

WINNING WITH PEOPLE: TRAINED, EQUIPPED AND CAPABLE OF SOLVING PROBLEMS

Understanding Planning Modernization: People

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®

US Army Corps of Engineers
PLANNING SMART
BUILDING STRONG®



Agenda

- Why Change?
- The Big Picture: Fitting the Pieces Together
- Planning Training Committee
- Discussion – Time to answer your questions

- The previous webinar on Training can be found on the [Planning Toolbox](#).
- The SME Database webinar slides can [be found here](#).



Why Change?



PLANNING SMART⁵
BUILDING STRONG®

It's All About People

Investing in our People by *improving planner knowledge and experience through training and other opportunities* and creating a sustainable national and regional planning operation and organization.

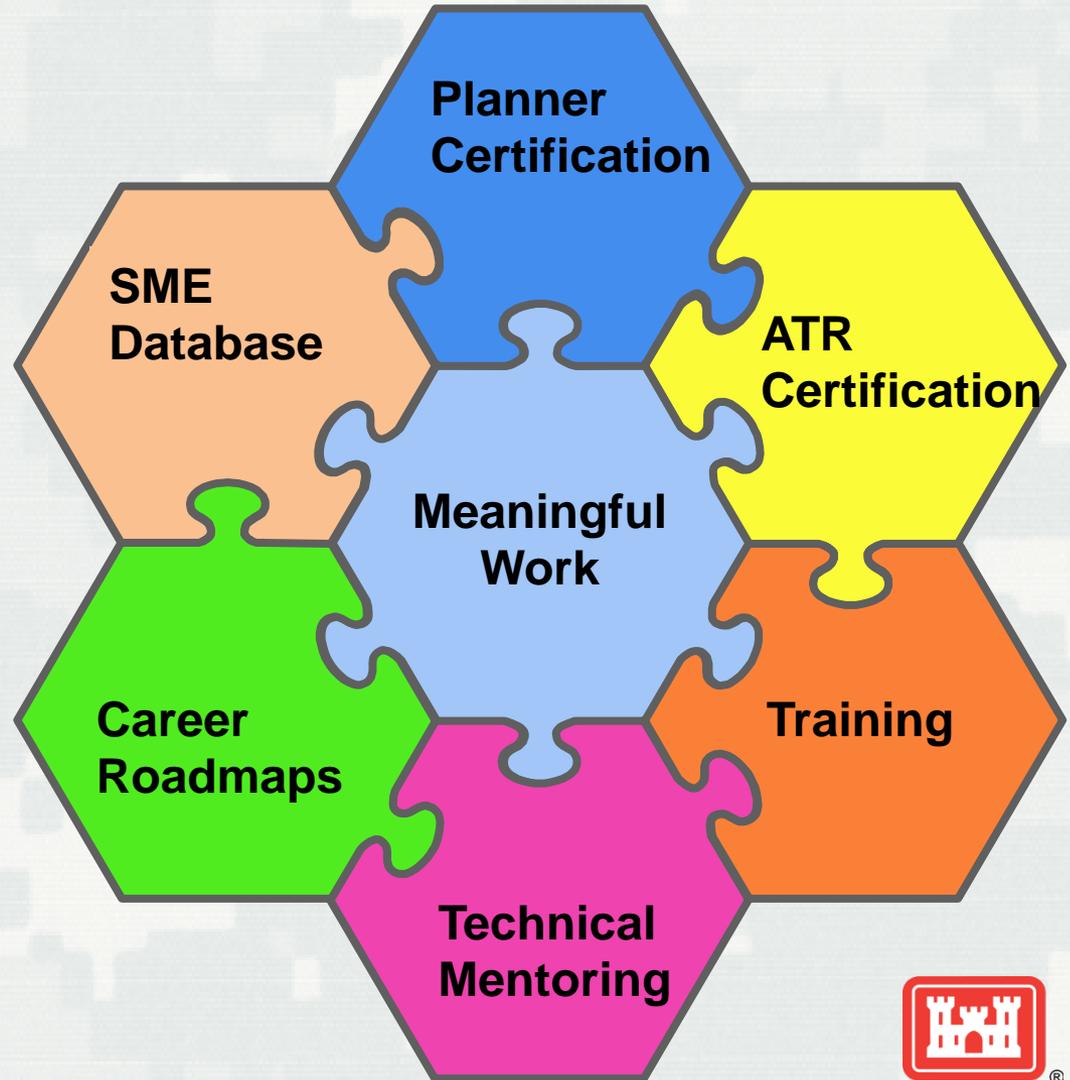


Change Drivers

- SMART Planning
- Limited resources (dollars and people)
- Ongoing quality challenges
- Keep training fresh
- New technology
- New students
- Training and education research
- Integrated planning: Integrated curriculum
- Command Guidance
- Meet future needs



The Big Picture: Fitting the Pieces Together



The Planning Community of Practice Will Have...

