

Leadership & Professional Development Committee

Tuesday September 20, 2022

AFWA Annual Meeting

Agenda

- Agenda
- Update on current work MAT is doing with state agencies and NGO's
 - Online Learning (Amanda Myers)
 - State Agency In-person and online professional development (Bettina Fiery)
- MAT Student Education Needs Survey (Elena)
- NCLI Updates
 - Alumni Update (Gina Jackson)
 - C14 reconvening (Elena Takaki)
 - C15 summary (Amanda Myers)
 - C16 update (Amanda Myers)
 - Board Meeting October 3
- Review Committee Charge (see attached)
- Roundtable Discussion
- Adjourn

Update on current work MAT is doing with state agencies and NGO's

Online Learning
(Amanda Myers)

In-person and
online professional
development
(Bettina Fiery)

National Offerings 2022

- Recap – 9 asynchronous online courses, 5 webinars over 8 sessions reaching 188 students
- Upcoming Webinars Q4 – Registration open now <https://matlearning.org/>

Breaking Down Stressful Situations (NEW)	10/25 from 1-3 PM ET
Leading with Empathy	11/2 from 1-4 PM ET
Navigating Change and Embracing the New Normal	11/9 from 1-3 PM ET
Conflict Resolution	11/15 from 1-3 PM ET
Mindfulness and Compassion in Conservation (NEW)	12/1 from 12-4 PM ET
Social Location and Relevancy (NEW)	12/6 and 12/13 from 1-4 PM ET
Boundary Setting	12/15 from 1-3 PM ET

Agency Specific Offerings 2022

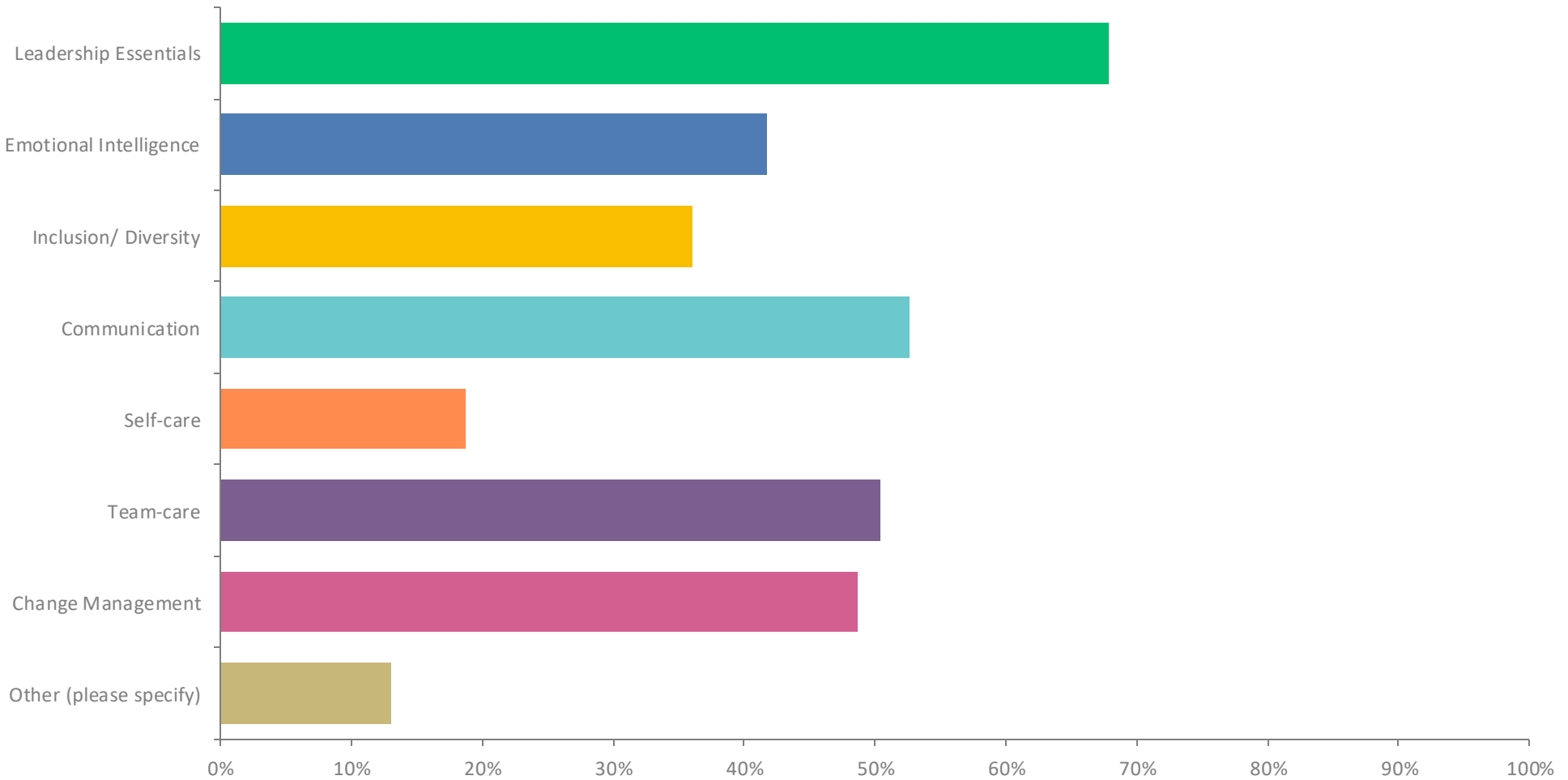
- Florida
- Maine
- New York
- Oregon
- Wisconsin
- WSFR
- NFHP
- Vermont
- Pheasants Forever
- Virginia
- 11 webinars over 17 sessions
- 10 online courses
- POI Webinar
- 1 hybrid course (Adaptive Leadership Practicum)
- Additional offerings scheduled through end of year
- POI Webinar
- Facilitated workshop
- Consult
- Consult
- Consult

