Operations & Regulatory Community of Practice

M. Kathleen Perales
Project Leader

Jan 2011

How do CoPs make you feel?

CoPs

- Help
- Are Good
- Provide security
- Protect us from the bad…

CoPs are the People

Community of Practice in the Corps

"is a group of people who regularly interact to collectively learn, solve problems, build skills and competencies, and develop best practices around a shared concern, goal, mission, set of problems, or work practice."

"Ideally, every USACE team member will be a member of at least one CoP"

ER – 25-1-8

The Gateway is the Place

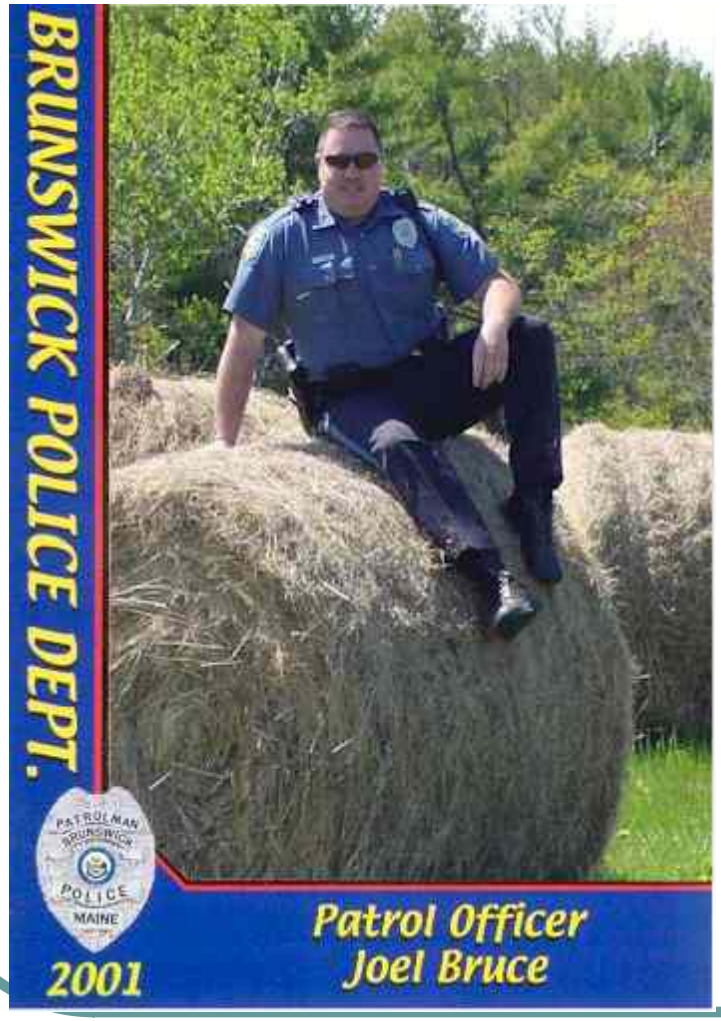
- Knowledge Management Principles
- Integrating People, Programs, Policies and Practices
- Multiple Frameworks and Approaches

http://Operations.usace.army.mil

CoP ER – 25-1-8 Missions (METL)

1. Execute Community Functional Responsibilities
2. Promote a Capable Workforce
3. Build & Maintain Relationships and Coalitions at all Levels
4. Promote Organizational Communication
5. Enhance Organizational Learning

Finding your way…



Variety of views

Communities of Practice

Business Lines

Community Elements

Business Process

Internal, External, & Exportable

Multiple Frameworks

- Communities of Practice
  (Navigation, Hydropower, etc.)
- Community Elements
  (People, Forums, Learning, etc.)
- Business Processes
  (Human Resources, Finance, etc.)
- Populations Served
  (Internal, External, Exportable)

Operations Leadership

- Michael Ensch is the Community of Practice Leader
- (Davis) Representative to the Corporate Community of Practice

<u>The Sub-Communities and Interest Areas are:</u>

- Coulombe, Mary Natural Resources Management (NRM)
  - Austin, Stephen B HQ ; Park Rangers
  - Persio, Pep HQ ; Recreation
  - (Vacant) : Partnerships
  - Coho, Jon ; Environmental Compliance
  - Kimmerly, Betsey ; Environmental Stewardship
- Crowe, M. Keith; Operations Project Managers
- Walker, James Chief; Navigation
- Sadiki, Kamau HQ; Hydropower
- Soderberg, Jon (point of contact); Regulatory
- Whittington, Susan S SAD; Budget
- Willis, Robert M LRDOR; Inland Navigation Infrastructure
- Wilson, Joseph R HQ ; Threatened, Endangered & Invasive Species
  - Cofrancesco, Al ERDC; Invasive Species
- Sherman, Rennie; CW-Environment

Operations & Regulatory

Operations.usace.army.mil

- Asset Mgmt
- Flood Risk Mgmt
- Hydropower
- Inland Navigation
- Natural Resources Mgmt
- Navigation
- Operations Project Manager
- Regulatory
- Safety
- Civil Works Environment

Here's the Concept …

- Think of a shopping mall
  - Anchor stores (ways in)
  - Specialty shops (with one-of-a-kind items)
  - Multiple stores sell shoes (sometimes you have to look at several shoe stores to find the pair you want)
  - Some places are off limits to the public (secured information)

