Surfing the GIS Waves to Success

Matthew S Deal

Abstract

Like other technologies, GIS continues to evolve in a series of waves. We cannot ignore or fight these waves. We have got to learn how to harness them to power our organizations forward. This presentation will review proven, best practice strategies and real world examples on how you can surf these GIS waves to success. These best practices include:

- **Focus on the Big Picture**
- **It's all about the business!**
- **Focus on Analytics and drive towards realizing Value**
- **Implement a Change Management Program**
- **Innovate**
- **Keep it simple**
- **Measure, document and publicize your impact**
- **Cultivate executive sponsorship**
- **Deploy Actionable Open Data**
- **Use of GIS provides benefits, so expand its use**

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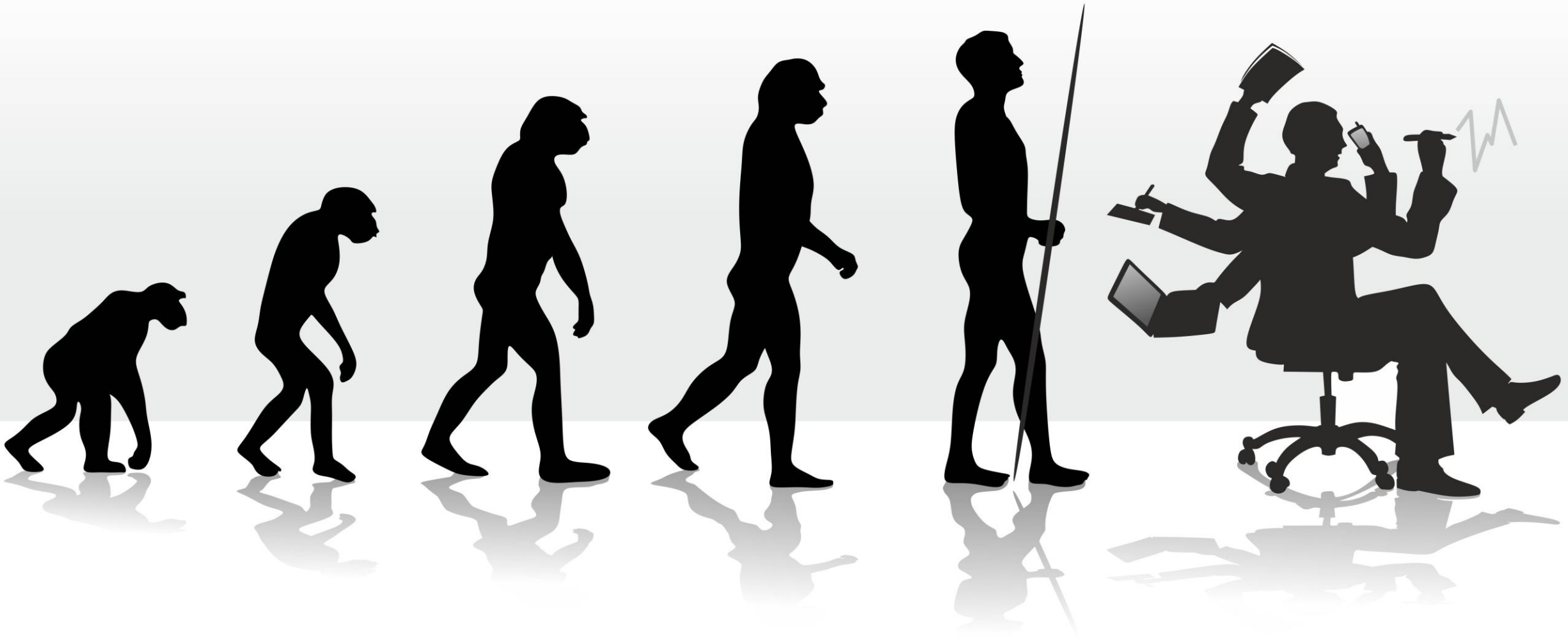
神奈川沖
浪裏



TOYS R US
CLOSING
THIS LOCATION ONLY
ENTRANCE
Total Inventory Clearance
STORE CLOSING

hhgregg
appliances & electronics
GOING OUT OF BUSINESS

RadioShack
STORE CLOSING

SEARS
STORE CLOSING
EVERYTHING MUST GO!
STORE CLOSING
ENTIRE STORE
STORE CLOSING

Best Practices

Keys to Success:

- **People**
- Data
- Process
- Technology

https://go.esri.com/bp

Developing & Executing a Geospatial Strategy

Understand → **Plan** →

Act

1 Prepare

2 Implement

4 Review

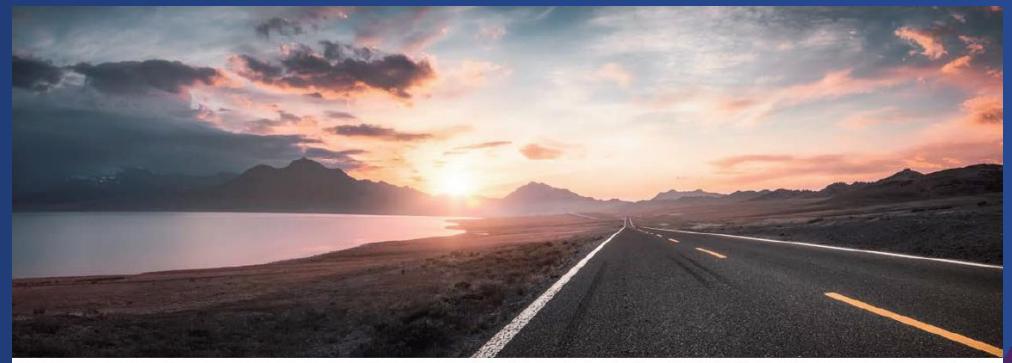
3 Operate

Revisit

…Maximize Impact

The Approach to Maximize Impact

https://go.esri.com/gs



The Approach to Maximize Impact

To maximize the impact of any technology platform, organizations need a thoughtful, consensus-driven strategy for using the platform to meet their business needs. The same is true with geospatial and geographic information system (GIS) technology.

A geospatial strategy defines how your organization will use GIS to achieve its goals. An effective geospatial strategy connects your business needs with the right people, processes, and technology to help you overcome challenges and improve results. With a geospatial strategy, you can use GIS to achieve location intelligence—the ability to understand why and where things happen—so that you can make better decisions and operate more efficiently.

To develop and execute your own geospatial strategy, Esri recommends using a proven approach. You can use this business-oriented approach to identify gaps and challenges in your organization, prioritize solutions that deliver real value, give your staff new knowledge and capabilities, and improve your workflows and processes. Through this work, you will be able to clearly articulate the business value of GIS to key stakeholders and maximize the impact of your GIS investment.

A geospatial strategy helps you

- Identify how to overcome business challenges.
- Allocate financial and staff resources through justifiable and documented recommendations.
- Deliver solutions and capabilities incrementally in a sustainable manner.
- Leverage people, processes, and technology within your organization.
- Leverage location intelligence to achieve your business goals more effectively.

Esri has worked alongside thousands of customers of all sizes and industries. In our experience, the organizations that maximize the impact of GIS are those that thoughtfully develop and execute a geospatial strategy.

Play (k)
0:02 / 0:31

Best Practices:

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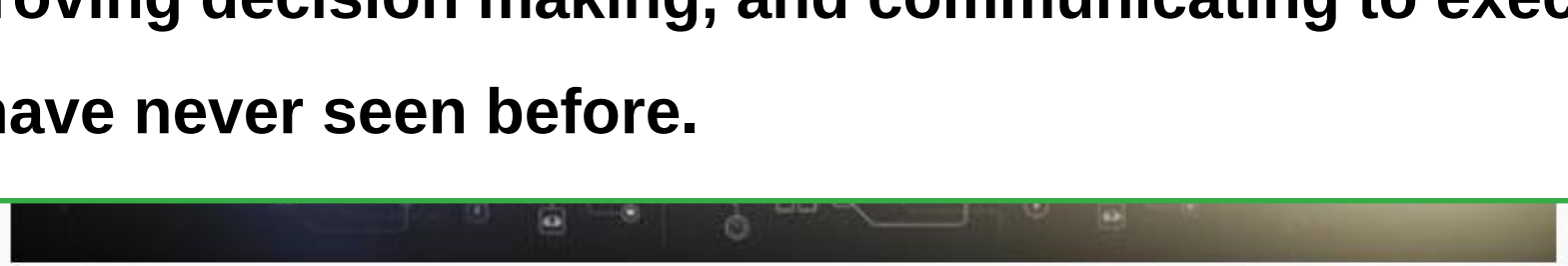
GIS Should be about Digital Transformation

Posted for Esri

ID 124589385 © Wrightstudio | Dreamstime.com

GIS Should be about Digital Transformation

GIS is about discovery. It's not about replicating maps that have been around for years. It's about visualizing trends for better decision making. It's about using spatial analytics to provide insight. An Enterprise GIS is not a series of spatially enabled or map-based applications. It is a location intelligence platform. Who cares about making maps faster? Enterprise GIS can transform the business by lowering costs and hassles, greatly improving decision making, and communicating to executives in ways they have never seen before.



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ID 124589385 © Wrightstudio | Dreamstime.com

Break these five habits:

1. Overanalyzing
2. Fixating on results
3. Managing reactively
4. Going solo
5. Overfilling the calendar

The importance of big-picture thinking

Joel Garfinkle · September 17, 2018 · Leadership · Leadership and Management

Pixabay

"If you just focus on the smallest details, you never get the big picture right." -- Leroy Hood, American scientist

Best Practices:

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It’s all about the business!

