

Facilitators Exchange

Your quarterly guide to Facilitators and Facilitation in USACE

Volume 7 • Summer Issue • 2014

Welcome to the seventh issue of the Facilitators' Exchange Newsletter. It is your guide to all things facilitation related within the U.S. Army Corps of Engineers. You may find additional information at the Facilitators' Exchange webpage—<http://corpslakes.usace.army.mil/employees/facilitator/facilitator.cfm>. The newsletter is intended to share information on facilitation webinars, case studies, process tools, facilitation resources, training opportunities, USACE facilitators and professional facilitation organizations. The Exchange is sponsored by Ms. Ada Benavides of the Civil Works Directorate.



Webinar Archives:

If you missed it, our last webinar was co-sponsored with the Collaboration and Public Participation CoP in June. It was “Making Virtual Collaboration Work for You” by Justin Gibson and Cynthia Fowler of SPD. They shared information on the fantastic virtual collaboration action plan the 2013 SPD leadership development team assembled. The toolbox may be accessed at: <https://team.usace.army.mil/sites/SPD/PDT/vct/vctoolbox/default.aspx>. You may access the archive for the webinar at: <http://corpslakes.usace.army.mil/employees/facilitator/exchange.cfm?Option=Webinar&Type=Past&CoP=facilitator&Id=177&ICS=No>. If you have ideas for future webinar topics, please provide them to Julie.B.Marcy@usace.army.mil.



Bluebonnets in Fredericksburg, TX



**US Army Corps
of Engineers®**

This newsletter is produced at the Engineer Research and Development Center's Environmental Lab. Content is provided for internal educational purposes and should not be construed as an official Department of the Army position, endorsement, policy or decision unless so designated by other official documentation.

ERDC
Engineer Research and
Development Center



Cynthia Fowler

Facilitation Webinar Presenter:

Cynthia Jo Fowler began her career with the San Francisco District as a Department of the Army (DA) intern in December 2003. After graduating from the intern program in 2005, she transitioned into the Environmental Planning section where she serves as an environmental manager.

Influences: Cynthia's love of the ocean, estuaries and fish began at an early age in a small fishing town on the Oregon Coast where she grew up. Her love of aquatic ecosystems led her to study environmental biology and management in college, and led her to pursue a career with USACE. She earned a BS degree from the University of California, Davis in 2—3, and graduated with recognition for outstanding performance. During her time at UC Davis, she interned for the USFS and was an academic peer advisor.

USACE Experience: In 2004, Cynthia volunteered to deploy to Iraq. While in Iraq, she served as a contracting engineer specialist at Camp Victory, where she Implemented the Force Base Protection Program. In 2005, she deployed to FL in support of Hurricane Wilma where she served as a mission manager for the water team and the temporary housing quality assurance manager. Following her return to the San Francisco District, she was nominated to HQUSACE's Essential Services and Functions 3 Assistant Team Leader cadre for emergency response and was selected for the team. As an ATL, she responded to several national disasters and has worked with top leaders from FEMA, USACE, and other federal, state and local agencies.

Recognition: Cynthia's awards include an Achievement Medal for Civilian Service for her work on the Essential Fish Habitat Assessment for San Francisco Bay Long-Term Management Program for the Placement of Dredged Material; Achievement Medal for Civilian Service for her work on Hurricane Katrina; and Commander's Award for Civilian Service for her work on Hurricane Wilma.

We are very grateful to Cynthia and her SPD LDP team mates—Daniel Garcia, Jason Gipson, Kylan Kegel, Ken Mueller, and Ondrej Macejko for advancing the state of Virtual Collaboration in USACE.



Process Prompt:

Perfect Productivity—An interesting study by the Draugiem Group, a social networking company, was highlighted in Government Executive magazine recently. The study tracked employee computer use and found that the highest performing 10% of employees spent 52 minutes working followed by a 17 minute break. The break was spent away from the computer talking to co-workers, taking a walk, etc. This and similar studies theorize that the brain is like a muscle that needs breaks to keep from over-stressing. See <http://www.govexec.com/excellence/promising-practices/2014/09/formula-perfect-productivity-work-52-minutes-break-17/94406/>. I also find it interesting that other recent research found that in lieu of a popular trend to work standing up, similar benefits may be achieved by walking for 5 minutes for every hour of sitting. See <http://www.express.co.uk/life-style/health/508433/Health-benefits-of-office-saunter>.

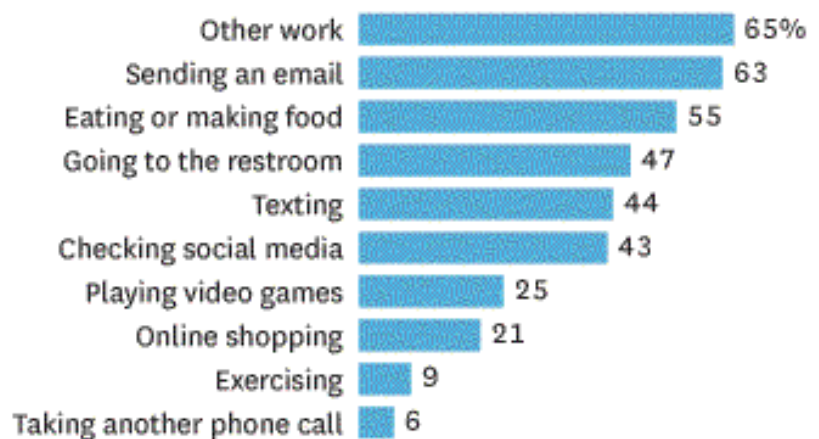


International Facilitation
Week is October 20-25,
2014

Relevant Resource:

Nobody is Paying Attention on Your Conference Call—A study by Intercall found that 60% of employees admitted to doing other work or email on conference calls. What else are they doing??

WHAT ELSE ARE EMPLOYEES DOING DURING A CONFERENCE CALL?



SOURCE INTERCALL

HBR.ORG



Proficiency Pick:

Fourth quarter FY reflections - The end of the FY tends to be a hectic time when individuals reflect on the annual work plan they established at the beginning of the year, note remaining needs, and determine what foundations are needed for success in the coming year. When there are urgent needs, some call upon proficient facilitators to assist them. They know facilitators can help them laser focus on their most critical needs, plan meeting processes to achieve them, carry out the plan, and document the results. Were you called upon in the last quarter to help a team accomplish a critical goal? If so, take a few minutes to capture your experience to share in the next issue.



Find A Facilitator

Are you an experienced Corps facilitator? If so, please add yourself to our facilitator database at:
<http://corpslakes.usace.army.mil/employees/facilitator/find.cfm>.

Please send your facilitation case studies, photos and newsletter/webinar ideas to Julie.B.Marcy@usace.army.mil.



Gulf Hypoxia research workshop held at Mississippi State University's Science and Technology Center at the Stennis Space Center in MS.



USACE, U.S. Bureau of Reclamation infrastructure sustainability meeting at USBR in Colorado. Group posing by the "concrete crusher".

