URISA’s GIS Management Institute
Bringing It All Together
Part Four of a Four Part Series

Did you know that the URISA GIS Management Institute (GMI) was formed to help organizations identify and implement enterprise GIS management practice improvements? GMI has products and services (some free!) that can help GIS managers maximize the effective use of GIS for their enterprise business goals and increase return on investment.

In the last three issues of The GIS Professional, we have discussed several aspects of the GMI, especially regarding the GIS Capability Maturity Model (GISCMM).

• Article 1: What Can GMI Do For Me?
• Article 2: Getting Started with the GISCMM in 3 Quick Steps
• Article 3: What Happens After the Assessment?

In this fourth and final article of the series, we want to bring it all together and share insights from organizations that have participated in the assessment.

Wait… Catch Me Up!
A free product from GMI that you can begin using today is the GISCMM, which assists with these two questions:

• How can we measure and improve the maturity of GIS operations?
• What can we as GIS professionals do to improve the future benefits to society from GIS operations?

The GISCMM can help you self-assess the current state of your GIS program in several ways:

• Planning: Improve strategic planning by using the GISCMM to inform your planning process. You can develop a road map to help you move from react-and-attack to managing a productive and efficient program.
• Using the Results: Use the structured results to communicate program operations and gain support across your agency. The results can quickly show to evaluate your program and increase maturity through goal setting.

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organization strengths and weaknesses and justify a need for resources.

Any agency that wishes to self-assess their GIS program can get started in three quick steps:
• Visit the GMI website and learn about the GISCMM.
• Complete the assessment.
• Evaluate the results to justify resource needs and set goals for improvement.

After the assessment, there are a variety of next steps to choose from:
• Visualize survey results.
• Celebrate areas with high scores.
• Identify areas of improvement.
• Build on strengths.
• Compare your organization’s results with others.
• Build a work plan for the next year.
• Track changes/improvements over time.

The most important thing is to get started! Reach out to URISA GMI if you have questions.

What Are Others Saying About the GISCMM?

Marcus Harner, IT GIS Analyst, Shasta County, CA
“It took two meetings for staff to complete and was extremely helpful to assess where we are with our GIS program. When we explained and demonstrated the result to the Shasta County advisory committee as a self-evaluation tool, it was very well received!”

Eric Rizzo, GIS Administrator, City of Waltham, MA
“After completing the GISCMM, we identified some projects which are in need of improvement, both quick wins for the short term and some larger projects. I think the tool was extremely useful in actually quantifying areas where I suspected we needed improvement (i.e., stakeholder engagement, staff management, staff and user training, and formal documentation of some of our processes). There are some initiatives I have been working on which will hopefully improve the scores in those areas.

I think for me the best way to utilize the CMM is both a planning and goal evaluation tool to help us prioritize projects and initiatives in our department. There may be some categories (especially those related to funding) where I have little control over improving them, but there are certainly areas where I believe we can realize measurable improvement.

We are continuing to use the GISCMM. I have one GIS analyst that works with us on a part-time basis who mainly does data editing and field collection and I have asked him to complete the GISCMM from his perspective related to those areas. The GISCMM can be time intensive to complete but it really helped us identify areas we need to improve in and has also helped me identify areas that we can improve on using internal resources and also identify areas where we may need to seek outside assistance from a consultant.

We are currently in the process of evaluating our application development procedures and documenting them (something we have not done prior to the GISCMM). I think the greatest benefit for us is that we now have a framework we can use to evaluate our effectiveness as a program which is something we struggled with in the past.”

Bryan Townsend, GIS Manager, York County, SC
“The conversations that took place as we completed and reviewed results for the GISCMM as a team were very fruitful. Our first use took place while onboarding a new staff member. We found it helpful to use the GISCMM as a structured checklist to make sure our entire team understood GIS program operations (such as backup and restore procedures, funding cycles). We created goals for the year around areas the GISCMM indicated our program needed improvement. These ranged from completing a project to simply taking a training course or having a conversation or sharing how something works.”

Joseph Sloop, Geographic Information Officer (GIO), Forsyth County, NC
“The GMI assessment tool provides Forsyth County with a means to assess our systems across a wide range of characteristics which are key to organizational success. We can easily visualize areas where we are falling short and track progress over time.”

That’s a Wrap!
This is just the beginning of what the GISCMM and the GIS Management Institute can do to help you and your organization improve your GIS operations and highlight successes.

GIS Management Institute (GMI)
GIS Capability Maturity Model (GISCMM)

If you would like to share your GMI experience, please contact URISA at info@urisa.org to submit a short case study. You could be highlighted in a future issue of The GIS Professional!
It’s hard to believe it, but I am celebrating my twentieth work anniversary at Esri, the company where I work, the world’s leading mapping and spatial analytics firm. I will be joining in a celebration with 97 of my colleagues who started at the company the same year I did. The group ranges from software architects, programmers, scientists, marketing and sales professionals and fellow subject matter experts from so many different walks of life.

I must admit I sometimes feel like a bit of an anomaly in the tech industry. I hear so many stories about a millennial generation that is more interested in moving from one company to another every few years to stay relevant. But the excitement and energy of the technology and the people I work with at Esri is so motivating and stimulating, I never realized how fast twenty years had flown by.

When I first arrived, the company was going through a major revolution, migrating our software from mainframes and Unix operating systems to the PC. And there was an explosion of new users in government as Bill Gates’s vision of a world “with a PC on every desk and in every home” was rapidly becoming a reality. There was fierce competition, rapidly evolving technological advances, the thrill of friendly rivalry to keep outpacing your colleagues and the excitement of seeing what amazing things our customers did with GIS technology.

Reflecting back, it’s easy to recognize that it was our founder, Jack Dangermond, from which all the energy emanated from. I imagine our company has a similar vibe to what it felt like for employees who worked in the early days with Steve Jobs, Bill Gates, Elon Musk, Mark Zuckerberg or even Walt Disney. Each of these entrepreneurs captivated their teams and left such a lasting impression on their employees and customers, and ultimately the world. Even when they had passed on or simply moved to other ventures, their names are mentioned as if they are still walking the hallways. They are individuals who left an indelible mark on their industry, their peers, their colleagues and their customers. This is the type of impression Esri founder Jack Dangermond has had on his employees and the GIS community.

For decades, my fellow employees and I lived by a bit of a secret code, “WWJD.” What Would Jack Do? This question was easy to live by. Jack regularly made clear his personal and business philosophies to which he always wanted his teams to adhere. And we were all on board with the vision he set. He stood for one simple ideology we follow: we should all aim to do work that makes the world a better place.

It really did not matter what job you had; we all believed that was the mission we were carrying out. And the message translated to the people and organizations that purchased our technology. What was always intriguing is that no matter what hurdles were thrown our way: recessions, slipping product release dates, shifts in trends, changes in political administrations, or even competition, you could feel the whole company move towards the threat together. And all because we were living this vision and we wanted nothing to stand in our way.