Natural Resources

Operations.usace.army.mil

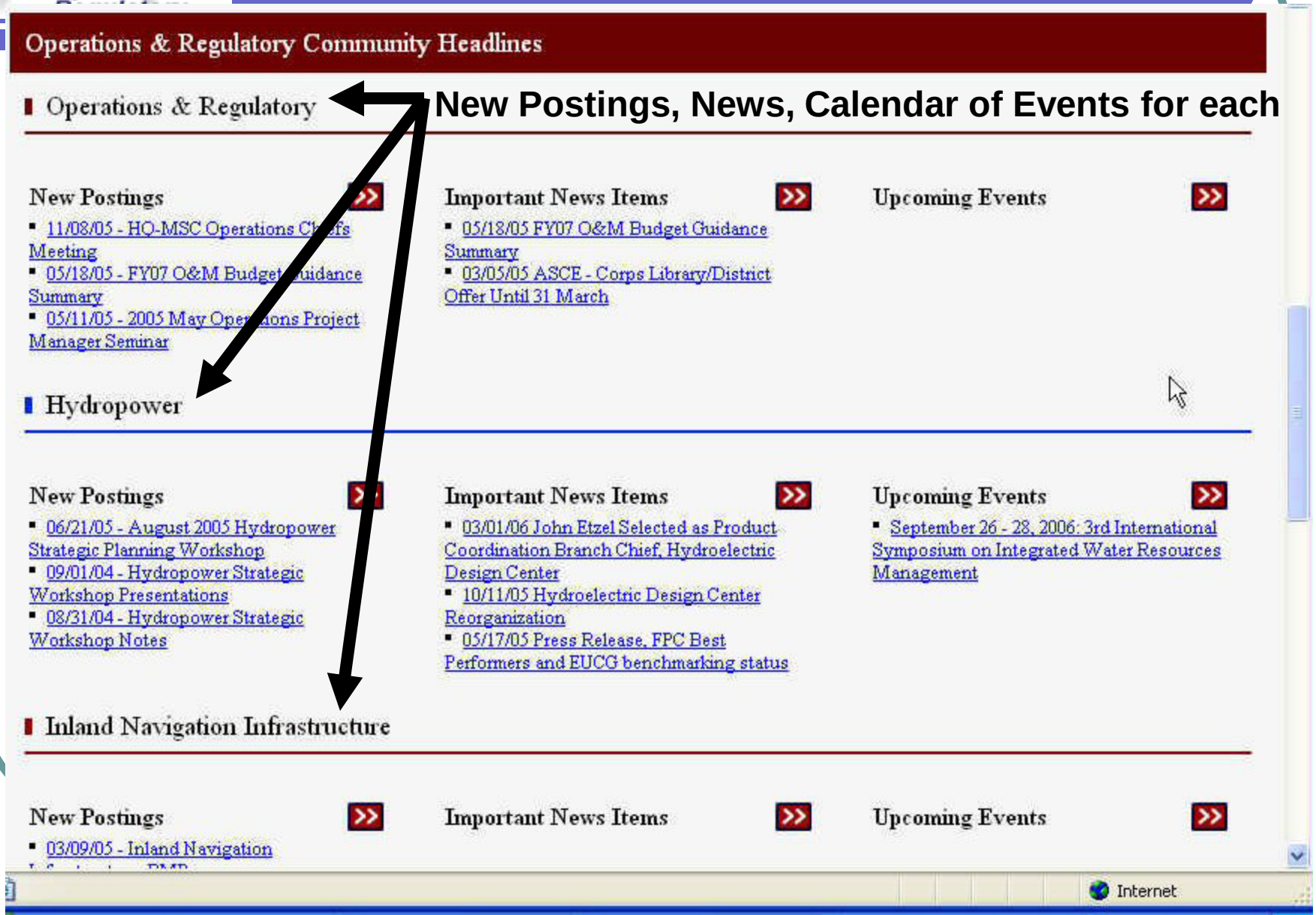
www.CorpsLakes.us

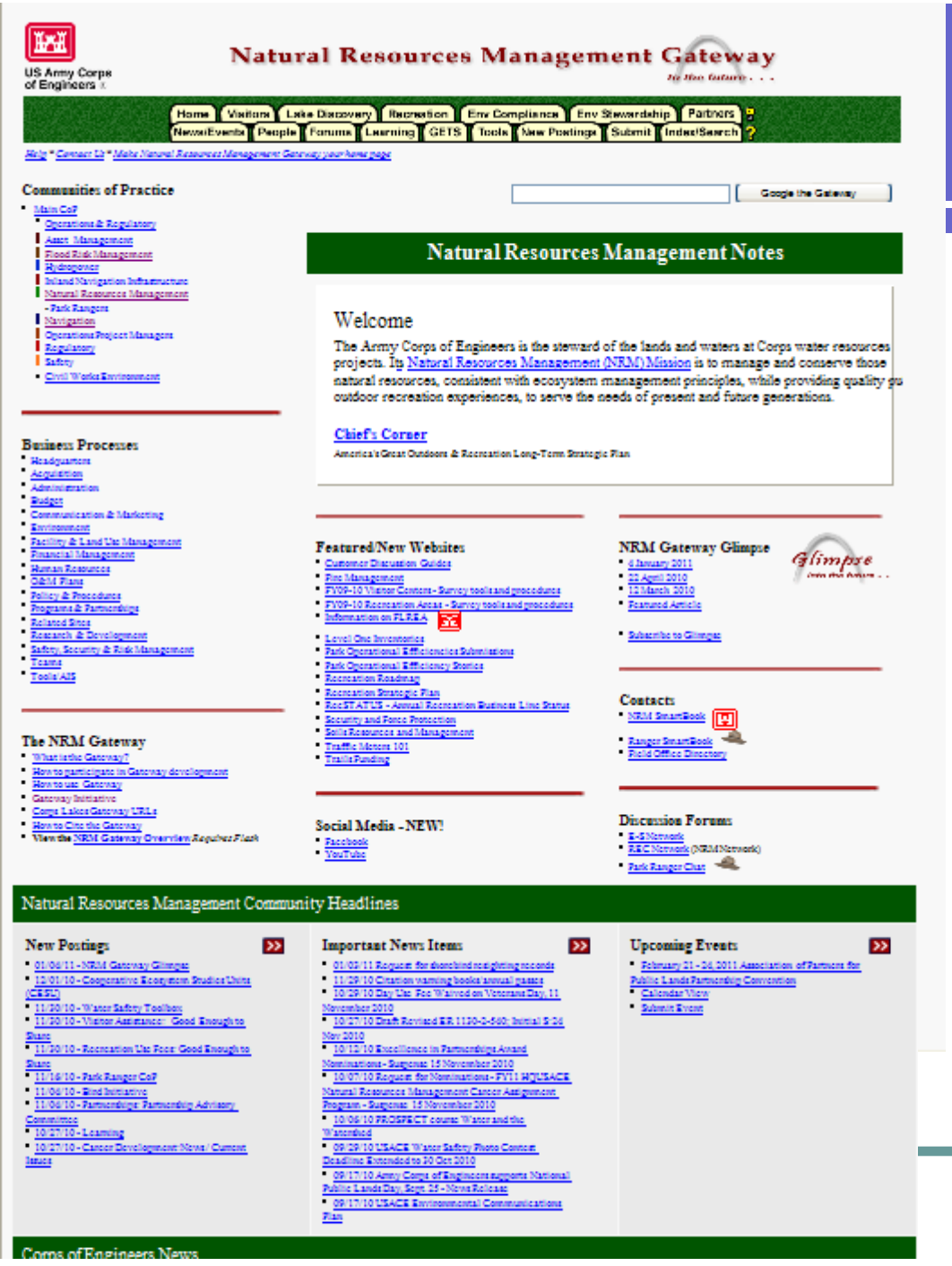
CorpsLakes.usace.army.mil

“ Visitor Tab”

http://Operations.usace.army.mil

Sub-CoP Overviews





Each CoP

- Index
- Forums
- People/Smartbook
- Policy
- Learning
- Good Enough to Share
- New Posting
- News
- Events

Multiple Frameworks

- Communities of Practice
  (Navigation, Hydropower, etc.)
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  (People, Forums, Learning, etc.)
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  (Internal, External, Exportable)

People

One of many ways to get to the Smartbook

Notice Red Castle CE Only

Smart Book

Topic areas developed and related to subject areas on the Gateway

Points of Contact Book

Select a Topic Area

Select by Office

- **E-mail:** All | District & Division

Headquarters

POC	C
Betsey Kimmerly	C

Division POCs

Division
Mississippi Valley Division
Northwestern Division
South Atlantic Division

District POCs

District		
Great Lakes & Ohio River Div		
Nashville District	CELRN-OP-R	Dena Williams (615-736-7822) Dena.K.Williams@usace.army.mil
Pittsburgh District	CELRP-OP	Larry Homich (412-395-7192) Larry.L.Homich@usace.army.mil
Mississippi Valley Division		
Vicksburg District Arkabutla	CEMVK-OD-MM-A	John Wilburn John.T.Wilburn@usace.army.mil

Untitled - Message (Rich Text)

File Edit View Insert Format Tools Actions Help

Send | Accounts | Attach as Adobe PDF | Options... | SnagIt | Window

Arial 10

To...: lacy.e.evans@usace.army.mil; Larry.L.Homich@usace.army.mil; Dena.K.Williams@usace.army.mil; Jeffrey.J.Brooks@usace.army.mil; James.C.Brown@usace.army.mil; doug.plitt@usace.army.mil; Doug.Plitt@usace.army.mil; Lynn.N.Neher@usace.army.mil; cemvd-pd-km@usace.army.mil; John.T.Wilburn@usace.army.mil; Rodney.R.Hendricks@usace.army.mil; Audrey.E.Harrop@usace.army.mil; Phillip.J.Ledbetter@usace.army.mil; Craig.M.Lykins@usace.army.mil; Kenneth.L.Shingleton@SWT03.usace.army.mil;

Cc...

Subject:

Kathy

M. Kathleen Perales, CPRP
Research Biologist
USACE Engineer Research and Development Center
3909 Halls Ferry Road, ATTN: EE-E
Vicksburg, MS 39180
Kathleen.Perales@usace.army.mil
601-634-3779

Good to Great through the Gate!
Visit and share in our communities:
Corps Lakes Gateway www.CorpsLakes.us
Natural Resources Management Gateway http://CorpsLakes.usace.army.mil
Operations Gateway http://Operations.usace.army.mil
CW-Environment Gateway http://CW-Environment.usace.army.mil