MAT Student Education Needs Survey

A decorative white torn paper effect runs horizontally across the bottom of the slide, with irregular, jagged edges that create a layered, paper-like appearance against the black background.

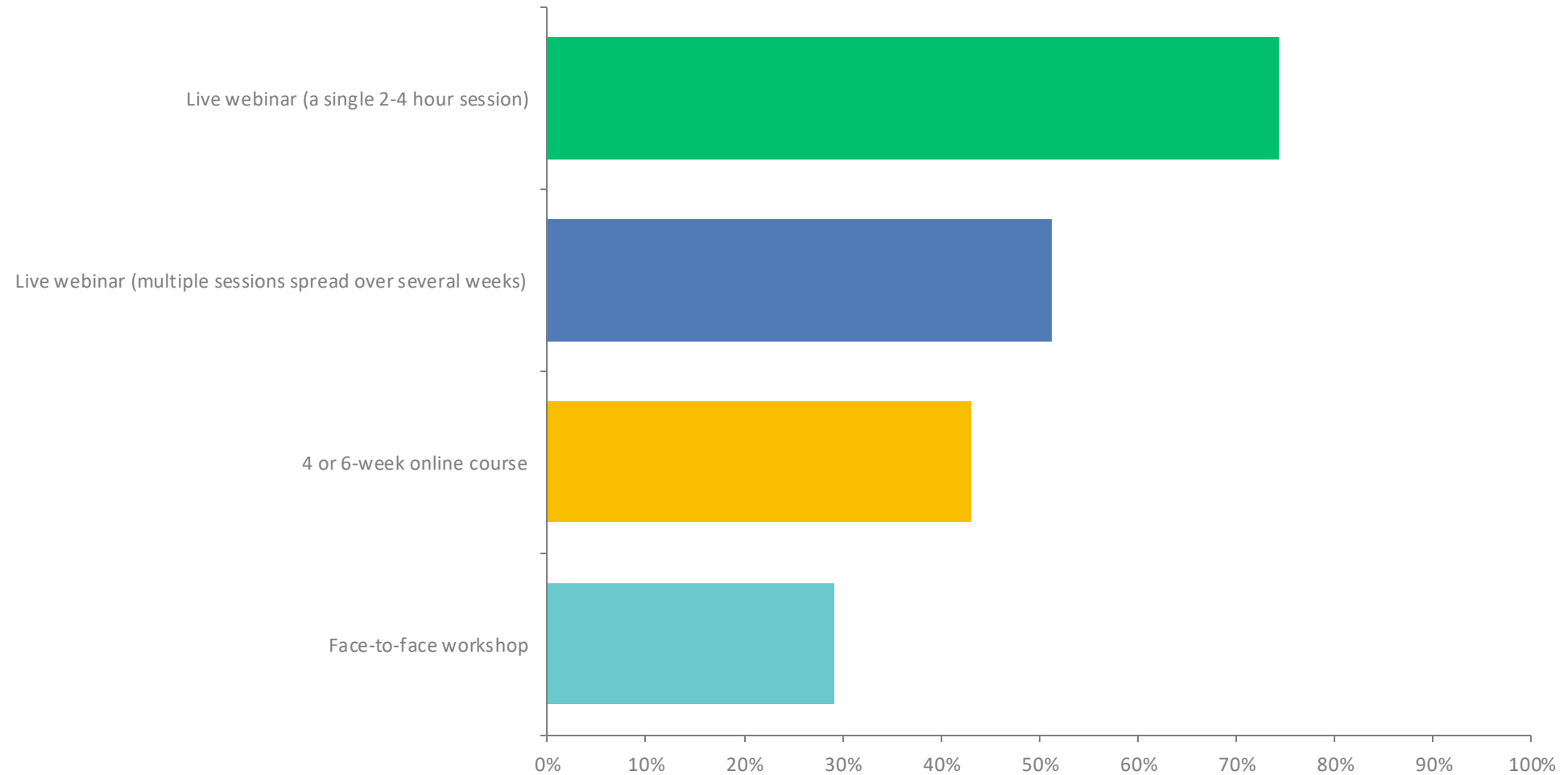
Q1: What topics would you like additional training in? (Please select all that apply)