The Path to Smart, Responsive, Agile Government
Watch later
Share
William Priest
Geospatial Commission Cabinet Office
Government of the United Kingdom
MORE VIDEOS
Play (k)
esri
0:16 / 29:13
YouTube

Key messages from William Priest:

- This is THE geospatial moment for the UK
- Geospatial will help enable the digital economy
- Geospatial will enable a smart government & smart nation
- Geospatial powers all government activity
- Geospatial can help close the productivity gap
- Five key sectors contain the highest latent value:
  - Retail & Logistics
  - Property & Land
  - Infrastructure & Construction
  - Mobility
  - Natural Resources

Key messages from William Priest:

- Goals are:
  - Improve data assets & standards (quality, usability, interoperability, access)
  - Scaling innovation
  - Driving adoption of geospatial technology & applications
  - Improving skills, capabilities & resources
  - Stimulating the future technology landscape through investments
- Key questions
  - Single Source of Geospatial Truth
  - Collaborative Geospatial Infrastructure
  - “Geospatial at scale” across public & private sectors
- Learning & sharing their experiences
- Developing the first National Geospatial Strategy
- Delivering value to private sector & public services

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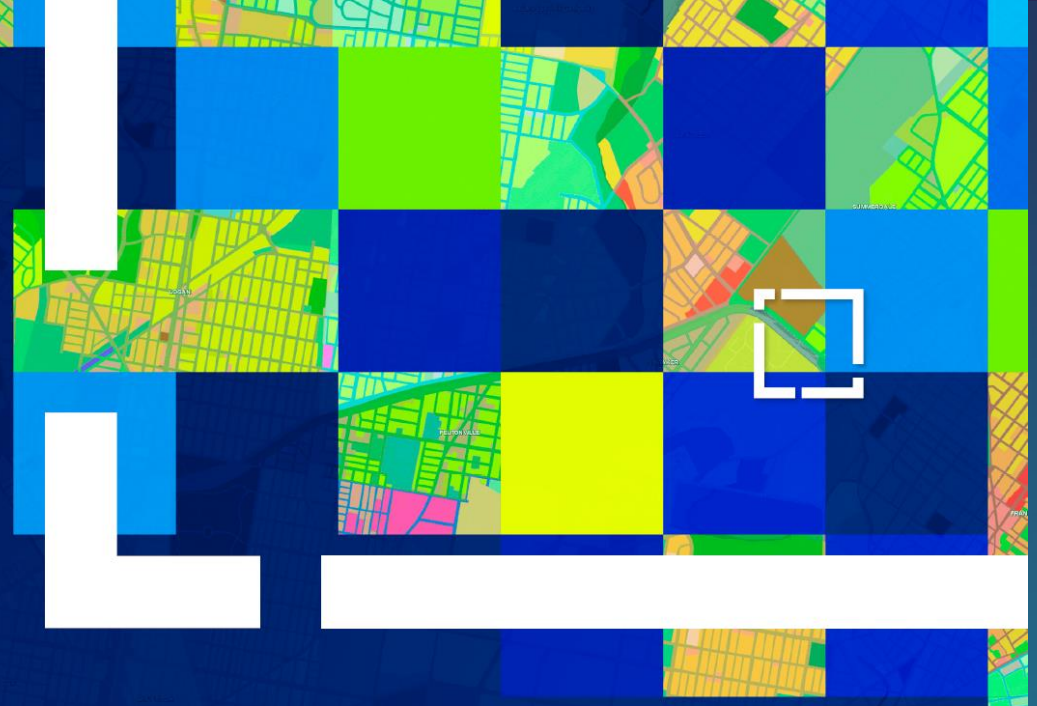
THE LANGUAGE OF SPATIAL ANALYTICS



Using *The Science of Where* to understand our world—mapping where things are, how they relate, what it all means, and what actions to take.

Understanding where

1. Understanding where things are (location maps).
2. Understanding where the variations and patterns in values are (comparative maps).
3. Understanding where and when locations and values change.

Measuring size, shape, and distribution

4. Calculating individual feature geometries.
5. Calculating geometries and distributions of feature collections.

Determining how places are related

6. Determining what is nearby or coincident.
7. Determining and summarizing what is within an area(s).
8. Determining what is closest.
9. Determining what is visible from a given location(s).
10. Determining overlapping relationships in space and time.

Finding the best locations and paths

11. Finding the best locations that satisfy a set of criteria.
12. Finding the best allocation of resources to geographic areas.
13. Finding the best route, path, or flow along a network.
14. Finding the best route, path, or corridor across open terrain.
15. Finding the best supply locations given known demand and a travel network.

Detecting and quantifying patterns

16. Where are the significant hot spots, anomalies, and outliers?
17. What are the local, regional, and global spatial trends?
18. Which features/pixels are similar, and how can they be clustered, classified, and identified.
19. Are spatial patterns changing over time?

Making predictions

20. Given a success case, identifying, ranking, and predicting similar locations.
21. Finding the factors that explain observed spatial patterns and making predictions.
22. Interpolating a continuous surface and trends from discrete sample observations.
23. Predicting how and where objects spatially interact (attraction and decay).
24. Predicting how and where objects affect wave propagation.
25. Predicting where phenomena will move, flow, or spread.
26. Predicting what-if.

esri | THE SCIENCE OF WHERE™

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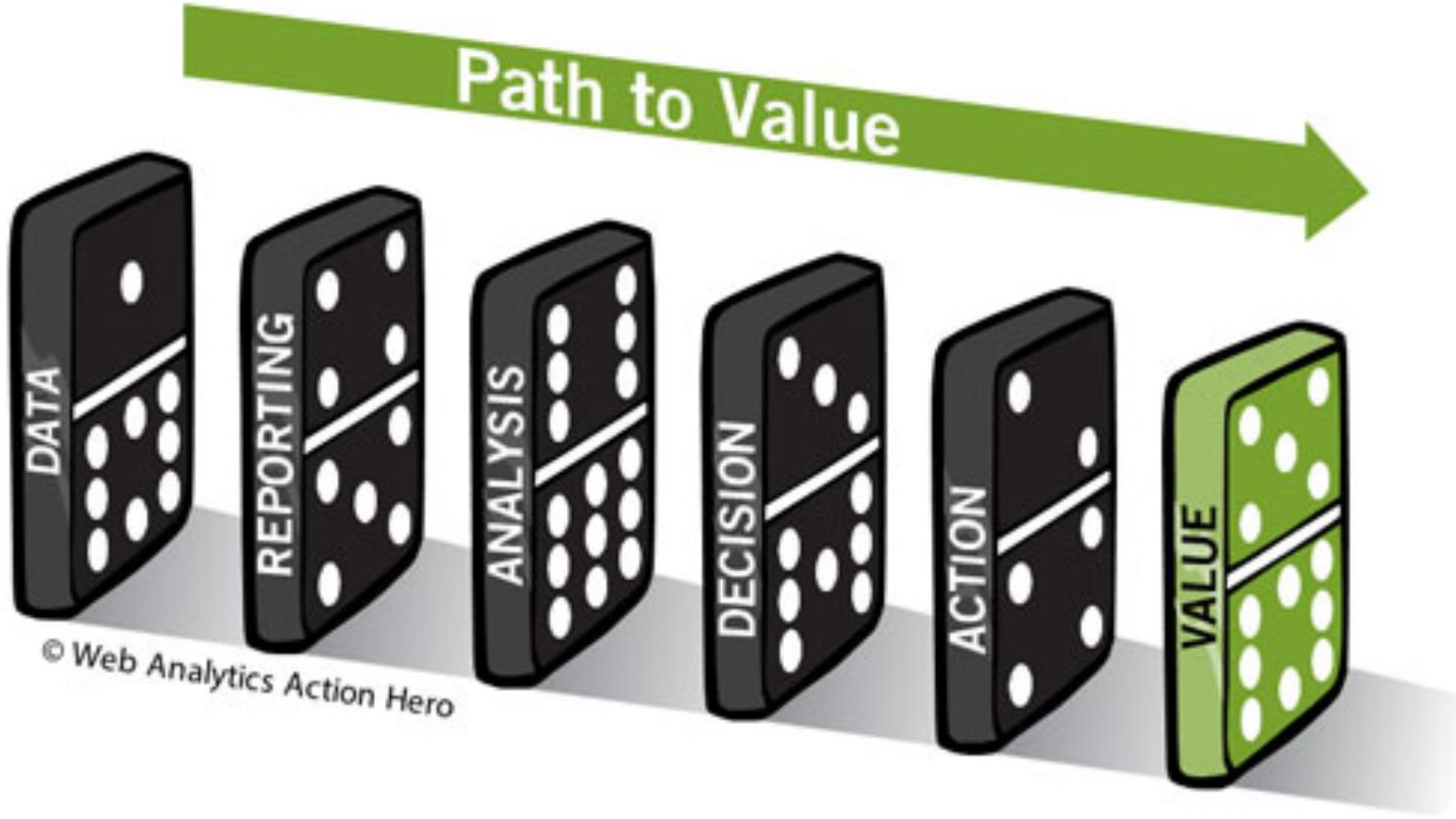

Path to Value
DATA
REPORTING
ANALYSIS
DECISION
ACTION
VALUE
© Web Analytics Action Hero

