

# **SERGEANT MAJOR OF THE ARMY'S *NOT IN MY SQUAD* (NIMS) INITIATIVE**

## **WORKING GROUP SUMMARY**

Installation:  
Unit:  
Facilitator Name:

Group #:  
Number of Squad Leaders in Group:  
Number of Males:  
Number of Females:

### **SECTION 1: SUMMARY OF WORKING GROUP FINDINGS**

1. Top challenges identified.
2. Squad-level solutions identified. What can squad leaders do?
3. Organizational and installation-specific solutions identified. What can their leaders do?
4. Army-level solutions identified. What can senior Army leaders do?
5. KSAs? How and where to train them?
6. General themes (related to identity, climate, and culture) discussed by your group.
7. Your group's perspective on the "way forward" for NIMS. How do embed and reinforce the concepts and solutions identified?
8. Novel or surprising topics, challenges, or solutions that you think should be shared with other facilitators, workshop participants, local leaders, senior Army leaders, and/or included in the EXSUM. Please identify the target audience.

### **SECTION 2: EASEL BOARD(S) THAT YOUR GROUP PRESENTED AT THE BACKBRIEF TO SENIOR LEADERS**

### **SECTION 3: DETAILED NOTES FROM WORKING GROUP**