

OPM CoP Gateway Content Development Workshop
Arlington, VA
1-5 August 2005

Attendees:

Erik Petersen, NWD
Jonathan Davis, SAD
Mark Stark, SPD
Tony Bivens, LRD
Kathy Carlson, SWD
Bonnie Bryson, CEERD
Ginny Dickerson, CEERD

Since this workshop was held concurrent to the OPM Prospect course, when they were not instructing or otherwise involved with that course the following individuals also attended part of the Content Development Workshop:

Mike Miller, SWD
Stuart Cook, NWD

The workshop began with introductions, an overview of the CoP pages development to date, and discussion of the overall workshop goals by Bonnie Bryson.

Erik Petersen then presented his vision of the goals and challenges for the workshop and the OPM CoP in relation to the Gateway pages. He discussed how this Gateway page can help educate management and others on what it means to be an OPM. Erik listed his view of the roles of the OPM, and challenged the group to figure out how to convey this on the Gateway:

OPM Roles:

Leader

Entrepreneur (example, Erwin Topper's approach at Lanier)

Integrator

Promoter

Champion

Manager

Arbiter

Negotiator

Guardian

Strategist

Representative

Enforcer

Steward

Commander, Mayor, Supervisor – there forever, unlike a construction project manager

Mentor

Enabler

OPM Needs:

Time – if can learn from experience of others, can save time

Resources – use each other's knowledge on how to leverage resources

Lessons Learned

Reinforcement of key principles – how do we communicate these in a meaningful way?

Diverse approach to problem solving – accountability to other OPMs if a decision has positive or negative effect on precedent, image

OPM Goals:

Be leader in learning organization

Foster culture that exploits the “enablers”

Build cooperation instead of competition within the culture

The group agreed that the White Paper should serve as the basic framework and message for the OPM CoP Gateway page, and that this page can help shape a more unified perception within the Corps – currently wide variation district to district of the roles of the OPM. This is one piece of an effort to define who we are, what we do, how we do it. See the webpage as a tool to help communicate this info and help others communicate with us. Premise of what an OPM is may be the easy part to grasp; the difficult part may be exactly what is realistic for those roles within individual districts – if this website helps define/clarify that, would exceed expectations

The group agreed that the page should focus on the macro level of information pertinent to the OPM audience, and not try to cover everything. The website should answer the question: What can make an OPM successful?

The framework for the OPM site was developed and posted by the end of the workshop.