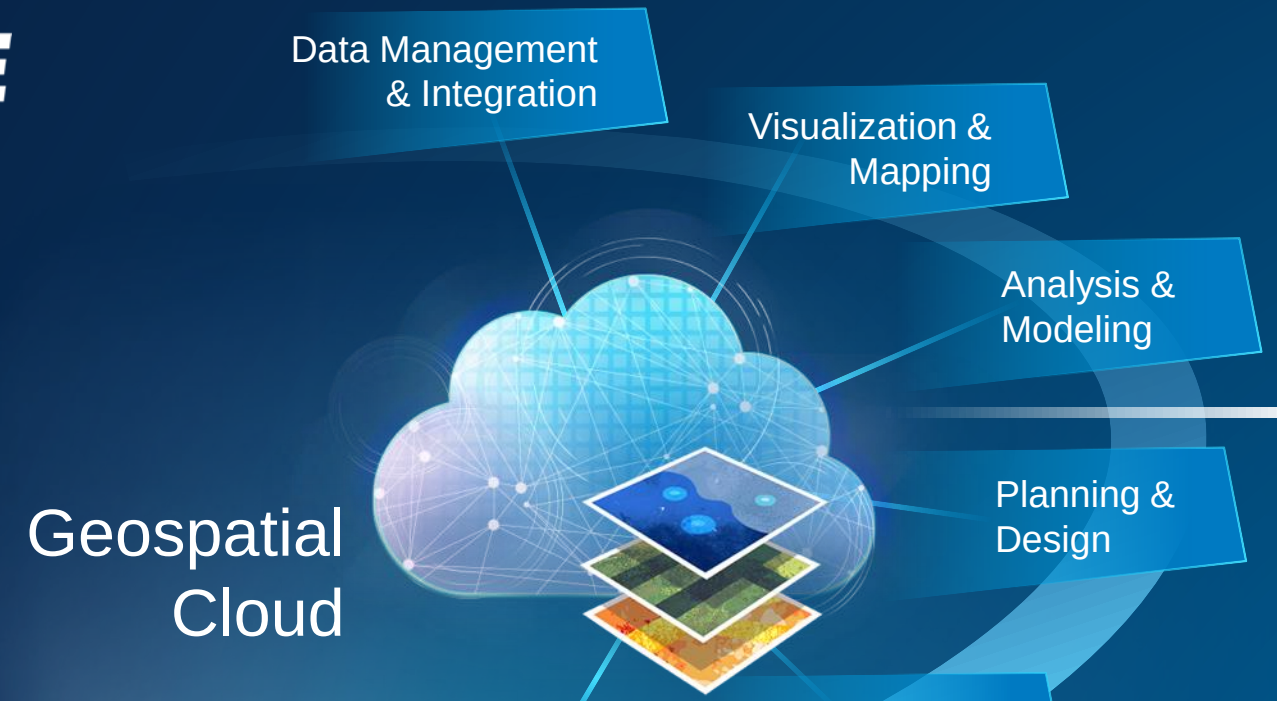
THE SCIENCE OF WHERE

A Framework and Process

. . . Leveraging the Power of Geography . . .
to Make Better Decisions

THE SCIENCE OF WHERE

A Framework and Process



GIS

LOCATION INTELLIGENCE

. . . Leveraging the Power of Geography . . .
to Make Better Decisions

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Change Management

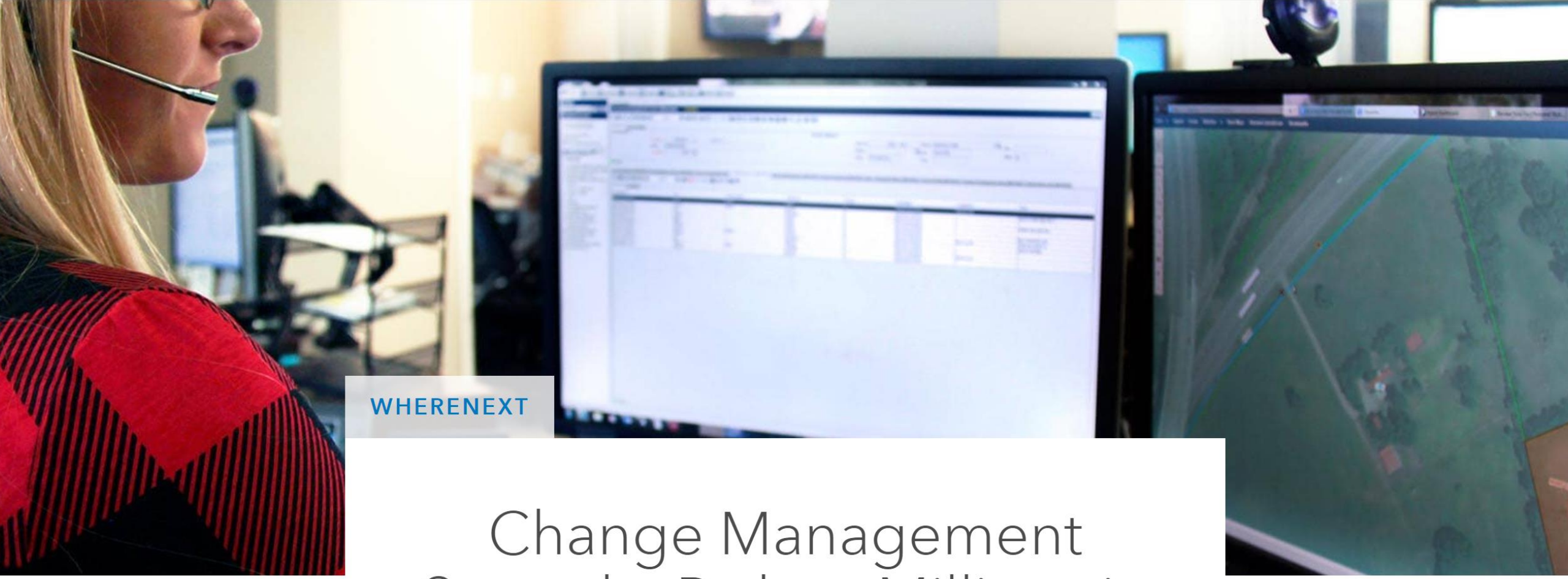
- The biggest challenge of a successful GIS implementation is the people problem.
- The solution to this is implementing a Change Management program.
- Change Management is the discipline that guides how we prepare, equip and support individuals to successfully adopt change in order to drive organizational success and outcomes. (from Prosci, https://www.prosci.com/resources/articles/what-is-change-management)

Speed Up Time to Value

Esri Change Management Consulting

People-focused planning that drives technology adoption

Successful technology projects—including true digital transformation—require individuals to change how they work. The human tendency to resist change is a powerful force. Organizations that combine a people-focused change management plan with a project plan are up to six times more likely to achieve their project goals. (Prosci ©2016)



WHERENEXT

Change Management Smooths Path to Millions in Savings

Operational Intelligence

March 07, 2018

David Schneider,
Michael Green

Bill Thompson was anguishing over an ever-deepening problem

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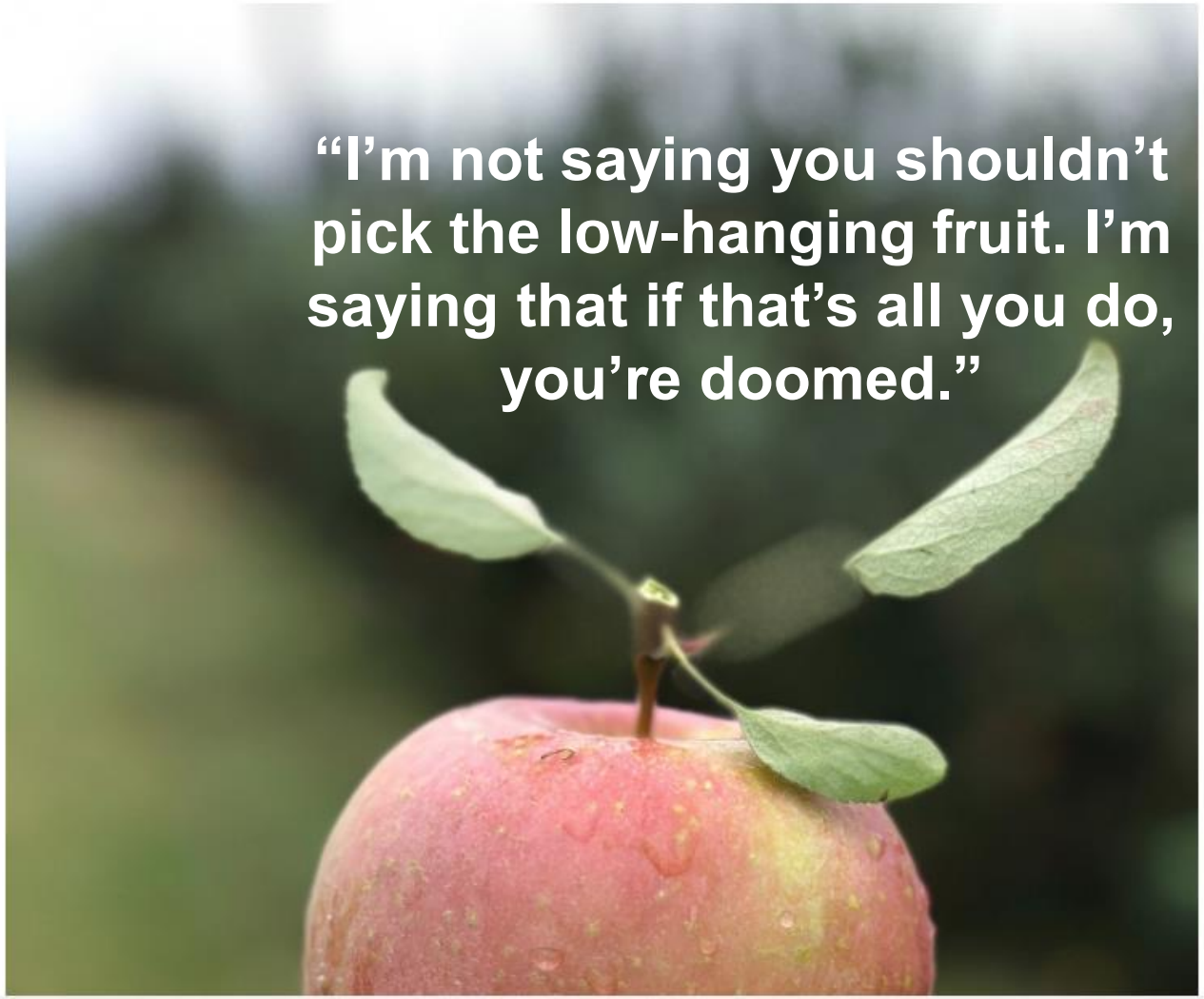
The High Cost of Low-Hanging Fruit

Published on January 30, 2019

Brent Jones | ✓ Following
Global Manager, Land Records/Cadastre at Esri
8 articles

17 6 8



If you're waiting for someone to tell you what to do next, you're on the wrong side of innovation and disruption

DIGITAL TRANSFORMATION, INNOVATION, INSPIRATION, MARKETING, THE FUTURE

May 16, 2018

Brian Solis
Principal Analyst

Full Bio

"Innovation is a mindset that ultimately becomes a way of life and work."

The Four Winning Government Innovation Strategies You Are Not Using-Yet

Four ways your organization can begin to infuse innovation into your organizational DNA.

BLOG POST | Jan 30, 2019

By Nick Kittle, Cartegraph Government Performance and Innovation Coach, ICMA Strategic Partner

1. Aggregate Risk
2. Disaggregate Knowledge
3. Destroy Disincentives
4. Surpass Structures

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pt. And, we have to acknowledge the uncomfortable truth to do it.

TOPICS
Innovation
MENU

The Four Winning Government Innovation Strategies You Are Not Using-Yet

"It's time we stop accepting the things we can't change and start changing the things we can't accept."

