

CD-GT (415)

MEMORANDUM FOR Robert Flowers, LTG, HQ, USACE

SUBJECT: Assessment and Impact of 2001 Emerging Leaders Conference and Senior Leaders Conference, Chicago, Illinois, 3-10 August 2001

1. Sir, I believe the subject conferences were a great success and merits continued support from you, each division and each district. The reasons I believe the Emerging Leaders Conference (ELC) and the Senior Leaders Conference (SLC) merits continued support are delineated below:

- the SLC achieves the unique task of harnessing energy ignited by Emerging Leaders Forum (ELF) in each district/division and maintains continuity in our learning culture,
- the conference provides both senior leaders and emerging leaders a dynamic and broader perspective of the quality of people the Corps has and illuminates a few key issues the senior leaders are actively engaged in and,
- the SLC allows an opportunity for all participants to exchange ideas and experiences with a few of the Corps' outstanding team members at almost every level in the Corps.

2. The competitive selection process harnesses energy already promulgated by the ELF program. My ELF experience in our Mobile District was truly exhilarating which is in part why I was already "charged up" before the SLC. The SLC like the ELF required competitive selection to earn an opportunity to participate in the SLC. However, I couldn't have realized this opportunity without our chief of construction personally supporting the ELF program. Also, our area engineer actively promotes the program to construction field offices. In my case, the effort of my supervisor and our administrative assistant who pushed to get my submission in on time in order for me to **compete** for this opportunity helped me tremendously. I greatly appreciate everyone's support, which increased my energy level.

3. The SLC provides both SLC participants and ELC participants a magnified perspective facilitating an incredibly broad cross section of our tremendous team member's talents from virtually every career field in the Corps. This opportunity also allows ELCs an opportunity to take part in the awards ceremony with the SLCs that enhanced exchanging ideas. Particularly, I thought the quality of team members selected to lead the ELCs through the team building exercises were truly outstanding. Our success couldn't have been realized without the leadership and guidance of the ELC Program Manager and her staff. They did an excellent job guiding ELC team leaders and ELCs through the leadership process which culminated with our group of 36 individuals presenting this year's theme, "Achieving the Vision" to you and other SLCs as part of the problem solving/team building process.

4. I believe combining the ELC with the SLC provided us a unique snap shot of issues our senior leaders are addressing with an uncanny opportunity for ELCs to exchange ideas freely with our senior leaders. This environment provides a first hand opportunity to really learn what the Corps is all about on a different level and see what outstanding individuals we have at virtually every career field to support our Corps' mission.

5. Lastly, I want to hitchhike on our presentation to the SLC regarding the CELL (Corps of Engineers Leadership Link). Sir, I believe adding this "concept" will promote an opportunity for both our SLCs and ELCs to continue emerging and creatively enhance our way of life--thus, truly becoming a learning culture. I developed this idea from the basic concept of what a body is made of and the fact that we are the Corps' body. Sir, thanks again for this unique opportunity. My "Just do it List" is in place and is effective. One of my other team members, Mr. Sam Watson, has a good summation that address in detail thoughts that I share regarding the content of our ELCs experience. I am sure you will see merit in each ELC submission regarding this conference. Essayons!

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