**CHANGE OF RESPONSIBILITY**

**This is a speech that the commander will give at a change of responsibility where the company is getting a new 1SG**

To what size group will the speech be delivered? 50 to 100 people

The speech will be delivered to a group made up of mostly? Friend, Family, colleague and Soldiers

Where will the event be held? In a parade field

What kind of speech do you want? Professional and motivated

What do you want your audience to think or feel as a result of experiencing your presentation? Memorable, that he care for the Soldier and the organization

Is there an action that you would like your audience to as a result of experiencing your presentation? Make an emotional impact

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| What is your deadline for delivering the speech? The first draft must be in by Monday |  |

Everything except the highlighted paragraph came directly from regulation. This should help you with preparing the speech.

General Baron Von Steuben, a key advisor to George Washington, outlined the duties of NCOs such as the Sergeant Major, Quartermaster Sergeant, and other key NCOs, but it was the company First Sergeant to which he directed most of his attention. According to Von Steuben, First Sergeants must be "intimately acquainted with the character of every Soldier in the company and should take great pains to impress upon their minds the indispensable necessity of the strictest obedience as the foundation of order and regularity."

The 1SG is the senior enlisted advisor to the Commander at the Company/Troop/Battery level. 1SGs are responsible for maintaining and enforcing standards, ensuring training objectives are met, developing the Soldiers in the unit, all administrative functions, and ensuring the health, welfare, and morale of the unit and their Families. The 1SG serves as a coordinator for training and resources, as well as the lead integrator with outside organizations and entities. The 1SG is the standard bearer for their organization and serves as a role model for all Soldiers, NCOs and Officers.

The work of the 1SG often times go unnoticed, some Soldiers seem to think the 1SG only sits in his/ her office and hold formations but I assure you that the 1SG if far more than just that. The 1SG has to be an expert in all the following areas:

**Readiness**

1) Assist the commander in prioritizing AR 350-1 training; enforce the unit’s training program.

2) Supervise and guide the unit’s medical readiness (MEDPROS); establish positive relationships with medical providers.

3) Support and enforce the Integrated Disability System.

4) Promote and establish relationships with supporting organizations that assist in organizational readiness.

5) Advise the commander on Uniform Code of Military Justice actions and manage the execution of the administration process.

6) Implement and manage the unit physical readiness program.

7) Enforce and support the Soldier for Life Transition Assistance Program. 8) Manage the Unit Commander’s Financial Report.

**Leadership**

1) Live and demonstrate the attributes and competencies of the leadership requirements model.

2) Exhibit and maintain an atmosphere of respect, adaptability, and resilience.

3) Assess, create, and foster an ethical and positive culture and climate within the organization.

4) Extend influence within and beyond the chain of command to build relationships.

5) Prioritize presence at training and determine daily the most important place to be within the organization.

6) Communicate and drive the commander’s vision and intent by serving as the conduit between the commander and Soldiers.

7) Recognize disciplined initiative within the commander’s intent through competency based talent management.

8) Strengthen the characteristics of trust, honorable service, military expertise and esprit de corps through stewardship of the Army Profession.

9) Coach and foster servant leadership through effective counseling and development.

**Training Management**

1) Develop an organizational learning culture where opportunities for growth and development are enduring.

2) Design, implement, and manage an NCO leader development program and coach junior officers.

3) Provide oversight to the training management process.

4) Direct the input of completed training data into the system of record DTMS.

5) Identify and communicate resource needs to allow for training and cross-training proficiency.

6) Understand and participate in the operations process.

7) Monitor and evaluate individual and collective training in accordance with the unit’s approved METL.

8) Drive the implementation of the 8-Step Training Model.

9) Recommend, implement, and enforce policies and standards in training.

**Communications**

1) Utilize both oral and written products to effectively communicate ideas, viewpoints, and military correspondence.

2) Demonstrate confidence and presence when speaking publicly to present ideas logically and clearly.

3) Employ active listening and the components of communication to solve problems and achieve results.

4) Translate military briefings to the appropriate stakeholders to create shared understanding.

5) Understand organizational level policy and apply at the direct level.

6) Exercise and enforce emotional intelligence (self-awareness, self-management, social awareness, and social skill).

**Operations**

1) Understand the operational environment.

2) Exercise and support the Commander’s priorities and enable mission command.

3) Extend the operational reach of the Commander in all aspects, from leadership to planning and operations.

4) Analyze operational gaps in both the organization and the plan; leverage the shortfalls by providing the appropriate resources and guidance to achieve positive results.

5) Engage throughout the planning process to ensure training objectives are well defined and achieved.

6) Validate unit sustainment practices and direct sustainment rehearsals.

7) Understand Army doctrine associated with mission command and operations.

8) Endorse and enforce the command’s SOPs.

9) Advise commanders and staff; direct the NCO support channel in all operations.

10) Leaders must be accountable and responsible for their subordinates’ proficiency in conducting their wartime missions.

**Program Management**

1) Train and educate subordinates on Army and organizational programs.

2) Assist in developing and maintaining a training calendar to create predictability for service members and enable comprehensive Soldier and Family fitness.

3) Execute talent management.

4) Lead information dissemination within the unit.

5) Oversee social media platforms and online conduct.

6) Assist and enforce the standards associated with unit maintenance programs.