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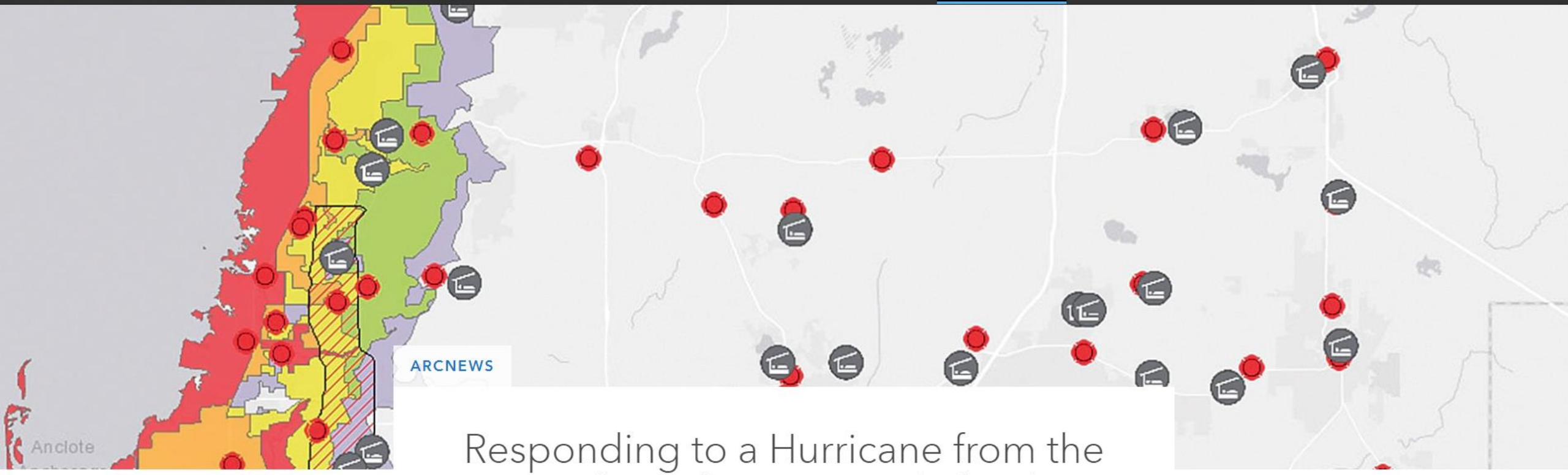
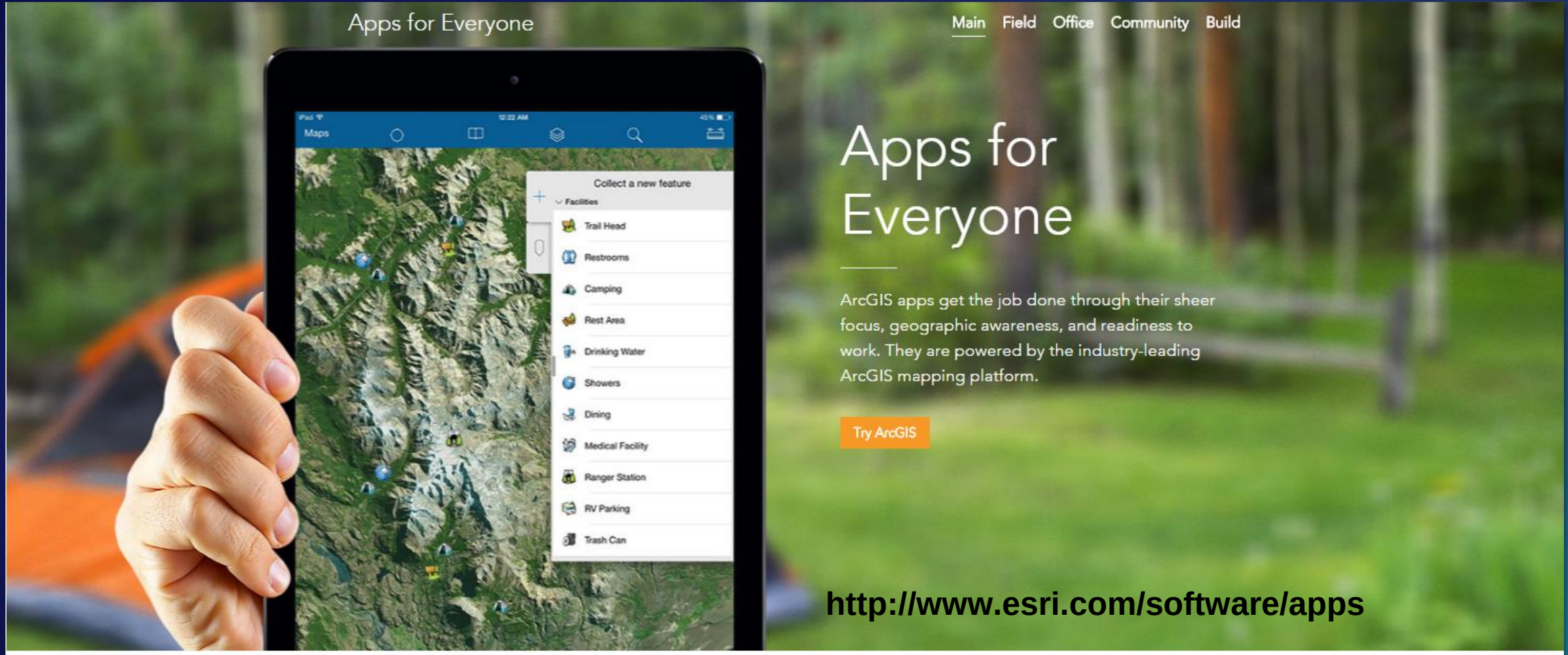


ARCNEWS

Responding to a Hurricane from the Woods, and Being Ready for the Future of GIS

ArcNews | Winter 2019

To help Pasco County, Florida, prepare for, respond to, and recover from Hurricane Irma when it struck in September 2017, Jeremy Edwards, the county's GIS supervisor, pulled



See what ArcGIS Apps are available

Apps for the Field

Apps for the Office

Apps for the Community

App Builders

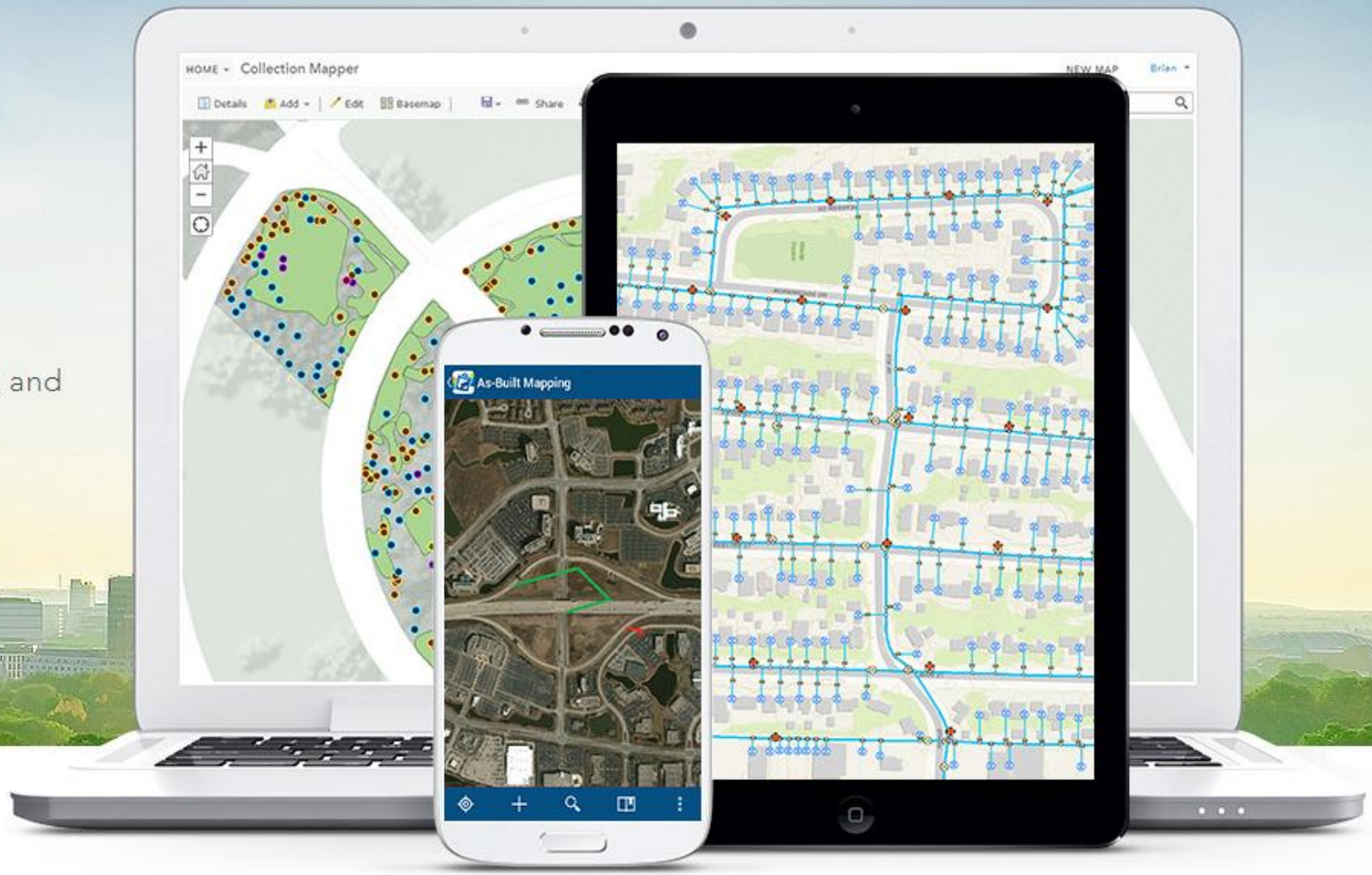
ArcGIS Solutions GALLERY COMMUNITY SEARCH esri

http://solutions.arcgis.com

ArcGIS Industry Specific Maps and Apps

ArcGIS Solutions deliver Ready-to-Use Maps and Apps to jumpstart your work

FIND YOURS ↓



Leverage hundreds of ready-to-use maps, apps, and platform configurations to meet your needs, delivering innovation and best practices for your organization.

APP CONFIGURATIONS FOR YOUR COMMUNITY

solutions.arcgis.com

PUBLIC SAFETY

Law Enforcement

Fire Service

Emergency Management

UTILITIES

Gas

Water

Telecommunications

Electric

GOVERNMENT

STATE GOVERNMENT

Transportation

Economic Development

Environment and Natural Resources

Entire Organization

Fish and Wildlife

Agriculture

Secretary of State

Health and Human Services

LOCAL GOVERNMENT

Planning and Development

Land Records

Public Works

Parks and Gardens

Health and Human Services

Entire Organization

Elections

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According to a CIO, tie your work to these three things:

- Increase Revenue
- Increase Efficiencies/Productivity
- Deliver a New Service

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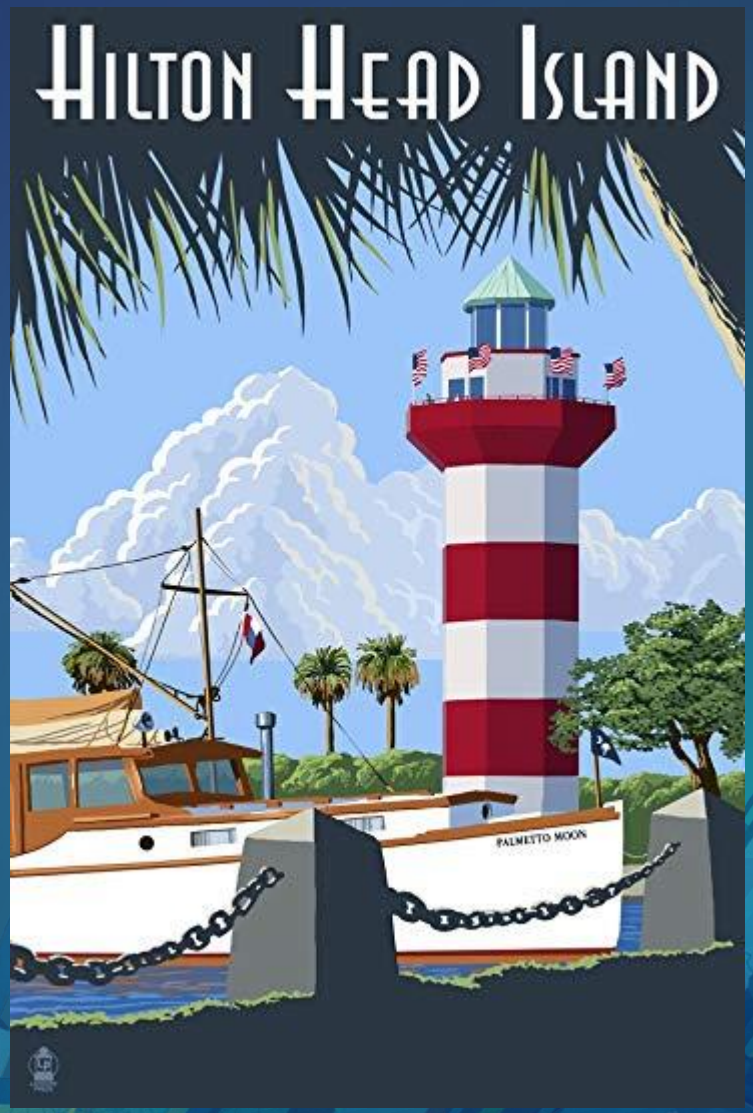
$264,000 in new revenue in 6 months from new business licenses