There are so many lessons I have learned over these last two decades. In fact, I started compiling a list. I have realized the education I have received working alongside a successful entrepreneur is priceless. The following are six lessons that I will never lose sight of and that I will always pass on to my teams:

• **Set the Pace.** For the longest time I thought I worked in a company of dedicated workaholics. The reality is, Jack set a pace we all sought to mimic. Still to this day, his car is often the first one in and the last one out of the parking lot. And no job is too menial: if something needs to be done he rolls up his sleeves and gets it done.

• **Give Employees Ownership.** Jack has never seen people as titles. He’s always viewed people as assets. When an important project comes along, he will always ask the question of who is going to own this? And to this day, ownership of a project is still viewed as the most prized responsibility one could have.

• **Competition Keeps Us Humble.** For most, competition is viewed as the enemy. However, this entrepreneur always reminds us that competition keeps us focused, challenges us to build bigger and better technology, pushes us to hire the best people and helps us to never lose sight of our true mission.

• **Be More Interested Than Interesting.** This is a philosophy I have come to better appreciate. When you sit across from colleagues and customers, it’s always more productive

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to focus on the person across from you than to focus on yourself. It creates a different connection between two individuals that you might have otherwise missed out on.

- **Keep Your Promises.** This phrase speaks for itself. Deliver on what you committed to, even if it results in taking a loss, and you will see returns in spades.

- **Create a Community.** Don’t focus on creating customers. Instead, look to build an ecosystem of communities that extend to academic institutions, NGOs, governments, commerce, business partners, strategic alliances, trade groups, standards boards, employees and of course, people who love your products.

When some look at Jack Dangermond they see a man who through hard work landed on the Forbes list. For those who have had the opportunity to experience the way in which this man works, we have found a life teacher. I hope to be like him one day. Or at least to keep trying to emulate the practices of good business I have come to know.

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NYCyclist App Launched

A new crowdsourcing data application that will help New York City cyclists find the best bike routes in the Big Apple is in the final testing phase and is set to go live at the end of this summer. GeoDecisions is providing project management support to the New York City Department of City Planning (DCP), in collaboration with the NYC Department of Information Technology and Telecommunications (DoITT), on the NYCyclist application.

Geospatial technology firm Boundless co-developed the crowdsourced data editing web application with GeoDecisions, led by Project Principal Tom Saltzer. The new app will allow recreational bikers, bike commuters, and GIS-savvy citizens to view and edit data of the city’s street center lines, bike routes, and building footprints. “The data sets that this app is based upon are currently maintained only by the city,” said DCP City Planner Conor Clarke. “By opening them up to cyclists and other users, we aim to improve the data accuracy of our maps. All are invited to log on and contribute.” NYC data analysts will review the edits on a regular basis, determine if they are valid, and then merge those changes into the official data set.

This new technology has caused a buzz among other New York City departments, according to Project Manager Caitlyn Meyer. “The GeoGig tool that the application is built on has robust version control features to help manage multiple editors working on the same data set,” she explained. “It will allow the DCP and DoITT to get data updates from the GIS development and biking communities in order to improve the city’s authoritative data sets.”

Users will log in to the NYCyclist web map interface and pan around New York City to view the latest bike route geometries. Once they highlight a feature, users will be able to:

• Move, reshape, or change its size
• Draw new geometry to illustrate where a bike route should be, where a protected bike route is located, etc.
• View editable attribute data fields
• See a list of all previous edits and the users associated with those edits.

DCP may expand the application to other data sets, pending the results of its one-year pilot.

GeoDecisions, DCP, and Boundless co-hosted an event at the New York City School of Data on March 4 to recruit users to help maintain the NYCyclist data set. Currently, between 50-60 cyclists, tech lovers, and other stakeholders have volunteered.
President’s Column

Education, Advocacy & OneURISA

Reflections on a Busy Year
Hello once again my fellow URISA Members and GIS Professionals. Wow, it is already October and this is my last column as URISA President. Where has the time gone? This year has really flown by. We have had a very busy year at URISA.

Before I get too far, I want to welcome our newly elected board members, Kim McDonough as President-Elect and Lynn Dupont, Glenn O’Grady and Bryan Townsend as directors. This year’s ballot presented an amazing slate of GIS Leaders and it was no easy task to choose who to vote for. The new incoming board members include a great mix of veterans and young blood who all share a passion for our industry and URISA. I am so excited to work with them as they begin their terms on the URISA board.

I also want to say a big thank you to those who will be leaving the board at the end of GIS-Pro in Jacksonville: Rebecca Somers, Martin Roche, Valrie Grant and Kevin Mickey. It has been an absolute honor to have served with you. Each of you have contributed to the continued success of URISA through your dedication, many hours of effort supporting our goals and programs and ensuring that the trust our members placed in you as a leader was not misplaced. While I know each of you will still be around helping URISA to reach even greater heights of success, you will be missed at the board meetings.

So now back to this being a busy year. What has made this such a busy year? Well if you have been reading my column, then you probably already know the answer to that. For those that have not been reading the column or are new, here is a summary.

Education
URISA has held many great educational events for our members and the community. We conducted two great URISA Leadership Academies this year, one in San Diego and one in Providence, Rhode Island. These amazing events had sold out attendance. The attendees of each continue to rave about what a wonderful experience the program was and how much they learned. Of course, this is no surprise as every year we continue to hear the same thing. We are already working on ULAs for next year (one already booked in Columbus, Ohio in April).

URISA GIS Leadership Academy Graduates (July 24-28, 2017 - Providence, Rhode Island)

Some of the best takeaways:
• “Managers fight fires, Leaders light fires.”
• “You can lead while not being the actual manager of your group/department. GIS is a huge agent of change in our organization. Our group doesn’t market ourselves (GIS, our services and products) nearly enough.”
• “My number one is that I’m not alone in my challenges and struggles as a GIS manager. I don’t have a GIS community for support…but now I do.”

URISA has also presented the GIS/CAMA Technologies Conference in Chattanooga and the National GIS in Transit Conference in Washington, DC.

Our main event, GIS-Pro in Jacksonville, is still to come. If you have not registered, there is still time. GIS-Pro is truly a unique conference. While it does have technical content like most GIS conferences, it also will deliver a wealth of management, leadership and policy content that you just don’t see at many other conferences. This year’s conference in Jacksonville is no exception. We have tracks focusing on Emergency Preparedness and NextGen 911, GISP Certification Prep, Young Professional Development, Asset Management and more. We’ve also added a Humanitarian Open-
StreetMap Mapathon to support mapping efforts that are so important given the recent natural disasters.

So, get registered!!! I hope to see you all at GIS-Pro.

We are already working on GIS Pro 2018. We have teamed up with our California Chapters to combine the annual CalGIS Conference with GIS-Pro next year. It will be held in Palm Springs, California on Oct 8-11. Go ahead and save the date on your calendar. I also heard we have secured a great keynote speaker who everyone knows and loves. You will not want to miss this one. Expect more information to be forthcoming after Jacksonville.

This has been a very busy year for URISA on the advocacy front. The year started with several challenges to our profession through proposed changes to state laws defining the practice of surveying. In North Carolina, Virginia, Maryland and others, there were attempts to broaden the definition of the practice of surveying to include many traditional GIS functions. URISA has been actively monitoring and responding to those. We have been successful in putting the brakes on most all the most recent attempts with one exception being North Carolina (which had already passed before we became aware of them.) However, we are still trying to work with local officials at the state and local levels to see if anything can be done.

