

**ASSOCIATION OF FISH AND WILDLIFE AGENCIES**

Ron Regan  
Executive Director

John Lord  
Operations Director



**ASSOCIATION of FISH & WILDLIFE AGENCIES**

**MANAGEMENT ASSISTANCE TEAM**

Gina Main  
Director of Prof. Development

Bettina Fiery  
Prof. Dev. Programs Manager

Tiffany Fritts  
Communications and Media Coordinator

Tim Gray  
Administrative Assistant

Mary Hughes  
Training and Development Specialist

Amanda Myers  
Training and Information Services Administrator

**LEADERSHIP AND PROFESSIONAL DEVELOPMENT COMMITTEE**

Chair: Scott Talbott, WYGFD  
Vice Chair: Alexa Sandoval, NMDGF

Kyle Briggs, NC WRC  
Chris Colclasure AR GFC  
Jeff Crow, AR GFC  
Jeff Davis, WA DFW  
Jim DeVos, AZ GFD  
Reid DeWalt, CO DPW  
Lisa Evans, AK DFG  
Ann Forstchen, FL FWCC  
Mike Fowlks, UT DWR  
Maria Gladziszewski, AK DFG  
Richard Hargrave, OR DFW  
Billye Haslett, KY DFW  
Dawn Heikkila, TX PWD  
Ann Holtrop, IL DNR  
David Hu, BLM  
Becky Humphries, NWTF  
Stephen Hurst, NY DEC  
Roy Jacobson, NY DEC  
Maxine Johnson, PA FBC  
Linda Kelly, MN DNR  
John Kennedy, WY GFD  
Don Kent, NatureServe  
Mitch Marcus, IN DNR  
Tim McCoy, NE GPC  
Terri McGee, SC DNR  
Steve McMullin, VA Tech  
Brian Nesvik, WY GFD  
Chris O'Bara, WV DNR  
John Organ, USGS  
Rick Pharris, TN WRA  
Lynn Quattro, SC DNR  
Paul Sihler, MT DFWP  
Scott Simpson, SD GPPD  
Jay Slack, USFWS NCTC  
Joe Stohr, WA DFW  
Melinda Streich, OK DWC  
Kellie Sharp, AZ GFD  
Christine Thomas, U. OF WI  
David Thorne, MO DC  
George Thornton, NWTF  
Tony Wasley, NV DW  
Mark Whitney, GA DNR  
Nick Wiley, FL FWCC  
Ken Williams, TWS

# Overview

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

MAT staff took that vision to a new level in 2017. The team undertook a major review of the professional development needs of state fish and wildlife agencies, and of MAT's catalogue of products and services. A new strategy emerged, one that streamlines and refocuses the MAT program, targeting needs identified by agency leadership. As MAT moves forward into 2018 and beyond, this new model will realign its existing suite of services and products to better meet the individual needs of directors and their agencies.

MAT also continued to provide exemplary service to state fish and wildlife agencies and partners by offering online leadership and professional development opportunities, consulting services, face-to-face training, and support services. MAT's presence also continued to broaden with staff conducting several presentations and workshops at national and regional events.

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

2017 YEAR IN REVIEW

# 2017 MANAGEMENT ASSISTANCE TEAM HIGHLIGHTS

MAT'S WORK WAS GUIDED BY 8 KEY AREAS OF FOCUS:

- AGENCY CONSULTATION
- WORKSHOP DEVELOPMENT
- COURSE AND TOOL DEVELOPMENT
- MANAGEMENT OF THE NCLI
- TRAINING DELIVERY
- PROFESSIONAL DEVELOPMENT OF MAT STAFF
- OUTREACH SERVICES
- PROGRAM ADMINISTRATION

- Management Assistance Team (MAT) staff consulted with a total of fifteen individual state fish and wildlife agencies in 2017.
- MAT staff engaged in partnership work with organizations such as U.S. Fish and Wildlife Service, Wildlife Management Institute, and Recreational Boating & Fishing Foundation, and provided support to the ongoing dialogue about significant issues facing natural resource management in North America.
- MAT developed and implemented a new six-week online course, Reflections on Agency Management, based on the recently published book Beyond the Critters, by Dr. Dwight Guynn.
- MAT worked with the North Carolina Wildlife Resources Commission to develop and assist with the delivery of the North Carolina Wildlife Leadership Development Program, an internal leadership and professional development program in that state.
- MAT staff conducted presentations and offered workshops at several national and regional conferences.
- MAT undertook a significant program overview and refocused its strategic plan for 2018.