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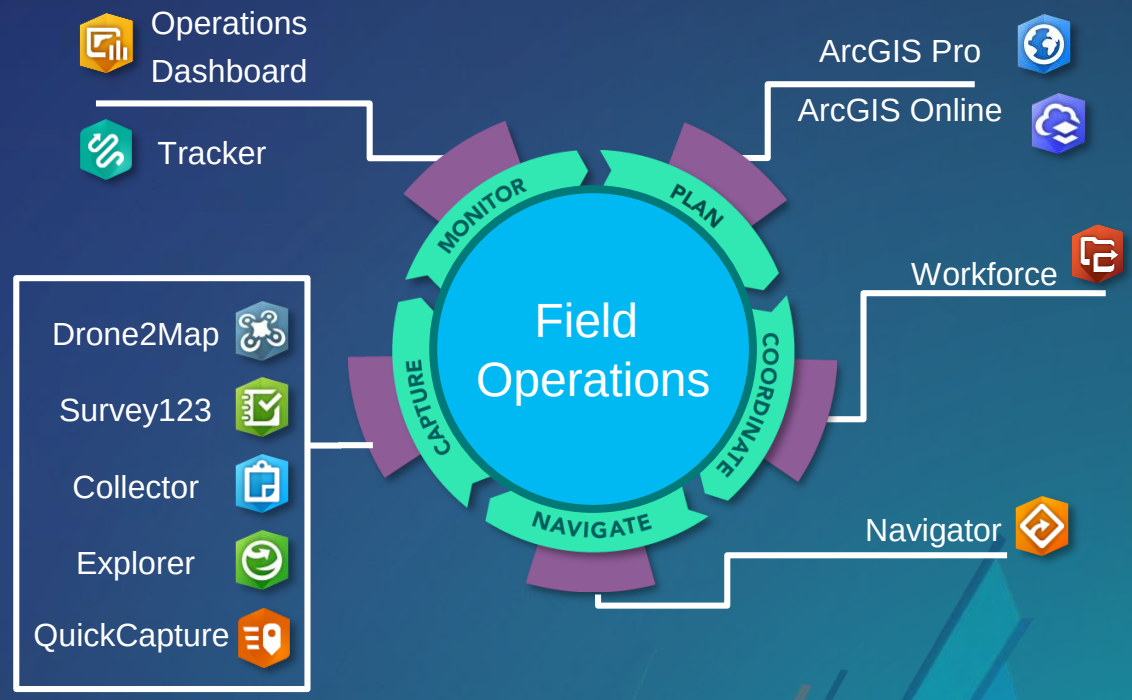

- **North Augusta, SC = 33 hrs. to 8 hrs.**
- **Durham, NC = $62K annual labor savings**
- **Clayton Co., GA = 7.5 staff hours per week**

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The One-Page GIS ROI Approach

Wade Kloos
Director of Enterprise Systems
Utah Dept. of Natural Resources

NWGIS User Group Conference
Bremerton, WA
October, 2018

LINK-GIS

A Northern Kentucky Geographic Information System

We're All Connected

Menu

Online Maps

Choose from a number of interactive maps to navigate Northern Kentucky. A world of information is just a click away...

Online Maps

Explore

Kenton

Search by Address

Enter search text

Examples: 303 Court St
(Don't Include City/State)
Smith Bob (last name first)

Open the Map

Learn

A mapping approach to understanding our community with NKYmapLAB

Visit the Lab

Shop

Choose from a wide selection of maps and digital data with a click of the mouse

Browse the Store

Ask

Find answers to using the website, online maps, the LINK-GIS partnership and more

Contact the Staff

NKYdroneLAB Selected by URISA as Distinguished System (Letter from URISA)

August 31, 2018

August 2, 2018 Trisha W. Brush, GISP Director of GIS Services Kenton and Campbell Counties of Kentucky 2332 Royal Drive Fort Mitchell KY 41017-2088 Dear Trisha: Congratulations! I am so pleased to inform you that "NKYdroneLAB" has been selected by URISA's Exemplary Systems in Government (ESIG) Review Committee to receive recognition as a Distinguished System. […]

LINK-GIS News, Technology, Recognition

Read More

Have a couple of minutes? Help us with your opinion.

June 21, 2018

PDS, the managing partner of LINK-GIS, is conducting a Customer Satisfaction Survey. Please take the survey to help LINK-GIS/PDS understand how we can improve and what we are doing well.

Outreach

Read More

Fiscal Court declares GIS Day in Kenton County

December 26, 2017

Kenton County Judge-Executive Kris Knochelmann and County Commissioners Beth Sewell, Jon Draud, and Joe Nienaber presented PDS staff with a GIS proclamation during their November 14, 2017 Fiscal Court meeting. The proclamation recognized Wednesday, November 15, 2017 as GIS Day in Kenton County. Louis Hill, AICP, GISP, Geospatial Data Analyst, and Ryan Hermann, Associate GIS […]

LINK-GIS News, Recognition, Outreach

Read More

PDS services now include photography from 'unmanned aerial vehicle'

December 26, 2017

PDS recently added video and photography capabilities from an unmanned aerial vehicle (UAV) to the services available to all Kenton County jurisdictions. Photos, videos, ortho-mosaics, 3D renderings, elevation profiles, volume calculations, digital terrain models, digital surface models, emergency services, accident reconstructions, and search and rescue flights are now available through its One Stop Shop Program. […]

LINK-GIS News, Technology, Recognition, Data Development

Read More

LINK-GIS is an ever-growing treasure trove of geospatial data

December 26, 2017

LINK-GIS is all about data. Thirty-two years' worth of data. Fourteen terabytes of data… a number that grows incrementally each day as the world changes around us. Consider this: · Over 2017 PDS processed 954 building permits; each new building prompts changes to GIS data. · PDS inspected 7,540 linear feet of surface asphalt and […]

GIS staff takes on keeping RoW management data up to date

November 22, 2017

PDS' GIS staff believes so strongly in the capabilities of a software program that it's committed to inputting local data to help Kenton and Campbell jurisdictions save precious tax dollars. Staff members are reaching out now to the counties, the municipalities, and the Kentucky Transportation Cabinet for their 2018 pavement projects so they can be […]

Filters Views

- How many requests for GIS data or maps were processed by month?
- What was the average time (mins) spent on the GIS website by month?
- What was the number of hits the GIS website received by month?
- How much did the GIS Mapping/Analysis Program collect for products by month?
- How much revenue did the GIS Mapping/Analysis Program collect by month?
- How many requests for GIS data or maps were processed by month?
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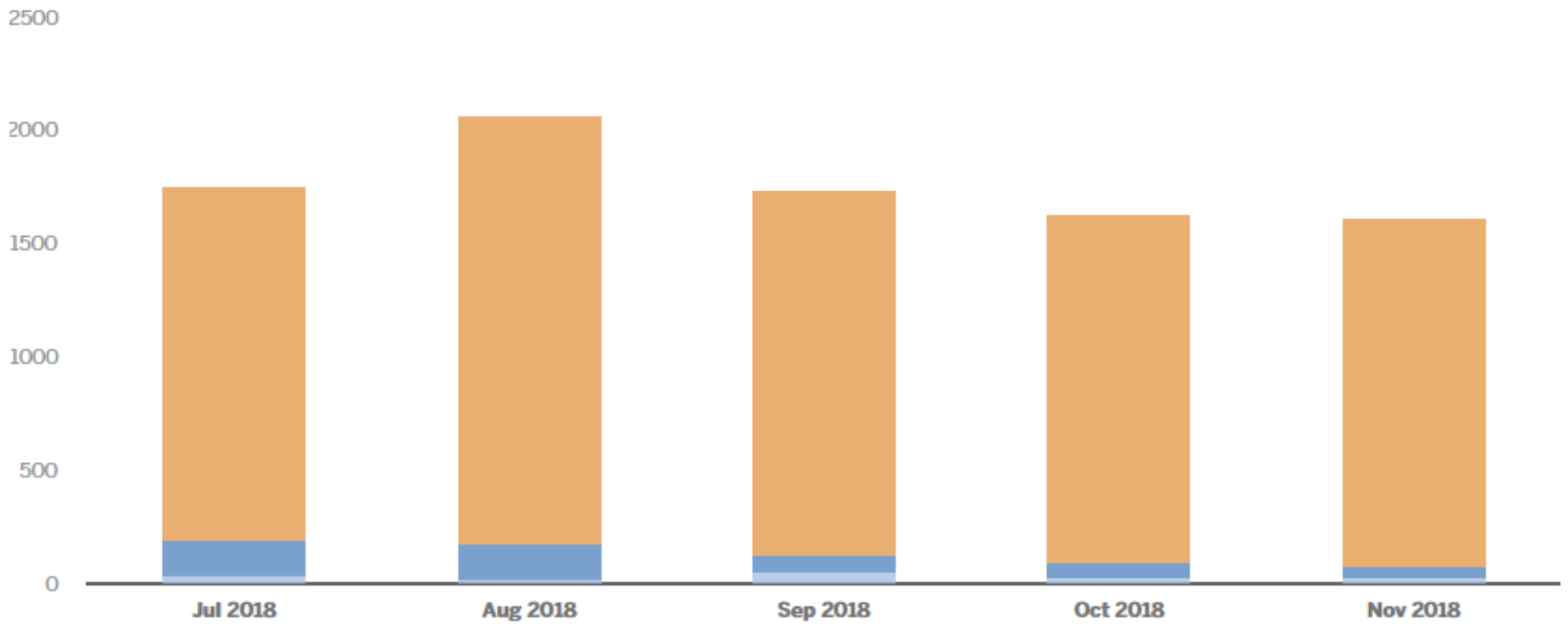
Powered by OPENGOV

VISUALIZATION

Login Help Download Share



Sort Large to Small

- Downloaded from We...
- Public Requests
- Private Sector Reque...

