

# NRM Gateway

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*December 2013*



# CoPs are the People

Community of Practice in the Corps

“is a group of people who regularly interact to collectively learn, solve problems, build skills and competencies, and develop best practices around a shared concern, goal, mission, set of problems, or work practice.”



**“Ideally, every USACE team member will be a member of at least one CoP”**

ER – 25-1-8



# Communities of Practice

# Community of Practice

CorpsLakes.usace.army.mil

Visitors

**Operations & Regulatory Gateway**  
US Army Corps of Engineers

Home Visitors People Forums Learning SMPs Tools News/Events Search

Help \* Contact Us \* Page

**Communities of Practice**

- USACE CoPs
  - Operations & Regulatory
    - Blue Collar
    - Hydropower
    - Locks & Navigation Infrastructure
    - Natural Resources Management
    - Operations
    - Operations Project Manager
    - Regulatory
    - Safety

**Business Processes**

- Acquisition
- Administration
- Administrative
- Budget
- Communication & Marketing
- Construction
- Financial Management
- Human Resources
- Public & Community
- Public Safety

**Operations & Regulatory Notes**

**Community of Practice Charter**

Mission/Purpose: To ensure that Operations & Regulatory missions are served by competent and capable leaders who are effective at solving problems using teams, sharing knowledge, and developing people to safely & reliably operate & maintain infrastructure and administer the regulatory program.

Mike White, CoP Leader

Quick Links      Contacts

**Natural Resources Management Gateway**  
US Army Corps of Engineers

Home Employees Visitors Lake Discovery Recreation Env Compliance Env Stewardship  
Calendar Glossary Learning Tools GETS Partners New Postings Index/Search

Help \* Contact Us \* Page

**Communities of Practice**

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**Natural Resources Management Notes**

**Welcome**

The Army Corps of Engineers is the steward of the lands and waters at Corps water resources projects. Its **Natural Resources Management (NRM) Mission** is to manage and conserve these natural resources, consistent with ecosystem management principles, while providing quality public outdoor recreation experiences, to serve the needs of present and future generations.

**The NRM Gateway**

- What is the Gateway?
- How to participate in Gateway development
- How to use Gateway
- Gateway Initiatives

**Corps Lakes Gateway**  
Your gateway to fun at Corps Lakes!

Home Employees Visitors Lake Discovery Recreation Env Compliance Env Stewardship  
Calendar Glossary Learning Tools GETS Partners New Postings Index/Search

Help \* Contact Us \* Page

**Corps Lakes Gateway**

USACE National Recreation Strategy  
National Public Lands Day - May 28  
Great Outdoors  
Lake Mead Fishing  
Reserve Booking  
Reserve All

**USACE National Recreation Strategy**

USACE Recreation Brochure  
Age & Disability Discount Passes

**USACE National Recreation Strategy**

USACE National Recreation Strategy  
National Public Lands Day - May 28  
Great Outdoors  
Lake Mead Fishing  
Reserve Booking  
Reserve All

**USACE Recreation Brochure - Enjoy Your National Lakes and Rivers**

USACE Recreation Brochure - Enjoy Your National Lakes and Rivers  
National Recreation Strategy  
National Public Lands Day - May 28  
Great Outdoors  
Lake Mead Fishing  
Reserve Booking  
Reserve All

Operations.usace.army.mil

Park Ranger CoP

**NRM Park Ranger Gateway**  
US Army Corps of Engineers

Home Visitors Lake Discovery Recreation Env Compliance Env Stewardship Partners  
News/Events People Forums Learning GETS Tools New Postings Submit Index/Search

Help \* Contact Us \* Make Ranger Gateway your home page

**Communities of Practice**

- USACE CoPs
  - Operations & Regulatory
    - Asset Management
    - Flood Risk Management
    - Hydropower
    - Locks & Navigation Infrastructure
    - Natural Resources Management
      - Park Rangers
      - Navigation
      - Operations Project Manager
      - Regulatory
      - Safety
      - Civil Works Environment

**Business Processes**

- Acquisition
- Administration
- Administrative
- Budget
- Communication & Marketing
- Construction
- Financial Management
- Human Resources
- Public & Community
- Public Safety

**Park Ranger Notes**

This site serves the U.S. Army Corps of Engineers Park Ranger Community of Practice (CoP). Park Rangers are the professional uniformed team members (including but not limited to 0099, 0025, 0028, 0400 job series) who perform, manage, or supervise work in the stewardship of Federal lands, waters, and park resources at Corps operated and maintained water resources projects. (See excerpt from Career Video. Full Video) Functions include but are not limited to park management; natural, historical, and cultural resource management; watershed management; endangered and/or special status species management; flood risk management; real property and shoreline management; environmental compliance practices; asset management; visitor assistance; safety; infrastructure surveillance and protection; and the development of interpretive and recreational programs for the benefit of the public. Park Rangers are leaders in both emergency response and community outreach. Park Rangers are the Corps face to the nation and may be the only contact the public has with the agency.

