

Establishing a Community of Practice For Operations Project Managers

Operations Manager PROSPECT Course
14-18 February 2005

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The Mission

US Army Corps of Engineers Water resource development projects across the country are operated and maintained under the direction and supervision of Operations Project Managers (OPMs). These individuals come from a variety of educational and experience backgrounds and are responsible for from one to several different business lines. There is currently no Community of Practice (CoP) that serves OPMs.

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A Key Role

The OPM CoP is key to the success of all O&M CoPs as it is the one place where business lines such as recreation, environmental, hydropower, navigation, flood damage reduction, and emergency management all come together. This is due to the fact that OPMs normally manage multi-purpose projects and have an interest in various business lines.

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Objectives

The objective of this project is to develop a Community of Practice for Operations Project Managers. Including:

- ◆ Achieve consistency in the application of PMBP to the O&M Program
- ◆ Enabling OPMs to function in a learning organization
- ◆ Sharing success stories
- ◆ Helping one another address challenges
- ◆ Develop a comprehensive, multi-faceted development and training program for both incumbent and aspiring OPMs

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Project Delivery Team

- ◆ HQ Ops Chief, Mike White - Proponent
- ◆ Tom Fleeger (Omaha) – PM
- ◆ Earl Groves (Tulsa) – Assistant PM
- ◆ Twenty OPMs from different districts
(representing almost 500 years of Corps experience)

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Project Delivery Team

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|---------------------------------|-------------------------------|
| ◆ Don Wadleigh - Chicago | ◆ Bruce Clark - Kansas City |
| ◆ Erik Petersen - Portland | ◆ Tom Curran - Omaha |
| ◆ Greg Pope - Ft Worth | ◆ Earl Groves - Tulsa |
| ◆ Tim Bertschi - St Paul | ◆ Kim Kuk - Alaska |
| ◆ Tom Hood - Nashville | ◆ Skip Martin - Vicksburg |
| ◆ Jim Buck - Portland | ◆ Cary McNamara - New Orleans |
| ◆ Bernice Amburgey - Louisville | ◆ Marty Mendiola - Wall Walla |
| ◆ Laura Rowland - Memphis | ◆ Joe Summers - Seattle |
| ◆ Mike Curran - New England | ◆ Mickey Pahlman – Pittsburgh |
| ◆ Carl Smith - Wilmington | ◆ Doug Cox – Ft Worth |

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Tasks

- Examine the methods utilized in applying PMBP to the O&M program and examine a possible national policy
- Develop a set of basic roles and responsibilities for use in OPM job descriptions and classification
- Utilize Groove to share information
- Employ an "OPM Page" on the NRM Gateway
- Develop a national OPM Training and Development Program for both current and aspiring OPMs (including a career guide, a CAP program, a national conference, routine webcasts, an annual DC Seminar, and a revised PROSPECT course)
- Develop a CoP "sustainability plan"

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OPM Development and Training Program

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| <ul style="list-style-type: none">◆ For Incumbent OPMs<ul style="list-style-type: none">■ Biennial National Conference■ Annual HQ Seminar■ Semi-annual (as needed) webcasts■ Career Guide■ Other Training (classroom, web-based and exportable)■ Mentoring | <ul style="list-style-type: none">◆ For Aspiring OPMs<ul style="list-style-type: none">■ Capstone PROSPECT course■ National Career Assignment Program (CAP)■ Career Guide■ Other Training (classroom, web-based and exportable)■ On-the-job training■ Mentoring and Shadowing |
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Tasks/Time Table

- January- February 2004 - Develop PDT
- March 2004 – PMP approved
- Ongoing – Working w/ ERDC on the Gateway page and groove applications
- Ongoing – Reviewing NRM career guide for application
- September 2004 – OPM CAP assignment program drafted
- Ongoing – Provide an OPM track at 05 St Louis national environmental conference.
- February 2005 – Obtain consensus re: theory of PMBP application to the O&M Program
- Ongoing – Develop an annual OPM Seminar
- February 2005 – Next PROSPECT course will reflect changes
- March 2005 – Develop a CoP “sustainability plan”

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Questions?

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