Ability to Email:
ALL
PDT
District & Division Only
By PROGRAM AREA

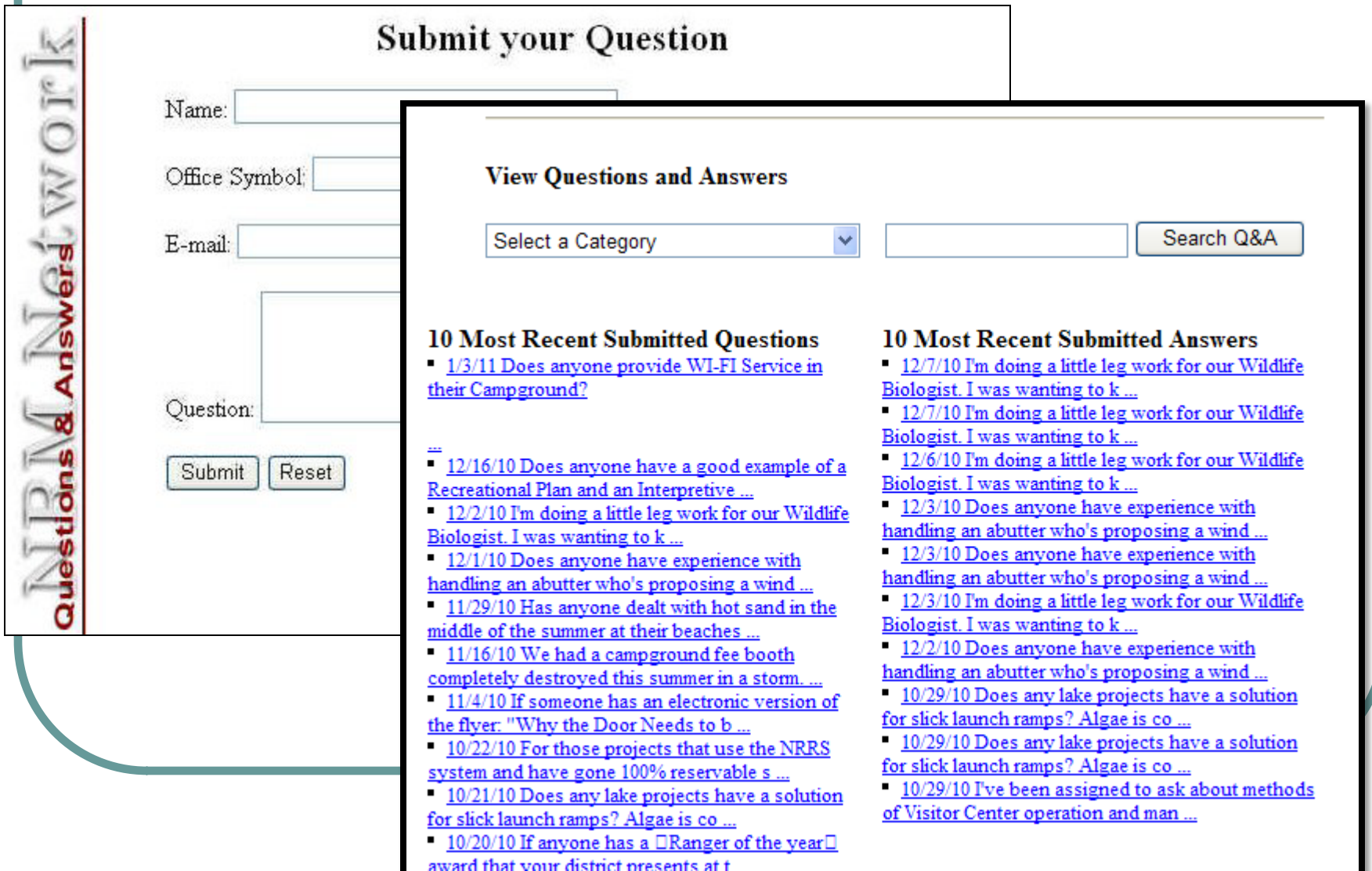
Forums

NETWORKS

Questions and Answers
Organized by topics

ALSO: RANGER NET

NRM Network


NRM Network
Questions & Answers
Submit your Question
Name:
Office Symbol:
E-mail:
Question:
Submit
Reset
View Questions and Answers
Select a Category
Search Q&A
10 Most Recent Submitted Questions
1/3/11 Does anyone provide WI-FI Service in their Campground?
...
12/16/10 Does anyone have a good example of a Recreational Plan and an Interpretive ...
12/2/10 I'm doing a little leg work for our Wildlife Biologist. I was wanting to k ...
12/1/10 Does anyone have experience with handling an abutter who's proposing a wind ...
11/29/10 Has anyone dealt with hot sand in the middle of the summer at their beaches ...
11/16/10 We had a campground fee booth completely destroyed this summer in a storm. ...
11/4/10 If someone has an electronic version of the flyer: "Why the Door Needs to b ...
10/22/10 For those projects that use the NRRS system and have gone 100% reservable s ...
10/21/10 Does any lake projects have a solution for slick launch ramps? Algae is co ...
10/20/10 If anyone has a Ranger of the year award that your district presents at t
10 Most Recent Submitted Answers
12/7/10 I'm doing a little leg work for our Wildlife Biologist. I was wanting to k ...
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12/6/10 I'm doing a little leg work for our Wildlife Biologist. I was wanting to k ...
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10/29/10 Does any lake projects have a solution for slick launch ramps? Algae is co ...
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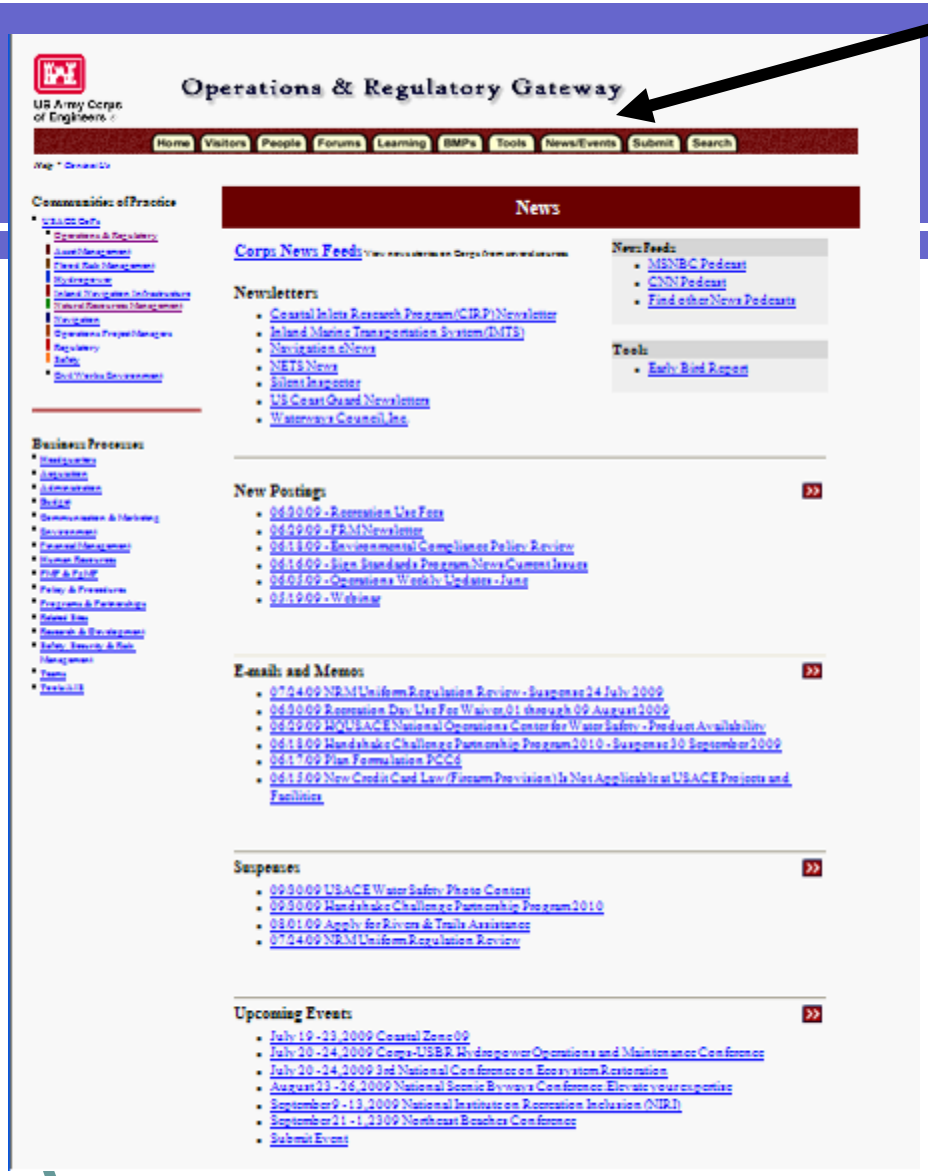
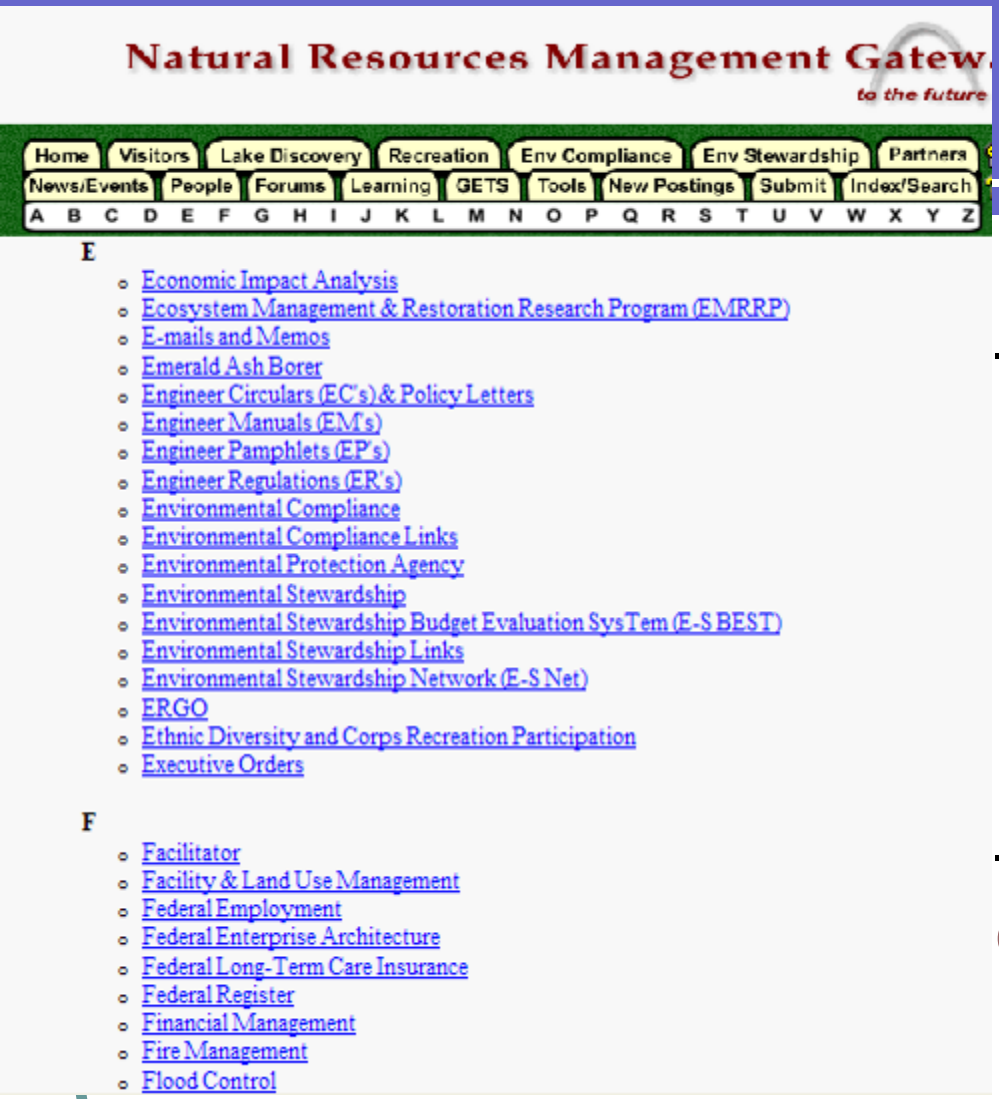
10/29/10 I've been assigned to ask about methods of Visitor Center operation and man ...