This site contains beneficial information for every park ranger, from the new hire to the seasoned veteran, which will help enhance professionalism. Your CoP is supported by a Park Ranger CoP Advisory Board (see charter). This workforce is part of two broader CoPs: Natural Resources Management (NRM) and Operations & Regulatory. You are encouraged to utilize, share and contribute to the NRM Gateway as well as the Operations & Regulatory Gateway - this is your Community of Practice.

**3-Up 3-Down Feedback Results**

Survey Results  
2010 Park Ranger & Visitor Safety Survey and 2011 Visitor Assistance Program Manager Survey

- Orientation
- Best Practices
- Related Sites
- Facebook Story/Event Submissions
- News/Current Issues
- Policy & Procedures
- People
- Advisory Board
- Professional Development
- Career Timeline

**Put link to Park Ranger Gateway on your Desktop!**  
In the URL box, click on ranger icon to the left of the URL, and drag to your desktop

www.CorpsLakes.us



# People



US Army Corps  
of Engineers

## Natural Resources Management Gateway

to the future . . .

- Home
- Visitors
- Discovery
- Recreation
- Env Compliance
- Env Stewardship
- Partners
- News/Events
- People
- Forums
- Learning
- GETS
- Tools
- New Postings
- Submit
- Index/Search

### Communities of Practice

- Main CoP
  - Operations & Regulatory
  - Asset Management
  - Flood Risk Management
  - Hydropower
  - Inland Navigation Infrastructure
  - Natural Resources Management
    - Park Rangers
  - Navigation
  - Operations Project Managers
  - Regulatory
  - Safety
  - Civil Works Environment

### People

- Enduring Freedom message from General Flowers
- Visual Information Office - Photo Events
- White House Commission on Remembrance

#### USACE Expertise

- Ecosystem Restoration SmartBook
- NRM SmartBook
- Operations Project Managers SmartBook
- Park Ranger SmartBook
- USACE Directory
- USACE Endangered Species Points of Contact

#### Agency

- Who

#### Related C

- USAC

#### Laborator

- Engi

One of many  
ways to get to the  
Smartbook



# Source for Annual Smartbook Update

## RecSTATUS Self Assessment Tool

### Self Assessment Tool - Data Entry

RICHARD B RUSSELL DAM AND LAKE

#### Personnel Staffing

Project Level Staffing *Fields are pre-populated with last year data entry*

- In this table report only FTEs charged to recreation for personnel physically working at this project.
- Enter to one decimal place the number of FTE's, by staff category, that were charged in FY11.
- **Only the time charged to recreation should be included, so if an individual had half their time charged to recreation, that person would contribute 0.5 FTE to the project total.**
- If you had a position with a vacancy that was not backfilled during the FY, deduct for the period of the vacancy. For example, if a full time position charged to recreation was vacant 6 months during FY 11, include 0.5 FTE for that position in your project total.

For all the FTE reporting, only the portion of the FTE actually charged to recreation should be included. If part time or temporary employees worked less than a full year (12 months = 1 FTE), record only the time they worked THAT WAS CHARGED TO RECREATION cost codes (i.e., an employee worked a total of 6 months [0.5 FTE], but only 50% of that 0.5 FTE charged to recreation, so what is reported in the table is 0.25 FTE). If you're recording multiple part-time or temporary employees for one category, add their combined time worked THAT WAS CHARGED TO RECREATION, and report it in relation to a FTE (i.e., 6 seasonal rangers each working 3 months charged to recreation [6 x 0.25 FTE] = 1.5 FTE). You can also use hours charged to recreation based on the average annual FTE hours at 1,720 to compute FTEs. For example, if John spent 430 hours on recreation, it should be recorded as 0.25 Rec FTE (430/1720).

