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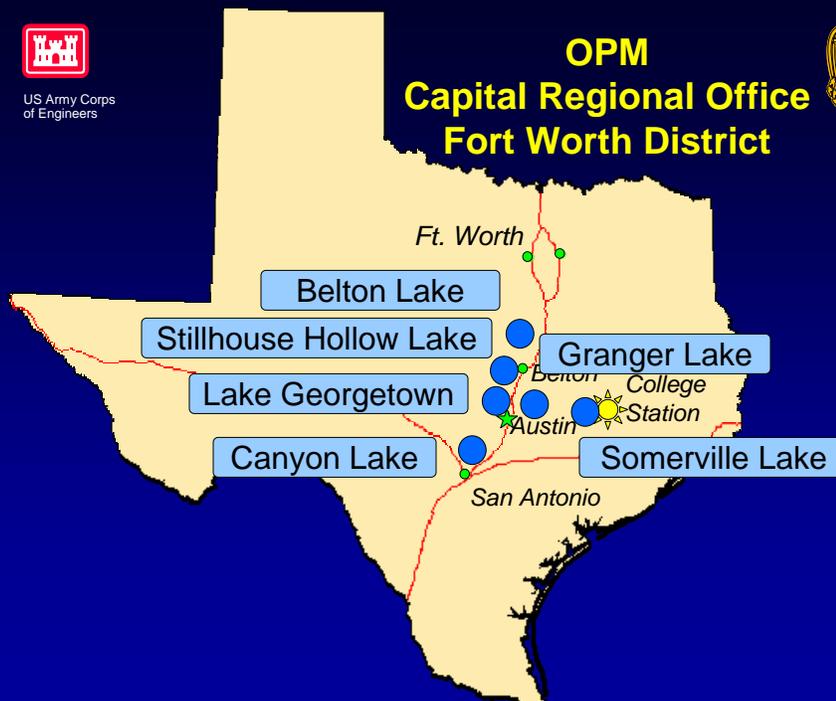
# Operations Project Managers Community of Practice (OPM CoP Update)

Greg Pope, OPM CoP Advisory Board Chair  
LRD Ranger Conference  
24 October 2007



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## OPM Capital Regional Office Fort Worth District





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## Capital Regional Office



- Long Recreation Season
- Recreation Business Line is High Profile
- Highest Project Visitation in FWD
- Highest Project User Fees Collected in FWD.



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## Great Lakes and Ohio River Division





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## Overview For Today



- ✓ **Brief OPM CoP History & Current Status**
- ✓ **OPM CoP Goals**
- ✓ **OPM Career Assignment Program**
- ✓ **OPM Seminar - San Antonio**



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## Why a CoP for OPMs?



**“The success of the entire O&M program hinges upon the success of our OPMs. A Community of Practice that serves OPMs is necessary to supplement Business Line CoPs as this is the one place where our business lines come together.”**

**- Mike White (former HQ Ops Chief)**



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## Why a CoP for OPMs?



**“Our OPMs have the potential to become the future leaders of our organization. We must focus our CoP efforts on both their current success and their development for the future.”**

**- Gerald Barnes (Former HQ Ops Chief)**



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## Next HQ Ops Chief



- **Mike Ensich recently chosen as next Chief of Operations and Regulatory CoP**
- **Mike came up through the NRM ranks:**
  - **Park Ranger**
  - **Lake Manager**
  - **Appointments in D.C.**
  - **FWD**
  - **Nashville**



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## Why a CoP for OPMs?