Most recently has been the Geospatial Data Act of 2017. The American Association of Geographers (AAG) initially brought this issue to everyone’s attention when they published a paper warning of the possible negative consequences to the GIS community should this bill be enacted, stating that it “could effectively exclude everyone but licensed architects, engineers, and surveyors from federal government contracts for GIS and mapping services of all kinds”. After a review of the bill by URISA’s Policy Advisory Committee and the Board, we found AAG’s concerns had serious merit and joined objecting to the bill as it was written. Of specific concern was Section 11 which would define much of GIS as to require a licensed professional to perform the work and to encourage much of that work to be outsourced to the private sector. URISA issued an official position statement on July 5, 2017.

Since then, the Coalition of Geospatial Organizations (COGO), of which URISA is a member, was asked to see if it could reach a consensus on the wording in the bill. Glenn O’Grady, URISA Past President, URISA COGO Rep and newly elected Board Member, was part of the committee which has been working on reaching that consensus. Though many hours of effort were expended working toward a consensus including a face to face meeting at Senator Oran Hatch’s office, I am sad to report that COGO was not successful. We are still not sure what this means for the bill. URISA will be releasing a statement very soon about the Bill and next steps.

One of the greatest things about the GIS Community is our desire to give back and support those around us especially when they are most in need. URISA’s GISCorps has got to be one of the best examples of this desire to provide a helping hand. In addition to an amazing volunteer effort with the World Health Organization (WHO) for the Global Polio Eradication Initiative, GISCorps has been responding to requests for help for all the recent disasters including Hurricanes Maria, Irma and Harvey, in addition to the earthquakes in Mexico. Our talented and giving volunteers have been providing hours of technical expertise to help with emergency response and disaster recovery.

If you would like to become a GISCorps volunteer, sign up here.

While I know many of would love to volunteer time and expertise, you might not be able to do so right now. You can always make a tax deductible donation to URISA’s GISCorps to support their activities. Donate today!

The URISA GIS Management Institute (GMI) has also had a busy year (the fourth in a series of GMI articles is in this issue). For those that may not be familiar with this still relatively new initiative, GMI helps organization identify and implement enterprise GIS management practice improvements. GMI developed the Geospatial Management Competency Model (GMCM) and the GIS Capability Maturity Model. These were used in part to develop the GIS Capability Maturity Assessment Service which is offered through a subscription to the GMI.

This year the GMI has been focused on assisting those working in the Transportation industry. Several URISA leaders have been working closely with State and Local DOTs to assess their capabilities and find areas for improvement. This collaboration will hopefully bear fruit which all sectors of our

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community can benefit from.

If you want to know more about GMI you can go to http://www.urisa.org/GMI.

Our OneURISA initiative continues to move forward. The joint URISA Board and Chapter Advisory Board (CAB) task group will soon complete your financial and systems assessment. When they do, they will present their finding to the CAB and URISA Board. It is expected that this will include recommendations for systems upgrades needed to provide requested services and benefits outlined in the OneURISA blueprint the Board adopted earlier this year based on recommendations for the CAB, expected staff allocation, and estimated costs for implementing OneURISA.

As part of this analysis, a survey of chapter members was conducted to determine what services and benefits they considered most desired as well as to help determine their current membership status. While more information about the survey will be presented at GIS-Pro to the members, there were a couple of interesting things that stood out. First, over 17% of the chapter members responding did not even know if they were a member of URISA International or not. Second it appears that having a larger more diverse community to learn from and a united voice to increase visibility to respond to potential professional threats from legislation or regulations tops the list as most important benefits with each having over 40% ‘very important’ ratings.

So, as you can see it has been a very busy year for URISA. We continue to strive to be an organization our members are proud to be part of and recognize the value of their membership. I cannot believe my term as President of this amazing organization is coming to a close. It has been an extreme honor to serve as your President. I believe I have helped URISA move forward in positive directions with the great support of the Board, Staff and, most importantly, you my fellow members. I know URISA is in great hands for next year under the leadership of Teresa Townsend. She is an amazing leader and I know she will continue to push past the bar and set it even higher. (Sorry Kim.)

I look forward to seeing you all in Jacksonville for GIS-Pro. As always, my door is open if you have any concerns, comments or questions. You can reach me at tcorbin@egisassociates.com.
URISA is pleased to announce the recipients of 2017 Exemplary Systems in Government (ESIG) Awards. Since 1980, URISA’s ESIG Awards have recognized extraordinary achievements in the use of geospatial information technology that have improved the delivery and quality of government services. The award competition is open to all public agencies at the federal, state/provincial, regional and local levels. Applications were submitted within Enterprise and Single Process System categories.

ENTERPRISE SYSTEM CATEGORY - Systems in this category are outstanding and working examples of using information systems technology in a multi-department environment as part of an integrated process. These systems exemplify effective use of technology yielding widespread improvements in the process(es) and/or service(s) involved and/or cost savings to the organization.

This year, there are two exemplary and one distinguished system awards in this category:

The 2017 Enterprise System Category Winner is IndyVitals submitted by Sharon Kandris, Associate Director for The Polis Center at IUPUI, in Indianapolis, Indiana. System Summary: The Polis Center at Indiana University-Purdue University Indianapolis’ (IUPUI) project “IndyVitals” is a solution created to support the City’s 2020 bicentennial plan. IndyVitals provides organizations involved in quality of life, social services and economic development with a common geographical tool which tells stories about the community. IndyVitals is a thoughtful, deliberate and intentional data mash-up product, combined with high ease of use and an attractive visual appeal, which makes it an excellent urban planning and neighborhood assessment tool. Because of the impact the IndyVitals project has had on the City of Indianapolis, it is deserving of the 2017 Enterprise Exemplary Systems in Government Award.

The 2017 Enterprise System Category Winner is Racine County Land Records Management submitted by Tyson Fettes, Register of Deeds for Racine County, Wisconsin. System Summary: Racine County’s Land Records Management System is one that was motivated by the need to replace outdated and inefficient legacy systems and processes. County staff recognized the issue with the legacy systems, and when the opportunity presented itself to modernize the data and information workflows while enhancing public services, they embraced the opportunity. By leveraging a Local Government Information Model combined with local government solution templates from Esri, a small team was able to make dramatic and sustainable changes. The changes have impacted the entire organization and the community of Racine County. Racine County’s Land Records Management system’s ongoing impact to improving public service delivery is what make this system deserving of the 2017 Enterprise Exemplary Systems in Government Award.

Distinguished Enterprise System: Maintenance IQ Submitted by: Shawn Crane, Section Chief, Maintenance Systems and Reporting, Pennsylvania Department of Transportation, Harrisburg, Pennsylvania

SINGLE PROCESS SYSTEM CATEGORY - Systems in this category are outstanding and working examples of applying information system technology to automate a specific SINGLE process or operation involving one department or sub-unit of an agency. The system application results in extended and/or improved government services that are more efficient and/or save money.

