

The logo is a blue teardrop shape containing the acronym 'ASFPM' in a stylized font. The full name 'ASSOCIATION OF STATE FLOODPLAIN MANAGERS' is written in a smaller font around the perimeter of the teardrop.

Association of State  
Floodplain Managers

# ASFPM State Mentoring Program

Session B:2  
Silver Jackets Week of Webinars

**Chad Berginnis, CFM**  
**ASFPM Executive Director**



# Welcome!

## **ASFPM Mentoring Program Project Team**

Chad Berginnis, ASFPM

Drew Whitehair, Project Manager, ASFPM

Cindy Crecelius, Principle Investigator, CC  
Consults (Retired SFM)

Al Goodman, Principle Investigator, AWG  
Consulting (Retired SFM)

Lisa Jones, Principle Investigator, Carolina Flood  
Solutions (Retired SFM)



# Problem Statement

**Challenge:** High turnover in NFIP State Coordinators and state floodplain management program staff; increasing demand for training and skill development in CFMs; need for future floodplain management leaders.

**Solution:** Mentoring builds state capability through professional relationships and a variety of learning and development activities.



# ASFPM Mentoring Program

- **Why?** To connect individual learning and growth with state capability for effective floodplain management. Secondary is to sustain ASFPM knowledge and performance through organizational leadership change and growth.
- **Who?** State floodplain managers and NFIP State Coordinators.



# ASFPM Mentoring Program

- **What?** A formal structure/process for knowledge transfer, basic training, assistance with strategic program development, professional development and leadership opportunities.
- An organizational “best-practice.”



# Mentoring Goals

- Build state capability for effective floodplain management;
- Build relationships between ASFPM tenured members and state floodplain managers/NFIP State Coordinators to transfer knowledge and skills;
- Assist with professional development;
- Provide constructive examples and resources.



# Mentoring Process

- Application and assessment of state needs;
- Develop goals/objectives to drive the relationship;
- Mentor / Mentee roles and responsibilities;
- Mentoring approaches (1-1, small group, conferences, web)
- Mentoring activities (e.g. professional development /training, strategic program development, leadership development);
- Monitoring and evaluation feedback.



# Mentor Role

- Facilitate the process;
- Teaching and providing resources;
- Coaching with positive feedback;
- Re-enforcing best practices;
- Challenge thinking and expand skills;
- Guide NFIP State Coordinator in day-to-day job effectiveness.





# Mentee Role

- Committed to learn;
- Willing to pursue a higher level of expertise and floodplain management effectiveness;
- Plan for strategic program and professional development (goals / objectives);
- Engage in ASFPM policy, training and networking opportunities.





# Initial Pilot

- **Pilot** – One-on-one assistance to Commonwealth of Kentucky NFIP State Coordinator and floodplain management staff (2010-11).
- ASFPM provided an approach for assessing needs and state mutually agreed to goals. On-site training and remote mentoring supported approximately six month relationship.



# Needs Assessment

- Conducted 14 interviews at 2013 ASFPM Annual Conference with State Floodplain Managers (SFM) and State Hazard Mitigation Officers (SHMO)
- Conducted focus group session with SFMs and SHMOs
- Conducted electronic survey of SFMs and SHMOs after ASFPM Conference



# Needs Assessment

- What Did We Learn?
  - Less than ½ of respondents have participated in a mentoring relationship before.
  - Mentoring means:
    - Guidance and advice
    - Sharing knowledge and experience
    - Training and skill development
    - Support for newer professionals
    - Collaboration, sharing among SFMs
  - 91% respondents supported development of an ASFPM mentoring program!



# Needs Assessment

- What Did We Learn?
  - A mentoring program should have the following goals / outcomes:
    - Knowledge, skill and capacity building
    - Trusted guidance and feedback
    - Networking and communication, enhance professional relationships
    - Professional development and competency



# Needs Assessment

- What Did We Learn?
  - A mentoring program should have the following features:
    - Collaborative – interaction with other professionals and agencies
    - Peer-to-peer nonthreatening feedback
    - One-on-one exchanges with mentor
    - Variety of learning and development opportunities
    - Flexible and not rigid
    - Easy, timely, regular contact with mentor
    - Allow mentee to experience the job, hands-on work



# Needs Assessment

- What Did We Learn?
  - A mentoring program should have the following features:
    - Have clear outcomes/expectations
    - Duration is situational, with one year being the ideal timeframe (42%)
    - Use different methods for interaction – face-to-face (42%), small group (33%), virtual (21%)
    - 85% of respondents say mentoring opportunities should be offered at the ASFPM Annual Conference
    - 50% say that time could be a hurdle; make process efficient and simple!





# State Floodplain Manager 1 on 1







# State Floodplain Manager 1 on 1

- The 14 modules will resemble the standard delivery platform, but with important differences. Instructor(s) must be a Mentor.
- The vision approach of this initiative is to use the standard “training” format (that everyone is used to); however, the goal is to provide the added value associated with a Mentor to Mentee environment.



# State Floodplain Manager 1 on 1

- **Module Outline and Course Map**

<u>MODULE</u>	<u>TITLE/DESCRIPTION</u>	<u>TIME</u>
	Introduction and Objectives Sachet	20 minutes
<b>Module 1</b>	Framework for Floodplain Management Part 1	1 hour
<b>Module 2</b>	Framework for Floodplain Management Part 2	1 hour
<b>Module 3</b>	State FPM Program Authority and Structure: Coordination of the National Flood Insurance Program	1 hour
<b>Module 4</b>	Participation in CAP-SSSE	1 hour
<b>Module 5</b>	Integrating State Floodplain Management	1 hour
<b>Module 6</b>	Hazard Identification and Risk Assessment	1 hour
<b>Module 7</b>	Community Training and Technical Assistance: Core CAP Activities	1 hour



# State Floodplain Manager 1 on 1

- **Module Outline and Course Map** (continued)

<b>Module 8</b>	Community Training and Technical Assistance: Advanced CAP Activities	1 hour
<b><u>MODULE</u></b>	<b><u>TITLE/DESCRIPTION</u></b>	<b><u>TIME</u></b>
<b>Module 9</b>	Flood Insurance for the State Floodplain Manager	1 hour
<b>Module 10</b>	The FEMA Hazard Mitigation Assistance Program And NFIP Mitigation Opportunities	1 hour
<b>Module 11</b>	State Level Disaster Response and Disaster Recovery Duties	1 hour
<b>Module 12</b>	Developing and Maintaining an Effective State Floodplain Management Program	1 hour
<b>Module 13</b>	Respect for Floodplain Functions and Resources	1 hour
<b>Module 14</b>	Building Public Support for Floodplain Management	1 hour
	Course / Module Summary Sacket	20 minutes



# Next Steps

1. Complete Program Design based on Needs Assessment
2. Complete Mentoring Request Tool
3. Update Website Resource Area
4. Complete SFM 1 on 1 Modules

## NEXT, NEXT STEPS

1. Update tools like GAP Analysis Tool
2. Develop program/materials for SHMOs?
3. Peer Program Evaluation (ASDSO, EMAP)?



# Questions?

