

Show The Way

Chief Warrant Officer Five Robert K. Lamphear
Regimental Chief Warrant Officer



I recently had an opportunity to attend the annual Maneuver Support Center of Excellence (MSCoE) Retention Awards Ceremony at the Pershing Community Center here on Fort Leonard Wood. What a great event! Many outstanding recruiters and career counselors were recognized for an array of accomplishments, including the Career Counselor and Retention Noncommissioned Officer (NCO) of the Year awards. As I looked around the room, I noticed that I was the only warrant officer in attendance. Now I must admit that being the only warrant officer at an event is not uncommon; however, being the only one at a retention awards ceremony got the rusty wheels spinning in my head. What is the role of the Army warrant officer in the Commander's Retention Program? Is there one? Or do we leave that to the NCOs and officers to handle once we pin on the warrant officer rank?



The more I thought about these questions, the more convinced I became that warrant officers can and should play a huge role in the Commander's Retention Program. Many warrant officers were career counselors or recruiters as NCOs and certainly have retained the skills necessary to speak with and mentor young engineer Soldiers and NCOs on the virtues of staying in the Army. The good news is that warrant officers are playing an important—although often a supporting—role in the success of the program. On a personal note, I reenlisted for six years back in 1986, largely due to the influence of a “Quiet Professional,” CW4 Marvin Humble.

For those of you serving as “Quiet Professionals,” keep up the good work. If you are not involved in the Commander's Retention Program, get involved. Talk with your Soldiers about their career plans—not just once, but many times—over a period of time. Nothing says you care for Soldiers' well-being more than giving your time to them. The retention rates across the Army are excellent, and here at Fort Leonard Wood, retention rates for all the major commands were more than 100 percent for the past fiscal year.

What's ahead? The Army has lowered this year's retention goals, and some Soldiers may not have the opportunity to reenlist. Be part of the process, and help identify quality and technically competent Soldiers to

continue to serve in this great Army and Regiment. To quote Major General David Quantock, MSCoE and Fort Leonard Wood commanding general, “It is always about quality, and never about numbers.” Do your part to discover the quality Soldier the commanding general refers to and the Army needs.

On another note, engineer warrant officers continue to do great things across our Regiment. There's a great article in the May–August 2010 *Engineer Professional Bulletin* titled “The Theater Engineer Construction Battalion: General Engineering in Support of the Warfighter” by LTC Adam S. Roth, outlining the

recent deployment of his unit as the theater construction battalion in Iraq. I was struck by the positive comments made by LTC Roth on the outstanding performance of his three construction warrant officers. The roles they played in the construction effort certainly contributed to the success of the task force. This is huge, since the integration of Construction Engineering Technicians into vertical platoons is still in its infancy in some units. The success or failure of the engineer warrant officer program is in your hands. Keep up the great work.

I'd also like to report an example of community service by engineer warrant officers. Recently, CW2 Ryan Ward and members of the 120A Warrant Officer Basic Course 02-10 traveled on their own time to Jefferson City, the Missouri state capital and site of the Missouri Veteran's Memorial, to provide some extra care to the state-maintained memorial as the class's community project.

There are literally hundreds of stories like this across our Army and Regiment. Thank you—you are making a difference!

Finally, just as the Army's retention program is about quality versus quantity, so too is the Regiment's warrant officer accessions mission. We are looking for outstanding NCOs who possess a sustained and demonstrated level of technical and leadership competency as supported by rater and senior rater comments on Noncommissioned Officer Evaluation Reports (NCOERs). For more information about how to become an engineer warrant officer, log on to the Army recruiting website at <http://www.usarec.army.mil/hq/warrant>.

Until next time, stay safe. Essayons!