There are one exemplary and two distinguished system awards in this category:

The 2017 Single Process System Category Winner is GIS in the Emergency Operations Center (EOC) submitted by Langdon Sanders, GIS Analyst II, Information Technology for the City of Sandy Springs (GA) Public Works. System Summary: The City of Sandy Springs GIS in the Emergency Operations Center (EOC) project is a solution that is triggered into action at a time of critical community need. In times of crisis, getting access to data and information within agencies and between agencies can be critical to saving lives. The GIS in the EOC project delivers on this need by providing access to a combination of live and static data which enables information to be useful for specific needs and for multiple response agencies. The system supports timely intra- and inter-agency communication which is critical to the success of an effective emergency response. Because of the successful collaboration in the implementation and ongoing use of this system, the City of Sandy Springs should be commended for its efforts in keeping its community safe. For that reason and many others, this system is deserving of the 2017 Single Process Exemplary Systems in Government Award.

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Distinguished Single Process System: City of New Bern NC - Finding New Homes for Abandoned Properties
Submitted by: Alice C. Wilson, AICP, GISP, GIS Coordinator, City of New Bern, New Bern, NC

Distinguished Single Process System: Geographic Information Gateway (Gateway)
Submitted by: Jeffrey L. Herter, Gateway Project Manager, New York Department of State, Albany, NY

The accomplishments will be recognized during the Awards Ceremony at GIS-Pro 2017 in Jacksonville, Florida, October 23-26, 2017. The recognized systems in each category will be discussed in featured sessions during the conference. In addition, each system may be highlighted in an upcoming URISA webinar series.

To review the winning submissions for this year’s ESIG Awards, visit http://www.urisa.org/awards/exemplary-systems-in-government/.

Is GIS Leadership & Management Training on your Professional Development To-Do List?

We’ve schedule a URISA GIS Leadership Academy in Columbus, Ohio next spring. Mark your calendar and plan to attend:

URISA GIS Leadership Academy
April 9-13, 2018
Hyatt Regency Columbus
Columbus, Ohio
(Early registration will be available soon.)

We’re currently evaluating venue proposals for a 2nd URISA GIS Leadership Academy (in Boise or Salt Lake City) next July/August. Stay tuned.

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King County GIS Custom Classes Created and taught by working GIS professionals.
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Learn more about building a government strategy with GIS at go.esri.com/URISA-mobile.
A major concern for senior executives is “bench strength”—that is, the quantity and quality of up-and-coming, potential leaders who are in the pipeline. The problem is that too often these would-be leaders “hold back, shrink and play small.” One CEO recently said, “The potential leaders in our pipeline need to show up, step up, and increase their leadership impact.”

True. An organization is only as strong as its leadership. In today’s climate of unprecedented change, intense competition and more demanding customers, leaders can’t hold back or shrink. Team members need leadership to model the way because all they see in this modern-day complexity is uncertainty and that leads to anxiety. Team members are looking to leadership for certainty, definitive guidance, vision and a solid commitment. This is an opportunity for leadership impact.

Here Are 7 Secrets to Increase Your Leadership Impact:

1. Shift the Energy of Your Team
With composure, increase and elevate your communications. Share your higher perspective and calm the anxiety with your increased presence and obvious commitment. Neutralize the teardown effect of uncertainty and anxiety. Shift the energy of your team toward purpose. You can’t just remove the deconstructive nature of negativity without replacing it with something. Use purpose to drive the conversation. Strategically use each day to keep your organizational purpose in front of your team members. Talk about your mission. Get them excited about growing and serving your clients, customers and stakeholders. Share the growth you see and the future you envision. When your team has a growth mindset it’s only natural that your organization will grow.

There will always be uncertainty but when you demonstrate resolute certainty in your commitment to your team, anxiety drops, morale increases, team members take note and follow your lead.

2. Collaborate
Bigger results come from bigger efforts. Instill collaboration within divisions and across programs. Use your leadership presence to convert dissonance to connectedness, silos into solidarity, problems into innovations, risk into reward and daily efforts into a dramatically improved future. Set the behavioral norm by becoming known as the leader interested in organizational success over individual success. When you execute on a higher and larger perspective, you instantly increase leadership impact.

3. Cultivate Creativity
Open the floodgates of creativity by asking more questions. The days of one leader with all the answers are past. In all likelihood your team is bursting with new ideas. You don’t have to be Michelangelo, just ask powerful questions and be patient—the innovation will come pouring out in the discussions. Team members are intimately familiar with problems. They simply need you to provide them the space to contemplate how today’s problems can become tomorrow’s innovations.

4. Use Influence Not Power
No one likes a pompous leader. Rather than relying on the shortsighted and limiting power of position, reap the long-term benefits that come from building trust and influence. If you use power, good people will leave you and other people will get you. When you rely on the external power of your leadership position you not only expose weakness in yourself, you build weakness in others by forcing them to acquiesce, stifling their growth and the potential for their unique contribution. Ultimately, the entire relationship is weakened. Defensiveness ensues, low trust follows and potential for cooperation is lost—smothered by negative emotion. Fight the imprudent impulse to command, and direct and invest in the higher, more refined skills of finesse, influence and persuasion.

Patience, finesse, influence and persuasion are the building blocks of increased impact.

5. Promote Daily Progress
Leaders are only deemed successful if they get results and they get those results through working with people. The only way people do great things is by focusing on their strengths and possibilities. Leaders set the stage for this focus.

On any given day your team’s efforts will be influenced by a mix of perceptions, emotions, and motivations that can either pull them to higher performance or drag them down. Setbacks can send team spirit spiraling downward to the point where frustration and disgust take over. 

Leaders have tremendous influence in promoting daily progress by ensuring team members have the environment they need to make steady progress and maintain momentum. Avoid the toxicity of high pressure, punitive and judgmental measures that constrain momentum.

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Rather, set clear goals for meaningful work. Provide autonomy and promote ownership of the outcomes. Nourish your team’s efforts through affiliation, showing respect, words of encouragement and minimizing daily hassles.

6. Build a Body of Behavior

Be more of a model than a critic. Eschew the all-too-common “Killer Cs” that will keep you in the weakness of victim mode. Negativity will rob you of energy, initiative and impact.

Avoid These Killer Cs
- Criticizing
- Complaining
- Competing
- Comparing
- Colluding
- Contending

Don’t criticize. Talk about what went well. Show your team what is possible. Add energy to the context. Be consistent. Your team is faced with being productive in spite of problems and hassles. When they know that they can consistently count on you for support and direction, momentum skyrockets.

7. Focus on What is Right, Not Who is Right

Team members rely on leaders to create an environment that is impartial, where everyone has the same opportunities that are based on merit. Don’t take sides. Use conflict to demonstrate your commitment to organizational success. Model a higher perspective that lifts others from their petty preoccupations and carries them above the fray. Be a stronghold trailblazer that guides the upward purpose of your team.

The unique and distinct actions of a leader create ripples that increase and spread delivering ever-increasing impact that can be felt within and among teams. The greatest impact however, is felt industry-wide as a unique and distinct competitive advantage that is difficult, if not impossible for others to duplicate. When you employ these seven secrets and increase your leadership impact, you set up your entire team for success.