News



- News Feeds
- Newsletters
- New Postings
- Email and Memo
- Suspense Notices
- Events

Inside NRM



Index

- Provides listing of topics alphabetically by subsection

New Posting

- Provides chronological listing of information posted

Multiple Frameworks

- Communities of Practice
  (Navigation, Hydropower, etc.)
- Community Elements
  (People, Forums, Learning, etc.)
- Business Processes
  (Human Resources, Finance, etc.)
- Populations Served
  (Internal, External, Exportable)

Business Process

Business Processes

- Headquarters
- Acquisition
- Administration
- Budget
- Communication & Marketing
- Environment
- Financial Management
- Human Resources
- PMP & PgMP
- Policy & Procedures
- Programs & Partnerships
- Related Sites
- Research & Development
- Safety, Security & Risk Management
- Teams
- Tools/AIS

Available to All Sub-CoPs

- Websites and programs common to all Sub-CoPs
- Overview of all links via operations “HOME” level
- Tailored under each Sub-CoP

Headquarters @ Ops Level

Ensch Weekly Briefs

HQ

US Army Corps of Engineers

Operations & Regulatory Gateway

Home | Visitors | People | Forums | Learning | BMPs | Tools | News/Events | Submit | Search

*Help * Contact Us*

Communities of Practice

- USACE CoPs
  - Operations & Regulatory
  - Asset Management
  - Flood Risk Management
  - Hydropower
  - Inland Navigation Infrastructure
  - Natural Resources Management
  - Navigation
  - Operations Project Managers
  - Regulatory
  - Safety
  - Civil Works Environment

Business Processes

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Headquarters

Operations Weekly Updates & Ops Chiefs Call Notes

- Click here to view updates

  The Director of Civil Works (DCW) receives this weekly update as one communication of key actions/meetings from each of the business lines within Operations and for the Great Lakes and Ohio River Division (LRD) Regional Integration Team (RIT)
- RSS Feed

  Copy link below to your RSS reader.
  http://operations.usace.army.mil/rss/ops-updates.xml

Operations and Regulatory Corporate Board

The Operations and Regulatory Corporate Board is being formally established to guide the Operations Mission of the Civil Works Program under the One Headquarters concept. A Project Management Plan (PMP) is under development to describe the team, its roles and processes. The PMP will be posted on this page when complete, as will minutes of the Board's meetings and the products of its deliberations.

HQ-MSC Operations Chiefs Meeting

- 8 - 9 September 2008
- 4 - 6 April 2006
- 26 - 27 October 2005
- 21 - 22 October 2004

USACE

- Chiefs 12 Points
- Chiefs Hot Topics
- Corps Points
- Executive Office
- Strategic Direction

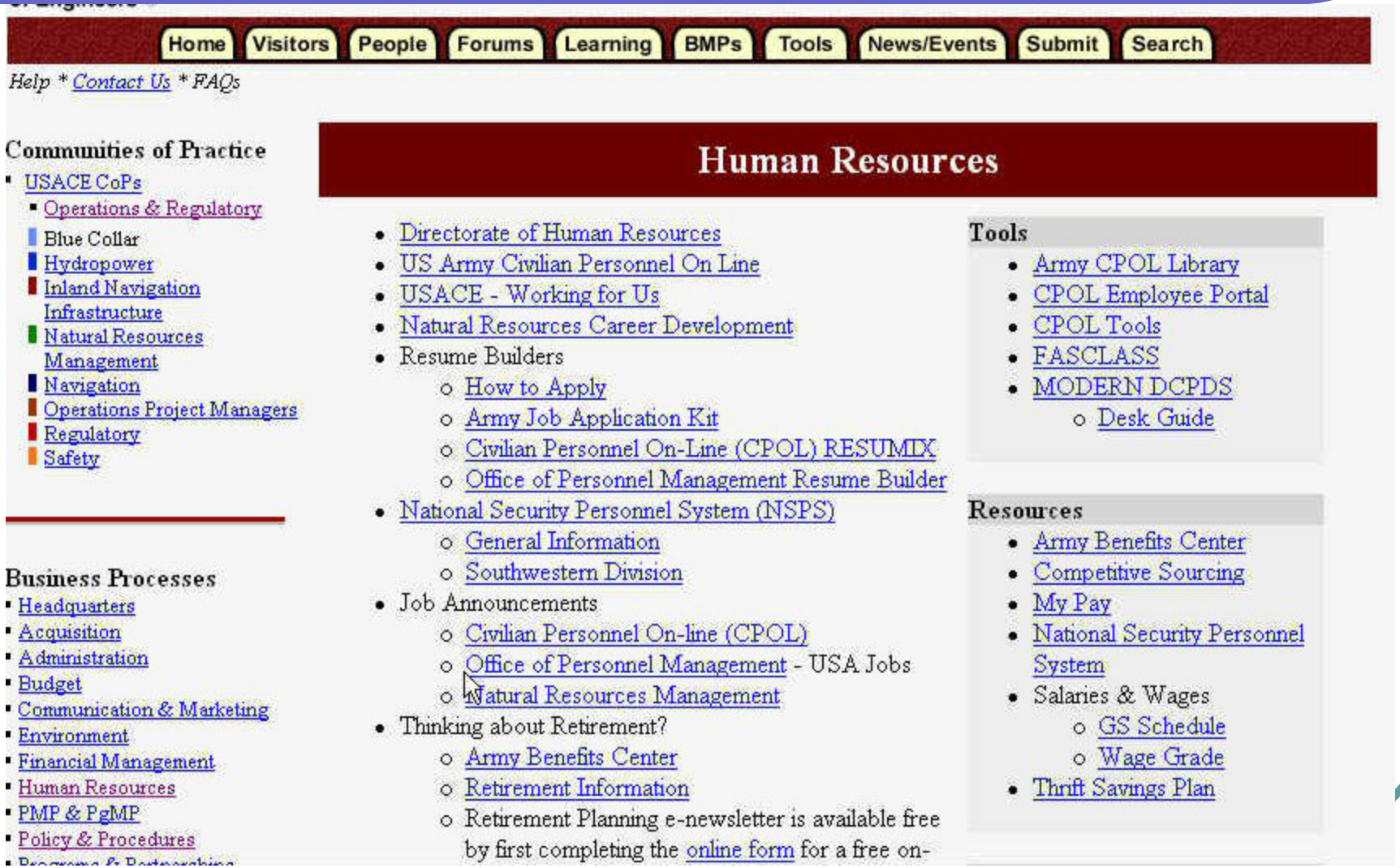
CoP Plans

- NRM Gateway PMP
- Operations & Regulatory CoP Implementation Plan
- Operations Project Managers PMP

Organization Charts

- Civil Works Org Chart
- HQ Operations CoP

Human Resources



Home | Visitors | People | Forums | Learning | BMPs | Tools | News/Events | Submit | Search

*Help * Contact Us * FAQs*

Communities of Practice

- USACE CoPs
  - Operations & Regulatory
- Blue Collar
- Hydropower
- Inland Navigation
- Infrastructure
- Natural Resources Management
- Navigation
- Operations Project Managers
- Regulatory
- Safety

Business Processes

- Headquarters
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- Budget
- Communication & Marketing
- Environment
- Financial Management
- Human Resources
- PMP & PgMP
- Policy & Procedures

Human Resources

- Directorate of Human Resources
- US Army Civilian Personnel On Line
- USACE - Working for Us
- Natural Resources Career Development
- Resume Builders
  - How to Apply
  - Army Job Application Kit
  - Civilian Personnel On-Line (CPOL) RESUMIX
  - Office of Personnel Management Resume Builder
- National Security Personnel System (NSPS)
  - General Information
  - Southwestern Division
- Job Announcements
  - Civilian Personnel On-line (CPOL)
  - Office of Personnel Management - USA Jobs
  - Natural Resources Management
- Thinking about Retirement?
  - Army Benefits Center
  - Retirement Information
  - Retirement Planning e-newsletter is available free by first completing the online form for a free on-

Tools

- Army CPOL Library
- CPOL Employee Portal
- CPOL Tools
- FASCLASS
- MODERN DCPDS
  - Desk Guide

Resources

- Army Benefits Center
- Competitive Sourcing
- My Pay
- National Security Personnel System
- Salaries & Wages
  - GS Schedule
  - Wage Grade
- Thrift Savings Plan

Multiple Frameworks

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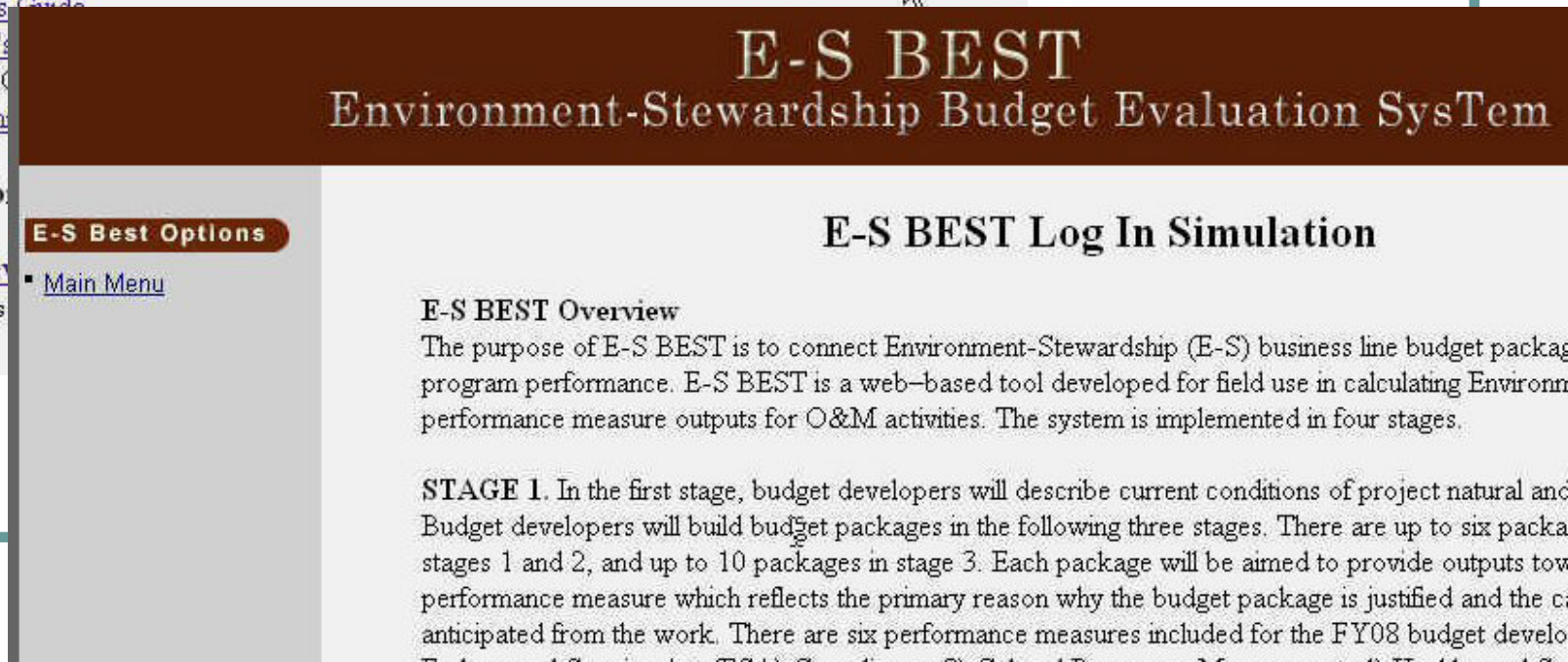
Internal

