



# Enterprising People

An Enterprise Program Newsletter –  
Supporting communications between Enterprisers  
and our partners



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## Enterprise Program Update

*From Laura Nance, Acting Director,  
Enterprise Program*

I hope this newsletter finds everyone well and preparing for the holiday season. THANK YOU for your hard work this year. You are the life of the Enterprise Program. Put your safety first every day!

The Enterprise Program Leadership Team continues to work with a shared commitment to the [Enterprise Framework](#). I encourage all of you to review the Framework to renew your sense of endless possibility as we start the New Year. It takes all of us working together to make Enterprise a great work experience.

Over recent months we have worked collaboratively to develop and implement supplemental performance measures for Executive Officers, review important financial issues, dialogue about the business costs associated with the furlough, implement a standard work order template and strategize for offering services as a Program to the Region 2 flood recovery projects.

We have been working for many months, to design a transition of our Program's Acquisition Management (AQM) service needs to the Washington Office. AQM services are critical to our Program in many ways but two significant ones being grants/agreements to secure work projects from outside the Forest Service and contracts to obtain the products and services we need to complete our projects. The transition to WO AQM began October 1 and will continue over the next few months.

More and more, Enterprise Units are looking for ways to capitalize on the skills available within other units. By increasing our networking across the program, we strengthen our program and our value to the agency. In the coming months we will be developing methods to streamline partnering across EUs.

I'm excited to see what we can achieve in 2014!

## Welcome to the Enterprise Program! Recreation Solutions Welcomes Bonney McNabb

Recreation Solutions Enterprise Team is happy to announce Bonney McNabb as the newest member to the team. Bonney has been with the Forest Service for twelve years but has a diverse background. Bonney has moved from an office manager position on the Bitterroot National Forest and joins Recreation Solutions at the store front in Missoula providing National Forest maps nationwide in a NTE (not to exceed) 1 year position.

Bonney McNabb said of her new position,



“Enterprise is so exciting for me. I feel a fierce loyalty to the team and the vision. Working in the store is a perfect fit for me. I get to provide excellent customer service, interact, and improve people's

lives every day by drawing on my past of many experiences in many places.”

## AMSET Welcomes Adam Shaw

In 2013, Adam became the Environmental Coordinator for Adaptive Management Services Enterprise Team (AMSET). He joined the US Forest Service in 2004, as a content analysis specialist with the Content Analysis Team. Adam helped reinvent that team into the National Environmental Policy Act Services Group, and transitioned to a NEPA (National Environmental Policy Act) Planner position at that time. He served a key role in the development and support of PALS (Planning Appeals Litigation System) and CARA (Comment Analysis and Response Application) databases, a nexus of policy and technology. In his spare time, Adam enjoys spending time mountain biking, skiing, fishing, hiking, traveling, eating and just being anywhere with his family.

## ACT2 Welcomes Zack Mondry

Zack Mondry will join ACT2 as a Hydrologist beginning in mid-January. Zack is experienced in watershed assessment, monitoring, and restoration, and water rights and has special interests in fire and flood effects on watershed function, stream sediment and large wood dynamics, BMP implementation and effectiveness,



and stream restoration design. Originally from Minnesota, Zack enjoys spending free time with his family, teaching and performing bluegrass and old-time country music on upright bass, mandolin, and guitar.

*Zack Mondry skipping rocks with his son.*

## TEAMS Welcomes Back New Executive Officer Josh Wilson

TEAMS is pleased to announce that Joshua Wilson has accepted the TEAMS Executive Officer position. Josh is an experienced leader, holding his last position as the executive officer for the AMSET. Additionally, he has worked across many Forest Service regions acquiring diverse experience and knowledge. Josh is currently detailed as a Deputy Forest Supervisor. Join us in welcoming Josh to TEAMS. He will report to his new position on January 13, 2013.

*Josh Wilson and his wife Amber and daughters Emily and Aubrey live in Northern California*



## Networking Opportunity for OD Practitioners

*Contributed by Integrated Resources*

*"The aim of OD practitioners is to work themselves out of a job by leaving the client with a set of tools, behaviors, attitudes, and an action plan in which to monitor its own state of health and to take*

## Continued from previous column

*corrective steps toward its own renewal and development." Richard Arvid Johnson.*

Integrated Resources (InRe) Enterprise Unit is hosting monthly free webinars designed to attract and build an Organization Development (OD) Network, interdisciplinary in nature, consisting of employees with common interests in facilitation and organization development design efforts. In this round of the series, the webinars are held every first Monday, at 1200 to 1300 pacific, with the exception of December and January.