ABOUT THE AUTHOR:

Brian Braudis is a highly sought-after human potential expert, certified coach, speaker and author of High Impact Leadership: 10 Action Strategies for Your Ascent. He has also authored several audio programs from executive leadership development to stress management. Brian believes “leadership” is a verb not a title. Brian’s passionate and inspiring presentations are based on the foundation that regardless of your position or role everyone is a leader. For more information on Brian Braudis, please visit: www.TheBraudisGroup.com

Speaking of Leaders, Welcome Aboard!

URISA is pleased to welcome Kim McDonough as President-Elect and Lynn Dupont, Glenn O’Grady and Bryan Townsend as Directors. They will all begin their three-year terms at the conclusion of GIS-Pro 2017 in JAX!

“I am extremely humbled to have been chosen to help lead this great organization that has been such a vital part of my professional and personal for almost 30 years. My degree is not in GIS, so much of my success in the field is because I have been exposed to some of the giants in the industry through URISA. We are now entering into a new phase of our history as we move to a new organizational structure that will enable us to be even more effective as a leader going into the future. We will need to all work closely together to make this successful, so I will really need everyone’s help. I look forward to what the future holds for our profession and URISA and I look forward to serving as your president in another year!”

- President-Elect: Kim H. McDonough, GISP, Senior IT Manager, Tennessee Department of Transportation, Nashville, TN

Lynn Dupont, GISP, ASLA
GIS Coordinator/Principal Planner
Regional Planning Commission
New Orleans, LA

Michael (Glenn) O’Grady, GISP
Planning Commission Chairman
City of Encinitas, CA

Bryan Townsend, GISP
GIS Manager
York County
York, SC

Teresa Townsend was elected by the membership as President-Elect last year and will begin her term as President of URISA at the conclusion of the Jacksonville conference.

Kim will serve as President-Elect for one year and his term as President will begin at the conclusion of the 2018 conference in Palm Springs, California.
Welcome New URISA Members

Ann Marie Bergmann, GISP—Environmental Consulting and Technology—Wesley Chapel, FL
Zachary Blanchet—Arlington, VA
Antonio Blazevic—Lake Mary, FL
Katharine Chaney, GISP—Clark Nexsen—Belmont, NC
Shannon Cox—Manatee County—Bradenton, FL
Kyle Crawford, GISP—City of Altamonte Springs—Orlando, FL
Matthew Duffy, GISP—Atlantic County Office of GIS—Northfield, NJ
Eric Erdmann, GISP—Insight Global / Pacific Gas & Electric—Walnut Creek, CA
Erika Hall—Hillsborough County Government—Apollo Beach, FL
Deborah Huber, GISP—Clark Nexsen, Architecture & Engineering—Virginia Beach, VA
Sandra Kost, GISP—Jefferson County—Hillsboro, MO
Janine Latham—Frisco, TX
Lisa LeClaire—Clarksville, IN
Dapeng Li—Brookings, SD
Meaghan Long, GISP—City of Arvada—Arvada, CO

Andrew Lovell—San Francisco, CA
Caitlin Mildner—Georgia Institute of Technology—Atlanta, GA
Patty Newman—Kennewick, WA
Veronica Nixon, GISP—Desert Botanical Garden—Tempe, AZ
John Reiser, GISP—Rowan University—Glassboro, NJ
Gilbert Robledo—Abilene, TX
Rachel Rodriguez, GISP—City of Industry, CA
Michael Schmedt, GISP—HDR Engineering—Orlando, FL
Rachel Schultz—Murfreesboro, TN
Griffin Scott—Spring, TX
Brian Sheehan, GISP—Springfield-Sangamon County Regional Planning Commission—Springfield, IL
Jennifer Swain—Okeechobee, FL
Olubukola Tejumola—Hoffman Estates, IL
Maya Thomas—Trenton, NJ
Kyle Titlow—Tucson, AZ

Thank you to our outgoing Board members!

At the close of GIS-Pro 2017 in Jacksonville, the terms of service for these URISA Board members will conclude and we thank them all for their amazing dedication and service to URISA:

Immediate Past-President: Rebecca Somers, GISP
Somers-St. Claire GIS Management Consultants
Fairfax, Virginia

Treasurer: Martin Roche, GISP
Avineon
Orlando, Florida

Valrie Grant, GISP
GeoTechVision
Kingston, Jamaica

Kevin Mickey, GISP
The Polis Center-IUPUI
Indianapolis, Indiana

A special thank you to Tripp Corbin, who completes his term as President at the end of GIS-Pro 2017. Tripp will serve one more year on the Board as Immediate Past-President. Thank you Tripp!
GIS-Pro 2017
Jacksonville, Florida

- 8 full and half-day workshops (one included with full registration fee)!
- 2 powerhouse keynotes!
- 100+ individuals speaking in 40 breakout sessions within 6 comprehensive program tracks!
- Student competition and volunteer opportunities!
- Ample GISP education points and for 40 AICP-CM credits!
- There is something for GIS professionals at all stages of their careers at GIS-Pro 2017!

Take some time to review all of the opportunities and details at www.gis-pro.org and register today!
Esri
380 New York St, Redlands, CA 92373
Phone: (909) 793-2853
info@esri.com
Since 1969, Esri® has been helping organizations map and model our world. Esri’s GIS software tools and methodologies enable them to effectively analyze and manage their geographic information and make better decisions. They are supported by our experienced and knowledgeable staff and extensive network of business partners and international distributors.
A full-service GIS company, Esri supports the implementation of GIS technology on the desktop, servers, online services, and mobile devices. These GIS solutions are flexible, customizable, and easy to use.
Esri software is used by hundreds of thousands of organizations who apply GIS to solve problems and make our world a better place to live. We pay close attention to our users to ensure they have the best tools possible to accomplish their missions. A comprehensive suite of training options offered worldwide helps our users fully leverage their GIS.
Esri is a socially conscious business, actively supporting organizations involved in education, conservation, sustainable development, and humanitarian affairs.

Cyclomedia Technology, Inc.
1250 I-Newell Ave., Suite 160
Walnut Creek, CA 94596
Phone: 800-790-3652
Email: usa@cyclomedia.com
www.cyclomedia.com
www.thedrivingdutchman.com
Cyclomedia is the market leader in systematic imaging of large-scale environments from cities to complete countries. Cyclomedia’s smart imagery solution creates Cycloramas — 360-degree panoramic photos — with high accuracy, providing current and clear views of street-level environments.
The Cyclomedia recording system is like no other. It uses patented technology to determine the exact position and orientation of every picture taken. By creating a dense network of geometric street images, Cycloramas are always focused on the correct address or feature from multiple vantage points.
Our solution revolutionizes the way asset and property assessment is managed and reported. It reduces field visits and provides accurate feature measurements with convenient spot-checking. It simplifies maintenance and enables automated inventory and controlled processes. It also saves valuable resources while simplifying the decision-making process, improving operations and increasing efficiency.
We provide ready-made solutions throughout Europe, North America, and Asia. Our technology is widely used in government GIS, public safety, and security markets, as well as in construction, infrastructure management, and insurance.
We provide a full range of services related to 3D mobile mapping. Data is captured and delivered worldwide.
Our primary market segments include:
• Property Taxation, Appraisal, and Building Inspection
• Transportation and Infrastructure Management
• Public Safety and Homeland Security
• Engineering and Construction Planning

For information about URISA Partnership, please visit: http://www.urisa.org/about-us/become-a-urisa-partner/ or contact Wendy Nelson at URISA Headquarters.
Silver Corporate Partners

Data Transfer Solutions
3680 Avalon Park Blvd East, Suite 200, Orlando, FL 32828
Phone: (407) 382-5222
aibaugh@dtsgis.com

Headquartered in Orlando, DTS is a leader in asset management, geographic information systems, and transportation planning. We specialize in creating solutions to help clients automate their worlds, reduce their workload and organize their data through customized technology.

