



TRADOC Command Sgt. Maj. David S. Davenport Sr. answers NCOs' questions about the new NCO 2020 Strategy, March 15, 2018. (U.S. Army photo by Sgt. Alan J. Brutus, Army University Press)

# TRADOC CSM and NCOs Discuss a Constantly Changing Environment

*By Staff Sgt. Mark A. Moore II*

According to the U.S. Army Training and Doctrine Command's *NCO 2020 Strategy*, the values associated with the noncommissioned officer corps will never change. However, the future operating environment will be more complex.<sup>1</sup>

The strategy also describes the requirement to prepare NCOs to meet the challenges of an unknown, unknowable, and constantly changing environment and how the Army needs to develop leaders who are adaptive, innovative, and creative thinkers.<sup>2</sup>

Thus, a fundamental shift in the Noncommissioned Officer Education System is changing the way leaders think. Leading these changes is Command Sgt. Maj. David S. Davenport Sr., TRADOC command sergeant major, who met with approximately 20 active duty

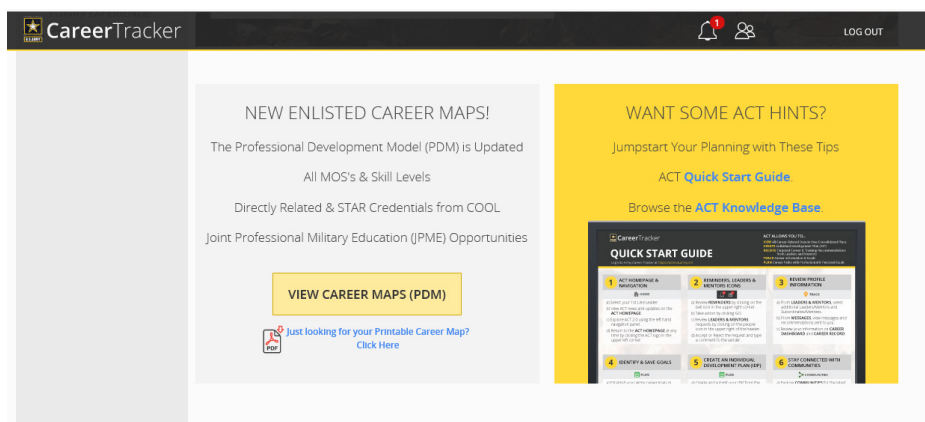
and reserve component NCOs on March 15, 2018, to address their concerns.

"When you are a senior leader, it is so important to hear about the changes you have implemented from the people it affects,"<sup>3</sup> Davenport said.

During the hour-long discussion, NCOs addressed such topics as the Noncommissioned Officers Professional Development System (formerly NCOES) and talent management.

## Talent Management

According to Davenport, talent management was not a priority in the recent past. Initially, Human Resources Command received a Soldier requisition and would do its best to fill the requirement.<sup>4</sup>



Screenshot of Army Career Tracker website

Talent management is now the second line of effort in the [NCO 2020 Strategy](#) and is expanding NCOs' core military occupational specialty proficiency and leadership through developmental positions, opportunities, and assignments, both in and out of their career management field.<sup>5</sup>

Davenport explained that if talent management is to succeed, Soldiers need to understand what developmental assignments and MOS enhancing schools personnel managers are considering when selecting NCOs for future positions.<sup>6</sup>

To allow Soldiers to take charge of their careers, TRADOC updated each proponent's Army Career Map. While many schools, duty positions, and broadening assignments are listed, it is essential to complete the tasks prescribed for each rank.<sup>7</sup>

**Related:** Video of CSM Davenport discussing [talent management](#).

"The career map helps Soldiers identify the areas they need to work on or jobs they need to seek out," Davenport said.<sup>8</sup> "But don't focus on doing something a couple of steps ahead until you have satisfied those

requirements for your current grade and time in service."<sup>9</sup>

To access your proponent's career map, log into the Army Career Tracker, select "view career maps" (located at the bottom of the page), then select "printable career map."<sup>10</sup>

## NCOPDS

Davenport said it is unlikely PME schools will accommodate college attendance, and will instead

incorporate accredited training modules to increase the number of transfer credits a school might accept.<sup>11</sup>

"In the future, you will earn more college credits by attending Primary Military Education, and will build towards a degree much faster by partnering with a university that recognizes those courses," Davenport said.<sup>12</sup>

**Related:** Video of CSM Davenport discussing [NCOPDS](#)

The NCOPDS was recently realigned to help Soldiers who attend the Advanced Leaders Course, Senior Leaders Course, and the Masters Leaders Course to attain their associate, bachelor, and master degrees.<sup>13</sup>

"Last week the U.S. Army Sergeants Major Academy received their accreditation through the higher learning commission," Davenport said. "By moving USASMA under the Army's Combined Arms Center, it allows credentialing to flow from the higher learning commission through CAC to USASMA and into our entire PME system."<sup>14</sup>

For video of the full discussion and to learn more about NCOPDS, talent management, and other topics, click [here](#). ■

## Notes

1. S. Army Training and Doctrine and Doctrine Command. NCO 2020 Strategy. (December 4, 2015) <http://www.tradoc.army.mil/FrontPageContent/Docs/NCO2020.pdf>

2. NCO 2020 Strategy

3. Command Sgt. Maj. David S. Davenport Sr., command sergeant major of U.S. Training and Doctrine Command. Roundtable discussion. 15 March, 2018.

4. Roundtable discussion.

5. Roundtable discussion.

6. Roundtable discussion.

7. Roundtable discussion.

8. Roundtable discussion.

9. Roundtable discussion.

10. Army Career Tracker, U.S. Army Career Tracker website, accessed 5 April, 2018.

11. Roundtable discussion.

12. Roundtable discussion.

13. Roundtable discussion.

14. Davenport. Roundtable discussion.



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