

110th Association of Fish & Wildlife Agencies VIRTUAL ANNUAL MEETING September 9-11 & 14-15, 2020



LEADERSHIP & PROFESSIONAL DEVELOPMENT COMMITTEE - MINUTES

Chair: Dave Golden (NJ)

Vice-Chair: Mike Fowlkes (UT)

Staff: John Lord, Amanda Myers, Gina Jackson, Bettina Fiery

Date: Friday, September 11

Time: 1pm-3pm (CST)

110th AFWA Annual Meeting

MINUTES

- Call to Order/Review Agenda
- Introductions - - attendees changed their name in ZOOM to first, last & agency; 55 attended
- Approval of Minutes for the 109th AFWA Annual Meeting /Approve Committee Charge/Approval of Minutes from N. American Annual Conference
 - **Approval of minutes AFWA 2019**, Ann Forstchen, Lynn Quattro seconded, all in favor.
 - **Approval of minutes NA 2020**, Lynn Quattro, Mike Fowlks, all in favor.
 - **Committee Charge revisions...** major change from “state agencies” to “all AFWA members”, Darin Moore, Lynn Quattro second, all in favor
- MAT Report (Staff)
 - **Amanda report out of MAT offerings**

Self-care and Compassion On Demand – 807 views
Team-care and Compassion On Demand – 574 views

Since mid-March (beginning of pandemic)
11 online courses
50 webinars
1298 participants

Since January 1
16 online courses
54 webinars
1473 participants
 - **Gina report out on NCLI**
 - Delayed 2nd Residency for Cohort 14, completed a successful 3-day on-line residency Sept.1-3
 - Postponed Cohort 15 1st residency to Jan or Feb 2021

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Held continuing education webinars for alumni over the summer with Jill Hufnagel as facilitator. Also offered webinars for Cohort 14 to bridge gap between residencies.

- Elena Takaki, Director of Project WILD, will take on role of interim director for MAT/ NCLI beginning September 15th. Kelly Reynolds, Program Manager for Project WILD will be doing some MAT work as well.

■ Discussion on - - -

● **LPD Survey - Bettina –report out on LPD survey**

- Identified priorities but MAT has not had opportunity due to COVID to dive into these priorities
- One of the major topics request – Diversity and Inclusion – MAT has begun work on developing content in Unconscious Bias and training facilitators in this topic
- States want to train/develop employees of all levels in agency
- Specific states that want agency Leadership Development
- Regional based training (virtual), in addition to state-based training
- Barriers and partners
- Survey was web based, sent to state agency directors, almost one year ago.
- 59% Response Rate
- Ann asked if given the expanse of the charge of the committee are we considering re-surveying all AFWA members... not just state agencies.

- **Adaptive Leadership Working Group Update** Ann Forstchen reported, about 30 individuals met on September 11, 2020. Discussion included what adaptive leadership opportunities are currently available and where opportunities for expansion exist. Barriers to expansion were also discussed along with how to teach adaptive leadership in a virtual environment. The working group also discussed the increased capacity to teach leadership.

● **Leadership Programs**

- **NJCLP** – Dave Golden reported out that New Jersey just finished their New Conservation Leadership Program prior to the onset of COVID. 24 Fellows, 4 Coaches. 1 program coordinator. NCLI based with adaptive leadership foundation and 2 residencies. Ann Forstchen’s perspective – Shorter program, had to lose some of the content, but still impactful and very much NCLI-esque. Not an agency driven program, partners, advisory board
- **NC Program** – No one from NC. Ann was a coach, Randy an instructor. Finished 2nd cohort.
- **Western states**– Mike Fowlks reported that this initiative now has a university partner and is very close to first cohort. The program will be very inclusive.
- **Northeastern** – Dave Golden mentioned that many NE states are interested in a regional program but work on this has stalled due to COVID.

● **Logic & Reasoning Tools (Ann Forstchen & Chris Smith)**

MAT is partnering with WMI to implement set of tools to aide individuals in improving reasoning & judgment. WMI worked with multiple partners under a multi-state conservation grant to:

1. Uncover the habits and practices of consistently high-performing fish and wildlife that contribute to reasoning and judgment;
2. Create tools and materials to accelerate development of those habits and practices for early and mid-career professionals.

The tools developed through this effort should be ready to hand over to MAT mid-October and the group will work with MAT on how to best market them.

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- Wrap-up Discussion
 - Dave gave thanks to MAT for all their support with today's meeting and between meetings. Thanks was also extended to Ann Forstchen and Chris Smith for their presentation.
 - Motion to adjourn – Lynn Quattro moved, Ann Forstchen seconded

- Adjourn