

The Northeastern Region

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CANDIDATE FOR USAWOA NATIONAL LEADERSHIP

I have been a member of USAWOA since 3 March 2005 and a Life Member since 2006. I was founding President of First State Chapter 0613. Served as Scholarship Selection Committee Chairperson 2010 to 2012 and currently serve on the Scholarship Board of Directors I have been involved at the National level for the past 14 years serving as Deputy Director for 4 Northeastern Region Directors and serving two terms as Director of the Northeastern Region, 2012 to 2016. I am the current Director of the Northeastern Region (6).

Challenges facing US Army Warrant Officers:

There are many challenges facing US Army Warrant Officers, the least of which is filling vacancies in our formations. It should be a requirement that every Warrant Officer groom their replacement. Be consistent in coaching, counseling, teaching, and mentoring of junior Warrant Officers to include NCO's that show potential of being a Warrant Officer.

There are three Challenges in the forefront that stand out.

Challenge one: Ownership of systems.

Due to the rapid rate of development and fielding of new systems and equipment beginning with the Gulf Wars to meet the everchanging conditions and up-tempo of the battlefield there was little time to train up our maintainers on new equipment and systems as it was fielded. The Department of Defense contracted with the developers to support said equipment causing a loss of ownership by Army Maintainers.

We as Warrant Officers need to take ownership of systems as they come online and help with the development of required training. One of the goals is to reduce Army contract logistical support. This is conducted through refocused warrant officer technical training. Train the Trainer. The Army needs to seek industrial based technical certifications and credentialing to proactively support emerging systems requirements.

Challenge two: Education and Progression

The earliest record of official Warrant Officer training occurred shortly after the act of 1918. The Army opened the training institution at Fort Monroe, Virginia commanded by a U. S. Navy officer who taught navigation and marine engineering skills to the Army's newest warrant officers. Little official warrant officer training was conducted until 1966 when the first Warrant Officer Professional Development Program was published in Department of Army Pamphlet 600-11. July 1972 a tri-level education system was established and supplied formal training at the basic or entry level, intermediate and advanced levels but was not available for all specialties.

We are the only officers without mandatory levels of civilian education requirements for career progression, other than completion of secondary level education. There are recommended

levels however and will come into play when being ranked for promotion. At some point it will become a mandatory requirement. Be initiative-taking and get that civilian education. It is the one thing that you have total control of for your progression.

Challenge Three: Adapting to Change

Warrant Officers are adaptive leaders that thrive in complex and uncertain environments. Despite this attribute we are sometimes resistant to change. The Future of the cohort is dependent on change. Accept it and drive on.

Challenges facing the USAWOA:

Challenge one: Membership!

This is an ongoing challenge that should be easy to fix but will continue to plague us. It takes vigilance on all of us. Chapter Officers need to review current Chapter rosters periodically to check member status. Region Directors receive a region roster monthly and need to review the status of all members and contact them for renewal at 2 months out and follow up monthly. If you see a warrant officer, ask them if they are a member.

Challenge two: Update systems and procedures.

The recommendations that will help bring us into the digital age and prepare us for the future are being reviewed and prioritized before being implemented. Funding these changes will be on the forefront for the next few years.

Challenge Three: Meeting Budgeting requirements without depleting savings.

The goal of the National Leadership is to meet the requirements set forth in the Articles of Incorporation and the National By-laws and to conduct any changes in a way that will have negligible impact on the membership. Other than the annual fund raiser, the main source of revenue is member dues and dividends derived from investments. How we increase revenue to meet expense is a major challenge that must be address sooner rather than later.

In Conclusion:

The knowledge gained over the past 17 years of serving in leadership positions from Chapter President to Region Director allows me to be a beneficial assistant to Chapter Leaders as well as National Officers. I look forward to continued service to the Members of the Association and the Northeastern Region as their Director.