



GLRC Habitat and Species Workshop
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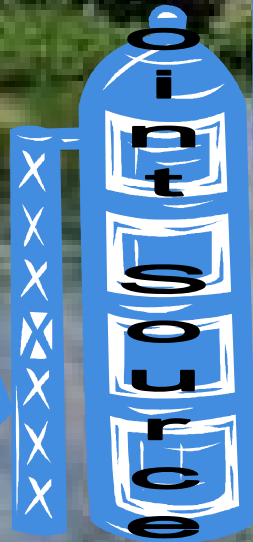
Silo Smashing: Strategies, Initiatives, Priorities

- Silo Characteristics
- Can you name that Silo? or Identifying the problem(s)
- Strategies for Silo Smashing
- Initiatives/Getting Started
- Setting Priorities
- Are we there yet?

Silo Characteristics

- Organizational charts are the first handouts
- Inward thinking- internal goals & objectives rule... think, “That’s not in my job description.”
- Vertical communication
- Lack of coordination, collaboration
- Incompatible databases
- Information Specialists/Controlled Access

Can You Name that Silo?



NON-POINT SOURCE

Strategies for Silo Smashing

SILO (Efficient)	SYSTEM (Effective)
Organizational Chart	Mission Statement
Internal Goal/Unproductive Rivalry... not my job	Focus on Mission... how can I help?
Vertical Communication	Horizontal Communication
Little Coordination or Collaboration... Turf	Cross-functional Teams with Compelling Goal/Objective
Incompatible databases	Techno-bridges, Access
Information Specialists Controlled Access (e.g. GIS)	Adequate Tech Support for Internal Customers

Getting Started

- Establish/Know Organizational Mission
- Clarify Mission in Context of Goals (Collaboration)
- Leaders to Leaders, Managers to Managers, Technical Staff to Technical Staff, Support Staff to Support Staff
- Establish Cross-functional Teams for Goal and Priority-Setting: Everyone has a stake in Achieving the Goal
- Evaluate Technology in the Broadest Application
- Prioritize Info Assistance to Helping Staff Achieve



Initiatives: Office of Water Quality

- Re-organized for Purpose e.g. Watershed Planning Branch: Wetlands & Storm Water, 305(b)/303(d) & TMDL & NPS Grant Programs, Watershed Specialists
- Support Special Projects with Appropriate Skills
- Cross-training w/in Sections & Across Offices, Agencies
- Collaborative Field Visits for Compliance and Assessments, including Multi-Media
- Comprehensive Database Development
- Networking Sessions for Watershed Coordinators
- Bolstering Partnerships: Coordination v. Competition and Duplication
- Watershed Initiative



Work in the Great Lakes Basin

- 22 Section 319 Projects since 1990, amounting to \$2,108,458
 - Projects including demonstrations, studies, education, WMPs, data analysis, & implementation etc.
- 3 205(j) Projects since 1996 amounting to >\$252,000
- 4 *E. coli* TMDLs
 - Lake Michigan, 2004
 - Trail Creek, 2004
 - Salt Creek, 2004
 - Little Calumet/Burns Ditch, 2005

Initiatives in Great Lake Basin

- Galena Project
 - To complement similar study completed downstream areas of watershed in MI
 - Watershed across both states is 112, 222 acres; 59, 882 acres within IN
 - Describe Condition & Trends
 - ID potential NPS water quality problems through sampling
 - Develop TMDL based on IDEM & stakeholder data
 - Prioritize potential watershed land treatment projects
 - Propose specific direction for future work
 - Predict & assess success factors for meeting water quality goals
 - Funding eligibility for IDNR LARE, Lake Michigan Coastal NPS Control Program, IDEM Section 319 Program



Salt Creek Integrated Watershed Pilot Project in a Very Preliminary Stage

- Collaboration between Save the Dunes Conservation Foundation, IDEM, & EPA
- Maximize opportunities to integrate TMDL, wetland, storm water, low impact development and Section 319 NPS management efforts on a watershed basis
- Additional modeling & analysis to identify potential wetland restoration sites, impervious cover management guidelines for the existing watershed management plans, storm water permits, & guide future wetlands mitigation efforts as well as to address flooding in the area.

A scenic view of a river flowing through a lush green forest with mountains in the background. The river is the central focus, surrounded by dense greenery and trees. The sky is visible in the upper part of the image, showing a mix of blue and white clouds.

Setting Priorities: Know our Mission

- The Office of Water Quality's (OWQ) mission is to monitor, protect, and improve Indiana's water quality to ensure its continued use as a drinking water source, **habitat for wildlife**, recreational resource and economic asset.

Setting Priorities: Focus on Mission

- Challenging economic times underscore need for collaboration
- Center on core functions & optimize resources
- Think and act systematically
- Emphasize compelling goals & objectives
- Support cross-functional teams, meetings and events



Are We There Yet?

- GLRC “Call to Action”
 - Need an accurate picture of wetlands protection & restoration across the region
 - New tools that are easier to use with broad & sustained application
 - Tool to track completed projects
 - GLRC partners to mobilize & discuss how to best collaborate & overcome obstacles, develop improved ways to protect & restore habitat & effectively assess progress toward achieving regional habitat protection and restoration goals



Discussion?