



James H. "Jim" Strotman
Chief – LANDS – Southeast Region

VISION
STAR TREK



MISSION



THE PROBLEM

8,000 tracts to be acquired **YESTERDAY**

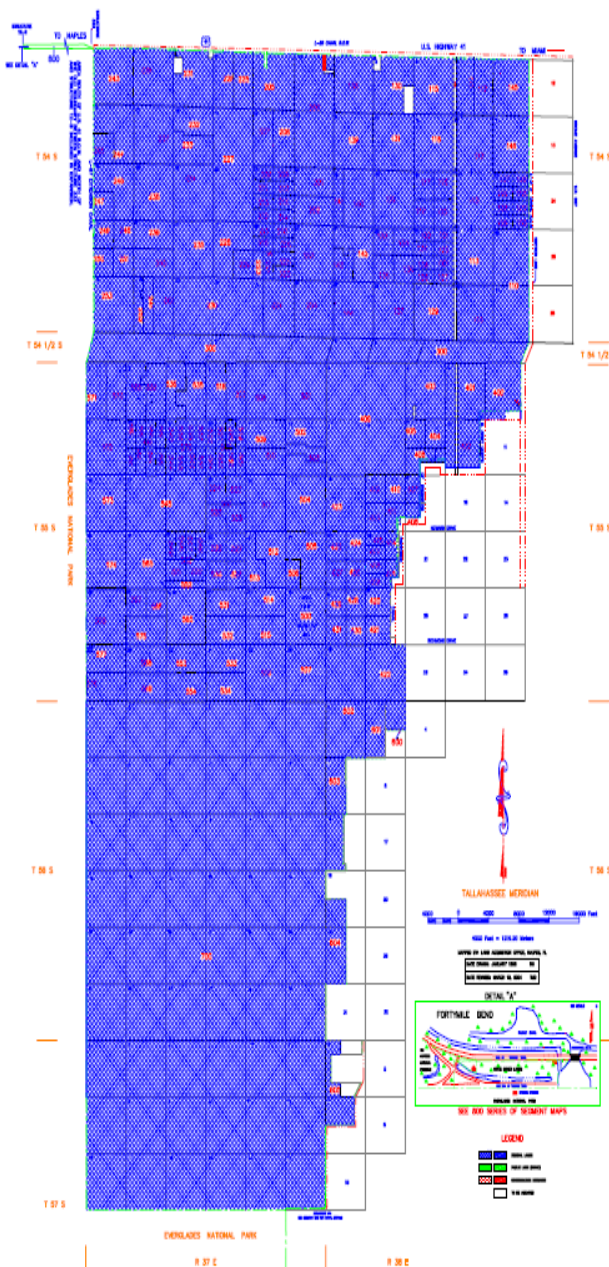
Objective: Cut Costs and Increase Productivity.