FTE's charged to recreation personnel physically working at this project (or water safety/interpretive – see definition below table*).	Full-Time FTE's charged to recreation	Part-Time FTE's charged to recreation	Temporary FTE's charged to recreation
Project Site Managers (Operations Project Managers, Project/Lake Managers, Resource/Park Managers)	0.0	0.0	0.0
Natural Resource Specialists and Park Rangers	0.0	0.0	0.0
Environmental Specialists	0.0	0.0	0.0
Administrative Staff	0.0	0.0	0.0
Maintenance Staff	0.0	0.0	0.0



# Update Your Listing Anytime

Points of Contact

## John Marnell, CPRP

Operations Project Manager  
[John.Marnell@swt03.usace.army.mil](mailto:John.Marnell@swt03.usace.army.mil)

CESWT-OD-N  
Tulsa District  
1645 S. 101st East Avenue  
Tulsa, OK 74128-4609

Phone: 918-443-2250  
FAX: 918-443-9474  
Cell: 918-691-8884

[Instructions](#) ■  
[Print Friendly Version](#) ■  
[Edit this Listing](#) ■



### District Contact for

- [Accessibility](#)
- [Cooperating Associations Program](#)
- [Recreation Area Modernization Program \(RAMP\)](#)
- [Visitor Assistance](#)

**Member of Professional Organizations**

## VERS Project POC's NRM SmartBook - Points of Contact

Select a Topic Area  Search  Go!

Select by Office  Select a Professional Organization/Certification

- **E-mail:** [All](#) | [District & Division Only](#) | [Projects Only](#)
- [Gateway VERS Project POC's Site](#)

[Instructions](#) ▪  
[Print Friendly Version](#) ▪  
[Add a New POC](#) ▪

### District POCs

District	Office Symbol	POC
<b>Great Lakes &amp; Ohio River Division</b>		
Huntington District Summersville Lake	CELRH-OR-SUM	<a href="#">Brandy Acord</a> (304-872-3412) Brandy.L.Acord@usace.army.mil
Huntington District Yatesville Lake	CELRH-OR-YBC	<a href="#">Andrew Auxier</a> (606-686-2412) andrew.j.auxier@usace.army.mil
Huntington District	CELRH-OR-TR	<a href="#">Kimberly Barnett</a> (304-399-5675) Kimberly.A.Barnett@usace.army.mil
Huntington District Belleville, Meldahl, Greenup, Racine, RC Byrd, Willow Winfield, Marmet, London, Greenup, Meldahl, Belleville, Racine, RC Byrd, Willow Island	CELRH-OR-OKL/KRL	<a href="#">Mark Benson</a> (304-399-5685) Mark.R.Benson@usace.army.mil
Huntington District Alum Creek Lake	CELRH-OR-ACS	<a href="#">Sylvia Chelf</a> (740-548-6151) Sylvia.Chelf@usace.army.mil
Huntington District Dillon and Tom Jenkins	CELRH-OR-DIL	<a href="#">Robert Cifranic</a> (703-451-4170) Robert.W.Cifranic@usace.army.mil
Huntington District Dewey Lake	CELRH-OR-DEW	<a href="#">Jeremy Cochenour</a> (606-886-6709) Jeremy.d.cochenour@usace.army.mil
Huntington District Bluestone Lake	CELRH-OR-BLN	<a href="#">Travis Daugherty</a> (304-466-1234) Travis.R.Daugherty@usace.army.mil
Huntington District John W. Flannagan, North Fork of Pound River John W. Flannagan and North Fork of Pound	CELRH-OR-JWF	<a href="#">Marty J. Davis</a> (276-835-9544) Marty.J.Davis@usace.army.mil

**Ability to Email:**

**ALL**

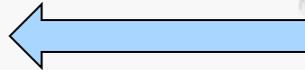
**PDT**

**District & Division Only**

**By PROGRAM AREA**

### Park Ranger Glimpse

- 21 November 2013
- [Subscribe to Park Ranger Glimpse](#)



### NRM Gateway Glimpse

- 18 January 2013
- 7 December 2012
- 21 June 2012
- [Featured Article](#)
- [Subscribe to NRM Glimpse](#)

### NRM Park Ranger Gateway

[Home](#) [Visitors](#) [Lake Discovery](#) [Recreation](#) [Env Compliance](#) [Env Stewardship](#) [Partners](#) [News/Events](#) [People](#) [Forums](#) [Learning](#) [GETS](#) [Tools](#) [New Postings](#) [Submit](#) [Index/Search](#) ?