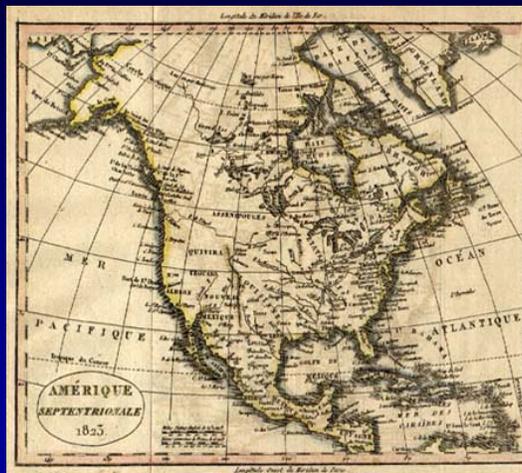


- **The CoP is the OPMs representative to National Level Management.**
  - Proponent/Champion/Liaison for OPM's
- **The CoP promotes the sharing of information .... Success Stories, Lessons Learned.**
  - What's happening at National Level – Two-way information sharing from HQ and OPMs.



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## OPM CoP History





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## **OPM CoP History PDT Formed**



- **Began in 2004 with formation of a PDT with Tom Fleeger as PM**
- **PDT consisted of 20 OPMs from different districts and disciplines**
- **Sub-committees formed to accomplish various tasks**



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## **OPM CoP History OPM White Paper**



**In August 2005, the OPM White Paper was issued by MG Riley, Director of Civil Works (DCW)**

**MG Riley encouraged Districts throughout the Corps to apply PMBP to the O&M program and empower their OPMs.**



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## **OPM CoP History**

### **OPM CoP Advisory Board**



- **PDT disbanded after April 2005 OPM Conference and Replaced by Advisory Board**
- **Geographic and business line diversity**
- **One to three year terms for continuity.**



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## **OPM CoP History**

### **OPM CoP Advisory Board**



- **Composed of Four OPMs and Four Operations Chiefs**
- **Chaired by an OPM**
- **OPMs responsible for initiatives**
- **Operations Chiefs responsible for support of initiatives.**

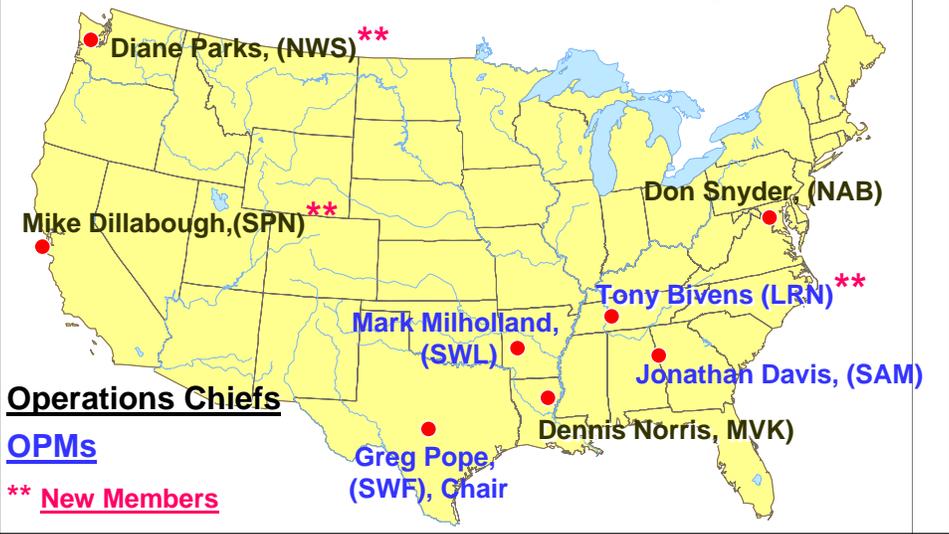


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# OPM CoP History

## Current OPM CoP Advisory Board



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# OPM CoP Goals





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## OPM CoP Goals



### 1. Empowerment

Achieve consistency in the empowerment of OPMs and the application of PMBP to the O&M Program

