

PLSO EMERGING LEADERS

Following in the footsteps...



2023

PRACTICES COMMITTEE

Jeremy A. Sherer, Committee Chair



PLSO

PROFESSIONAL LAND
SURVEYORS OF OREGON



Mentorship Practicum

Professional Excellence and Surveying Practices

The Practices Committee aims to provide practical guidance to achieve excellence in the art and science of the practice of surveying. Achieving excellence requires that our professional society agree on certain character traits and virtues necessary to be a good surveyor. Examples of character traits include honesty, common sense, and duty toward others, which correspond to the virtues of justice, prudence, and professional fellowship, respectively.

“...excellence requires that our professional society agree on certain character traits and virtues necessary to be a good surveyor”

The general nature of the Committee means that specific standards in the practice of survey will not be covered; it will be left up to individual practitioners to determine the correct and proper standards themselves. The Practices Committee charter and our role are located in the Operations Manual. The Committee is involved with creating a Leadership Academy and working with other committees to coordinate professional and continuing education programs. The Leadership Academy includes Emerging Leaders, Developing Leaders, and Strategic Leaders.

Commented [js1]: This is repeated in the next section and seems redundant to have here.

Goals and Objectives of the Leadership Academy

The objective of the Leadership Academy is to train leaders to support the organization’s mission, vision, and strategic goals. There are three levels of leadership: 1) Emerging Leaders, 2) Developing Leaders, and 3) Strategic Leaders.

General PLSO Emerging Leaders Mentorship Program

General Overview: The Emerging Leaders program is a chapter-sponsored mentorship practicum for the emerging leaders identified in your chapter. The Emerging Leaders practicum falls under the Leadership Academy program which is developed, implemented, and managed by the Practices Committee.

Framework: The general practicum framework includes an understanding of the past (Our history) and answers the question, "Who are we?"; the present (Our Practices) and answers

the question, "What is expected?"; and the future (Our Vision) and answers the question, "How do we get there?"

Modifications: The practicum is for the benefit of the Mentee. The Mentor or Chapter may personalize, modify, or exempt any part of the program to achieve the desired goals for the Mentee. However, any changes to the Practicum should be communicated to the Chapter president and to the Practices Committee chair.

Mentorship Agreement: The Mentor, Mentee, and Chapter president will sign a mentorship agreement. The agreement lays out the goals, objectives, and expectations. The form may be modified to meet the specific goals and objectives of the mentorship program. (See Attached Agreement)

Competency, Standards and Performance

The Professional Competencies for land surveyors were adopted into the Practices Committee PLSO Manual in 2021. The competencies listed in the model are not an exhaustive list and should be considered minimal.

The Standard Performance Matrix is the basis for the Emerging Leaders mentorship practicum and can be modified in the judgment of the Chapter or Mentor as needed. By the end of the practicum, the Emerging Leader will know, or be familiar with, six areas of professional competencies: 1) PLSO Organization; 2) Oregon and Local Survey History; 3) Professional Competencies; 4) Professional Communication; 5) Leadership; and 6) Survey Law, Logic and Learning.

The Chapter president will determine if the proficiency standards of each section are met and assign a pass/no pass grade.



Practicum Curriculum

PLSO Organization

***“Surveyors ought to get together and organize,’ growled Clair.
‘Well, why don’t you do something about it?’ responded Geno.
‘I will, if you will!’ And, so they did.”***
Excerpt from “In the Beginning,” Bert Mason, History of PLSO

Learning Objectives:

- Identify the Founding Fathers of PLSO.
- Be familiar with PLSO Structure, Mission, and Ethical Standards.

Proficiency Standard:

- Identify three Founding Fathers.
- Explain why PLSO exists, its original mission, and its existing mission.
- Involvement in the local Chapter over the next year.

Oregon and Local Survey History

***“On November 26, 1850, Kohn B Preston was notified of
his appointment to be Surveyor General of Oregon.”***
Excerpt from Al White, History of the Rectangular Survey System, Section 6, GLO Surveys

Learning Objectives:

- Identify key figures and events that shaped our surveying history in Oregon.
- Be familiar with local County Surveyors or past prominent surveyors from your Chapter.

Proficiency Standard:

- General familiarity with Oregon and Local Survey History.

Professional Competencies

***“...all good actions in life come from maintaining your responsibilities;
when you neglect them the result is discredit.
Excerpt from “On Duties,” Marcus Cicero***

Learning Objectives:

- Personal Competencies: Integrity, Professionalism, Initiative, Reliability.
- Professional Competencies: Teamwork, Planning, Problem-Solving, Working with a strategic plan, Networking, and Inspiration.
- Understand the role and importance of a Surveyor in Society and the role of the Mentee.

Proficiency Standard:

- Identify the Personal and Professional Competencies from the PLSO Competency Model.
- Understand the competencies relevant to your Chapter and your work.
- Know your personal and professional strengths and weaknesses.

Professional Communication

***To understand grammar is to understand human thinking.
Rational animals think in terms of Subject-Predicate.
(Andrew Kern, ClassicalU)***

Learning Objectives:

- Principles of the Structure and System of Grammar.
- Principles of Reasoning and Thinking in a logical way.
- Principles of Basic Persuasive Writing, Survey Narrative, and Survey Report

Proficiency Standard:

- Basic understanding of a persuasive argument using good grammar and reasoning in writing and oration.

Leadership

***“Leadership is intangible, hard to measure, and difficult to describe...
But leaders can be and are made.”
General C. B. Cates, 19th Commandant of the Marine Corps***

Learning Objectives:

- Learn the principles and practices of a leader and professional ethics.
- Leadership Traits (Virtues): Justice, Judgement, dependability, Initiative, Decisiveness.... ETHICS: Moral duty as a Professional Land Surveyor.
- Leadership Principles and Practices: Seek self-improvement, be technically & tactically proficient, and look after the welfare of your people.

Proficiency Standard:

- Be familiar with the principles and practices of a leader.

Law, Logic, and Learning

***“Modern education concentrates on teaching subjects, leaving the
methods of thinking, arguing, and expression of one’s conclusions to
be picked up by the learner as he or she goes along”
(The Lost Tools of Learning, Dorth Sayers, 2017)***

Learning Objectives:

- Basic Survey Law
- Basic Logic
- Basic Problem-Solving Methods

Proficiency Standard:

- Solve a boundary problem with conflicting or missing data