Park Ranger *Glimpse*  
into the future . . .

### Subscribe to Glimpse

Please provide the following information:

First Name:  Last Name:



# Budget Systems

## Rec-BEST RECreation Budget Evaluation System

**Budget Programs  
For the Corps  
And Simulations  
For the Public**

### Rec-BEST Simulation

- [Changes to Recreation Budget Development for FY 07](#)
- [Rec-BEST, the Online Tool](#)
- [Budget EC Annex VI, Recreation](#)
- [Rec-BEST Cliff Notes](#)
- [Rec-BEST User's Guide](#)
- [Rec-BEST FAQ's](#)
- [Rec-BEST Web C](#)
- [Rec-BEST Techn](#)

Budget Sub

[Select a New](#)

(If the project is

### E-S Best Options

- [Main Menu](#)

## E-S BEST Environment-Stewardship Budget Evaluation System

### E-S BEST Log In Simulation

#### E-S BEST Overview

The purpose of E-S BEST is to connect Environment-Stewardship (E-S) business line budget package program performance. E-S BEST is a web-based tool developed for field use in calculating Environment-Stewardship performance measure outputs for O&M activities. The system is implemented in four stages.

**STAGE 1.** In the first stage, budget developers will describe current conditions of project natural and cultural resources. Budget developers will build budget packages in the following three stages. There are up to six packages in stage 1 and 2, and up to 10 packages in stage 3. Each package will be aimed to provide outputs to performance measures which reflect the primary reason why the budget package is justified and the cost anticipated from the work. There are six performance measures included for the FY08 budget development.

Home Employees Visitors Lake Discovery Recreation Env Compliance Env St  
 Calendar Glossary Learning Tools GETS Partners New Postings Ind

**Good Enough to Share**

Select a Good Enough to Share

- Select a Good Enough to Share
- Accessibility
- Career Development Program
- Challenge Partnership Program (formerly Challenge Cost-Sharing)
- Cooperative Agreements for Law Enforcement Services
- Cooperating Associations Program
- Customer Service
- Environmental Compliance Program
- EC Cultural Resources
- EC Hazardous Waste
- EC Petroleum, Oil and Lubricants
- Environmental Stewardship
- Ethnic Diversity and Corps Recreation Participation
- Recreation Facilities Standards
- Interpretive Services and Outreach**
- Lewis & Clark
- Master Plans
- National Public Lands Day
- NRMS
- Off-Road Vehicles
- O&M Contracts
- Partnerships
- Recreation Area Modernization Program (RAMP)
- Recreation Leadership Advisory Team (RLAT)
- Shoreline Management Program

- Sample Letters
- Approval Forms
- Sample Agreements
- How To

Good Enough to Share



# Automated Submissions

**Corps Lakes Gateway**  
Your gateway to fun at Corps Lakes!

US Army Corps of Engineers  
www.CorpsLakes.us

Select a State | Select a Corps of Engineers Lake | Select an Activity | Search

370 million visits a year at 422 lakes in 43 states!

Corps Lakes Gateway > Happenings Around the Lake

### Happenings Around the Lake - Submit on Event at Your Lake!

**Submitter's Information**  
Name:   
E-mail:   
Next >>>

www.CorpsLakes.us

Privacy and Security Notice  
Technical Problems  
Updated: September 2013

**NRM Park Ranger Gateway**

Home | Visitors | Lake Discovery | Recreation | Env Compliance | Env Stewardship | Partners | News/Events | People | Forums | Learning | GETS | Tools | New Postings | Submit | Index/Search

### Facebook Story/Event Submissions

Do you have lake events or news articles you would like to see on Corps Lakes' Facebook site? If so, please complete the form below

Name:

Lake/District:

Item is:  Event  News Article

URL:

Description:

Find us on Facebook

Corps Lakes - U.S. Army Corps of Engineers

Corps Lakes - U.S. Army Corps of Engineers  
Veterans Day Fees Waived

Army Corps of Engineers waives day use fees at recreation areas on Veterans Day | Osage County...  
www.osagecountyonline.com

WASHINGTON - The U.S. Army Corps of Engineers has announced that it will waive day use fees for veterans, active and reserve component service members, and their families at the more

