





Innovative Leadership: Navigating Risk MAP and Staffing Changes

April 24, 2025
Texas Floodplain Managers Association Annual Meeting



Agenda

- 01 Introduction & Challenges
- 02 Understanding the Impact
- 03 Consequences of Poor Transitions
- 04 Solutions & Best Practices
- 05 Communication & Documentation
- 06 Call to Action



The Catalyst



The Challenges

Job tenure statistics:

- Employees change jobs every **2 years and 9 months**, on average
- ~11,200 people turn 65 daily in the US, affecting workforce stability

Loss of historical knowledge leads to:

- Difficulty assessing current flood risks
- Challenges in securing funding
- Ineffective mitigation planning

The Impact

Challenges

- Frequent turnover disrupts policy continuity
- Retirements leave knowledge gaps
- Training gaps result in compliance risks
- Younger professionals change jobs frequently

Concerns

- Increased flood risks due to oversight lapses
- Delayed disaster response and planning

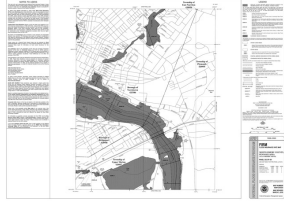
The Consequences

- Typical flood risk development projects span three to five years
- Staff turnover impact long-term projects
- Frequent transitions lead to:
 - Loss of institutional knowledge
 - Delays in decision-making and approvals
 - Staffing shortages affecting emergency preparedness

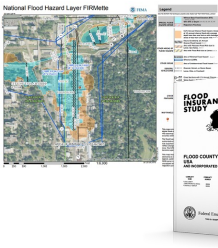
Navigating the Evolution: The National Flood Insurance Program



- 1968
 - NFIP established to reduce flood damage and provide affordable insurance
- Early Maps
 - Paper-based, hand-drawn, and less precise
 - Relying on limited data



Navigating the Evolution: The National Flood Insurance Program



- 2003 - Map Modernization
 - Transition to digital maps under FEMA's Risk MAP Program.
- Risk MAP Today:
 - Incorporates hazard mitigation planning
 - Encourages local, state, and federal collaboration
 - Enhances outreach and communication



Key Questions for Local Officials





Are our floodplain ordinances up to date?



Is our Hazard Mitigation Plan current?



Do we have a centralized digital record of past floodplain projects?



Are we actively using FEMA's online resources?

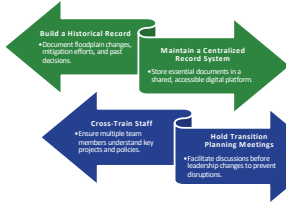


The Solution

Sunny Day Planning

- Leadership changes & disasters are inevitable - preparation ensures smooth transitions!
- Reduces knowledge loss, project delays, and regulatory missteps

4 Key Strategies



Building a Historical Record



- Context Matters
 - Detailed, well-organized records help new staff understand past decisions
- Transparency & Accessibility
 - Make records publicly available where appropriate
- Collaboration
 - Work with regional partners to share data and strategies



Communication Strategies

- Use Technology
 - Digitize historic documents
 - Create centralized, searchable databases
- Leverage Social Media
 - Keep communities informed on flood risks and mitigation efforts
- Update Websites
 - Maintain up-to-date contact lists and emergency resources



Checklist for Smoother Transitions



- Leadership Handbook**
Create a guide for incoming staff
- Cross-Training Programs**
Ensure multiple staff members understand key roles
- Knowledge Transfer Sessions**
Organize meetings to document past decisions




Conclusion

Key Takeaways

- Frequent leadership transitions impact flood risk management
- Knowledge retention and communication are crucial
- Proactive planning ensures smoother transitions

Call to Action

- Assess your transition plans
- Implement proactive strategies
- Stay connected!



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Questions?



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