DTS is comprised of seven divisions, each with its own scope of services. Often however, a single project spans several divisions before completion because we uniquely offer all the necessary cutting-edge services, integrated within one company.

EagleView Technologies
3700 Monte Villa Pkwy, Ste 200
Bothell, WA 98021
1-855-984-6590

EagleView Technologies offers Pictometry® Intelligent Images®. The high-resolution oblique and ortho images are captured and processed with patented technology and delivered through innovative analytical tools to allow for the most accurate assessment of properties.

Used daily by GIS, assessment, public safety, defense, insurance, construction and utility professionals, Pictometry solutions bring field work to the desktop. Solutions are easily integrated into existing workflows through strategic partnerships and make it easy for users to make informed decisions and enhance productivity. To find out more please visit www.eagleview.com

Every day, new applications for Pictometry are realized. Discover how Pictometry can help you work better, faster, smarter and with optimal cost savings.

Michael Baker International

Since 1940, Michael Baker International has built its global legacy – and full continuum of solutions – on a diverse culture of innovation.

Solving our clients’ most complex challenges often requires new ideas, new processes, new technologies – new solutions where none existed previously. Our success always has drawn on the collaborative creativity of our dedicated employees, who leverage our diverse backgrounds, expertise, experience and can-do attitudes to make the communities we serve safer, more accessible, more environmentally sustainable, and more livable.

The result: a growing portfolio of exclusive innovations at Michael Baker that add significant dimension and value to our ability to deliver our full continuum of solutions. Michael Baker innovations – and the innovators behind them – serve as game-changing differentiators in the industry and demonstrate once again how We Make a Difference for our clients and the communities we serve.

• A suite of products and services to support the NG9-1-1 call-routing environment
Michael Baker International’s DataMark suite of software solutions and services support public safety answering points (PSAPs) and their GIS stakeholders in this mission critical transition. DataMark solves upgrade challenges, helps improve public-safety communications and ensures the data meets the precise NG9-1-1 requirements. The software considers all aspects of the data that is provisioned to a NG9-1-1 system (data creation, clean up, quality and maintenance workflows). With extensive expertise in GIS and public safety, Michael Baker can help GIS departments determine what they need to do in order to support NG9-1-1.

• GIS-based mobile app for managing infrastructure assets
Michael Baker International engineers created a mobile phone-based computer software platform, MICAP (Mobile Infraction Capture) to collect and analyze data and images over broad geographic areas to help monitor utility equipment for changes and compliance problems. The GIS-based MICAP platform provides access to licensed data, as well as the collection and analysis of new data and images, delivering an improved workflow interface for managing assessments, repairs, and geographic changes to infrastructure assets. It is designed for state agencies, municipalities, utility companies, land developers and other engineering firms that need to effectively monitor and manage utility poles, underground cables, utility pipelines, bridges, runway infrastructure and other assets. MICAP is free and available via the App Store and Google Play.

• Local watershed assessment at the push of a button
iWATR (Integrated Watershed Assessment Tool for Restoration) is a mobile app-based innovation developed by Michael Baker International’s water services team to add speed, capability – and value – to provide an easy-to-use assessment tool for any city, county or state planner across the U.S. to develop or better manage local land. The app combines GPS features and data from the U.S. Environmental Protection Agency and other government sources, to compile local data at the push of a few buttons. It tabulates a comprehensive assessment, and provides several solution options with cost estimates to solve specific water quality-impairment problems in watershed areas.

• Analyzing bridge data with ease
iUSBridges, is a geographic information system (GIS)-based app that allows users to locate nearby bridges, explore details of those bridges, save information on favorite bridges, and share feedback. iUSBridges uses data retrieved from the Federal Highway Administration’s (FHWA) National Bridge Inventory. State departments of transportation provide updated bridge information on a cyclical basis to the FHWA.

For more information, click here.
GeoDecisions

Since 1986, GeoDecisions has partnered with clients throughout the U.S. and abroad to design, develop, and deploy leading-edge, disruptive GIS tools and applications that improve decision-making. Backed by Gannett Fleming, our rock-solid engineering parent company established in 1915, we combine the best talent and resources from across our firm to deliver the best business solutions.

Planning, budgeting, managing assets and data, and optimizing resources are critically important in today’s global economy. At GeoDecisions, we provide the data management and mapping technology tools and products that help clients successfully navigate change. Our geospatial information technology (IT) offerings empower organizations to make more informed business decisions and improve their bottom line.

Partnering with industry leaders such as Esri, our turnkey approach encompasses strategic planning and implementation design all the way through system integration and testing. Our foundation for success is based on the belief that the true power of GIS lies in the integration of diverse information technologies, data formats, and systems. From cloud computing and mobile technologies to Software-as-a-Service (SaaS) offerings built on the Esri® platform, our location-based IT solutions provide next-generation reporting, visibility, and analytics.

GeoDecisions believes that all IT projects require vision and considerable leadership to be completed successfully, on time, and on budget. By championing a philosophy vested in partnering, collaboration, and shared goals, GeoDecisions’ staff makes every effort to work with all parties who will use a system. We strive to recommend the best-fit solutions for our clients, based on the balance of available funding and personnel versus desired functionality.

GeoDecisions is ISO 9001:2008-certified and employs more than 80 IT and geographic information system (GIS) professionals operating out of 9 offices. Our staff is engaged in IT consulting and in the design, development, and deployment of data repositories and geospatial and Web-enabled information management systems. GeoDecisions IT solutions are flexible, scalable, and reusable.

Our business specialties benefit the logistics and fleet management, insurance and financial, municipal and facility asset management, transportation, and utility markets.

Our team includes subject matter experts with advanced certifications who keep their fingers on the pulse of geospatial technology. Through industry leadership, ongoing training, and a unique blend of talent, GeoDecisions professionals work to exceed client expectations every day. Our vision identifies and mitigates risk, resulting in more effective project collaboration, on-time delivery, and success.

K2 Geospatial

Since 1995, K2 Geospatial has been committed to bringing spatial information and analysis tools within everyone’s reach by developing software solutions that provide effective visual aids to decision-makers.