Answered: 230 Skipped: 1



Q2: What is your preferred training format? (Please select all that apply)

Answered: 230 Skipped: 1



NCLI Updates

Summer Summit (Gina Jackson)

C14 reconvening (Elena Takaki)

C15 summary (Amanda Myers)

C16 update (Amanda Myers)

Engagement Facets

ALUMNI CASE CONSULTATIONS

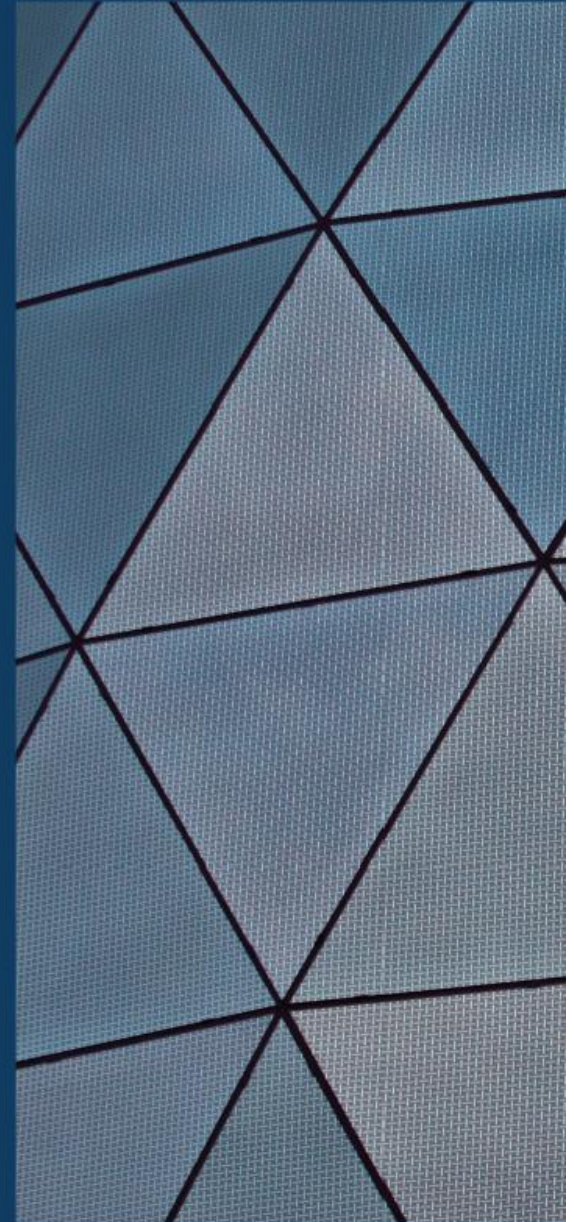
ALUMNI CASE STUDY

ALUMNI SUMMER SUMMIT

- OPTION A - CONTINUING ED
- OPTION B - THINK TANK

ALUMNI CONFERENCE

ONGOING ALUMNI COMMUNICATION



Adaptive Challenge Case Study:

