

## A New Armor Center CSM Checks Into the Net

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The Army has always been about change, and now is no exception. There is yet another change in the "Driver's Seat" as CSM Dave Lady moves on to take over the position of CSM at USAREUR and I take over the controls at the Armor Center and Fort Knox.

I have taken up residence in the "driver's seat" and have already completed the before-operations checks; the engine is running and in gear. I look forward to working with all the leaders and soldiers throughout the force to continue to make Armor and Cavalry a branch for which we can all be proud. CSM Lady did an exceptional job for the Armor and Cavalry force in his time as its senior enlisted person. He has left the Armor Center and the Armor force in great shape. As I come on board, I will try to expand on the directions he was taking the Armor force and add some of my own direction in an attempt to make it still even better.

I would be remiss if I did not take time here to thank all the leaders I have worked for who instilled in me the Army's standards and developed me to where I am able to perform in this position. I also want to thank all the soldiers who have worked for me over the years, whose hard work and excellence have helped me achieve the recognition to get where I am today. You have proven to be our country's greatest assets.

MG B. B. Bell is a great leader to have in the TC hatch during these times of change. He knows what we need to do and how we need to get there. I feel very fortunate to have been selected by MG Bell to be his Armor Center and Fort Knox CSM. Sir, thank you for the chance to be part of a great team at a great time in our Army.

The Army is always in a state of change, but nowadays it seems like change is coming ten times as fast. This is not all bad, even though it may seem we are moving too fast, or we are not looking

closely enough before the leadership decides on our direction. Having seen the process and been part of the process, I can reassure everyone that the decisions our leadership are making are going to make us a much better force. It is being done with measured steps to ensure success. As I talk to young soldiers and NCOs, some of them are not sure of what the future holds for them. Some of these soldiers were converted from 19K tankers to 19D scouts. They, and many more like them, thought that the 19K MOS and the tank are going away. I can say for certain that this is as far from the truth as you can get. The tank and the 19K tanker will still be around when today's most recent PLDC graduate takes his first battalion as a CSM.

There are some things that I do not see changing too much in the near future. The Armor Enlisted Career Map is one of them. This map is a guide that allows soldiers in our branch to better prepare for advancement and job selection. It is a super tool. We owe many thanks to CSM Lady for taking the lead on this, and for having the vision to refine a model to help guide our enlisted force. This is a key reference when writing the board guidance for the DA-level selection boards.

Other programs for enlisted Armor senior NCOs, such as Excellence In Armor (EIA) and Project Warrior, will see small changes to adjust to our changing force and the needs of the Army. These are two programs that help us identify and reward excellence in some of our top soldiers and NCOs, and steer them toward challenging assignments. These programs offer both soldiers and leaders a chance to effect the advancement and assignment opportunities of the soldier and NCO.

The new millenium is already forcing us to seek changes in the way we do business, how we man the force, and even how we organize the force. The Chief of

Staff of the Army has given us a new direction of march and we are well past the start point. The Intermediate Brigade Combat Team has drawn a lot of attention and if you keep up with MG Bell's updates to the force you should be able to see Armor's new role in that, and how we are doing. This is the cutting edge of the change in the Armor force and the Army, along with the Division XXI restructure. The Armor force is modernizing, and as we bring on new equipment, we must reorganize to take advantage of the new equipment's capabilities.

There are many more and exciting changes happening to our Army and to the Armor and Cavalry branch. Some item of new equipment is being fielded almost daily to someone in one of our Armor or Cavalry units. Some units are receiving more people than anyone can remember, while others are losing some. Everyone is being asked to look at ways to reduce manning and gain efficiencies, while at the same time increasing effectiveness.

The Army is about to enter times of the greatest challenge and change since the transition from horse to machine. Armor and Cavalry will be a very big part of the changing Army. We will have to break some paradigms and build new ones.

It's natural to be cautious about change simply because no one can predict the results with 100 percent accuracy. But the Army has always been about change; now it is our turn to make some of those changes in our force. I am very pleased to be working *with* you, and more importantly, *for* you as we make these changes happen. Together, all things are possible.

"TODAY IS THE BEST DAY  
TO BE A SOLDIER!"