**NCLI numbers** | 36 COHORT 11 FELLOWS completed leadership projects and graduated | 36 COHORT 12 FELLOWS began residency in Fall 2017

**COHORT 12 REPRESENTATION:**  
20 STATE AGENCIES 7 FEDs 6 NGOs 2 INDUSTRY 1 TRIBE

The Association of Fish and Wildlife Agencies  
Management Assistance Team  
698 Conservation Way  
Shepherdstown, WV 25443

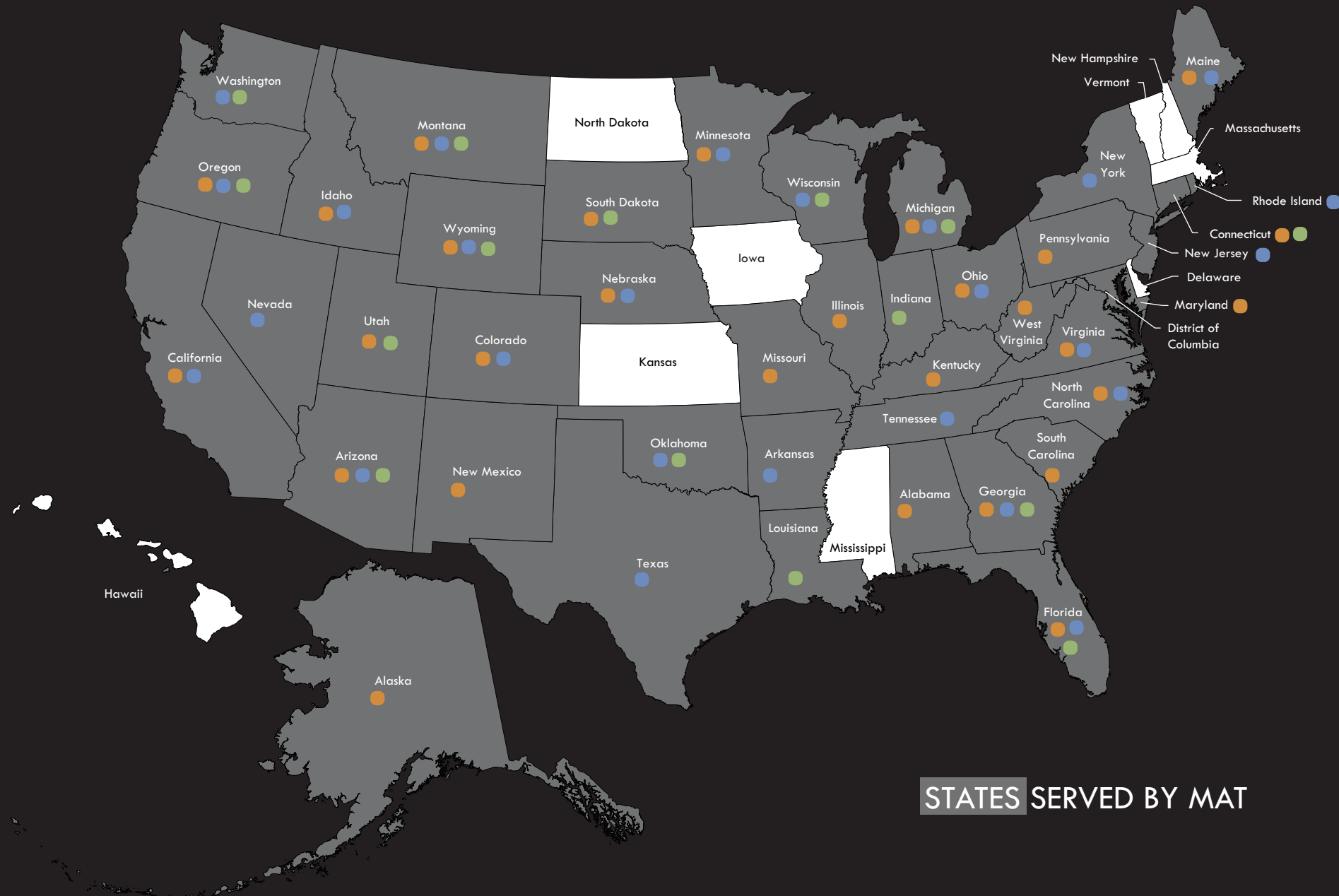


MAT is a project of the Association of Fish and Wildlife Agencies and funded through a Multistate Conservation Grant.

# 2017

## 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.



STATES SERVED BY MAT

### COURSES AND WEBINARS

6,387 Training Hours to 31 States through 17 online courses, 5 webinars, and 3 Face-to-Face trainings in 2017.

### NCLI

40 of 72 Fellows from Cohorts 11 and 12 selected from 27 State Agencies.

### CONSULTING

Consulting services to 15 individual States.

- Participated in training
- Participated in NCLI
- Received consulting services



## MANAGEMENT ASSISTANCE TEAM

LEARN • LEAD • CHANGE