Rethinking
Partnerships
for Shared
Outcomes

APRIL 15, 2022
1 pm-3 pm Central
FREE



Sri Rangan
Case Presenter
NCLI Alumni
Cohort 14



Add a little bit of body text



NCLI ALUMNI

VIRTUAL SUMMER SUMMIT

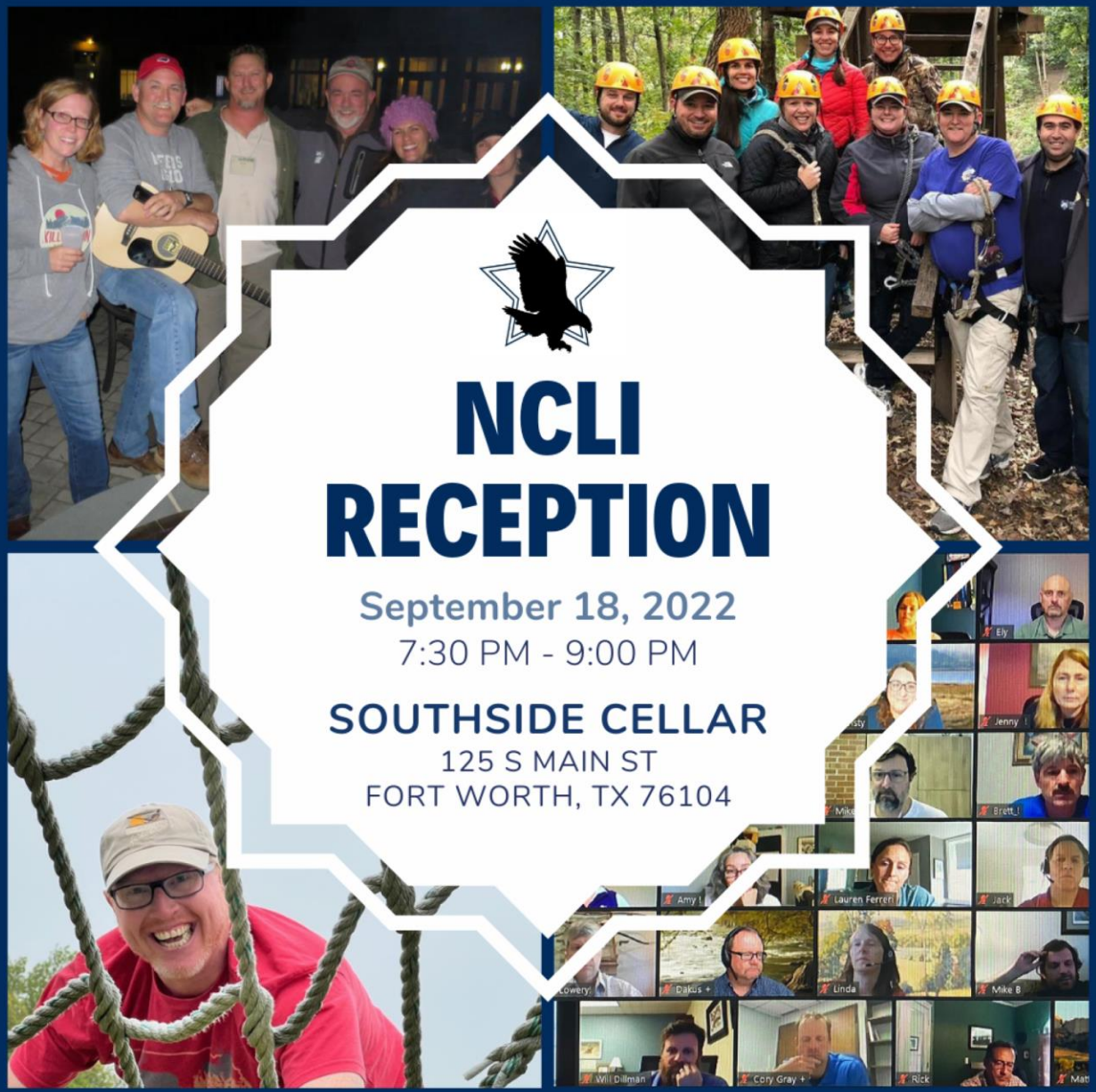
JULY 20, 2022
12-5PM EASTERN

One-day virtual event

Generative Conversations (Myron Lowe, M.S.E.D.)

Adaptive Leadership Refresher (Dave Mike, NCLI Alumnus)

42 registrants and received an 8 of 10 overall rating



NCLI RECEPTION

September 18, 2022
7:30 PM - 9:00 PM

SOUTHSIDE CELLAR
125 S MAIN ST
FORT WORTH, TX 76104

Receptions Networking Community Building

Giving the Work Back

Develop and implement a communications strategy to share the successes of fellows including alumni sharing how they use what they learned from NCLI in their daily work.

