



Leadership and Professional Development Committee

Chair: Scott Talbott, Director (WY)
Vice Chair: Alexandra Sandoval, Director (NM)

Friday, March 30, 2018 8:00 am – 10:00 am (LPD Committee)
Friday, March 30, 2018 10:15 am – 11:30 am (NCLI Business Meeting)

83rd North American Wildlife and Natural Resources Conference
Hilton Norfolk The Main Hotel – Norfolk, VA

Call to order / Review Agenda / Approve Minutes

Lexi Sandoval called the meeting to order and called for introductions.

Updates on the NCLI

Lexi Sandoval called for updates on the NCLI. Bettina Fiery provided updates.

Board has approved a shift in curriculum for Cohort 13. Incoming Fellows will identify a broad, conservation-wide area of focus that they will bring to the Cohort during the first residency for the purpose of developing affiliation groups. The committee discussed input expectations from nominators on this topic, and requested NCLI staff send out further clarifying communications/reminders. Application period for Cohort 13 will close on April 15, 2018.

[Lexi paused the group to review the previous minutes. Lexi called for approval. Moved by Jay Slack, seconded by Ann. Minutes were approved.]

First residency was very successful, second residency will be held at the end of June at the Albright Training Center.

Bettina overviewed the plan for Cohort 13 selection. The committee posed questions about how NCLI does outreach to potential tribal fellows. Committee recommends that Alumni working in close relations with tribes reach out to potential Alumni.

Bettina updated the committee on the shift of second residency location. The second residency will be held at Whiskey Mountain Conservation Camp starting in 2019 with Cohort 13. The committee thanked Scott Talbot for his generosity in offering up this location.

Bettina and committee members updated the committee on NCLI 2.0 Unleashing the Power. The event was a success with good participation levels and engagement. Ann Forstchen overviewed the



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curriculum. Many alumni have self-organized coming out of the event, and are considering how the experience can be continued. The committee generally agreed that the event was an overall success. Content is very crucial to this success, and there has been some disagreement over the prioritization of content over connection. Ann is compiling issues and outcomes from the event and will be circulating.

Mary Hughes overviewed the NCLI Alumni survey. The survey went out last summer, nearly 50% response was received. Mary and Jon Gasset will be discussing what to do with the data. The committee should consider how it can review the data and make use of it. How often does this survey need to be repeated and should there be a scaled down version for each Cohort?

Bettina updated the committee on the status of the business strategy for NCLI. John Lord is assisting staff with the strategy.

Tiffany Fritts updated the committee on NCLI fundraising. Tiffany has received fundraising and development certification from Boston University. Staff will be focusing on alumni annual fund, which will be held in late October/early November 2018. Board and committee have offered input on this target timeframe. Board members suggested external sources, such as Ducks Unlimited and NWTf, may have some experience to offer in this area.

Updates on MAT

Lexi Sandoval called for MAT updates.

Bettina informed the committee about the new MAT course catalogue, and then overviewed the new strategy and its current outcomes. Requests from states have been strong, online courses offered nationwide twice a year, state specific online courses are being offered to states by request. Face to face training is being done for states as well.

Bettina asked for questions about MAT's strategy, products and services. Lexi Sandoval discussed New Mexico's interest in receiving services. Lexi requests that MAT continue to reach out nationwide to push leadership development.

Mary Hughes overviewed course content development and discussed the Leadership Skill Builders.



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The group took up a discussion about the use of “Your Leadership Edge.” Data will be collected on how users are doing with this new book. There has been some feedback that the book is too oversimplified, and there are some gaps in terminology from the book and NCLI training. Some were good with the book, but many felt the book was too light on content.

Lexi provided feedback that the shortened Leadership Skillbuilders will work well with their new hires because of technology use and attention span. The group discussed how on demand content and MAT will be marketed going forward.

Jay slack offered suggestions on looking at NCTC’s course guide, and suggested MAT might “steal” some ideas from this resource.

Mary Hughes discussed MAT’s involvement in R3. [\(See slides for details\)](#) The committee was very interested in MAT’s plan to market R3 training tools. All partners are marketing, including community website, and AFWA’s DL. Stephanie Hussey is the current lead on marketing for this effort. Warner Bars is tasked with content for the education piece. The committee recommended including NCLI alumni on the list of potential outreach targets.

Bettina called for discussion on partner engagement. There is discussion around MAT’s role in partnering with organizations outside the state agencies. Can MAT provide services to outside organizations, or are partnership activities the limit?

The committee discussed the issue at hand. Some felt that there was room for taking on these jobs, as long as it did not dilute MAT’s service to the states. Some felt that taking on outside work could lead to MAT “mission creep.” The committee would like to see a more detailed plan for how this work could be accomplished alongside MAT’s state work before discussing further.

The committee discussed grant funding language and its implications, and the importance of keeping directors informed about MAT’s role and services, and connecting those services to the NCLI. John Lord weighed in, assuring the committee that ‘the association is committed to making sure this program continues and does the right thing.’



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Updates from Committee Members

Lexi called for updates on committee members. The representative from Utah thanked Bettina and MAT for working with the state to retool their program. Utah utilizes MAT's program almost exclusively.

Maria reported that the North Carolina program also went very well, receiving good feedback, and the state has observed better working relationships between the silos. They have also witnessed extremely positive engagement from millennials. NC will be providing a white paper on the process. Ann Forstchen served as a peer coach in the NC program. Florida is looking at something similar in providing content.

Jay Slack briefed the group on NCTC's enrollment style leadership capacity. FWS has open enrollment leadership content, opened to FWS and anyone else that wants to attend. FWS also has online courses, synchronous and asynchronous, as well as on-demand content resources. Jay confirmed that MAT can promote FWS courses alongside MAT offerings.

New Business

Lexi called for new business, and hearing none adjourned the meeting with a reminder about sending out clarifying communications to the directors regarding Cohort 13 curriculum and application shifts.