### 2. Information Sharing/Learning Organization

Enable OPMs to function in a learning organization

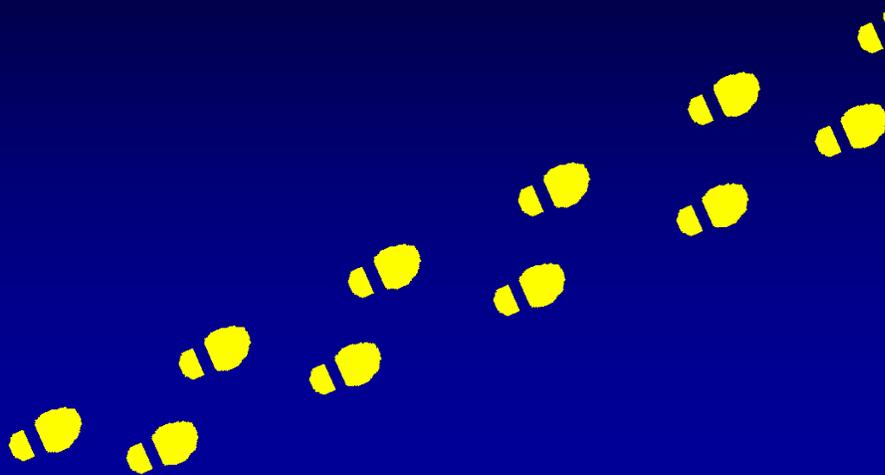
### 3. OPM Training and Development Program

Build a comprehensive, multi-faceted development and training program for both incumbents and aspiring OPMs



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## OPM CoP Current Initiatives





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## OPM CoP Current Initiatives

### Career Assignment Program

- **National OPM Career Assignment Program (CAP) designed to give real world experience to aspiring OPMs.**
- **Inaugural implementation memo signed 26 Jul 06**
- **Each MSC was asked to identify one aspiring OPM candidate to fill OPM positions**
- **Each MSC was asked to identify one OPM position to offer up for the program.**



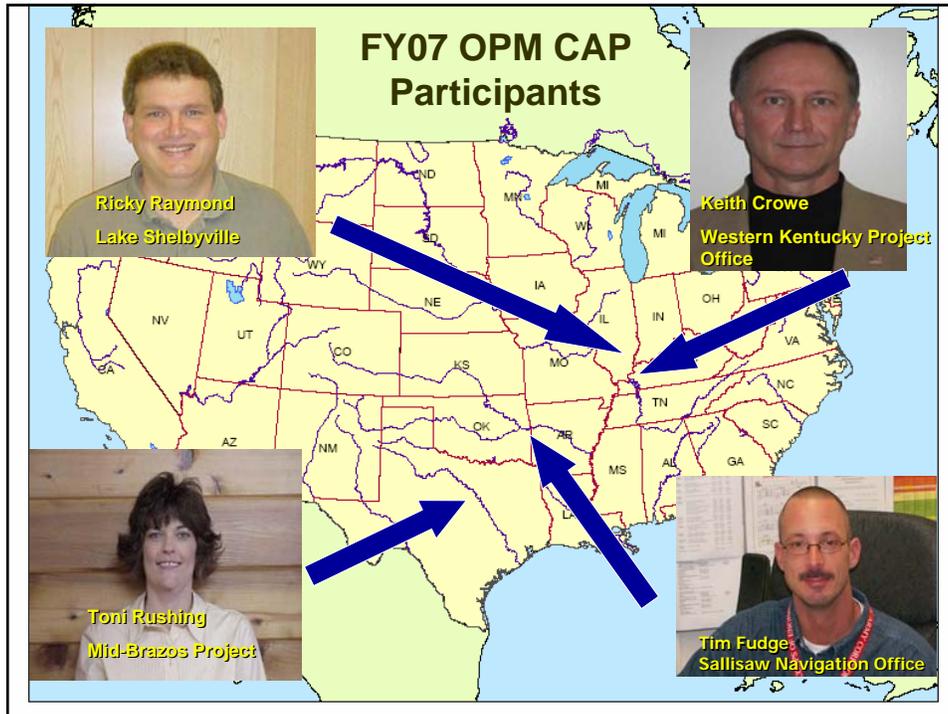
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## OPM CoP Current Initiatives

### Career Assignment Program

- **Competitive 4-6 month appointments**
- **Candidates must be mobile**
- **OPM CoP Advisory Board makes placements**
- **FWD administers the program**
- **“Home District” continues to pay salary. HQ pays for TDY and per diem costs.**



