Leadership Challenges and Opportunities

Maximizing the Learning and Successes of Fast-Paced Large-Scale Projects While Adapting Bureaucratic Processes and Practices to Secure Great Successes

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Messages Out There

The Ugly / Bad (before)

**Army Corps Stings Itself**
The U.S. Army Corps of Engineers is behind schedule with its restoration... We haven’t built a single project during the first five years...
Lakeland Ledger, March 25, 2005

**Everglades Restoration Stalled by Bureaucracy, Reports Says**
The Comprehensive Everglades Restoration Plan has yet to complete any projects... The report recommended that the federal government alter its project-by-project review and yearly funding authorization and allocate money over a multiyear period...

**Lost Hope for the Everglades?**
We should never have switched from building projects ... to buying land that brings us to a halt...
Sunshine News, August 13, 2010

The So Good... (now)

**$32.4 million contract awarded for St. Lucie Estuary cleanup reservoir in western Martin**
The U.S. Army Corps of Engineers on Friday announced the award of a $32.4 million contract to begin work on a reservoir in western Martin County meant to help clean the Indian River Lagoon, St. Lucie Estuary and the Everglades
The Palm Beach Post News, July 15, 2011

**Everglades Restoration Back on Track**
... Florida needs to support a well-planned, scientifically sound Everglades restoration blueprint, like the Comprehensive Everglades Restoration Plan (CERP), which was developed and approved by all stakeholders...
Palm Beach Coast, July 15, 2011
Outline

- Location
- Authorized Project Components
- Key Processes, Challenges, and Opportunities Faced
- Transformational Leadership
FL’s Treasure Coast

- Mainly composed of the Indian River Lagoon and St Lucie Estuary
- Combined watershed of about 2,300 square miles
- Most biologically diverse system in the Continental USA
- More than 4,300 species of plants and animals

Sources: SJWMD, SFWMD, Smithsonian
System

- St Lucie estuary
- South portion of IRL
- Watershed

Challenges

- Altered water-flow patterns
  - Water releases from Lake Okeechobee
  - Multiple canals that drained the watershed

- Watershed runoff
- More pollutants entered & salinity levels were altered
A PARTNERSHIP BETWEEN THE USACE & THE SFWMD

Indian River Lagoon – South

IRL – South

Authorized Components

Phase-1 PPA Components
Benefits of Phase 1 Components

- Four large reservoirs and storm-water treatment areas
  - 130,000 acre-ft of new storage in about 13,000 acres of new reservoirs
  - 35,000 acre-ft of new storage in about 8,800 acres of STAs
  - > 200 metric tons of nutrients load reduction per year
Benefits of Phase 2 Components

- **Natural Storage and WQ Treatment Areas**
  - 90,000 acres of wetlands
  - 30,000 acres-ft of new water
  - > 400 metric tons of nutrient loads reduction

- **Muck Remediation for Artificial Habitat**
  - 7.9 million of cubic yards of muck
  - 1,300 acres restored for oysters and aquatic vegetation to re-colonize

- **Flood Plain Restoration**
- **Enhanced Water Management**
Project Partnership Agreements

IRLS Phase-1
~$1.3B
September 2010

Melaleuca
~$4.6M
July 2010

Picayune
~$438M
August 2009

L31N
~$15.6M
July 2010

Site 1
~$47.5M
June 2010

CERP Master Agreement
C-44 RSTA

Working Estimate | Scheduled Award Date
------------------|----------------------
CNT-1 ~$50M       | 15 Jul 2011
CNT-2 ~$270M      | Aug 2013
CNT-3 ~$60M       | Dec 2015
~$380M

Purposes: Attenuate peak-flows; reduce nutrient loads more than 200 metric tons per year
Areas of Impacted Soils
North Reservoir C23/C24

Areas of Impacted Soils
South Reservoir C23/C24
Wetlands Mitigation
6,300 versus 10
Success is met at Transfer

Comprehensive Everglades Restoration Plan
Indian River Lagoon-South

Construction Phasing, Transfer and Warranty Plan

REVISION DATE: 24 Aug 2019
Inspiring Vision

- Vision focus
- Inspire proactive actions
- Identify and resolve areas of conflict
- Integrate ideas
- Generate new options and solutions
- Intensify mutual understanding
Manage your anger...
People-friendly skills are essential
Transformational Leadership

- Light the fire within – passion
- Foster being proactive and having open-mind
- Inspire trust and commitment
- Empower and motivate to perform beyond expectations
- Influence beyond boundaries
- Focus on what is BEST for the organization
- Learn and seize opportunities
Bridging to Continued Success

A combination of right leadership and having the right people...

- $1.13B PPA—HQ and ASA received fastest approval ever
- NFS will relocate impacted soils
- Optimized design (~$10M cutoff wall)
- Transfer strategy established
- Award 1\textsuperscript{st} construction contract

CERP is on track to continued success...
IRLS Pre, During, and After Construction of the C-44 Reservoir & Stormwater

C-44 Reservoir & STAs

Visit us @ www.evergladesplan.org