People Development

Career Roadmaps
(including KSAs)

ATR Certification

Planner Certification

SME
Database

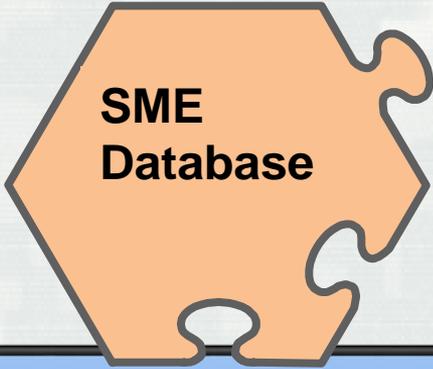
Each Sub-CoP Will Have...



ATR
Certification

ATR Certification

- Qualifications Statement
- Scoring – Rating System
- Rosters
- Process Description



SME
Database

SME Database

- SOG Approved Database
- Maintained Profiles
- Training Data
- Searchable

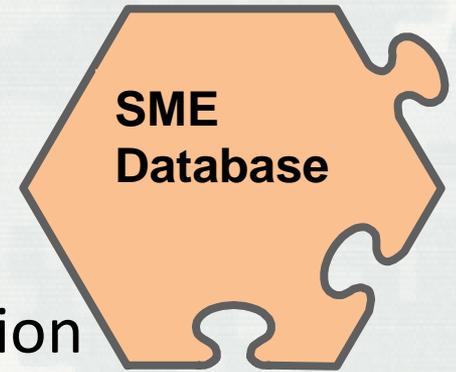


Career
Roadmaps

Career Roadmaps

- KSAs outlined
- Acquire/ Upgrade
- Roadmap Description

Purpose of Subject Matter Expert Database



- Provide single location to manage information
- Identify and find planners in each district and Planning Sub-CoP
- Gather Community Statistics
- Record training and identify training needs
 - Annual training survey
- Track ATR Certification and find ATR Certified Planners
- Identify KSAs, Workforce planning
- Networking and Mentoring



Planner Certification



- PCoP and PAB Focus team finalizing
- Sets a “high bar” for Planning as a discipline
- Certified Planners = national resource
- Access for all sub-CoPs to certification
- Utilizes lessons learned from 2011 pilot and previous working teams
- Consistent with ATR Certification process



Planning Core Curriculum



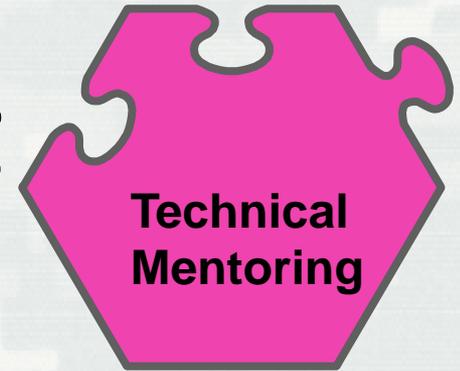
Planning Associates Program



- FY15
 - Delivering the program with 7 PAs
 - Revisioning Study ongoing
 - Develop plan for FY16 implementation



Technical Mentoring



- FY14 – Deep Draft Navigation Test Case
- FY15– Develop PCoP wide plan
- National Program



Path Ahead

NOW!

CW Project
Development

Roadmaps

ATR
Certification

SME Database

FY15

Planning
Essentials

Plan Form and
Eval Capstone
(beta)

Planner
Certification

FY16

Technical
Mentoring

PA Program

Planner
Certification

Intermediate
and Advanced
Courses



The Planning Training Committee

Sue Hughes



David Combs



Camie Knollenberg



Maria Lantz



Judy McCrea



Maria Wegner



Eric Bush



Tiffany Vanosdall



Brian Harper



Questions?

To ask a question in Question/Answer Mode:

Press 1 0 on your phone

You will be prompted when it's your turn – make sure your own phone is off mute.

Press 1 0 again to Withdraw your question if someone else has already asked it...

We will answer as many questions as time allows.

For more information:

<http://www.corpsplanning.us>



The background of the slide is a close-up, slightly blurred image of the American flag, showing the stars and stripes. In the lower right quadrant, there is a golden, stylized graphic of a castle or fortress with two prominent towers.

Discussion

**PLANNING SMART
BUILDING STRONG**

Training Committee

Name	Organization	Role/Represent
Sue Hughes	Deputy, HQ PCoP	PCoP/PA Program Director
Maria Wegner-Johnson	IWR	Co-Chair/People Lead
David Combs	NWD	MSC Representative
Camie Knollenberg	MVR/RPEDN	PCX Representative
Eric Bush	SAJ	District Representative
Tiffany Vanosdall	NWO	PA Representative
Maria Lantz	IWR	PCC Course Instructor
Brian Harper	IWR	At-Large
Judy McCrea	SPN	At-Large

