

USAWOA National President  
By CW5 Michael Dye

## **CANDIDATE FOR USAWOA NATIONAL LEADERSHIP**

I am seeking re-election as the United States Army Warrant Officers Association (USAWOA) National President. I am an Active Duty, Chief Warrant Officer Five stationed at Fort Meade, Maryland 40 miles from the USAWOA Headquarters in Herndon, Virginia which allows me to participate in meetings and other Association activities in the greater Washington, DC, Virginia, and Maryland areas. I've been a US Army Warrant Officer for 27 years and a USAWOA life member since 2013. From 2018-2022, I served four years as the USAWOA National Secretary and am completing my first term as your USAWOA National President.

Since becoming the National President in 2022, our Association saw numerous unplanned personnel changes across our National Board of Directors (BOD) and in our headquarters office. Over an 18-month period, three of our six Region Directors changed, and our national Vice President deployed for an extended period. In 2023, we had two different membership managers, hired a new Executive Director, mourned the unexpected passing of our long-time USAWOA web portal manager and prepared to update our antiquated membership software system. I'm proud to say that as National President, I led our collective efforts that allowed us to navigate this churn and kept our Association mission focused.

I am seeking a second term to serve as the USAWOA National President as I believe I am best suited to provide continuity and continue our association's transformation efforts. Additionally, I firmly believe we must continue to improve our association's ability to share information and increase collaboration for our Warrant Officers across all three Army COMPOs, our veterans, and our retirees. As an Active-Duty National President, I routinely utilized my relationships with other Army senior Warrant Officer leaders to request their support, include them in USAWOA discussions, and bring greater awareness to USAWOA's efforts. If re-elected, I will continue to build upon these relationships for the betterment of our Association.

The Warrant Officer Cohort will face challenges in the coming years as we must ensure we are focused and nested within the Chief of Staff of the Army priorities of Warfighting, Delivering Ready Combat Formations, Continuous Transformation, and Strengthening the Profession.

Three challenges that I see are:

1. **Maintaining our Talent.** The Army's most critically short Warrant Officer remains a CW3, regardless of MOS. The Army's recent initiative to retain retirement eligible CW3's was scoped to those with already approved retirements. The Army must make strides to offer realistic opportunities and/or compensation to keep our currently serving CW3s. In a budget-constrained environment, this will prove difficult and may require novel approaches to solve this problem.

2. Remaining Current in Technology. While Warrant Officers remain the Army's technical experts, there are numerous emerging technologies that are logically suited to the highly technical skills of Warrant Officers. From Artificial Intelligence to machine learning and data science. The Army Warrant Officer exists to lead and expertly do these missions.
3. Warrant Officer Talent Management: Ensuring the right Warrant Officer is in the right job at the right time. We should continue to advocate for Warrant Officer specific talent initiatives and utilize self-professed knowledge, skills and behaviors to help affect effective talent management.

I think the most significant challenges facing the USAWOA are:

1. Retention of our WO1s. While our overall membership has grown by over 1500 since 2022, most of this growth are newly appointed WO1s. Historically, we only see about 15 percent of WO1s renew their USAWOA memberships once they promote to CW2. Further, we see most WO1s losing contact with USAWOA after completion of their technical training with no touchpoint to the Association until several years later. We need a concerted effort by chapters to use the member information provided by the headquarters to contact and include WO1s in our chapter events.
2. Need for an Association strategy. Working with the members of the Board of Directors, we should develop a 5-to-10-year strategy with goals, milestones and lines of effort to ensure continued viability and success of the Association. This strategy should account for our current members and address recruitment and retention of our future Warrant Officers, Retirees and Veterans.
3. Communicating our "Why." Across our 6000+ members, many lack the understanding of why we exist. We must work to change the mindset of those who see USAWOA as a just a Warrant Officer social group, into a professional, valued and respected Military Service Organization with the goal of "Warrant Officers Taking Care of Warrant Officers."

For the past two years as your National President, I provided steady, thoughtful, and deliberate leadership for the Association. I am very proud of the collective progress we have made, and I again seek an opportunity to continue to serve and move the Association forward.