

AFWA's MANAGEMENT ASSISTANCE TEAM



Overview

AFWA's Management Assistance Team (MAT) acts as an internal consulting and training resource for all fifty-one state fish and wildlife agencies and has been assisting in this capacity for more than 25 years. Supported by funds from a multistate conservation grant, MAT's work helps to advance natural resource management goals through organizational and leadership development opportunities. MAT's vision to "further the conservation goals of state fish and wildlife agencies through organizational and leadership development of agency staff at all levels", is achieved by MAT's products and services which concentrate on agency administration—the people part of the equation.

MAT staff began to implement its new strategic vision in 2018. The new strategy identified specific targeted tiers ranging from individualized state agency needs to conservation-wide initiatives with participation from the front-line up to executive level engagement.



2018

SERVICE TO STATE FISH AND WILDLIFE AGENCIES

To all state fish and wildlife agencies within the United States, MAT delivers services principally in three program areas: state-focused leadership development through online training and face-to-face offerings, the National Conservation Leadership Institute (NCLI), and organizational/agency administration consulting services.

NCLI

43 of 72 Fellows from Cohorts 12 and 13 selected from 27 State Agencies.

COURSES & WEBINARS

7,064 Training Hours to 24 States through 14 online courses, 3 webinars, and 9 Face-to-Face trainings in 2018.

CONSULTING

Consulting services to 14 individual States.

CONSERVATION COMMUNITY-WIDE ENGAGEMENT

- **National Conservation Leadership Institute (NCLI)**
 - **Cohort 12** Second Residency, Cohort Support, Management, & Delivery
 - **Cohort 13** First Residency, Application Process, Program Development, Management, and Delivery
 - **NCLI 2.0: Unleashing the Power** – Leadership Development Conference, Support and Development
- **NCLI Board** Strategy and Vision Development with a Priority of Building National NCLI Alumni Community Engagement
- **R3 Initiative:** Training Development, Support and Collaboration with RBFF, WMI, USFWS, and AFWA

STATE AGENCY FOCUSED EXECUTIVE-LEVEL CONSULTING

- MAT's State-Agency focus implementation went into full gear in 2018, collaborating with 14 states on various leadership development initiatives including: workshops, consulting, and targeted learning opportunities. MAT also worked directly with New Jersey Division of Fish & Wildlife to develop a leadership development program for state conservation stakeholders.
- States consulted with in 2018:
AZ, CT, FL, GA, IN, MI, MO, NJ, OR, SD, UT, VT, WA, WI

REGIONAL ADAPTIVE LEADERSHIP DEVELOPMENT

- MAT staff conducted two workshops at regional conferences focused on Adaptive Leadership and continued to collaborate with regional associations toward greater leadership opportunities aligning with the scope and scale of regional adaptive challenges.
- Regions served in 2018: **Mid-West:** Adaptive Leadership Workshop; **NEAFWA:** Adaptive Leadership Workshop; **WAFWA:** Regional Adaptive Leadership Consulting, Facing Complex Challenges Workshop

STATE AGENCY, MULTI-LEVEL LPD PRODUCTS & SERVICE

- In 2018, MAT's work continued to support the growth of leadership capacity at all levels in state fish and wildlife agencies through continued access to face-to-face and online training, as well as consulting and support services.
- Served in 2018: **AFWA:** Building an Environment of Trust Workshop; **WAFWA:** Visual Exploration Workshop; **AZ:** Facilitation & Adaptive Leadership Principles; **FL:** Leader as Communicator; **OR:** Adaptive Leadership, Emotional Intelligence; **UT:** What Great Managers Know, Power; **WA:** Adaptive Leadership Principles; **WI:** Adaptive Leadership, Difficult Dialogues, Building an Environment of Trust, Immunity to Change

OUTREACH

- **Virginia Tech:** College of Natural Resources and Environment Natural Resources Institute: Leadership Institute
- **Women in Wildlife Conservation Network**

"TO FURTHER THE CONSERVATION GOALS OF STATE FISH AND WILDLIFE AGENCIES THROUGH ORGANIZATIONAL AND PROFESSIONAL DEVELOPMENT OF AGENCY STAFF AT ALL LEVELS"



NCLI
numbers

36

COHORT 12 FELLOWS completed leadership projects and graduated

36

COHORT 13 FELLOWS began residency in Fall 2018

COHORT 13 REPRESENTATION:

22 STATE AGENCIES

7 FEDs

4 NGOs

3 INDUSTRY