Develop a Train the Trainer program for alumni to train others in adaptive leadership.



09 SEPTEMBER NCLI ALUMNI BUSINESS MEETING VIRTUAL

SAVE THIS DATE TWENTY-SEVEN

2022 YEAR 2022 1-3 PM EASTERN

MORE INFORMATION TO FOLLOW

The poster features a dark, marbled background with large, light-colored numbers and text. The date '09 SEPTEMBER' is at the top left, and '2022 YEAR 2022' is at the bottom left. The event title 'NCLI ALUMNI BUSINESS MEETING' is at the top right, with 'VIRTUAL' below it. The date 'TWENTY-SEVEN' is in the middle right, and '1-3 PM EASTERN' is at the bottom right. The phrase 'SAVE THIS DATE' is written vertically in the center. A vertical line of text on the far right edge reads 'MORE INFORMATION TO FOLLOW'.



NCLI COHORT 14 RECONVENING

August 15-18, 2022

YMCA of the Rockies
at Estes Park, Colorado

Review Committee Charge

Related to this strategic priority of the Association, the Leadership and Professional Development Committee plays a primary role in guiding actions of the Association that develops tools and programs to help AFWA members develop new generations of conservation leadership who are prepared to address current and future conservation needs in their state, region, across the US, and Canadian Provinces. The Committee charge is to:

- 1. Provide oversight and direction to the AFWA Management Assistance Team (MAT)** Work with MAT to provide guidance from Organizations regarding identified issues and concerns about the [current and future] work force so that MAT is most effectively targeting the most important leadership development and agency management needs of state fish and wildlife agencies and AFWA members.
- 2. Create and foster leadership development activities that may be used by AFWA Member Organizations** - Facilitate development, guidance, support, and ongoing continued improvement of a Leadership Development Initiative, based on identified Organization needs, to provide training and consulting services to AFWA Member Organizations that will help them best address leadership development. Facilitate and lead development of a Leadership Institute that provides exceptional training and networking opportunities for the next generation of conservation organizations' top-leaders.
- 3. Communicate with AFWA members on trends related to current workforce issues, leadership development, and professional development** – Communicate with AFWA Members and disseminate state-of-the-art knowledge on workforce trends and issues, latest information, and “Best and Improved Practices” in leadership development. Provide resources so members may share their knowledge and experiences and a forum to share member experiences.
- 4. Coordinate with the National Conservation Leadership Institute Board of Directors** – Work with the National Conservation Leadership Board of Directors and Director to facilitate state fish and wildlife agencies and other AFWA Member Organizations involvement in the National Conservation Leadership Institute and provide continuity in leadership development programming.

Roundtable Discussion



Adjourn



LEADERSHIP AND PROFESSIONAL DEVELOPMENT COMMITTEE

Chair: Robert Boyles (SC)

Vice-Chair: Mark Tisa (MA)

Staff: Elena Takaki, Amanda Myers, Gina Jackson, and Bettina Fiery

Tuesday, September 20, 2022

10:15 – 12:15 Central Time

Association of Fish & Wildlife Agencies 112th Annual Meeting

Call to Order/ Review Agenda

Chairman Boyles went around the room and Zoom for introductions.

MAT training data from 2022 and new offerings for 2023 – Amanda & Bettina report

2022 National data

9 asynchronous online courses, 5 webinars over 8 sessions reaching 188 students

Upcoming Webinars Q4 – Registration open now <https://matlearning.org/>

Breaking Down Stressful Situations (NEW)	10/25 from 1-3 PM ET
Leading with Empathy	11/2 from 1-4 PM ET
Navigating Change and Embracing the New Normal	11/9 from 1-3 PM ET
Conflict Resolution	11/15 from 1-3 PM ET
Mindfulness and Compassion in Conservation (NEW)	12/1 from 12-4 PM ET
Social Location and Relevancy (NEW)	12/6 and 12/13 from 1-4 PM ET
Boundary Setting	12/15 from 1-3 PM ET

2022—State-Specific

Agency Specific Offerings 2022

Florida	• 11 webinars over 17 sessions
Maine	• 10 online courses
New York	• POI Webinar
Oregon	• 1 hybrid course (Adaptive Leadership Practicum)
Wisconsin	• Additional offerings scheduled through end of year
WSFR	• POI Webinar
NFHP	• Facilitated workshop
Vermont	• Consult
Pheasants Forever	• Consult
Virginia	• Consult

