

**Role of the  
Battalion/ Brigade  
Regimental Sergeant Major**

# What is a Regimental Sergeant Major?

- **Identifies the top of the enlisted force in a Battalion or Higher organization**
- **Senior NCO in a Headquarters or Command**

# **Duty Description of the Regimental Sergeant Major**

- **This position title designates the senior NCO of the command at battalion or higher levels. He or she carries out policies and standards and advises the commander on the performance, training, appearance and conduct of enlisted Soldiers. The Regimental Sergeant Major administers the unit Noncommissioned Officer's Professional Development Program (NCOPD Program).**

# **Growing a Regimental Sergeant Major**

- **How do we grow leaders?**
  - **Institutional (Military Education)**
  - **Operational Assignments**
  - **Self Development**

# **COMMANDER-REGIMENTAL SERGEANT MAJOR** **RELATIONSHIP**

- **This is the start of a very special relationship**
- **Foundation of the relationship based on frankness, integrity and absolute trust**
- **Communicate, Communicate, Communicate**
- **Wingman/Battle Buddy/Conscience**
- **Avoid having a biased impression before you meet your RSM**
- **Be prepared to discuss what the RSM's responsibilities will be in your command; discuss what your philosophy is and how you will operate**

# **Commander-RSM Best Practices**

- **Staff calls**
- **Counseling - written and verbal**
- **Recognize, need, and accept your RSM**
- **Communication is key to success**
  - **How often do you meet?**
  - **Share information**
- **Include RSM in social functions**
- **Support Commander's decision**

# **RSM Administrative Responsibilities**

- **Company Sergeant Major Meetings**
- **Promotions/ Promotion Boards**
- **Reenlistment – Role of RSM (Oversight)**
- **NCO Support Channel**
- **Councils/Meetings - Inside/Outside the Command**
- **NCO Evaluation Reports/ Appraisals (Oversight)**
- **Career Development – For NCOs/ Enlisted Force**
- **Enlisted Assignments (Oversight)**
  - **Sponsorship/ Integration of New Soldiers**
- **Military Awards/ Decorations Review**
- **Boards – NCO/ Soldier of the Month / Quarter / Year**
- **School selection (Oversight)**
- **Weight Control Program (Oversight)**
- **Personnel Actions (Oversight)**

# **RSM Training/ Maintenance Responsibilities**

- **Sergeants Time Training**
  - Individual
  - Crew
  - Small Unit Collective Training
- **NCO Professional Development**
- **Training Meetings**
- **Leader Books – Establishing Standards**
- **Mission Essential Task List**
- **Resource Utilization**
- **Unit Mentorship Programs**
- **Crew/Section/Squad Certifications**
- **Command Maintenance Oversight**
- **Preventing Distractions**
- **Physical Training Oversight**
- **Individual Certification/ Testing**
- **Observe/Evaluate All Training**

# RSM Unit Discipline Responsibilities

- Appearance
- Performance Counseling
- Drill and Ceremonies
- Police Call
- Spot Corrections
- Courtesy/ Respect
- Camouflage
- Standards
- Billets
- Motorpool
- Military Justice (Oversight)
  - Letter of Reprimand
  - Extra Duty
  - Traffic/ Civilian Violations
  - Courts Martial
  - Suspensions
  - Separations

# **RSM Unit Morale and Welfare** **Responsibilities**

- **Working Conditions**
- **Leaves and Passes Oversight**
- **Unit Functions**
- **Providing Predictability for Soldiers and Family**
- **Sports Program**
- **Keep Soldiers and Families informed**
- **Living Conditions**
- **Promotions and Pay**
- **Single Soldier Initiatives**
- **Morale, Welfare & Recreation**
- **Community Involvement**
- **Family Readiness Group Participation**
- **Recognition Programs – Soldiers and Family**
- **Education Opportunities – All Soldiers**
- **Dining Facilities**

# **RSM KEY RELATIONSHIPS**

**Higher Unit Commander/ RSM**

**Adjacent Unit Commanders/ RSMs**

**Battalion/ Brigade Staff Officers**

**Company Commanders**

**Company Sergeant Majors**

**Staff NCOs**

# RSM Pre-deployment Focus

- **SOLDIERS**
  - **Soldier Readiness**
  - **Weapons proficiency**
  - **Warrior tasks/battle drills**
  - **Mission Rehearsal Exercise Skills**
  - **Equipment**
- **FAMILY**
  - **Family Readiness Groups**
  - **Building the Team**

# RSM in Combat/ Operations

- **Where is the CSM in combat/ during operations?  
It depends! WHERE IS THE CSM NEEDED?**
  - **BEFORE – planning phase; inspecting defensive positions; rehearsals; conducting pre-combat checks**
  - **DURING – TOC; breach site; casualty collection, point; overwatch of emergency resupply; flank security**
  - **AFTER - generating combat power; resetting the force**