Summary Details

Project	Jul 2018	Aug 2018	Sep 2018	Oct 2018	Nov 2018	Total
Downloaded from Website by Customers	1,560	1,891	1,609	1,539	1,538	**8,137**
Public Requests	163	160	80	67	57	**527**
Private Sector Requests	38	23	54	33	29	**177**
Total	**1,761**	**2,074**	**1,743**	**1,639**	**1,624**	**8,841**

A story map

TLCGIS 2016 Year End Review

TLCGIS marked its 25th anniversary in 2015 as an award winning, nationally recognized organization that is frequently referenced as an example of exemplary use of GIS in local government. TLCGIS provides project management, application development, spatial analysis, support, and services to Leon County, City of Tallahassee, and the Leon County Property Appraisers Office.

We carry out our roles within the spirit of Leon County's

Pinellas County Enterprise GIS

Our Journey Leveraging Esri's Enterprise License Agreement

2019: The Year in GIS

A look back at the past year featuring 40 examples of how GIS is being used across state agencies and regional partners in Vermont.

Waiting for js.arcgis.com...

NORTH Dakota Be Legendary.™

Geographic Information Systems

INFORMATION TECHNOLOGY

2019 GIS Program Report

July 1, 2018 - June 30, 2019

Taking Location Intelligence to the Next Level

Polk County's Journey to Enterprise GIS

Polk County, MN., Pro-West and Associates, Inc. | January 8, 2020

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Cultivate Executive Sponsorship

- Be proactive, go to them
- Find out their pain and vision
- Then deploy solutions that reduce pain and move them towards their vision
- Get them involved, turn them into GIS users
- They’re not interested in technology, they’re interested in solutions
- Help them look good

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Overview | Data | API Explorer

Community Health and Equity Index (2013)

☆ Favorite | Download | APIs

No license specified | 3/20/2018 | Spatial Dataset | 17,201 Rows

The Community Health and Equity Index was developed to examine the spatial relationship between vulnerable populations, social and economic factors, mortality, morbidity, the physical environment, pollution, and crime and to identify the areas of City burdened with the mos adverse conditions.
Refer to attribute column: "HD_IND_W" to display census tracts with the highest scores in the Community Health and

More

About

Vision Zero Open Data for LA GeoHub
Shared By: timothy.black_ladot
Data Source: services1.arcgis.com

View Metadata
Create Webmap
Create a Story Map

Attributes

Chart • Map Visualization

HD_IND_UW	HD_IND_W	ID	Shape__Area	Shape__Length	SHOW MORE
Number	Number	Number	Number	Number	1 Attribute

Related Data

Tempe Opioid Abuse Probable EMS Call Dashboard

Filter Options

Group (select one or more)

select group(s)

Month (select one or more)

select month(s)

Day of Week (select one or more)

select day(s)

Gender

select gender

Select Date or Date Range

Locations provided are approximate and not actual incident address. This data and metadata are available for download at https://data.tempe.gov/dataset/opiod-ems-calls

Tips on interacting with the dashboard and information about the data included are found at http://bit.ly/2swqhNR

Operations dashboard is best viewed using Google Chrome, Firefox, or Safari web browsers

We're experiencing a delay in receiving data due to technical issues. We are working to resolve the issue and hope to have new data soon. We appreciate your patience. Please contact Stephanie Deitrick at data@tempe.gov for more information.

Opioid Abuse Probable

471

out of 650

Last update: a few seconds ago

Narcan/Naloxone Given

202

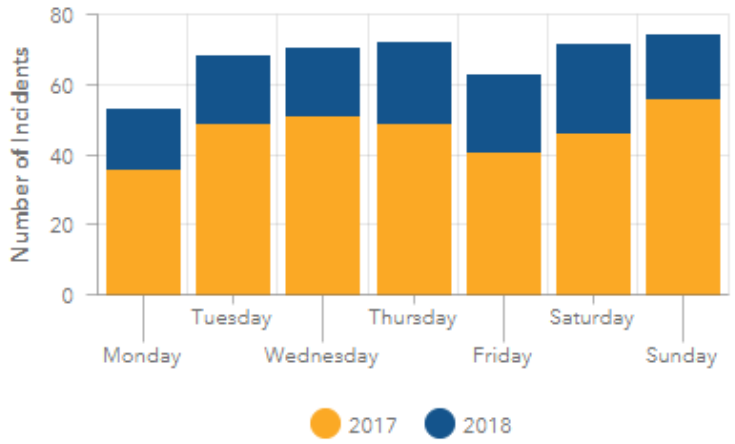
out of 473

Last update: a few seconds ago

Gender

Last update: a few seconds ago

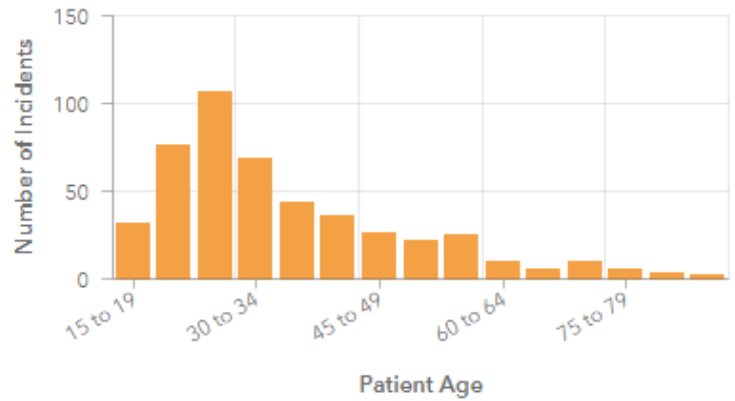
EMS calls where opioid abuse was probable by day of the week



Last update: a few seconds ago

by Day of Week | by Month | Call Date

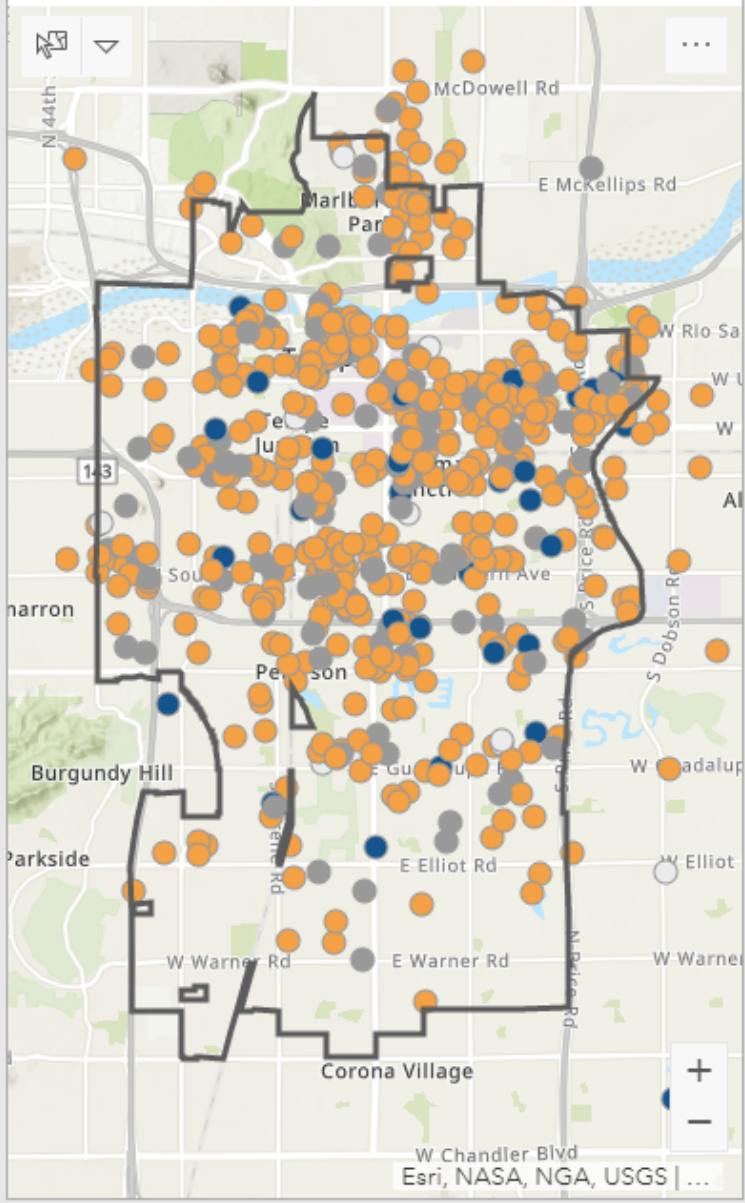
Age of patients



Last update: a few seconds ago

Age Range | Age

Opioid Incidents (locations approximated)



Prevent Prescription Drug Abuse

"Prescription drugs account for nearly 60% of all deaths from drug overdose, and pain relievers such as oxycodone, hydrocodone, and methadone are involved in three of every four prescription drug overdose fatalities." – L. Brooks Patterson, Oakland County Executive