K2 Geospatial’s solutions connect, consolidate, and publish data that is often managed and stored in silos throughout different systems. Employees and citizens can easily access the information and analyze it in real time to make informed decisions. Our solutions are used by municipalities, regional governments, ports, airports, road authorities, railways, public utilities, and natural resource companies.

K2’s solutions are powered by JMap, a map-based integration platform designed to connect silos and offer user-friendly interfaces destined to non-technical users. JMap is deployed and used by hundreds of organizations in North, South and Central America as well as in Europe.

Valtus Imagery

245 Aero Way NE
Calgary, Alberta, Canada, T2E 6K2
Phone: (403) 295-0694
info@nwgeo.com

At Valtus, our focus - and our passion - is the storage and online distribution of large imagery and LiDAR datasets. Yes...our passion. Nowhere will you find a group of technicians more committed to (and enthusiastic about) the prompt and seamless delivery of imagery that brings value to customers’ businesses.

As pioneers of industry leading Content as a Service (CaaS) and Cloud Solutions, our passion for providing Internet access to imagery has been growing strong since 1995.

Valtus is part of Hexagon (Nordic exchange HEXA B; www.hexagon.com), a leading global provider of design, measurement and visualisation technologies that enable customers to design, measure and position objects, and process and present data.
2017 Partner Directory (continued)

VESTRA
S300 Aviation Drive, Redding, CA 96002
Phone: (530) 223-2585
MBraghan@Vestra.com

As a leader in GIS/IT, Environmental Solutions, Engineering, and Surveying, VESTRA has the depth of know-how and experience to help clients achieve success. VESTRA, an employee-owned corporation dating back to 1988, prides itself on our local presence and commitment to the community. Our mission is to be our clients’ most-valued consultant by providing cost-effective, innovative, and technically superior project solutions. Whatever your current or future needs, VESTRA’s full-service resources are available to support you on your next critical project.

Business Partners

Applied Ecology, Inc.

Located in Brevard County, Applied Ecology is knowledgeable and experienced in working with clients in the central and south Florida area. Our location has allowed us to be highly involved in the Indian River Lagoon TDML process, and preserving some of the most precious natural resources of the Tampa Bay and Indian River Lagoon estuaries. We serve municipalities and other businesses that cater to public clients and are experts in their fields. Applied Ecology, Inc. is a small, woman-owned business with 40 years of combined specialized experience in:

- GIS
- Remote sensing
- Project management
- Complex data and database management
- Statistical analyses
- Software tool development

We focus on serving public clients in:

- Environmental resource management
- Ecological studies
- Water resources
- Stormwater management
- Utilities

AEI has the experience and skills to plan studies that cross multiple disciplines. Please see the key staff qualifications and project examples to see the level of expertise a small team

- Data management
- Custom programming
- Database creation
- High-level spatial and statistical analyses
- Report writing

We take pride in being a highly responsive business that delivers quality products on-time!

Bad Elf

AFFORDABLE GPS SOLUTIONS. COMPREHENSIVE INDUSTRY SUPPORT.

Bad Elf specializes in the design and manufacture of affordable and reliable high-performance GNSS receivers for GIS mapping and field data collection. All of our products are lightweight, portable, and provide a battery life of twenty-four hours for a full day of data collection activities. Our complete product line offers a range of capabilities and accuracy (from 2.5 meters to 1 meter) to match your requirements.

Bad Elf products work seamlessly with most GIS and mapping apps in the iTunes App Store or the Google Play Store. Bad Elf also supports Android and Windows devices, providing streaming location data in standard NMEA sentences.

Our Bluetooth GNSS Surveyor provides high-accuracy (~1 meter), multi-constellation support (GPS, GLONASS, QZSS), SBAS (WAAS/EGNOS/MSAS), and universal Bluetooth connectivity (iOS, Android, Windows). The free Bad Elf Utility app for iOS includes DGPS and post-processing workflows.

We are forging strong relationships with GIS app developers taking advantage of our products’ advanced hardware features thru our Bad Elf Developer program. There are no restrictions on how you use your data. We believe in open standards. Any device that can connect to a Bad Elf GNSS receiver via Bluetooth will be able to consume data directly from our GNSS accessories. Your data. Your way.

Geocove

Geocove helps agencies solve the problem of where. Geocove provides spatial technology solutions to government agencies and utilities to help them collect, manage, visualize and share information. We provide insight into problems and solutions for decision makers, users and the public. We also make seriously cool map apps. So how does your GIS program work for you? info@geocove.com

GeoTechVision

With offices in Kingston, Jamaica (876-970-5686) and Georgetown, Guyana (592-227-0433)
www.geotechvision.com

GeoTechVision focuses on “Delivering Value through Innovative Solutions!” We have been assisting Caribbean Businesses, Agencies and Government Ministries to develop and effectively use spatial intelligence in critical decision making! We are very involved with establishing Geographic Information Systems, GPS and Mobility products and solutions, as well as marketing our own “Geo” branded tablet. We consider Human Capacity Building as very critical - right from the classroom to the work environment. Hence our Classroom Management Solution and our strong focus on Training and Development in all our engagements. Our other consulting services include Project Management, Information Security Advisory, Process Audit and Assurance, Business Analysis and Enterprise GIS solution planning and Implementation.

Infrastructure Mapping and Autonomy

We leverage technology developed by our autonomous vehicle mapping partner for rapid LiDAR processing and map production.

Infrastructure Mapping and Autonomy was created out of the Heavy Industry of Civil Maps an industry-leading artificial intelligence company, providing LiDAR processing and feature extraction services. Our technology was first developed to meet the high accuracy, 3D mapping needs of the autonomous vehicle industry. IMA is now bringing this technology to the engineering and infrastructure industries.

Our technology allows us to scan, map and report on assets or asset areas at a rapid pace and affordable cost not possible before. Leveraging our proprietary artificial intelligence, patented cloud based processing technology, and global relationships for LiDAR collection and processing and quality control, we can generate data
sets, models and change detection reports 10x faster than with traditional methods.

By creating HD 3D maps in the earliest stages of projects, our clients are able to increase the NVP of projects by lowering the time to completion and reducing and deferring survey programs until the later stages of a project. Additionally, clients with existing assets to manage benefit from our centralized on-line business-to-business services to manage their rapid feature extraction and mapping programs. Eliminating the inefficient traditional person to person sales and manual data handling processes. Our al-a-carte on-line tools allow asset owners to individually direct and manage their mapping projects, resulting in quicker turnaround times and lower costs overall.

**MGP**
701 Lee Street Suite 1020
Des Plaines, IL 60016
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info@mgpinc.com
www.mgpinc.com

MGP is an information systems services company that specializes in geo-spatial solutions. Our comprehensive range of geographic, data modeling, and business process solutions provide you new opportunities to find a better way. We believe that innovation creates opportunity and collaboration breeds success. MGP was formed as a shared business model in which clients are partners. This philosophy enables significant cost savings and makes it possible for any client, regardless of size, to get where they need to go. MGP is the managing partner of the GIS Consortium.

