



Sgt. 1st Class Ezra Glover (front left) in formation during an event at Fort Riley, Kan. (Photo courtesy of Sgt. 1st Class Ezra Glover)

By Example: 'Make sure they excel'

By Jonathan (Jay) Koester

NCO Journal

Sgt. 1st Class Ezra Glover joined the Army at age 17 after growing up in Honolulu. He has served for more than 15 years and is currently the motor sergeant for a support element of the 5th Squadron, 4th Cavalry Regiment, 2nd Brigade Combat Team, 1st Infantry Division, at Fort Riley, Kan. Glover has deployed to Iraq three times and has earned the Parachutist, Air Assault and Combat Action Badges.

Why did you join the Army?

I joined the Army because I was curious. I didn't plan on staying in the Army; I thought I would do it for three years, then go to college. Fifteen years later, I'm still in the Army. I love the Army. I love the institution, the way things fall into place, the discipline, the pride, the work. I strive for excellence and take advantage of every opportunity in the Army, whether it's school, training, etc. You can't get that anywhere.

I've been in 15 years and I'm going to stay as long as I can. I love it. I try to tell the Soldiers that. I don't try to

pressure them to be in the Army; I just try to explain, this is what the Army is. Where can you get this outside?

What role have NCOs played in your professional development?

NCOs played an important role. The way I am now is because of the leadership I had in the past: strict but fair; always lead from the front; always do the right thing. I try to instill that in the Soldiers: Even when no one is around, always be doing what you're supposed to be doing. I had excellent leaders and NCOs throughout my past.

What makes a good NCO?

A good NCO is someone who provides purpose, direction, motivation. You need to ensure you know what your Soldiers are doing and that they're doing the right thing.

How do you set the example for your Soldiers?

I set the example by enforcing the standards, making sure that I'm in the right uniform and I'm within the standards, and enforcing that with all my Soldiers by making on-the-spot corrections. I always support my Soldiers to go to school. I try to make sure they excel and better themselves.

What changes would you like to see Army-wide?

Right now we're doing the drawdown; I'd like to see the Army recruit at a higher standard. It's starting to get better. We can make corrections, but it's good to do some weeding out in the beginning.

How do you see NCOs rising to the challenge in your organization?

We've had some hurry-up promotions. I think now we need to start putting more emphasis on the NCO Development Program to make the NCO better. There are a lot of young NCOs out there who got promoted during the wars. Now we need to focus on NCO and Soldier DPs and showing them the standard.

How does your current job impact the Army?

We keep the Army moving. Everything from power generation to water, fuel, trucks, vehicles. I think it's an important part of the Army. If we're not there, nobody is moving.

What is good leadership?

Good leadership is not passing by the problem. Make sure you correct that problem when it happens. Leading from the front, ensuring that you're tactically and technically proficient. Be a good communicator. ■



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