The network is intended to be advantageous to Enterprise Units, the Enterprise Program as a whole, as well as the entire agency. The short term purpose of the OD network is to build capacity, knowledge, and relationships. The long term purpose rests in the capacity the agency and the Enterprise Program will have with such a network and pool of skills available to them. [You can learn more at our website.](#)

## 2013 Share the Experience Photo Contest for Federal Employees Ends December 31

Do you have a favorite photo of your park or other Federal land that you would like to share? The Share the Experience Employee Photo Contest is a great place to share your photos and have a chance to win a prize. Eleven winners will be selected to receive an America the Beautiful – National Parks and Federal Recreational Lands Annual Pass and a Columbia backpack. The grand prize winner will also receive a \$100 REI gift certificate, a framed copy of the winning photo with a second copy presented to agency leadership.

To be eligible for the contest, you must have been employed by or volunteered for the National Park Service, U.S. Fish and Wildlife Service, USDA Forest Service, Bureau of Land Management, Bureau of Reclamation, National Archives, and the U.S. Army Corps of Engineers at some time during 2013. Photos must be taken at lands managed by these agencies. Enter up to five photos by December 31, 2013 to be eligible to win.

[Click here to enter!](#)

## **New Aviation Safety Management System Contributed by Safety Management Systems**

In 2006, International Civil Aviation Organization Annex 6, Part 1 directed all member states to require aviation operators implement a safety management system (SMS), which is a systematic method to organize aviation operation safety processes and is an unprecedented design meant to help reduce accident rates to zero even with increasing aviation activity. SMS was designed to be a pro-active tool to enhance quality, oversight, and decision making, therefore reducing error and unplanned negative events. The SMS system consists of four separate interrelated subsystems, referred to as a "Safety Culture".

1. **Policy:** Establishes senior management's commitment to continually improve safety; defines the methods, processes, and organizational structure needed to meet the operations production and safety goals.
2. **Risk Management:** A system that determines the adequacy of risk controls based on the assessment of acceptable risk.
3. **Assurance:** A system of checks and balances receiving periodic reviews to evaluate the effectiveness of risk control strategies and identifies new hazards discovered through incidents.
4. **Promotion:** Training, communication, and other actions to create a positive safety culture within all levels of the workforce.

Learning the value of a safe culture, while employing the four pillars of SMS is universal in good planning and execution of any program, mission, operation, or organization.

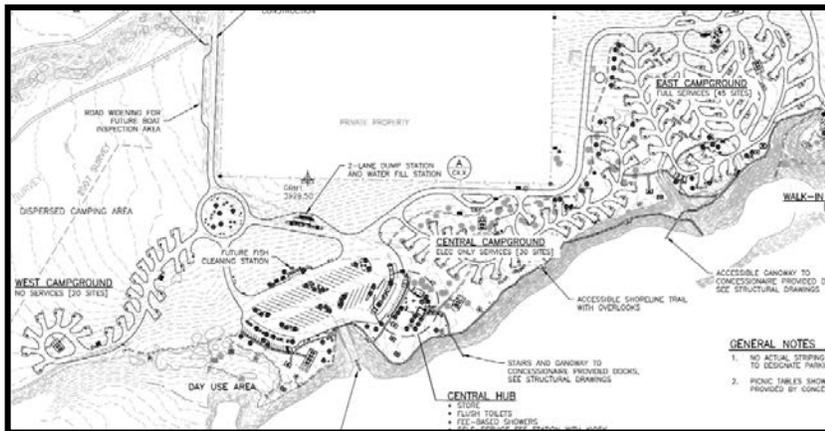
For more information about the need for safety, please see the [Safety Management System EU website](#).

## **Collaborative Campground Improvement Project Contributed by TEAMS**

In 2011, the Bureau of Reclamation entered into a partnership with the Forest Service, TEAMS

## **Continued from previous column**

Enterprise Unit for assistance on the re-design of the Goose Bay Campground and Marina near Helena, Montana. Stephanie Valentine, TEAMS Recreation Planner, is the Project Manager and Liaison for this six million dollar campground re-design project. TEAMS assembled a collaborative design team including specialists from the Center for Design and Interpretation (CDI) in Region 2, Recreation Solutions Enterprise Unit Landscape Architect Anita Bueno and multiple staff from the Arapahoe and Roosevelt National Forests. This project is an example of partnering and collaboration on multiple levels between several federal agencies and Forest Service units in various geographic locations.



*Goose Bay Campground Design*

The collaborative design team is re-designing an existing 58-site campground and dispersed camping area to the full potential of 100 camping sites, dispersed sites and day use area. The new campground will offer a variety of camping options for visitors including tent camping, dispersed camping, full service, and electric service sites.

Construction is scheduled to begin spring of 2014.

## **From the Editor**

Enterprising People is a quarterly publication focusing on Enterprise Units and their partners. Both Enterprisers and partners are encouraged to share topics and ideas or join our mailing list by contacting editor, April Heesacker, at [ahesacker@fs.fed.us](mailto:ahesacker@fs.fed.us). If you're interested in contributing to the next issue, please send your submissions by February 3, 2014.

*Produced by*