- Budget Development Tools
  Rec-BEST and E-S BEST
- RecStatus – Overview of Project
- Customer Comments – Benchmarking
- Smart Book - Directory
- Partnerships
- Interpretive Services and Outreach
- Good Enough to Share (GETS)

Budget Systems



Budget Programs For the Corps And Simulations For the Public

OPS
Operations & Regulatory

RecSTATUS

RecSTATUS
Annual Recreation Business Line Status

Options
- Home
- Select a Project
- National View
- Select FY

Balanced Scorecard
- Project Summary
- Natural & Manmade Infrastructure
- Outcomes & Outputs
- Internal Business Processes
- Customers, Stakeholders, & Partners
- People Resources
- Modernization

Comparisons
- Basic Project Statistics
- Recreation Facilities
- Perceptions about Facilities & Services
- Visitation & Use Fee Collection
- Staffing, VA Actions, & Interpretive Efforts
- Partnerships including Volunteers
- Budget
- Economics

Project Summary

2007 RecSTATUS -Annual Recreation Business Line Status

Project: **Eufaula Lake** *District:* **Tulsa** *Division:* **SWD**

Project Location
- State(s): OK
- Nearest MSA (Metropolitan Statistical Area): TULSA (80 mi), OKLAHOMA CITY (140 mi), OK MSA (70 mi), FORT SMITH (190 mi)
- Number of fee land counties: 6
- Day Use Market Area:
  - Number of surrounding counties: 23
  - Day use population: 1,445,173
- Congressional Districts: Oklahoma 2nd District (100%), Oklahoma 3rd District (--%)
- Basin: Arkansas-White-Red Region Lower Canadian
- Latitude 35.30833 Longitude -95.36167
  - View on map

Project Briefing
- Current presentation not available

Plans and Administration
- Impoundment Date: 2/1/64
- Project Purposes
  - Authorized and operating project purposes
  - General Recreation Authorization
  - National Environmental Policy NEPA 43 31
- Recreation Related Project Plans last updated:
  - Master Plan: 2/1/78
  - OMP: 6/1/92
  - Sign Plan: 11/1/90
  - Shoreline Management Plan: 2/1/98
- Date of last recreation use survey
- Last PDT Periodic Evaluation per EM1110-1-400, Ch. 7
- Active Stakeholders
  - Tribes
- Scope of Corps recreation management
  - Project with Corps managed recreation areas
    - CE Managed Recreation Areas
    - Managed by Others

Benchmarking

Submitted Comment Card Surveys

Comment Options
- Main Menu

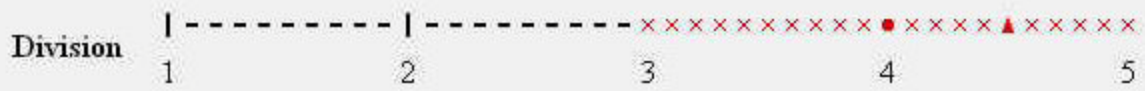
Recreation Areas
- 2004-2005
- 2005-2006
- 2006-2007

Visitor Centers
- *Coming Soon*

Camping Survey

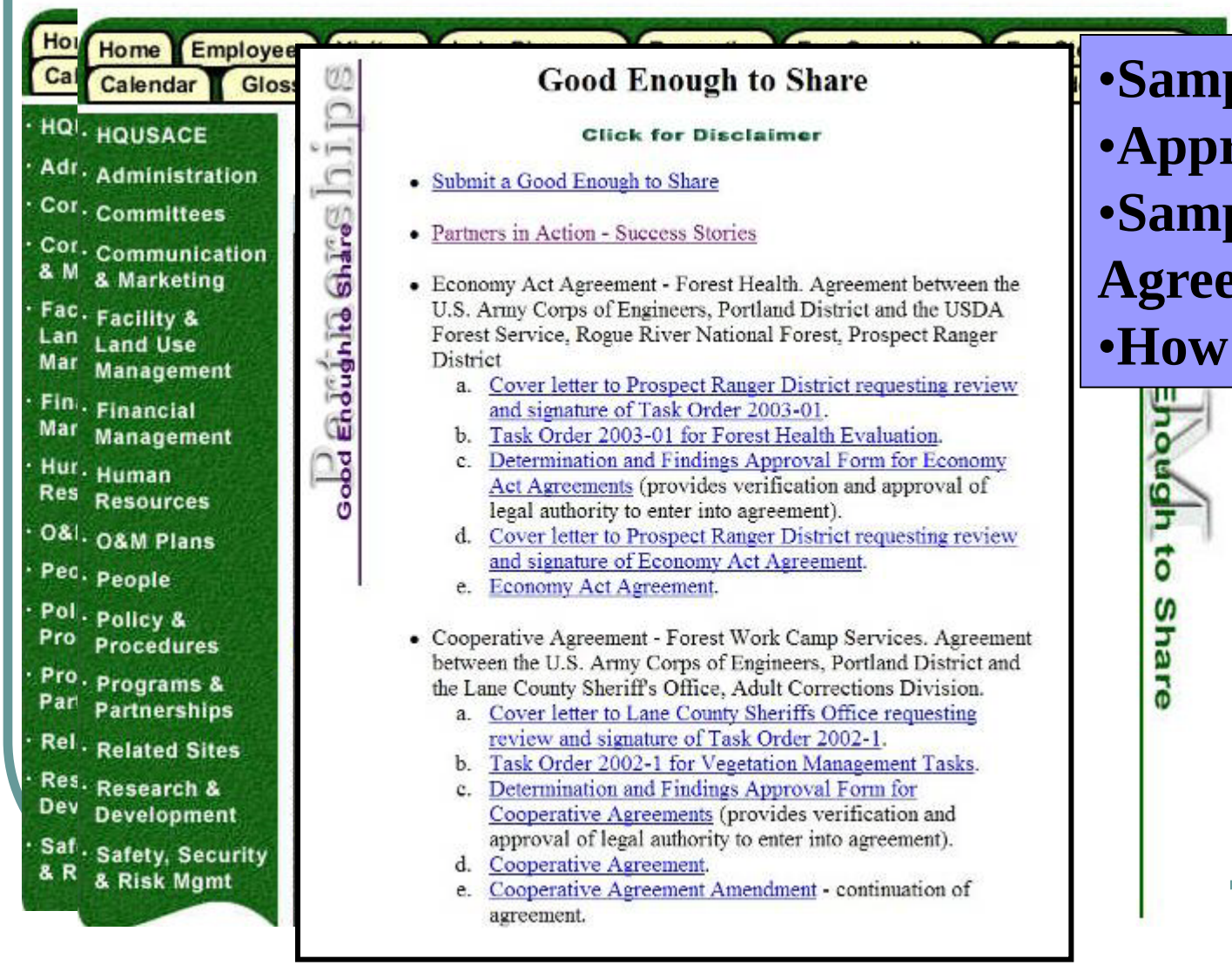
Suitability of park facilities for my recreational equipment and activities

Project Mean: • 4.0
FORT WORTH District: Mean: ▲ 4.6 Minimum: 4.0 Maximum: 5.0



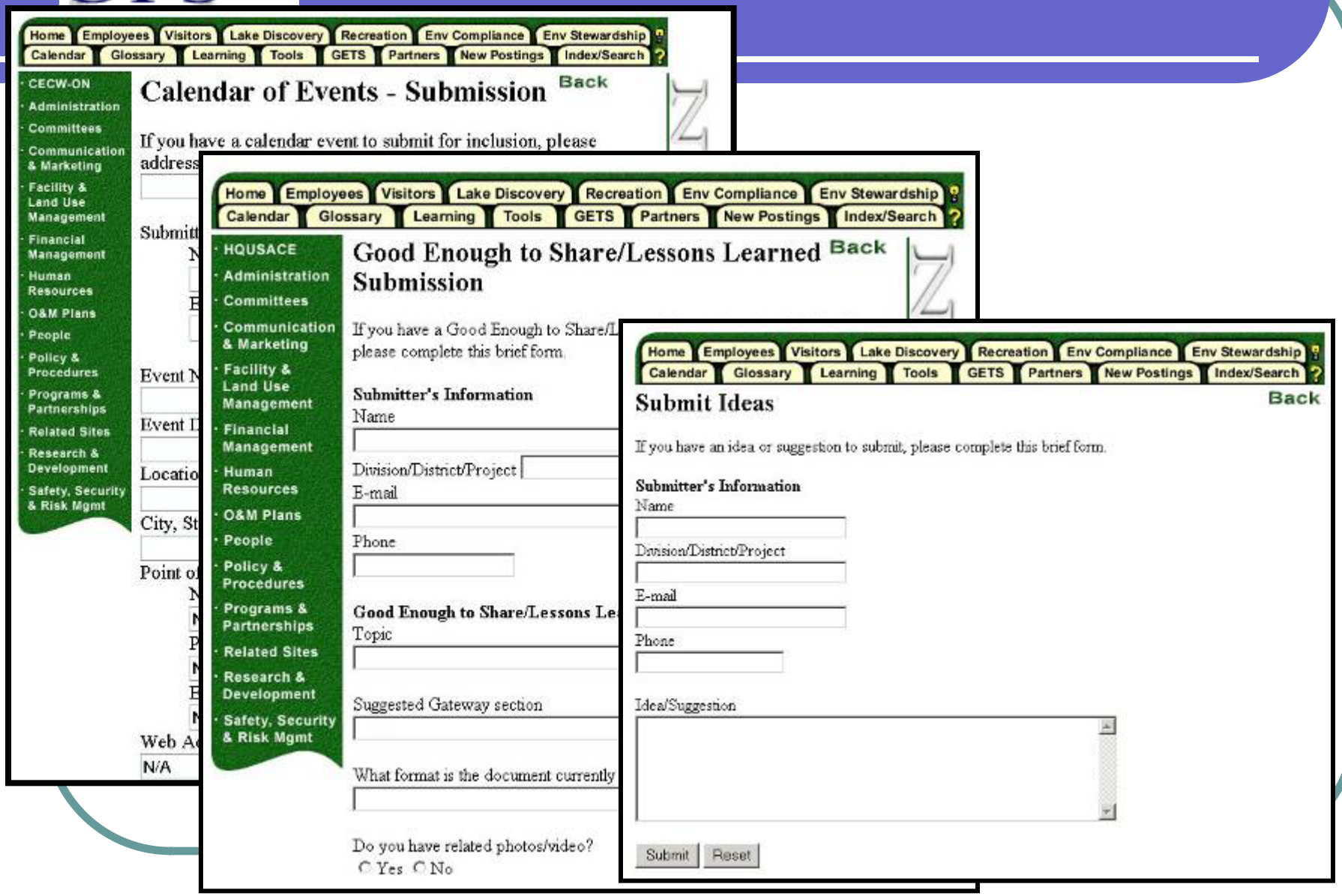
Project Mean: • 4.0
SOUTHWESTERN DIVISION: Mean: ▲ 4.5 Minimum: 3.0 Maximum: 5.0

