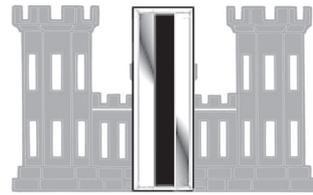


# Show The Way

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



**C**ongratulations are in order to eleven outstanding noncommissioned officers (NCOs) who were selected for the engineer warrant officer program during the January 2011 Warrant Officer Selection Board held at Fort Knox, Kentucky. These NCOs represent the best and brightest the Engineer Regiment has to offer the Warrant Officer Corps. The Construction Engineering Technician Warrant Officer Basic Course (WOBC) will include three prime power production specialists (military occupational specialty [MOS] 12P), two construction engineer supervisors (MOS 12H) and one technical engineer (MOS 12T). The Geospatial Engineering Technician WOBC will include five geospatial engineers (MOS 12Y). These NCOs average more than 10 years of service, have served an average of three combat tours, and bring a combined 115 years of engineer technical expertise and leadership to the Warrant Officer Corps!



Many of you have noticed that I end each *Show the Way* article with a request for each of you to recruit your replacements by identifying outstanding NCOs who possess sustained and demonstrated levels of technical and leadership competency. I cannot stress enough how important this request is. The expansion of both engineer warrant officer MOSs continues, and it is imperative that we discover and then “sponsor” NCOs without sacrificing quality for quantity. I would like to spend a little more time in this bulletin on what I have observed when evaluating application packets.

First, let me thank the many warrant officers from all three components who tirelessly work to recruit their replacements and have enabled the Regiment to meet its recruiting mission for the past few years. Great job! Second, while we have been successful in our goals so far, I have noticed some cracks in the recruitment foundation. An alarming number of application packets I disapprove at the proponent level should never make it past the senior warrant officer who wrote the letter of recommendation. Let me be very blunt—we can do better. For example, recent packets included resumes with numerous misspelled words, incorrect MOS numbers and names, letters of recommendation more than a year old, and discrepancies between the DA Form 61, *Application for Appointment*; noncommissioned Officer Evaluation Reports (NCOERs); and Enlisted Record Briefs (ERBs). Soldiers have also asked for waivers of prerequisites that clearly cannot be waived due to a lack of alternate qualifications, education, or experience. The bottom line is that when we elect to write a letter of

recommendation for an NCO, it becomes our responsibility to sponsor that NCO's efforts. That means providing an honest assessment of the packet, then when the Soldier is ready to apply, ensuring that the packet is 100 percent correct before submitting it to the United States Army Recruiting Command or state and Reserve Component warrant officer strength managers. The NCOs who aspire to be warrant officers deserve our best efforts—nothing less.

On another note, have you ever wanted to discuss regimental issues, share information, and participate in professional debates in a purely regimental forum? I have great news. The Engineer School Commandant has recently approved engineer CW4s to participate in the new Engineer Battalion Commander's Forum. The forum is a platform for battalion command teams as well as engineers in key positions across all components. The bottom line is that your input is valuable to the Regiment. Your voice can help shape or adjust the Regiment's Campaign Plan. More important, your voice will help feed critical thought to the senior engineer-level forums. Stay connected, participate, and engage. Many thanks to our Knowledge Management (KM) Officer for her input and efforts to provide world-class KM to our Regiment. Sign up at <https://www.kc.army.mil/book/groups/engineer-battalion-command-forum>.

In addition to the Battalion Commander's Forum, the Commandant has approved engineer CW5s to participate in the “Commandant's Corner,” the portal where discussions regarding all facets of regimental interest are taking place! The target audience for this forum is 0-6 commanders and key staff leaders from across the Regiment, which includes (but is not limited to) combatant commands, Army Service component commands, brigades, United States Army Corps of Engineers divisions and districts, J-4 Logistics, Army G-3 Operations and Training/G-5 Civil-Military Operations/G-7 Plans/G-8 Resource Management, United States Army Forces Command, and United States Army Training and Doctrine Command—and now CW5s. Vote, discuss, chime in, and engage. Sign up at <https://www.kc.army.mil/book/groups/usaec-commandants-corner>.

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 et Faissons!