

FIVE THINGS EVERY SOLDIER SHOULD KNOW ABOUT ...

'Not in my Squad' for Web

The Army is rolling out a new Web tool designed to help junior leaders build better teams as part of the service's "Not in my Squad" campaign.

The new website, designed by the Center for the Army Profession and Ethic, is set for unveiling at the Association of the United States Army's annual meeting Oct. 12-14 in Washington, D.C.

The "Not in my Squad" assessment tool is "a resource that's Web-based to help squad leaders, team leaders, section leaders, crew leaders, just about any level of leadership, help their squad strengthen things that they're really good at, and then maybe improve on things they're not so good at," said Sgt. Maj. David Stewart, the senior enlisted soldier at CAPE.

"Not in My squad. Not in Our Army. We Are Trusted Professionals" is the Army's sweeping campaign to fight sexual assault and harassment in the ranks.

Here's what you need to know:

1 Word from the top. Sergeant Major of the Army Dan Dailey, a career infantryman, came up with the "Not in my Squad" concept to put first-line leaders directly into the fight against sexual assault and sexual harassment. The campaign has expanded to include more than sexual assault and sexual harassment prevention, Stewart said.

2 For junior leaders. The idea behind the "Not in my Squad" Web tool is to help junior leaders work on their own teams, Stewart said. It is not mandatory, nor is it designed to become yet another individual training requirement for soldiers, he said.

The website also does not record any personal, identifying or



SGT. MICHAEL J. MACLEOD/ARMY

The new Web tool for 'Not in my squad' is designed to aid units in building trust and becoming more cohesive.

unit information, Stewart said.

"It is a resource to assist team leaders and squad leaders to assess the state of mutual trust and cohesion in their teams," he said. "It's a grassroots thing, which means it's a self-starting event, not something driven from the Army telling you to do something. The SMA wants to empower junior leaders to improve upon what we do as an Army."

3 How it works. Junior leaders who visit the website will be asked to rate 24 statements about the state of their teams or squads. The statements cover topics such as trust, standards and discipline, as well as esprit de corps. For example, they'll be asked to agree or disagree that their squad members trust each other to do what's right. After completing all 24 statements, "it's going to spit out results that are then directed to education and training material that either reinforces strengths the squad

has or it gives you areas you can work on that may be a weakness or a concern," Stewart said.

4 Taking it to the squad. The training material could include videos, written case studies and a facilitation guide to help the leader conduct training for the team. There also will be a separate page on the website for leaders who want to conduct a "Not in my Squad" workshop on their own installation similar to the one led by SMA this spring with 32 squad leaders.

The Web tool will show them how their unit did compared with others who have taken the assessment, Stewart said.

5 'It's about the squad.' Stewart stressed that the Web tool is not meant to be another piece of mandatory, individual training. Squad leaders are not supposed to make each of their soldiers take the assessment, he

said. A squad leader can pick up ideas for training, or he can have each member of the team take the assessment before coming together to share and discuss the findings, Stewart said. Another option would be for the whole team to take the assessment together, he said.

"It's about the squad, the team, the section, the crew," he said. "It's not about individual training. It's not going to be an [executive order] that comes down from the Army and it becomes mandatory."

Good squad leaders should want to use the Web tool, he said.

"Only the best squad leaders and team leaders and section leaders in the Army are going to want to be better, and in order to do that, they need to see how well they're doing in building mutual trust and a cohesive team," Stewart said.

See the Web tool at <http://cape.army.mil/nims>.

— Michelle Tan