Best Practices



- **Sample Letters**
- **Approval Forms**
- **Sample Agreements**
- **How To**

Automated Submissions

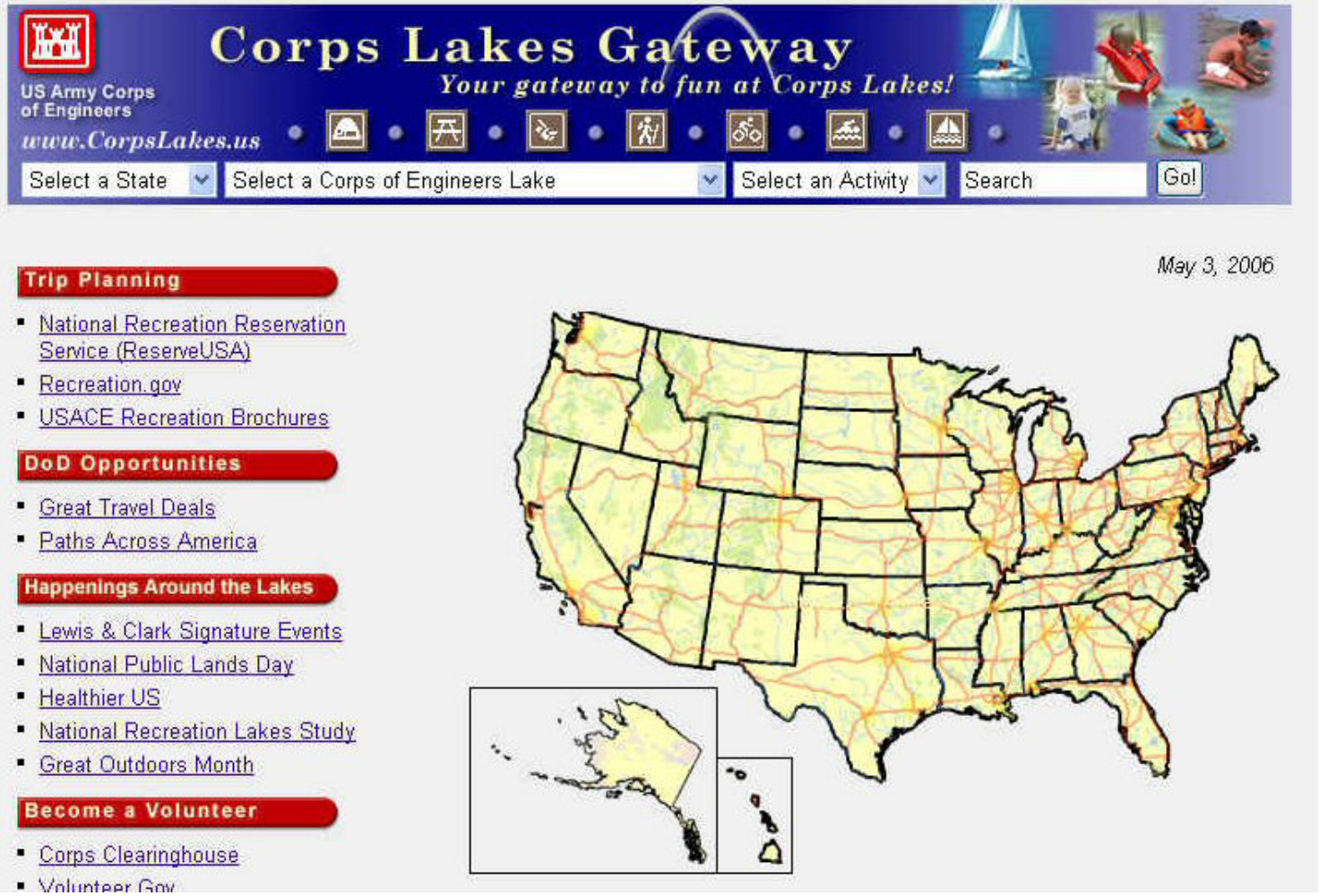


Partner Information

- Database of on-the-ground partnerships
- Template format
- Online submission
- Links to Partners
- Integrated into public recreation pages

