

CEHNC-MD (210-2b)

MEMORANDUM FOR RECORD

SUBJECT: 2001 ELC/SLC Conference, Chicago, IL, 3-10 Aug 2001

1. The Emerging Leaders/Senior Leaders Conference was a very rewarding experience and a tremendous opportunity to see, first hand, what the issues are within the Corps of Engineers from the executive level. The conference was also a tremendous opportunity to interact with senior leaders of all districts and divisions and share concerns as well as celebrate successes. Participants in the Conference from the Huntsville Center were Doug Grant, Kim Gillespi and Col. Harry Spear. The Emerging Leaders conference began 3 Aug 01 with an icebreaker dinner. Emerging Leaders (EL's) used the time to meet the other EL's throughout the Corps and to meet the members of his/her designated team. Teams were grouped according to personality type. The EL conference continued 4-6 August. Lead by Dr. Nap Dufault, the EL's participated in intense leadership training with material consisting of teambuilding exercises, leadership style self-discovery, journal writing, and various team projects. The schedule for the week was extremely full, often ending the day at 1800 hrs. or later.

2. The Emerging Leaders' Conference merged with the Senior Leaders' Conference on 6 August beginning with an awards banquet at 1800 hrs. EL's were also given the opportunity throughout the week to participate in social luncheons and teambuilding events with the Senior Leaders. Emerging Leaders were required to participate in a number of exercises, which contributed to the Senior Leaders Conference. In line with the Chief's vision, the EL's were required to develop a list of what each individual was willing to do to help achieve the vision (the "A" list). In addition, the EL's were also required to develop a list of what was needed by the Senior Leaders to help the EL's achieve the vision (the "B" list). EL's were then required to develop 3 commercials based on people, process and communication and present the "A" and "B" list and all commercials to the senior leaders at the end of the conference.

3. Overall the ELC/SLC was a very rewarding experience and could be described as inspiring, challenging and exhausting. I consider myself fortunate to have had the opportunity for such an experience and look forward to the possibility of returning as a team leader or shadow.

/s/

Douglas E. Grant