



I.am.NCO

INSTITUTE FOR ADVANCED NCO LEADERSHIP

# EMPOWERING ENLISTED LEADERS FOR THE FUTURE

An Independent and Unbiased Think Tank for NCO Leader Development

# WHAT IS IT?

I.am.NCO is a forward-thinking initiative that fills a critical gap in the NCO Corps as a profession.

- **Purpose:** A veterans-led think tank dedicated to research, analysis, and policy recommendations for NCO leaders.
- **Why it Matters:** Empowering NCOs ensures strong leadership at every level, critical for both military and civilian sectors.

# OUR MISSION

- Conduct NCO-focused applied research.
- Leverage participatory action research to collect and maintain enlisted member feedback and data.
- Collaborate with military scientists to critically analyze data.
- Engage with decision makers to influence or shape policy for enlisted leader development concepts.
- Experiment with new and innovative methods to ensure relevance of future NCOs.
- Develop and maintain a repository of NCO-centric best practices.

# WHO ARE WE?

A team of experts committed to advancing the professional growth, empowerment, and advocacy of NCOs. We conduct research, deliver expert analysis, and provide policy recommendations to shape the future of NCO leadership and the Army.

By fostering mentorship, sharing knowledge, and driving innovation, we advocate for the NCO corps, ensuring their voices are valued and their contributions acknowledged.

## **Vision:**

To be the leading center for NCO-focused applied research and innovation.

## **Goals:**

- Enhance the effectiveness of enlisted leaders.
- Build lasting partnerships within the military and civilian sectors.
- Develop tools and methods for effective NCO leadership.

# TRUSTEES



CSM (Ret.) Daniel Elder  
Board Chairman



CSM (Ret.) Philip Johndrow  
Director of Outreach



CSM (Ret.) David Litteral Ph.D.  
Director of Research



CSM (Ret.) Matthew Lord  
Director of Education



CSM (Ret.) Lance Lehr  
Executive Director



CSM (Ret.) Dave Davenport  
Board Member



CSM (Ret.) Dennis Defreese  
Board Member



CSM (Ret.) Rodger Mansker  
Fellow, Strategic Policy



CSM (Ret.) Juan Ortiz  
Fellow, Enlisted Education



SGM (Ret.) David "Ozzie" Osborn  
Fellow, Military Transition



Adult Learning Fellow



History Fellow



Strategic Comms Fellow

# GET INVOLVED

Support our research, collaborate with us, or stay informed.

**Institute for Advanced NCO Leadership**

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