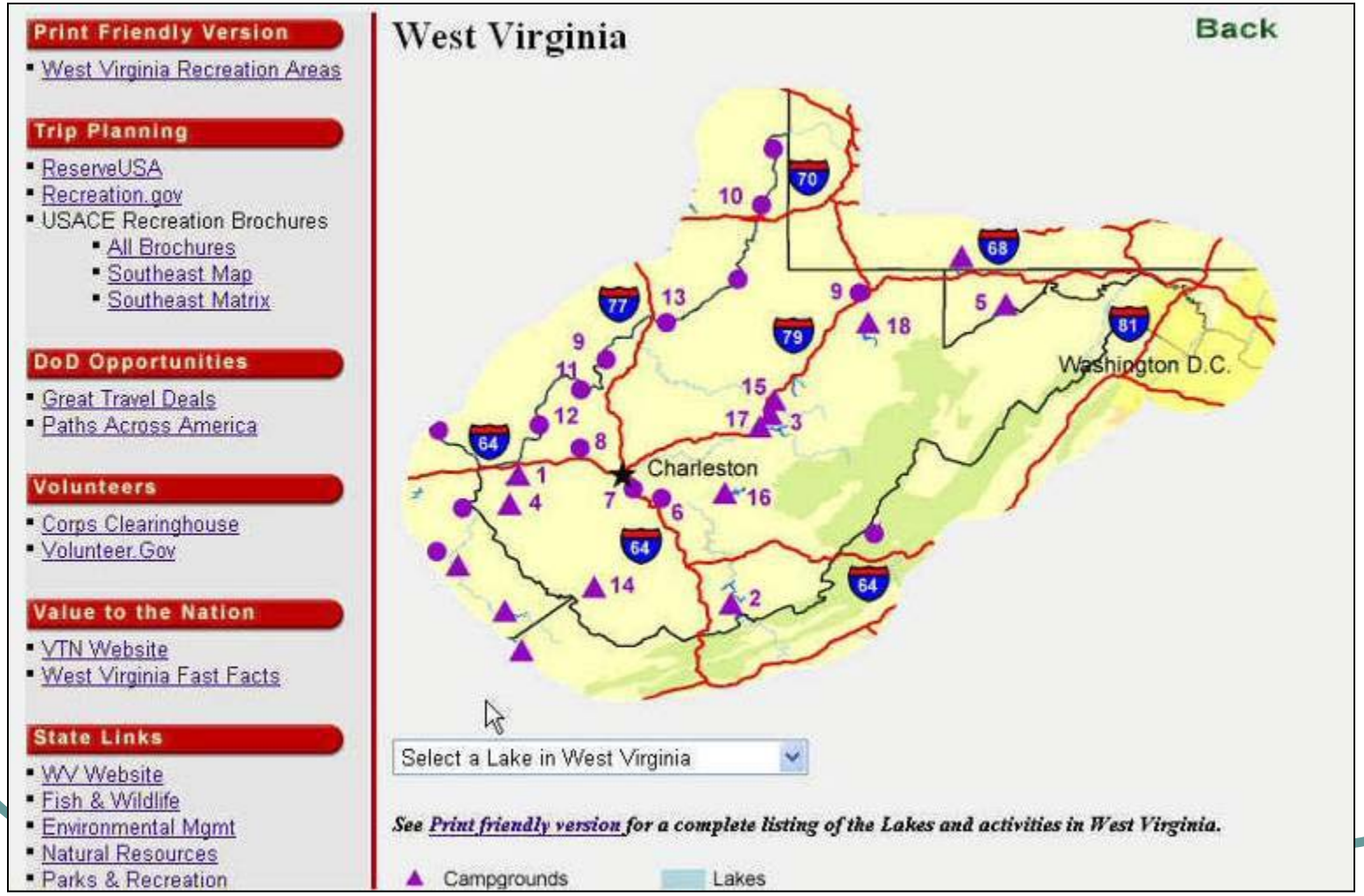
OPS
Operations & Regulatory

External



www.CorpsLakes.us

www.CorpsLakes.us/WV



www.CorpsLakes.us/Sutton

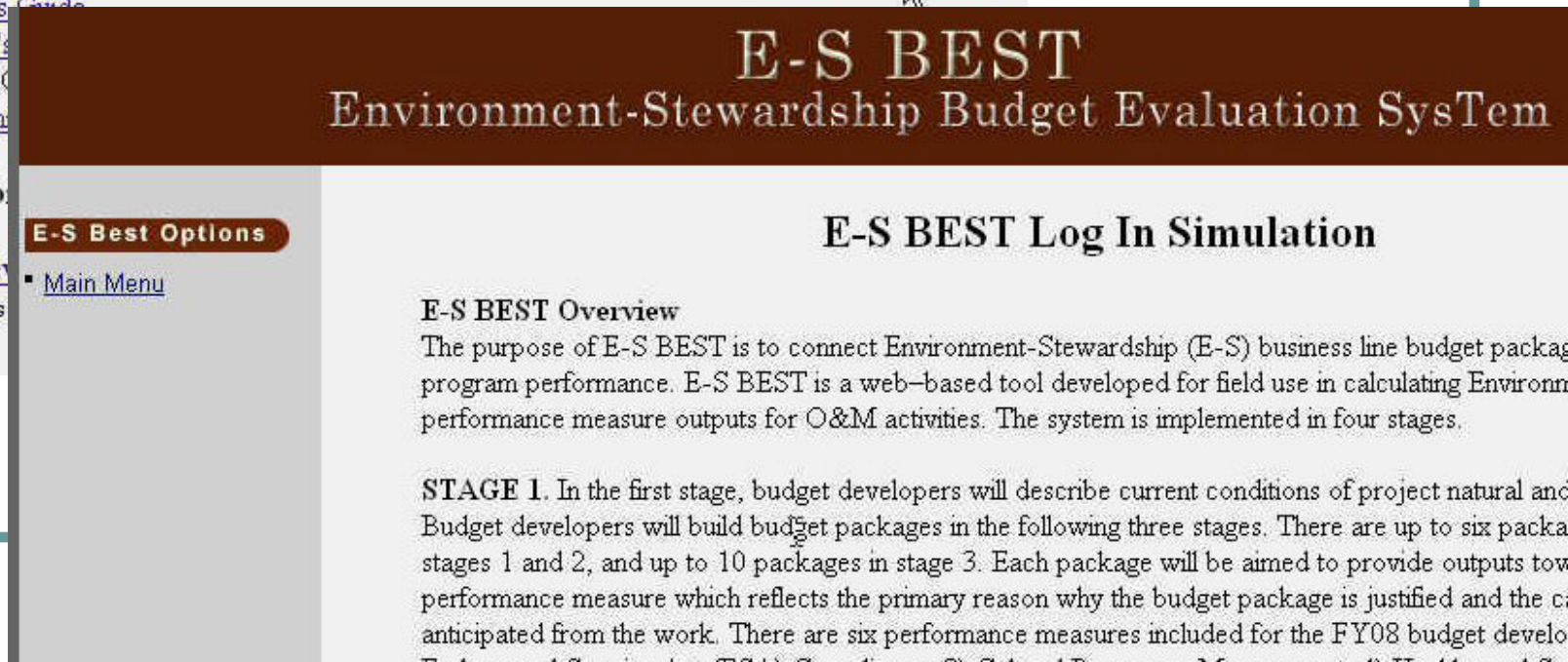
External Applications

- For the Public
- For the Practitioner

First Gov Initiatives

Government to Citizen
Government to Government
Government to Industry

External Applications - Simulations



Budget Programs For the Corps And Simulations For the Public

Gateway to Go

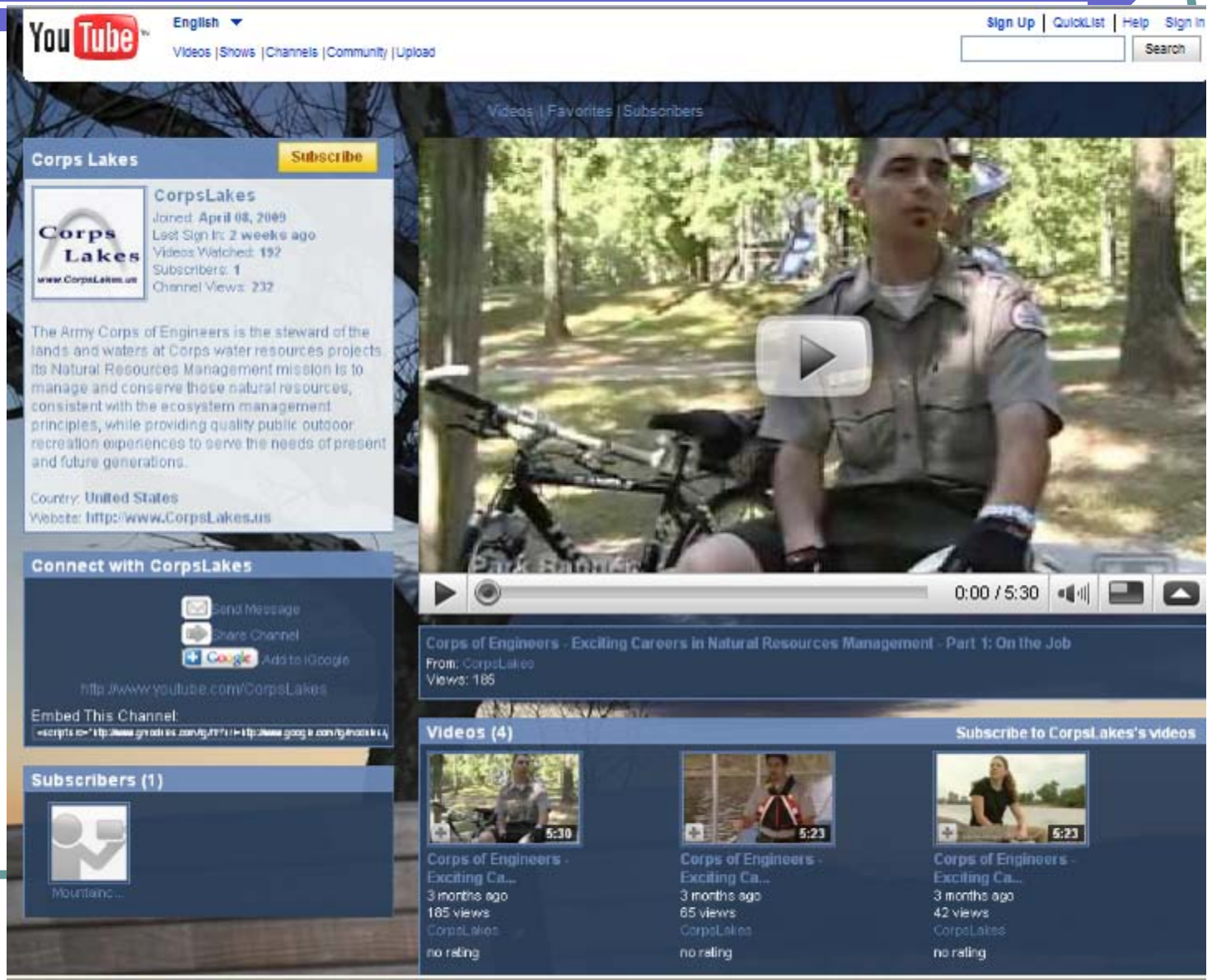
EXPORTABLES

- ✓ For the mangers to give the public
- ✓ Consistent message
- ✓ Linked to the web for current information
- ✓ Content downloadable for local production

OPS
Operations & Regulatory

You-Tube Channel

Careers in NRM



NRM Gateway Principles

1. Make it all about the Community of Practice.
2. Initially focus on the innovators.
3. Create events that make sharing a fun way to learn together.
4. Keep it simple… and real.
5. Be a marketplace for ideas.
6. Serve as a leadership tool.
7. Be a part of the daily routine.
8. Continuously reinvent and improve.

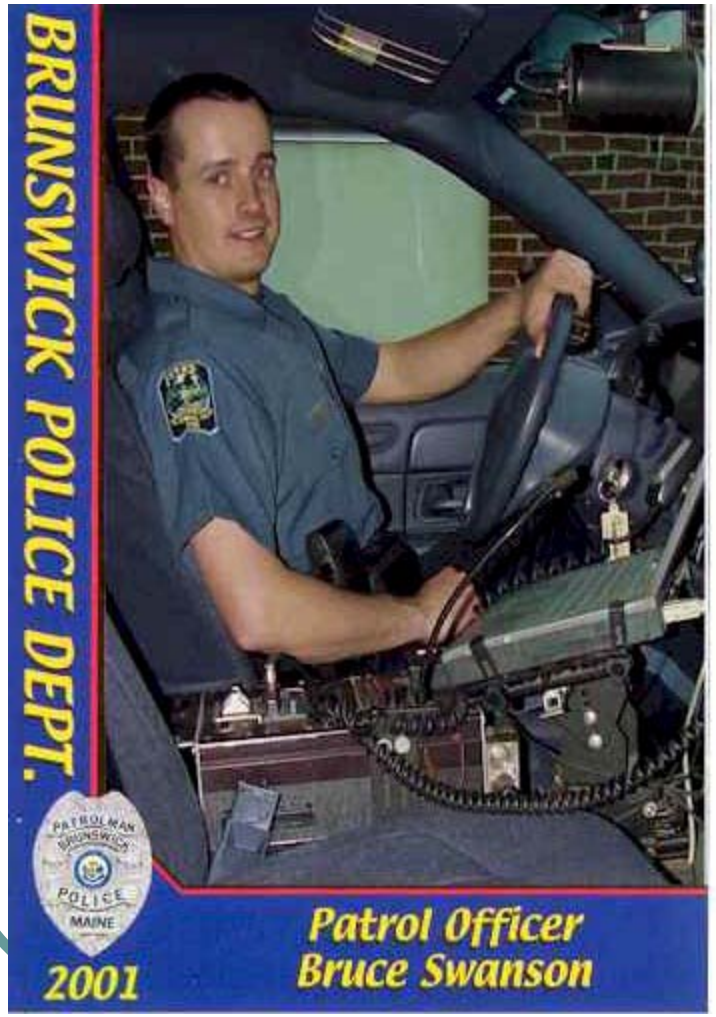
9. Create “once in a career” experiences.
10. Be an integral part of the Community we serve.

