



The Florida Society of Certified Public Managers 2009 Awards

The Exceptional Leadership Award

is given to managers and leaders who provide outstanding leadership within the organization whether at the state or chapter level. This individual stays on top of things and is aware of what is happening within the organization and is always there to provide a guiding hand where needed. He or she encourages board members to excel.

Francis Lewis

We proudly nominate Mr. Francis Lewis, P.E. for the Exceptional Leadership Award. During his tenure as District Drainage Engineer, Francis has been responsible for leading a team of eight employees tasked with a variety of challenging production and operation activities that are critical to the Department's objectives. Francis has distinguished himself as more than the District Drainage Engineer, he is a leader of a high-performing team. He fully embraces leadership in the purest sense. He strives to "Model the Way" by setting a positive example in his actions and words. He keeps the Department's Mission and Vision in mind, even when his advice was not heeded and things go wrong. Francis constantly provides positive direction, sound advice, firm guidance, and wise counsel.

Exceptional Leadership Award Francis Lewis

SOCIETY MISSION

To foster and maintain high professional and ethical standards in the practice of public management, and to further the professional growth of the Society's members.



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In the 2009 LHRP Survey every drainage member who took the survey strongly agreed that Francis recognizes quality work, supports teamwork, is trustworthy and respectful, and therefore, is well respected by the unit. Francis sees the employee survey as an opportunity to find areas where we can as a team improve, and he implements the changes to accomplish the goal of the survey.

In order to improve the team's technical skills and offer training even in times of budget cuts, Drainage Academy was created. This "Academy" utilizes the skills of the team members to teach a wide variety of topics to the rest of the team. By doing this, both the team members and the presenting team member grow and learn. Drainage Academy also invites sister agencies (like South Florida Water Management District), private consultants, and manufacture representatives, to share the latest policies and procedures, the state of art design methodologies, and the newest materials and equipment that are involved in our daily duties. "Drainage Academy" was recognized by the American Society for Training and Development within the 2009 Workplace Learning Week.

Francis fosters collaboration and builds spirited teams by actively involving team members in all facets of business. While developing our current business plan the entire team evaluates strengths, weaknesses, and opportunities for improvement. Every person in Drainage is involved in the business plan. It is the team's plan, not his plan. The entire team is involved in making plans and policy that others might simply declare. He is very cognitive of the contributions that

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individuals make. In every winning team, the members need to share in the rewards of their efforts, and Francis enthusiastically recognizes and celebrates accomplishments. He has the heart of a lion and makes his team feel like heroes.

Francis is a former Professional Engineer Trainee and is currently involved within the selection process of new PE Trainees. He is one of the few active mentors of new trainees and he provides support during their engineering and management development for the Department. Francis constantly provides wise advice for the trainees to find their right path and for them to fully embrace the PE trainee program.

Francis is constantly seeking for employee engagement. He promotes receiving feedback from the team to capture all the different strategies that would apply to each team member in order to keep an enthusiastic team willing to absorb all the challenges that the unit faces. He understands that each person has different motivations and facilitates each of us to acquire what we need to become successful and enjoy each day at work. Francis promotes immediate recognition within the team, to other DOT units, and everyone that one way or another assists the group. Francis knows that leadership development is self-development. He continuously strives to improve his skills, and encourages each team member to improve theirs. He cheerfully evaluates training opportunities for the entire team. He knows that leaders can make a difference, and strives to make everyone leaders.

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