

MEMORANDUM FOR THE RECORD

FROM: CESWF-IM

819 Taylor St Ste 3B10
Fort Worth, TX 76102

SUBJECT: Trip Report, Emerging Leaders/ Senior Leader Conference in Chicago, IL

1. The HQ USACE Emerging Leaders/ Senior Leaders Conference was held at the Ambassador, Hotel in Chicago, IL. The Emerging Leaders Conference began 03 August 2001 and took place until 10 August 2001. On 06 August 2001, the Emerging Leaders Conference was integrated with the Senior Leaders Conference. The conference objectives were two-fold. The 36 Emerging Leaders, selected throughout the Corps, were to examine and develop their own leadership skills while observing and learning from the leadership styles of others (their peers and the Corps senior leaders). The experience and knowledge gained from both conferences was phenomenal.

2. ELC: Dr. Nap DuFault conducted the Emerging Leaders Conference. At the beginning of the conference he divided the 36 ELs into six groups of six. Later in the conference we learned that the groups were formed based up the results of our Herrmann Brain Dominance Indicator. Prior to and during the conference, we were given various psychological tests that examined our personality traits. The examines ranged from the Myers-Briggs test, to the 16PF, the HBDI mentioned above, and the FIRO-B (Fundamental Interpersonal Relations Orientation-Behavior) exam. We spent four days learning about ourselves. The exams gave us valuable insight as to why we behave the way we do. After receiving the information from the exams, we learned how to best apply our skills to various situations. We were taught skills on Situational Leadership, Project Planning and team development.

3. SLC: On the evening of day 4, we (Emerging Leaders) integrated with the Senior Leaders throughout the Corps. The integration began at an awards banquet where recognition was given to employees and contractors who have done outstanding work for the Corps of Engineers. The remaining time spent at the conference was filled with opportunities to interact with, learn from and observe the leadership styles of our senior leaders. The format in which the opportunities presented themselves was coordinated very well.

4. In summary, the experience and knowledge gained from the conference was unparalleled to other learning experiences. I am honored to be an Emerging Leader and to have been chosen to represent the Southwestern Division. As a result of my time spent at the conference, I have made a commitment to...

- Ensure that my co-workers are not only knowledgeable about the Corp's Strategic Vision but that we are all working to achieve the vision.
- Being an advocate of "Just-Do-It" opportunities. First Focus Area: Inner office
- Sharing the knowledge gained and learned from this conference with my peers and senior leaders within my district.

5. This one-page trip report doesn't tell the full story. I welcome opportunities to share my leadership experience one on one with anyone who may be interested. I can be contacted at the address above or by phone at 817-978-5052.

Sherrina Smart
Local Area Network Administrator/ Team Leader