NRM Gateway Team - January 2003

Content Development Workshops

Subject Matter Experts...
the way we get information
and the way we maintain
it.

Choose your view…



In charge…

Or

At large…

Gateway Team Awards

William Penn Mott, Jr
Award for Excellence
October 2001

2002 and 2009 ERDC Award for Outstanding Achievement in Technology Transfer

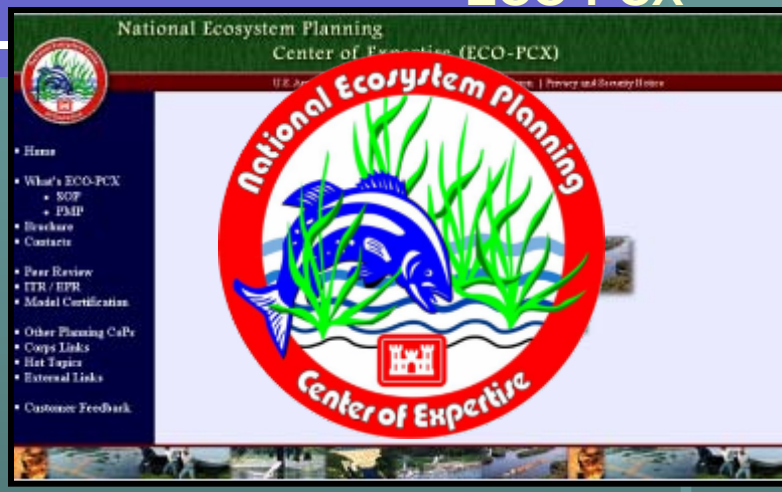
American Recreation Coalition's Beacon Award 2006

Ecosystem Restoration Gateway

Your gateway to restoration information!

US Army Corps of Engineers

ECO-PCX



Research

Restoration Fact Sheets

Community of Practice

People
Learning
Best Practices

Print Friendly Version
- Print Friendly

Maps/GIS
- Google Maps

Partners
- U.S. Fish and Wildlife Service
- Natural Resources Conservation Service
- NOAA National Marine Fisheries Service
- U.S. Environmental Protection Agency
- U.S. Army Corps of Engineers
- State of Louisiana
- Louisiana's Office of Coastal Protection and Restoration

Coastal Wetlands Planning, Protection, and Restoration Act Program (CWPPRA), South White Lake Shoreline Protection Project (ME-22)

Google Map
View Full Map

Restoration Project Photo Album

See the project website for additional information.

Project summary

The south shoreline of White Lake had been retreating at an estimated average of 15 feet per year as a result of wind-driven energy. Continued south shoreline erosion would have likely breached low marsh management levees and increased interior marsh loss rates in this area. A segmented rock breakwater (sometimes called a foreshore dike) was constructed in shallow water parallel to the shoreline. Due to soft, organic shoreline material, the rock was placed on geotextile fabric and is expected to experience settlement; future maintenance lifts of additional stone are planned.

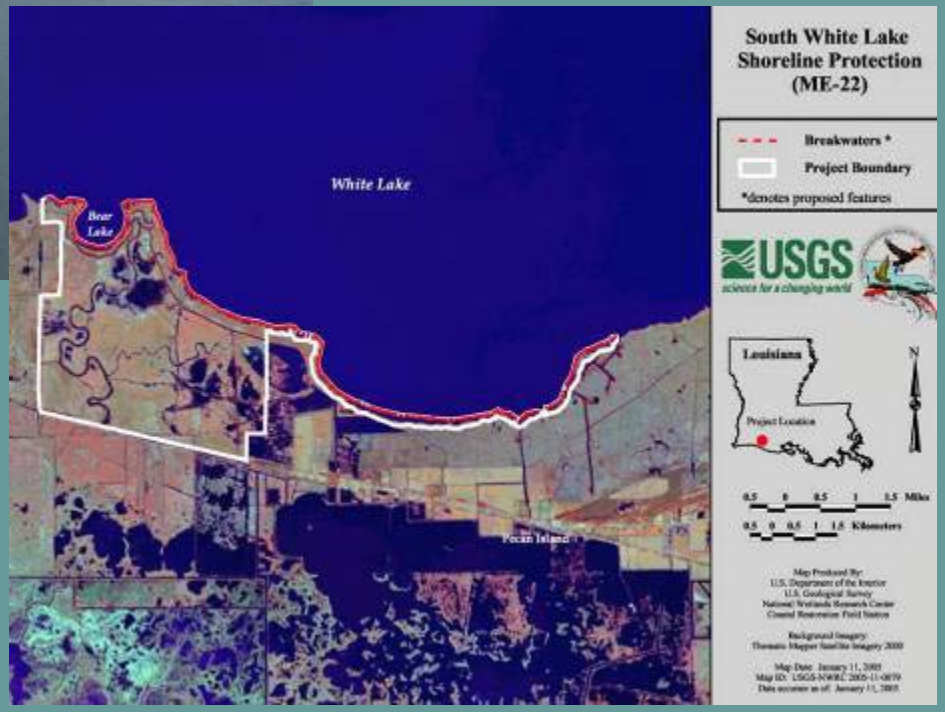
Corps Offices

State Links
- New Orleans District

Agency Links

USACE Data
- P2

Ecosystem Restoration Gateway

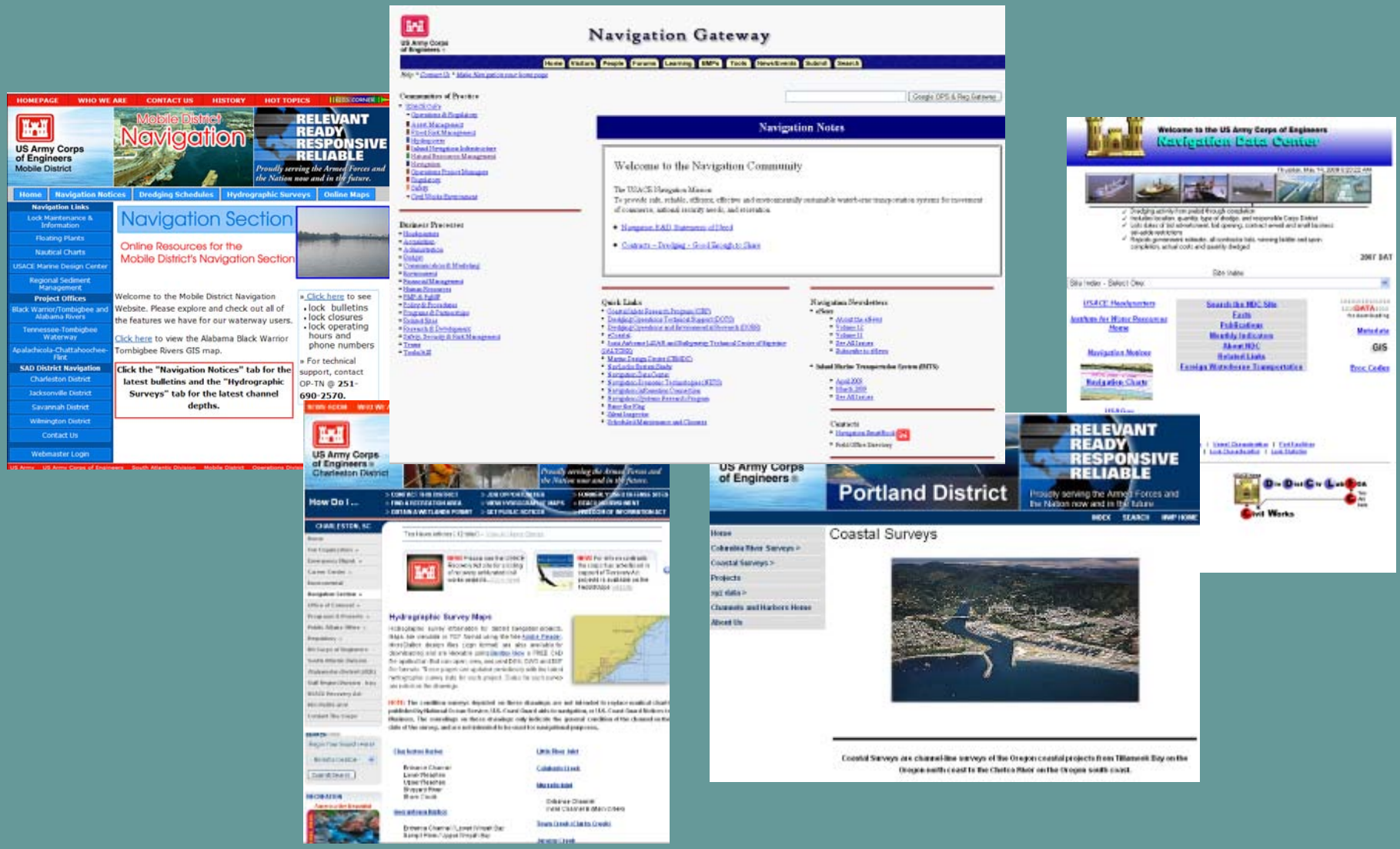


Coastal Wetlands Planning, Protection, and Restoration Act Program (CWPPRA)

South White Lake Shoreline Protection Project (ME-22)

Navigation Gateway

Data Distribution and Dissemination



Questions?

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