Good news: hundreds of similar tracts

Range: 0.875 acre tracts to 10.0 acre tracts

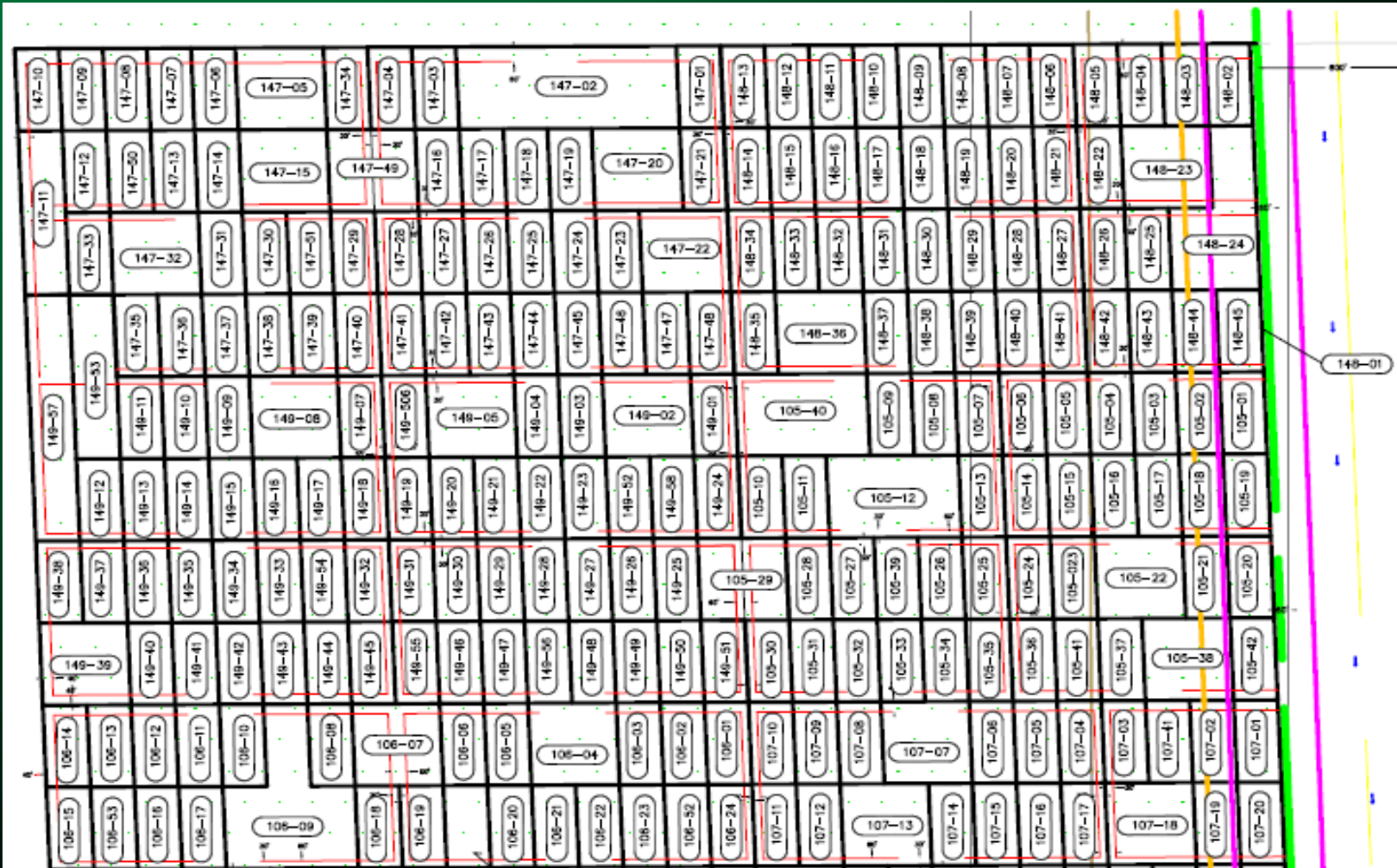
Five Years Behind in Acquisition

Not a willing seller program



Everglades National Park Expansion
 (PL 107-220-SEC. 13, 1998)
 State and Department of Natural Resources







WHOSE ON FIRST



STAFF OF REALTY SPECIALIST, LEGAL INSTRUMENT EXAMINERS, BUDGET/ADMIN OFFICER, CARTOGRAPHER and IT SPECIALIST

DUE DILIGENCE

- 1) MAPPING COMPLETE - TRACT FILE ON EACH PARCEL TO BE ACQUIRED
 - a) Grantor/Grantee
 - b) Legal Description
 - c) Tract Numbers ID Segment and Number



SURVIVAL



CORE SKILLS

Ensure a Staff of Highly Productive Professionals

- o Realty Specialist
- o HAZMAT coordinator
- o IT Staff Ensuring Net Working, MACRO

Development, Scanning Capability, File Transfer Protocol, Data Entry

- o Legal Instrument Examiners
- o Budget Tech/Admin Support



Barracudas Enter



DUE DILIGENCE - ONWARD

NEGOTIATED TITLE, APPRAISAL, HAZMAT CONTRACTS

- o For Appraisal (50 to 100 tracts or more)
- o For Preliminary Title (Negotiated a contract with Title Company – Title Commitments good for 2 years)
- o For HAZMAT (Phase I ESA)



BOTTLE NECK



Full time RES that focuses on Park Super Issues

Full Time HAZMAT coordinator

RES Focus on LWCF Acquisition

Standardized IT / MACROS

Centralized IT Administration

Historical Files Scanned for Central Access

Retention and Recruitment / Training



HANK SNOW



"You don't know what you can get away with until you try."

You know the expression, "it's easier to get forgiveness than permission." Well, it's true.