**Planning Communities, LLC**
9311 Anson Way, Suite 304
Raleigh, North Carolina 27615
919-803-6862 (Office)
919-882-1206 (Fax)
contactus@planningcommunities.com
ttownsend@planningcommunities.com

Planning Communities, LLC provides a wide range of multi-disciplinary planning services for local, state and federal agencies, tribal nations and community organizations. Community, transportation, environmental and GIS services include local/regional planning, visioning/scenario planning, land use, socioeconomic, market and cost-benefit analysis, community asset mapping, tool/application support and development, process improvement/integration, consensus-building and facilitation.

Headquartered in Raleigh, North Carolina, Planning Communities has additional offices in Charlotte (NC) and Seattle (WA). Planning Communities is a North Carolina certified Small Professional Service Firm (SPSF) and is certified as a DBE in North Carolina, Tennessee, Florida and Delaware.

**Spatial Relationships, LLC**
800 Boylston St #990756
Boston MA 02199
(617) 400-8920

Contact:
Kathryn Brewer
James Armstrong

Spatial Relationships, LLC is a consulting firm that provides on-demand teams of expert Geospatial Professionals to ensure organizations have the capability to deliver on existing and future goals, manage business risk, and increase profitability.

Think of us as your geospatial concierge. Our “concierge services” provide resources and solutions for planned or abrupt disruptions as well as future projects. These can include:

- Being a key person down — planned leave or unexpected departure
- Technical requirements — fill skills, knowledge and training gaps
- Budget constraints — less than anticipated funds for the same scope of work
- Capacity constraints — completing urgent priorities for overbooked staff

Spatial Relationships, LLC was born out of the necessity to create new flexible and affordable ways to work that support organizations to manage ever-increasing demands as well as the need to support the community of Geospatial Professionals.

**Synergy Systems & Services**
Synergy is an Asian American owned MBE with an excellent track record of government contracting. Established 2002 and based in Maryland we have come a long way from providing data support services at Maryland State Highway Administration to providing services such as Database Management, GIS Data Creation, GIS application development and support, Software Engineering and Business Process Consulting to its distinguished clients in various Government Agencies. We take pride in all our work and take every effort to ensure the satisfaction of our clients.

**Temporal Geo Analytics**
P.O. Box 181431
Denver, CO 80218
Phone: 720-235-0390
info@TGAmaps.com

Temporal Geo Analytics, Inc. (TGA) is a Land Use and Environmental Litigation consulting firm. We have expertise in using Geographic Information Systems (GIS) to develop, manage, and distribute complex spatial databases, as well as creating the presentation-quality visualizations and graphics needed for natural resource litigation and land use projects.

TGA specializes in the analysis of multifaceted land use issues and environmental impacts over time. TGA is expert at acquiring and integrating historic and current spatial data to build the critical information you need to represent your case.

Using GIS, we transform complex issues into defendable, authoritative, and easily understood maps and graphics. Our clientele consists primarily of natural resource and environmental attorneys, oil and gas companies, mining companies, and land developers.

Leveraging GIS for Environmental, Natural Resource, and Land Use Planning is our core expertise. Geographic Information Systems (GIS) integrate and overlay unlimited layers of themed spatial and tabular data to illustrate and reveal patterns, context, and the intrinsic qualities of any location. A GIS is also a powerful analysis tool capable of querying data for location and its relationship to overall context. At TGA, we have an intimate understanding of these tools and their capabilities.

Working with you and other experts, we build a completely defensible, dynamic analysis data platform with interactive visualizations and related tables that clearly represent the qualities of your project and its relationship to larger political, environmental, and regional contexts.
Wellar Consulting
Ottawa, ON Canada
Phone: (613) 728-3483
wellarb@uottawa.ca

Wellar Consulting services include design and evaluation of education and training courses and curricula for GIS-Systems and GIScience programs; advice and workshops on the development of quantitative measures to assess information system and transportation system performance; critical reviews of IS and GIS RFPs; seminars on the safety and security aspects of interdependent infrastructures; professional opinion on land use planning and zoning issues; and, expert opinion on liability for safety-related incidents involving pedestrians, bicyclists, and motor vehicle operators.

Educational Institution Members

USC Spatial Sciences Institute
Since its founding in 2010, the USC Spatial Sciences Institute has been using the power of spatial thinking and literacy – the ability to connect place and space – to help address global challenges, including those connected with population growth, urbanization, environmental sustainability, and human well-being. Through its innovative academic programs, the Spatial Sciences Institute educates and trains today’s leaders capable of deploying the “science of where” in every possible discipline and industry. Members of our internationally-recognized faculty contribute to the rapidly-evolving body of geospatial knowledge. From our home base in the USC Dornsife College of Letters, Arts and Sciences, we collaborate with faculty colleagues throughout the University of Southern California and with other prestigious institutions around the world on funded research that links SSI faculty and students with decision makers and citizens and knowledge with action. We promote the analysis, modeling, and visualization of location-based data through interdisciplinary use-inspired and integrated research and teaching.

Roster of Academic Programs:
• B.S. in GeoDesign
• Spatial Studies minor
• Human Security and Geospatial Intelligence minor
• Online Graduate Programs in Geographic Information Science and Technology
• Graduate Certificate in Geographic Information Science and Technology

Temple University, Fox School of Business - Philadelphia, PA
Increase your capabilities with the Fox Master of Science in IT Auditing and Cyber Security and gain the knowledge to assess and control organizational cyber risks and protect data and information assets. Learn from experts in the field through our industry-proven curriculum, featuring built-in preparation for Certified Information Systems Auditor (CISA) or Certified Information Systems Security Professional (CISSP) certification. Flexible class formats enable you to choose the option that works best for you: online, face-to-face, or a hybrid of both.
• Master of Science in IT Auditing and Cyber Security
• Graduate Certificate in IT Auditing and Cyber Security

North Carolina State University - Center for Geospatial Analysis
• Master of Geospatial Information Science and Technology (MGIST)
• Graduate Certificate in Geospatial Information Science (GIS)

Auburn University
• Bachelor of Science in Geographic Information Systems
• Master of Science in Geographic Information Systems

Lakeland Community College — Kirtland, OH
• Geography and Geospatial Technology - Associate of Applied Science and certificate programs

RFP Distribution

URISA members, remember that URISA will distribute your RFP/RFQ announcements to our corporate and business members at no charge. Simply email your announcement to info@urisa.org (Subject: RFP Service) and we’ll send it right out for you!
Mark Your Calendar!

October 23-26, 2017
GIS-Pro 2017: URISA’s 55th Annual Conference
Jacksonville, Florida

March 19-22, 2018
2018 GIS/CAMA Technologies Conference
Houston, Texas

April 9-13, 2018
URISA GIS Leadership Academy
Columbus, Ohio

THE GIS PROFESSIONAL
A publication of URISA – Fostering Excellence in GIS.
URISA is a non-profit professional and educational association that promotes the effective and ethical use of spatial information and information technologies for the understanding and management of urban and regional systems. It is a multidisciplinary association where professionals from all parts of the spatial data community can come together and share concerns and ideas.

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GIS-Pro & CalGIS 2018
October 8-11, 2018
Palm Springs, California

Save the Date!