

PLANNING ASSOCIATES

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Outline

- **Overview of Planning Associates Program**
- **Describe benefits to individual and organization**
- **Describe a typical PA year and major program components**
- **Provide information on**
 - ▶ **Eligibility**
 - ▶ **Nomination Process**



Program Goal

Develop planning leaders who can manage **complex planning studies** that lead to **quality decision documents** and who will **provide** water resources, technical, and **professional leadership** in the future.



Program Objectives

- Improve leadership skills
- Achieve national perspective on water resources and role of Corps
- Develop skills to be effective as technical expert, leader, supervisor, manager, advisor
- Build network of contacts - all levels, all regions
- Attain overview of development and application of policy, missions and project purposes
- Acquire skills to explain development and application of water resources policies to others



Program Format

20 courses delivered in 1-3 week TDY periods
spread over 11 months

Major Components

- Team Building, Leadership and Communication
- Washington DC Experience
- Business Program Training (1 week per mission area)
- Team Project
- Home Office Back Briefs (HOBB)
- Pre, Mid-term, and Post-Tests
- Monthly “Planning Ahead” article



Eligibility

- High potential GS-11 and GS-12
- 5-10 years planning experience
- Others by exception



Former PAs

HQ

- Tab Brown
- Harry Kitch
- Ellen Cummings
- Rich Worthington
- John Lucyshyn
- Sue Hughes
- Tammy Conforti
- Steve Kopecky
- Andrea Walker
- Jeremy LaDart

ASA-CW

- Cliff Fitzsimmons
- Terry Breyman
- Let Mon Lee

Congress

- Roger Cockrell

IWR

- Joy Muncy
- Kevin Knight
- Henri Langlois



Former PAs

MSC Planning Chiefs

- Rayford Wilbanks
- JoAnn Duman
- Wilbert Paynes
- John Zimmerman

MSC

- Martin Hudson
- Susan Smith
- John Meador
- Margaret Johanning
- Jodi Staebell
- Jeremy Weber
- Lanora Wright
- Saji Varghese
- Valerie Ringold



Benefits to Employee

- Networking, networking, networking
- Overview of all mission areas
- Insider info – draft review of EC, ER, policy guidance
- Peer group

- 77 graduates + 8 PA10
- **50+ promotions**



Benefits to District/MSC

- Home Office Back Briefs
- Access to employee with increased knowledge
- Access to network contacts of employee
- Latest info on policies and procedures from offices Corps-wide
- Lessons-learned
- Future potential leader for organization



Typical Year

Course	Weeks – location
Orientation/Team Building/Team Leadership and Communication	3 – Florida
Planning Fundamentals	1- Phoenix
New Orleans Tour and ERDC	1-New Orleans/Vicksburg
Watershed	1 – San Antonio
DC Experience	3 – DC
Flood Damage Reduction	1 - SPD
Ecosystem Restoration	1 – New Orleans



Typical Year (continued)

Course	Weeks – location
Deep Draft Navigation	1 – Charleston
Cultural Resources/Tribal Affairs	1 – Charleston
Inland Navigation	1 - Huntington
Hurricane and Coastal Storm Damage Reduction	1- NAD Area (Philadelphia)
Small Boat Harbor and Intergovernmental Coordination	1 – Anchorage
ESA, Hydropower, Recreation and Water Supply	1 – NWD
Project Presentation and Awards	3 days - DC



Typical Course

- Read-ahead materials
- PA Questions
- Pre-session Conference Call
- Attend Course
- Complete Course Evaluation
- Prepare Home Office Back Brief
- Deliver Home Office Back Brief



Typical Day/Week

- Typical hours 0800-1100 and 1300-1700 (plus!)
- Travel on weekends
- Icebreaker with instructors on Mon/Tue
- Networking
- Full day field trip
- Mix of lecture, powerpoint, exercises and field trip
- Work on Team Projects
- Course Evaluations
- Some Home Office work (lunch/evenings)



Who should apply?

- GS-11 or 12 equivalent
- 5-10 years planning experience
- Planners, engineers, biologists, economists, architects, cultural resource specialists in Planning
- Passion for planning, record of accomplishment in planning, desire to use what they learn
- Already taken basic planning courses
- Plays well with others
- Performs under stress
- Others may be considered



How to prepare

- Take basic planning courses
 - ▶ CW Orientation, Plan Formulation, Environmental Considerations, Public Involvement, H&H for Planners, Economic Analysis, Intro to Planning
- Prepare your family and office



Application

- Updated RESUMIX – focus on planning
- Application Questions
 - ▶ Most significant professional accomplishment
 - ▶ How would participation impact your professional performance in 5 years?
 - ▶ What do you want your legacy to be?
 - ▶ Describe your passion for Planning
- List of PCC Courses taken
- Participation Agreement signed by nominee, supervisor, home office Commander
- Endorsement letter signed by MSC Commander and home office Commander
- Interview



Selection Process

- District/Labs/FOAs nominates PA
- MSC nominates 1 or more PAs
- HQ selects PAs (1+ per MSC)
- Notification in late August
- Program starts with Orientation in October



Funding

- Home office provides: laptop, Blackberry, digital camera, labor for logistical arrangements, all costs while not TDY
- Central funding: labor on TDY, travel, per diem



Interested?

- Applications for FY11 due to IWR (Joy Muncy) by 30 July (MSC must endorse before this date)
- Talk with direct supervisor and MSC Planning Board Representative
- Include in Individual Development Plan
- Take the basic Planning Core Curriculum Courses





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Summary

- Goal is to develop future Planning leaders
- Benefits to individual and organization
- Rigorous program and challenging year
- PA11 and beyond – talk with supervisor and Former Pas
- FY11 Applications due to Joy Muncy By July 30th!



Questions?



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