November 6 at 8:10pm

Show More

1,542 people like Corps Lakes - U.S. Army Corps of Engineers.

facebook social plugin



# External Applications

- For the Public
- For the Practitioner

The screenshot shows the 'Corps Lakes Gateway' website. At the top, it says 'Your gateway to fun at Corps Lakes!' and '370 million visits a year at 422 lakes in 43 states!'. Below this is a search bar with 'Select a State' and 'Select a Corps of Engineers Lake' dropdowns. The main content area is divided into several sections: 'Trip Planning' (Plan Your Trip, Corps Lakes Photo Album, Recreation.gov, USACE Recreation Brochures, Age & Disability Discount Passes), 'DOD Opportunities' (Gold Medal Award, Great Travel Deals, Lodging Travelers, Military Homefront, Military/Civilians on OCO Leave), 'Happenings Around the Lakes' (USACE National Recreation Strategy, National Public Lands Day - Sept 28, Great Outdoors, Take Me Fishing, Discover Boating, Healthier US), 'Become a Volunteer' (Corps Cleaninghouse, Volunteer Gov), 'Become a Partner' (Natural Resources Management Partnerships, Corps Foundation), and 'Educational Resources' (National Water Safety Program, Office of Boating Safety, Corps Education Center, White House for Kids). A map of the United States is displayed in the center, with an inset map of Alaska. To the right, there is a 'Find us on Facebook' section with two entries for 'Corps Lakes - U.S. Army Corps of Engineers' and a 'USACE Recreation Brochure - Enjoy Your National Lakes and Rivers' section with a 'View Brochure by State' link.

The screenshot shows the 'Recreation.gov' website for 'Lake Sidney Lanier, GA'. The top navigation bar includes 'FIND PLACES & ACTIVITIES', 'EXPLORE TRIP IDEAS', 'HELP & FAQ', and 'ABOUT US'. The main heading is 'Lake Sidney Lanier, GA' with 'US Army Corps of Engineers' below it. There are links for 'Log-In', 'Sign-Up', 'View Official Website', and 'View Map'. The main content area features a 'BACK TO SEARCH' button, an 'Overview' section, and a description: 'Nestled in the foothills of the Georgia Blue Ridge Mountains lies Lake Sidney Lanier, one of America's favorite lakes. Over 7.5 million people a year choose to visit Lanier. Seventy-six recreational areas ... [more]'. Below the text is a photo of a white egret standing in a pond, with a 'Watchable Wildlife' label. To the left of the photo is a 'VISITOR PHOTOS' section with a 'Log-In to Upload Photo' link. Below the photo is a 'MAKE A RESERVATION' section with links for 'BALD RIDGE CREEK >', 'BOLDING MILL >', 'DUCKETT MILL >', 'OLD FEDERAL >', 'SAWNEE >', 'VAN PUGH SOUTH', and 'CAMPGROUND >'.



# You-Tube Channel

**Careers in NRM**

The screenshot shows the YouTube channel page for CorpsLakes. At the top, the YouTube logo is visible with the language set to English. Navigation links for Videos, Shows, Channels, Community, and Upload are present. A search bar is located in the top right corner. The channel name "Corps Lakes" is displayed with a "Subscribe" button. The channel's profile information includes the CorpsLakes logo, the name "CorpsLakes", and statistics: joined April 08, 2009, last sign in 2 weeks ago, 192 videos watched, 1 subscriber, and 232 channel views. A description of the Army Corps of Engineers' mission in Natural Resources Management is provided, along with the website URL http://www.CorpsLakes.us. Below this, there are options to connect with the channel via email, social media, and Google+. A video player is featured in the center, showing a man in a uniform sitting on a bicycle. Below the video player, the video title "Corps of Engineers - Exciting Careers in Natural Resources Management - Part 1: On the Job" is shown, along with the source "From: CorpsLakes" and "Views: 165". At the bottom, a "Videos (4)" section displays three video thumbnails with their respective titles, upload dates, view counts, and channel names.

English

Sign Up | QuickList | Help | Sign In

Videos | Shows | Channels | Community | Upload

Search

Videos | Favorites | Subscribers

**Corps Lakes** [Subscribe](#)

**CorpsLakes**  
Joined: April 08, 2009  
Last Sign In: 2 weeks ago  
Videos Watched: 192  
Subscribers: 1  
Channel Views: 232

The Army Corps of Engineers is the steward of the lands and waters at Corps water resources projects. Its Natural Resources Management mission is to manage and conserve those natural resources, consistent with the ecosystem management principles, while providing quality public outdoor recreation experiences to serve the needs of present and future generations.