CONVERTED LIEs to RES

- o **Recruited IT SPECIALISTS**

CONTRACTED WITH KELLY SERVICES FOR

- o **Data Entry Clerks**



WHERE DO WE GO



"Keep moving on and examine below surface appearances.
Don't shrink from doing so (just) because you
might not like what you find."

Does Something Have to GO ?

With the development of MACROS

and

Data Entry Clerks

Low Tract Production per FTE Offices to HIGH Tract
Production



CONVERGENCE



REALTY SPECIALIST FOCUS

Reallocation of the Highest & Best resources to the most Strategic Positions

- o RES collect Title Commitment, Contract to Sell, HAZMAT, Copy of P.L. 91-646 brochure
- o Compose Just Compensation letter
- o Mail: Letter, Contract to Sell, Brochure



3 POINT LANDING



SIGNED OFFER RETURNED BY PO

Signed Contract

- o Prepare Closing Package for Title Company
 - o Closing Instruction
 - o Payment & Closing Statement
 - o Warranty Deed
 - o Copy of Signed Offer (Accepted)
- o Mail to Title Company or FTP (upload)



TOUCH DOWN



PACKAGE RETURNED FROM TITLE COMPANY

- o Final Title Policy
- o Original Recorded Warranty Deed
- o Original Closing Statement

Invoice

Request FTO from DOI/Regional Solicitor

Retire file



LAST RESORT



NEGOTIATIONS FAIL

Sent 10 day letter to PO when negotiations fail

- o Recommend Condemnation
- o Send file to Paralegal

CONDEMNATION PACKAGE PREPARED FOR AUSA

- o D/T (Funds deposited, title passes, awaiting trial)
- o COMPLAINT (Funds reserved, await trail)



**IT'S NOT OVER
'TIL IT'S OVER**



"Perpetual optimism is a force multiplier."

**Update appraisal, if necessary and
continue to contact PO in coordination
with the AUSA with a view to settlement.**



LESSON 1



"Powell's Rules for Picking People:"

Look for intelligence and judgment, and most critically, a capacity to anticipate, to see around corners. Also look for loyalty, integrity, a high energy drive, a balanced ego, and the drive to get things done.

How often do our recruitment and hiring processes tap into these attributes? More often than not, we ignore them in favor of length of resume, degrees and prior titles. A string of job descriptions a recruit held yesterday seem to be more important than who one is today, what they can contribute tomorrow, or how well their values mesh with those of the organization. You can train a bright, willing novice in the fundamentals of your business fairly readily, but it's a lot harder to train someone to have integrity, judgment, energy, balance, and the drive to get things done. Good leaders stack the deck in their favor right in the recruitment phase.



LESSON 2



"Great leaders are almost always great simplifiers, who can cut through argument, debate and doubt, to offer a solution everybody can understand."

Effective leaders understand the KISS principle, Keep It Simple, Stupid. They articulate vivid, over-arching goals and values, which they use to drive daily behaviors and choices among competing alternatives. Their visions and priorities are lean and compelling, not cluttered and buzzword-laden. Their decisions are crisp and clear, not tentative and ambiguous. They convey an unwavering firmness and consistency in their actions, aligned with the picture of the future they paint. The result: clarity of purpose, credibility of leadership, and integrity in organization.



LESSON 3



Part I: "Use the formula $P=40$ to 70 , in which P stands for the probability of success and the numbers indicate the percentage of information acquired."

Part II: "Once the information is in the 40 to 70 range, go with your gut."

Don't take action if you have only enough information to give you less than a 40 percent chance of being right, but don't wait until you have enough facts to be 100 percent sure, because by then it is almost always too late. Today, excessive delays in the name of information-gathering breeds "analysis paralysis." Procrastination in the name of reducing risk actually increases risk.



LESSON 4



"Command is lonely."

Harry Truman was right. Whether you're a CEO or the temporary head of a project team, the buck stops here. You can encourage participative management and bottom-up employee involvement, but ultimately the essence of leadership is the willingness to make the tough, unambiguous choices that will have an impact on the fate of the organization. I've seen too many non-leaders flinch from this responsibility. Even as you create an informal, open, collaborative corporate culture, prepare to be lonely.



“Leadership is the art of accomplishing more than the science of management says is possible.”