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## **FY 08 OPM Career Assignment Program (OPM CAP)**



- **FY 08 OPM CAP implemented by memo dated 31 Jul 07 by MG Riley, Director of Civil Works**
- **Requested MSC's to nominate candidates and also offer up vacant OPM positions for the Program**
- **By suspense date of 14 Sep, we had 7 candidates nominated and 3 OPM positions offered up.**

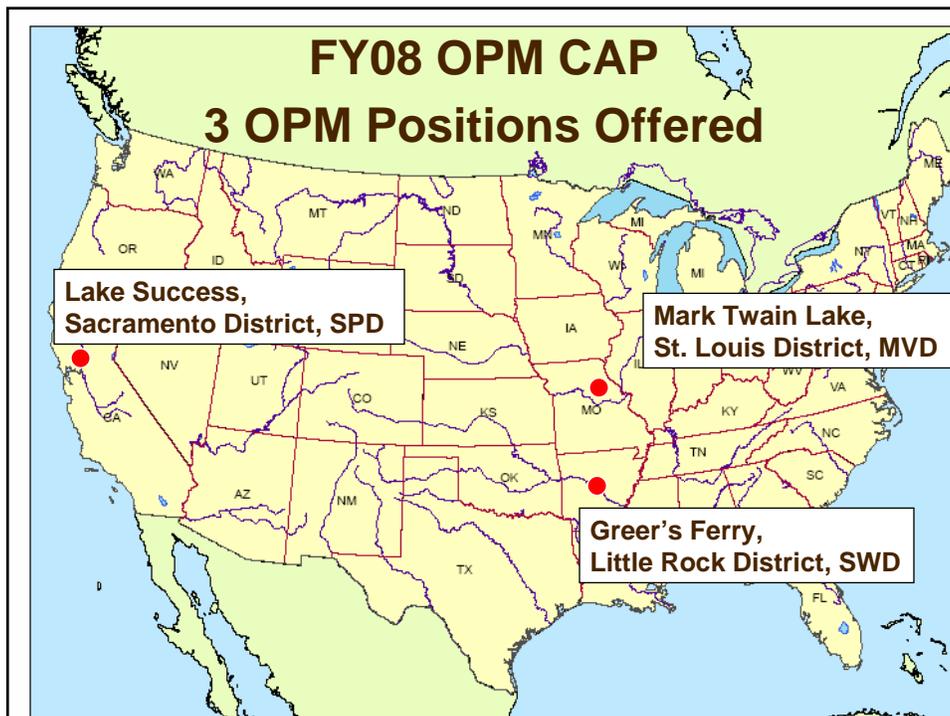


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## FY08 OPM CAP 7 Candidates



- **Brian Phelps - Operations Division, Fort Worth District, SWD**
- **Edward Lyon - Alabama Rivers Lakes, Mobile District, SAD**
- **Mark Wilmes - Rough River Lake, Louisville District, LRD**
- **Mike Welch - Gavins Point Project, Omaha District, NWD**
- **Bennie Rorie - Greers Ferry Lake, Little Rock District, SWD**
- **Jackie Taylor - Carlyle Lake, St. Louis District, MVD**
- **Eric Edwardson - Lake Shelbyville, St. Louis District, MVD**





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## FY08 OPM CAP



- **OPM CoP Advisory Board will review 7 candidates' resumes and place 3 people in the vacant 3 OPM positions.**
- **Hope to have that done by the end of November**
- **\* This is our second year for the OPM CAP and we're looking forward to another successful program.**



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## 2007 E&NR Conference/ OPM Seminar



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# 2007 E&NR Conference/ OPM Seminar



- **Location: Crowne Plaza Hotel, San Antonio**
- **Date: 29 October – 2 November 2007**
- **OPM Seminar to be tagged on, similar to St. Louis in 2005**
- **OPM Seminar PDT was formed and worked with ENR Planning Committee on the conference. OPM portion of conference will be Thursday afternoon and Friday morning**



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# Questions?





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