Key Statistics for Oakland County

Opioid Prescriptions

743,969

Filled in **2016**

Source: MI Automated Prescription System

National Drug Take Back Day

3,507

Pounds Destroyed on **4/29/17**

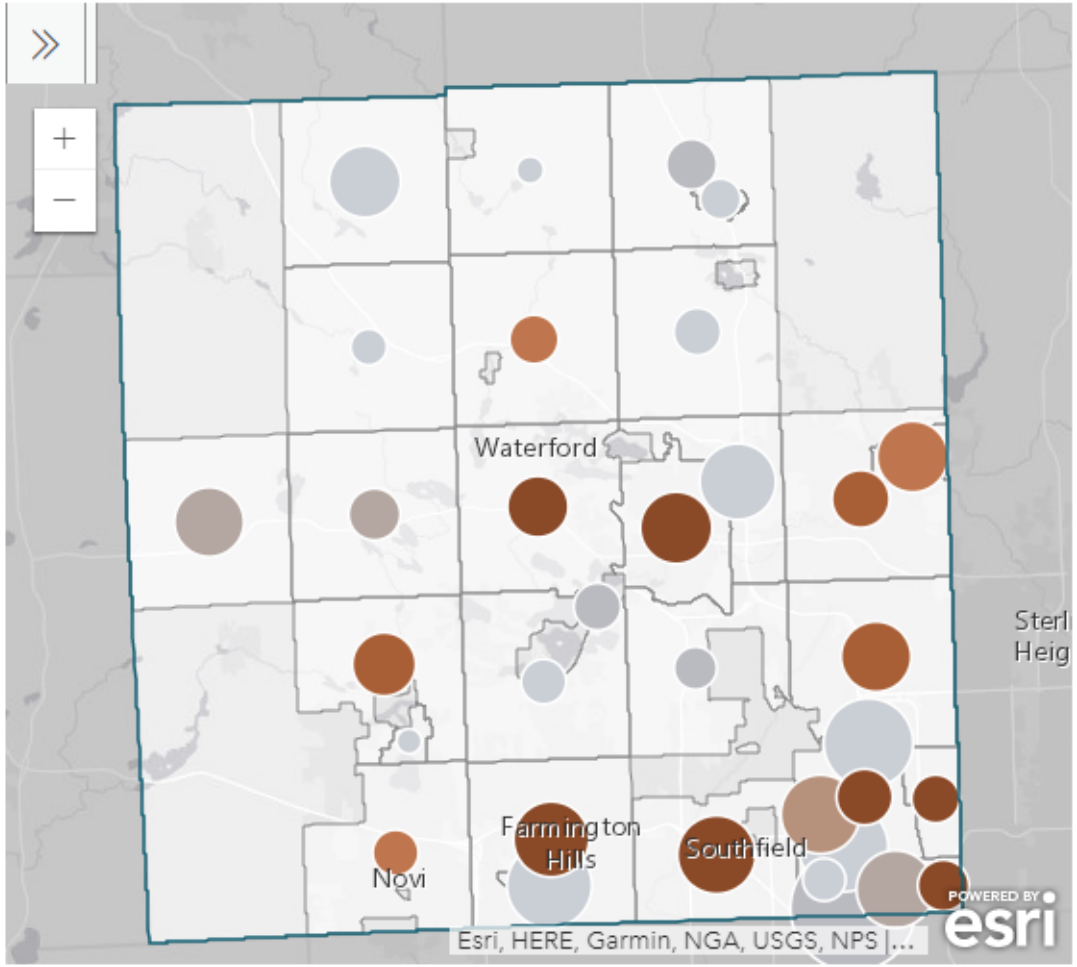
Source: US Drug Enforcement Agency

Outpatient Treatment

5,720

Individuals Treated in **2017**

Source: Oakland Community Health Network



Study of Opioid-Related Deaths

In 2016, 165 people died from opioid-related deaths in Oakland County. The average age of those who died in each community is shown on the right, along with the number of people who lost their lives.

Source: Oakland County Health Division

2016 Potential Opioid Overdose Deaths

Number of Deaths

> 7

3.5

< 0

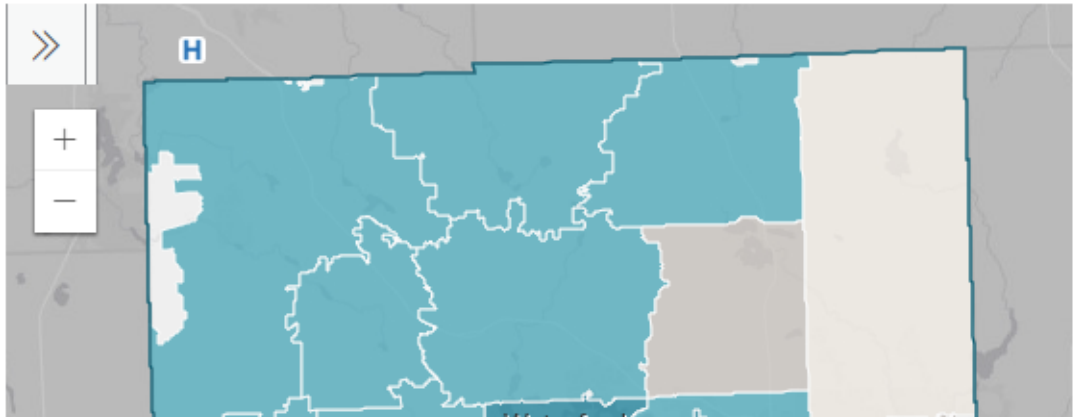
Average Age

>67 55 45 35 <22

Opioid Prescriptions

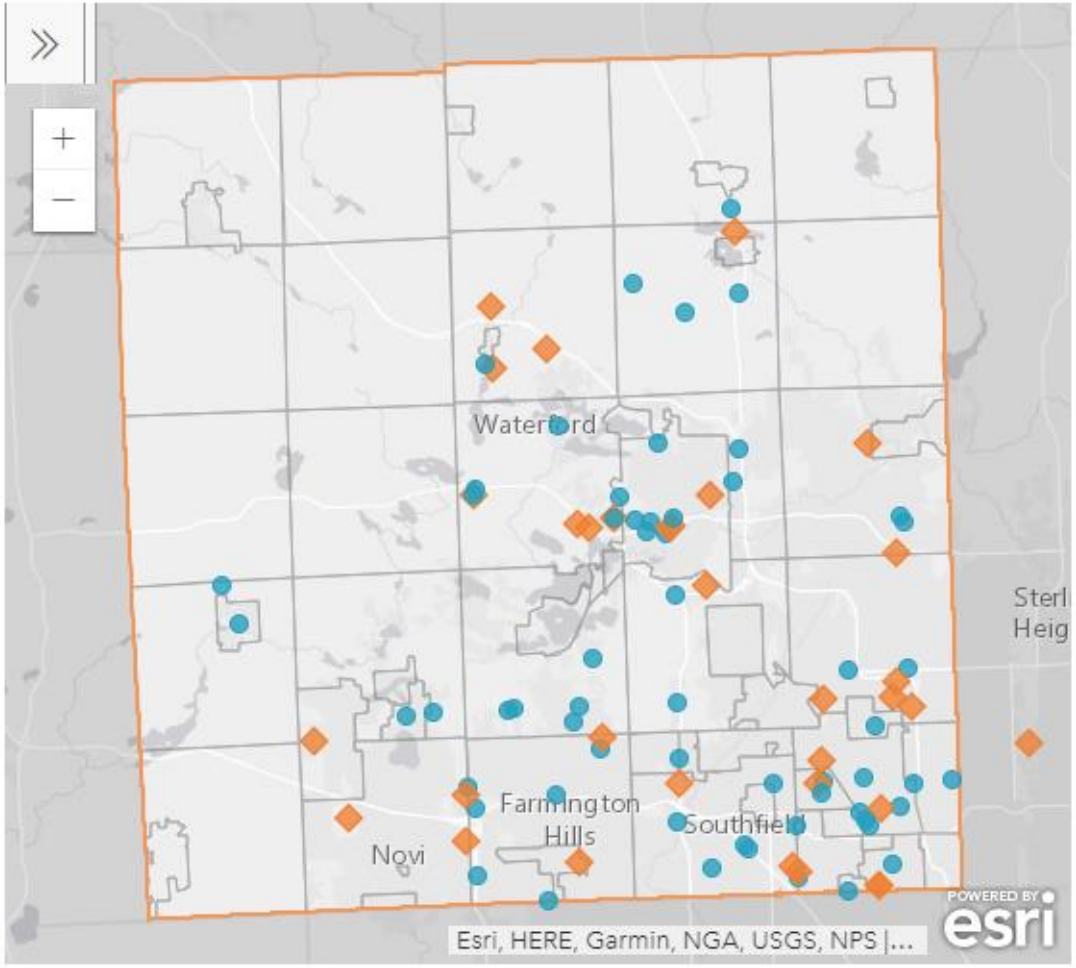
In 2016, almost 750,000 opioid prescriptions were filled in Oakland County. This is equivalent to 6,035 prescriptions per every 10,000 residents (including children). Compare this to the number of scripts filled in 2014 and 2015 in this app.

Source: Michigan Automated Prescription System (MAPS). Though this data was originally downloaded from MAPS, further analysis was done. The end result was an analysis of prescription drug quantity information by a residents' zip code, then grouped by city, village, or township.



Treatment & Recovery

Promoting treatment and recovery alternatives.



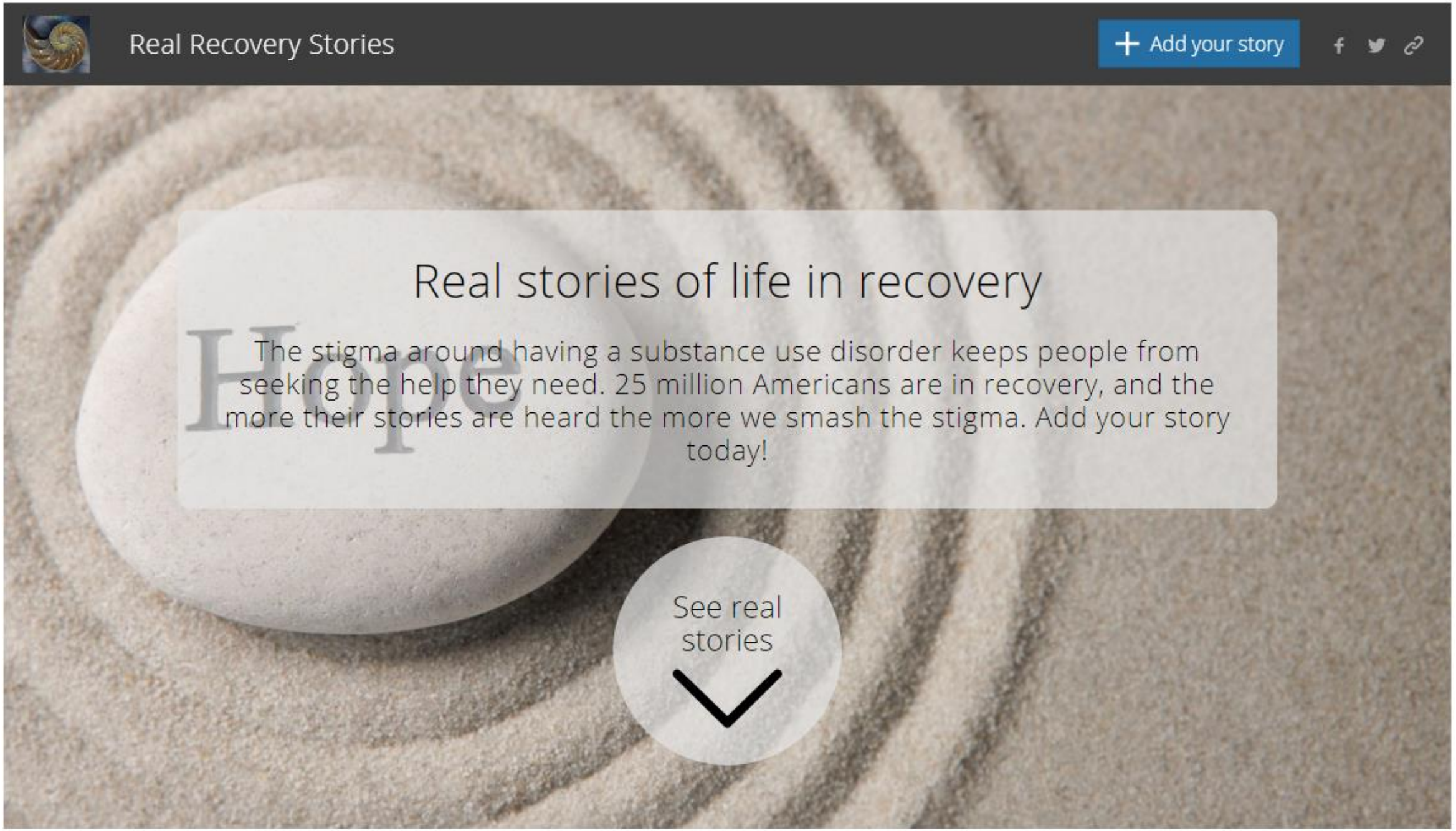
Locate Licensed Treatment Facilities

Use our Opioid Treatment Locator to find providers in the community who can help with substance abuse.