Country: United States  
Website: <http://www.CorpsLakes.us>

**Connect with CorpsLakes**

[Send Message](#)  
[Share Channel](#)  
[Add to iGoogle](#)

<http://www.youtube.com/CorpsLakes>

**Embed This Channel:**  
`<script src="http://www.gn-admin.com/vt/vt11" =>http://www.goo.gl/...</script>`

**Subscribers (1)**

  
Mountain...

**Corps of Engineers - Exciting Careers in Natural Resources Management - Part 1: On the Job**  
From: CorpsLakes  
Views: 165

**Videos (4)** [Subscribe to CorpsLakes's videos](#)

Video Title	Upload Date	Views	Channel	Rating
Corps of Engineers - Exciting Ca...	3 months ago	185 views	CorpsLakes	no rating
Corps of Engineers - Exciting Ca...	3 months ago	65 views	CorpsLakes	no rating
Corps of Engineers - Exciting Ca...	3 months ago	42 views	CorpsLakes	no rating



# Facebook Page

facebook

Sign Up **Corps Lakes - U.S. Army Corps of Engineers is on Facebook**  
Sign up for Facebook to connect with Corps Lakes - U.S. Army Corps of Engineers.

**Corps Lakes - U.S. Army Corps of Engineers** Like

Wall Info About Us Photo Album YouTube Links

**Corps Lakes Gateway**  
Your gateway to fun at Corps Lakes!  
www.CorpsLakes.us

The Army Corps of Engineers is the steward of the lands and waters of Corps water resources projects. Its Natural Resources Management mission is to manage and conserve those natural resources, consistent with the ecosystem management principles, while providing quality public outdoor recreation experiences to serve the needs of present and future generations. This site is your gateway to recreation opportunities at Corps lands and waters.



Corps Lakes E-Card System!  
Click on the postcard to create your own electronic postcard

facebook

Sign Up **Corps Lakes - U.S. Army Corps of Engineers is on Facebook**  
Sign up for Facebook to connect with Corps Lakes - U.S. Army Corps of Engineers.

**Corps Lakes - U.S. Army Corps of Engineers** Like

Wall Info About Us Photo Album YouTube Links

**Corps Lakes - U.S. Army Corps of Engineers** <http://www.youtube.com/watch?v=Cm6h0cESPYs>

**Water Safety: How to put on a life jacket**  
www.youtube.com  
Adam Tarplee and Bobber the Water Safety Dog demonstrate the correct way to put on a life jacket and discuss the types of personal flotation devices.  
Monday at 6:13pm · Comment · Like

**Tammy Cleveland** Why would you not use a ranger for these PSA's?  
Monday at 6:12pm

**Corps Lakes - U.S. Army Corps of Engineers** [http://www.youtube.com/watch?v=YFfn\\_NTM-n0](http://www.youtube.com/watch?v=YFfn_NTM-n0)

**Water Safety**  
www.youtube.com  
Bobber the Safety Dog on Water Safety - Los Angeles District, U.S. Army Corps of Engineers video on water safety.  
Monday at 6:09pm · Comment · Like

**Tonya Riser** I like this.

**Tammy Cleveland** Where is the ranger?  
Monday at 6:12pm

**Dale Rollins** My wife and I are riverwalkers and appreciate the Corps Lakes website. It's a great resource!  
July 1 at 4:35pm · Comment · Like · Flag

**Corps Lakes - U.S. Army Corps of Engineers**  
<http://www.taka.com/news/headlines/97274264.html>

**Safety Inspectors Aim To Prevent Holiday Boating Accidents**

## *NRM Gateway Principles*

1. Make it all about the Community of Practice.
2. Initially focus on the innovators.
3. Create events that make sharing a fun way to learn together.
4. Keep it simple... and real.
5. Be a marketplace for ideas.
6. Serve as a leadership tool.
7. Be a part of the daily routine.
8. Continuously reinvent and improve.
9. Create “once in a career” experiences.
10. Be an integral part of the Community we serve.



*NRM Gateway Team - January 2003*



# Content Development Workshops

Subject Matter Experts...  
the way we get information  
and the way we maintain  
it.