Licensed Treatment Programs

- Treatment
- Treatment & Prevention

Find Recovery Resources


Real Recovery Stories
Add your story
Real stories of life in recovery
The stigma around having a substance use disorder keeps people from seeking the help they need. 25 million Americans are in recovery, and the more their stories are heard the more we smash the stigma. Add your story today!
Hope
See real stories

Loudoun GeoHub

County Initiatives

Vision of the Board of Supervisors - By honoring its rich heritage as well as embracing the robust opportunities of a new day, Loudoun County maintains the high quality of life it has achieved, shapes a future that represents the best of both worlds, and creates a place where its residents are proud to live, work, learn, and play.

County Initiatives

Vision of the Board of Supervisors - By honoring its rich heritage as well as embracing the robust opportunities of a new day, Loudoun County maintains the high quality of life it has achieved, shapes a future that represents the best of both worlds, and creates a place where its residents are proud to live, work, learn, and play.

Enjoy Loudoun

Get Out and Explore!

Improving Transportation

Getting You There Faster

Building Loudoun's Future

Loudoun 2040

Serving Our Community

Improving Your Quality of Life

Protecting Our Citizens

Public Safety

Business Success

is #LoudounPossible

Improving Transportation

Optimize Your Commute

Find My Bus Stop

Local Riders
&
DC Commuters

Explore the Transit System

Search for Stops and Routes

LCT BusTime

DC Commuter Bus Arrival Times and Locations

Waze & Loudoun

We're Connected!

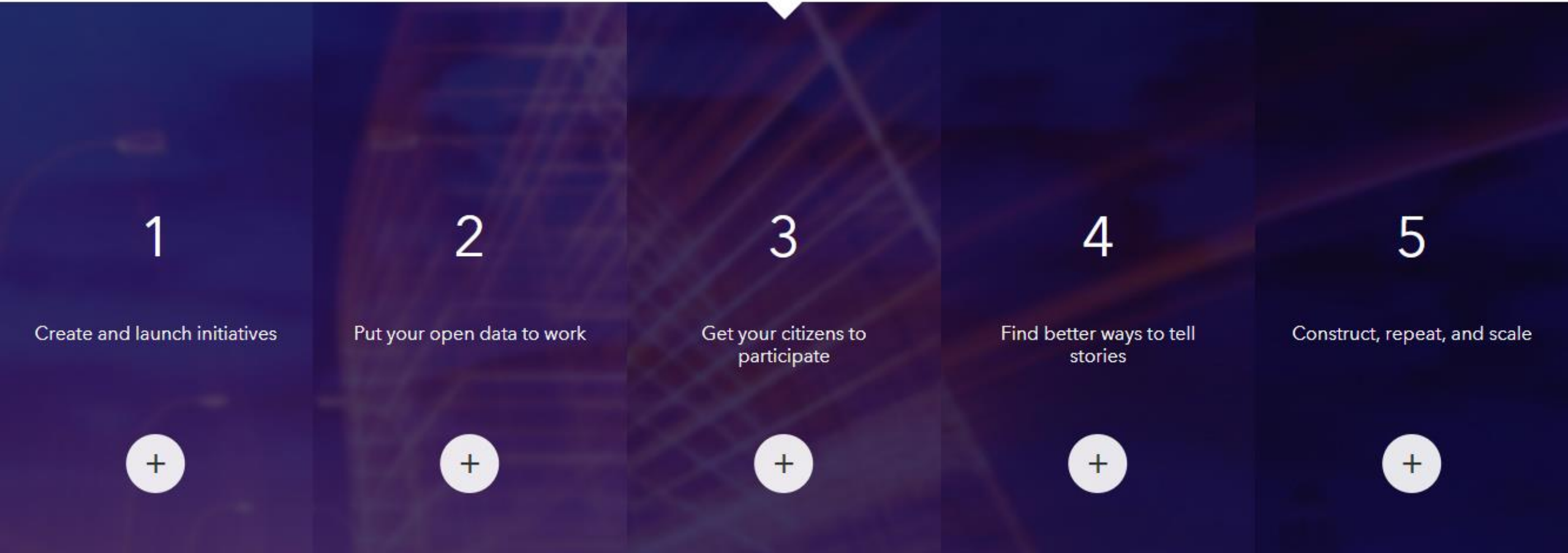
What's Under Construction?

Capital Projects Active and Planned in the County

Explore More Apps

Give your community a goal to rally around

ArcGIS Hub extends your enterprise GIS and brings data-driven policy to life. The framework combines data, visualization, analytics, and collaboration technology. With ArcGIS Hub, you can:



1

Create and launch initiatives

+

2

Put your open data to work

+

3

Get your citizens to participate

+

4

Find better ways to tell stories

+

5

Construct, repeat, and scale

+

Best Practices:

- Focus on the Big Picture
- It’s all about the business!
- Focus on Analytics and drive towards realizing Value
- Implement a Change Management Program
- Innovate
- Keep it simple
- Measure, document and publicize your impact
- Cultivate executive sponsorship
- Deploy Actionable Open Data
- **Use of GIS provides benefits, so expand its use**

GIS provides benefits, so expand its use

- Achieve objectives
- Improve program outcomes
- Reduce costs
- Avoid costs
- Increase efficiency & productivity
- Increase revenue
- Assure revenue
- Protect staff & citizens
- Support regulatory compliance
- Improve customer service
- Enhance customer satisfaction
- Enhance competitive advantage

GIS supports all nine common business patterns

Mapping & Visualization

Understand locations and relationships with maps and visual representations

Data Management

Collect, organize, and maintain accurate locations and details about assets and resources

Field Mobility

Manage and enable a mobile workforce to collect and access information in the field

Monitoring

Track, manage, and monitor assets and resources in real-time

Analytics

Discover, quantify, and predict trends and patterns to improve outcomes

Design & Planning

Evaluate alternative solutions and create optimal designs

Decision Support

Gain situational awareness, and enable information-driven decision making

Constituent Engagement

Communicate and collaborate with citizens and external communities of interest

Sharing & Collaboration

Empower everyone to easily discover, use, make, and share geographic information

Find Opportunities Where GIS Can Add Value

	Mapping & Visualization	Data Management	Field Mobility	Monitoring	Analytics	Design & Planning	Decision Support	Constituent Engagement	Sharing & Collaboration
Elections									
Emergency Management									
Fire									
Health & Human Services									
Land Records									
Law Enforcement									
Parks & Recreation									
Planning & Development									
Public Works									
Transportation									
Utilities									

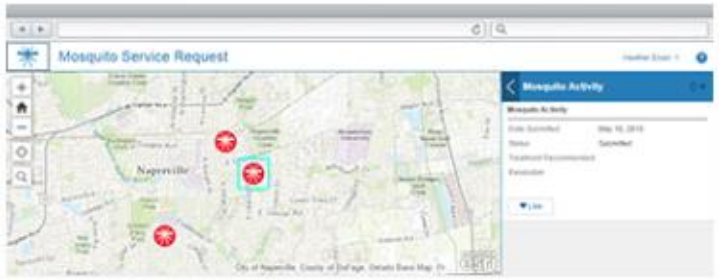
Define & Measure Success

	Mapping & Visualization	Data Management	Field Mobility	Monitoring	Analytics	Design & Planning	Decision Support	Constituent Engagement	Sharing & Collaboration
Elections									
Emergency Management									
Fire									
Health & Human Services									
Land Records									
Law Enforcement									
Parks & Recreation									
Planning & Development									
Public Works									
Transportation									
Utilities									

Green = Meeting Need, Yellow = Partially Meeting Need, Red = Not Meeting Need

Manage Mosquito Populations

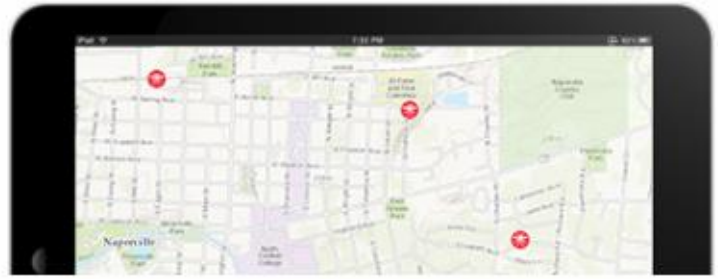
A collection of maps and apps used by public works or mosquito control agencies to manage mosquito populations and the spread of vector-borne diseases.



Engage Citizens

A collection of maps and apps used by the general public to report mosquito activity, request a spray exclusion, and locate information about spraying operations.

Learn more



Conduct Field Operations

Mosquito Field Operations can be used by field inspectors to address mosquito activity reports submitted by the general public.

Learn more

Get Started

Learn how to leverage your geographic information and the ArcGIS Platform to improve government activities and enhance services delivered to the general public.

GET STARTED

Online Mapping Platform

Our ArcGIS Online model implementation will help you organize your geographic information and promote collaboration in your organization.

LEARN MORE

Discussions on GeoNet

Trouble with large arc lengths in ..

June 8, 2011

Hey all,Just wondering if anyone else has been experiencing this issue. I've been noticing ... Continue reading →

2018 Esri International User Conference GIS Manager Track Videos

- Enterprise GIS: Strategic Planning for Success
- Communicating the Value of GIS
- Architecting the ArcGIS Platform: Best Practices
- Increase GIS Adoption by Integrating Change Management
- Governance for GIS
- Moving Beyond Anecdotal GIS Success: An ROI Conversation
- Workforce Development Planning: A People Strategy for Organizations
- Supporting Government Transformation & Innovation

https://bit.ly/2OZgNSU

Think about it…

There’s a difference between having a job and building a career – which do you want to do, and what will your legacy be?

SURF'S UP

Adam Carnow

acarnow@esri.com

@SpatialAce