In Addition, Bettina shared the following updates from the MAT:

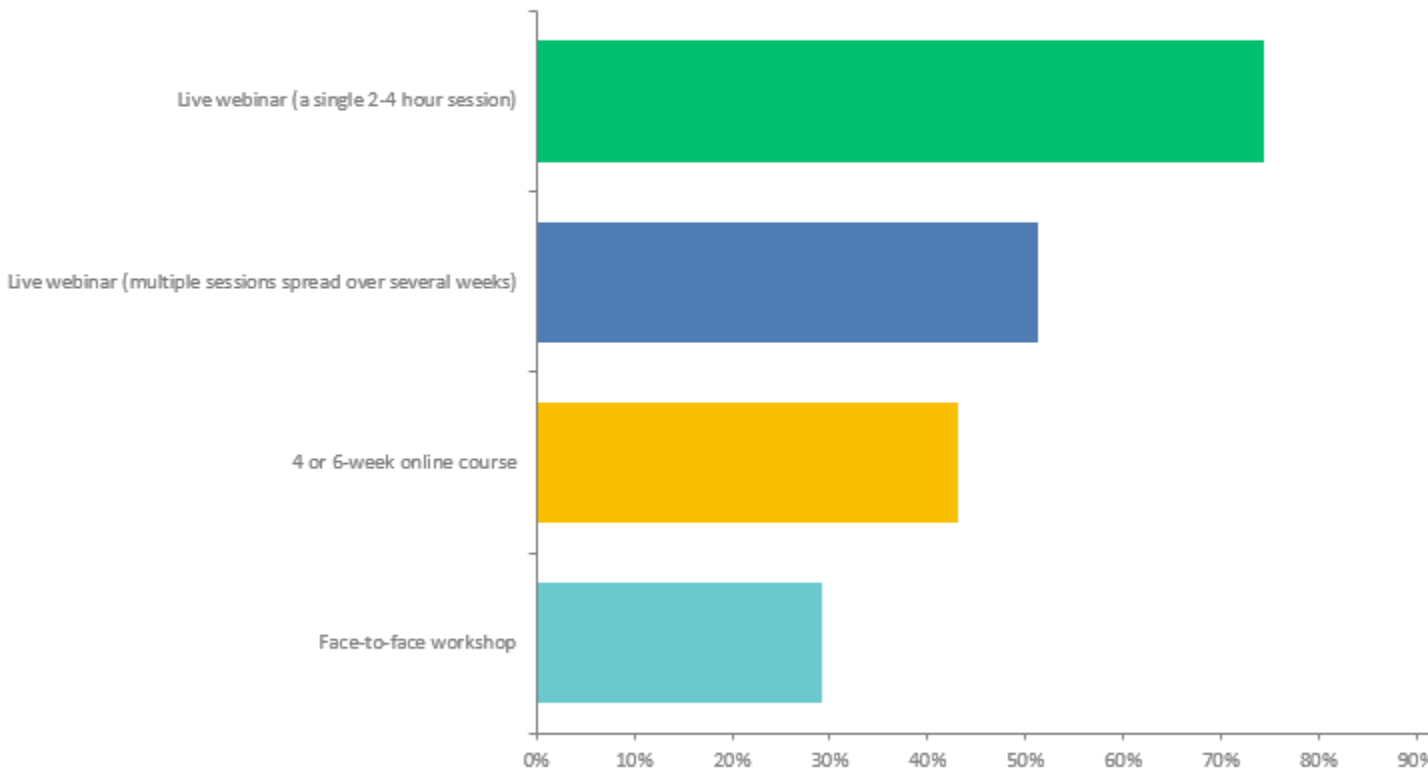
- Revised 4-week on-line course *What Great Managers Know*; an excellent supervisory course now including adaptive leadership principles
- Sharing the invite to visit our website to see all the courses relative to self and team wellness <https://www.fishwildlife.org/afwa-inspires/mat-team>
- New pilot offering of “Communicator’s Notebook”
- Power of Inclusion Retrospective, receiving FB from previous agencies on how we can improve the course
 - Now offering 2 – ½ day in-person workshops or the 4, 2 hr webinars followed up in one month
- Completing the first state Leadership Development Series
- Implementing Relevancy RoadMap through effective Communication Strategies
- National Faculty 1:1’s

Coming in 2023:

- Revised Power of Inclusion
- Systems Thinking
- Eco grief
- Writing
- Revised Communicator’s Notebook

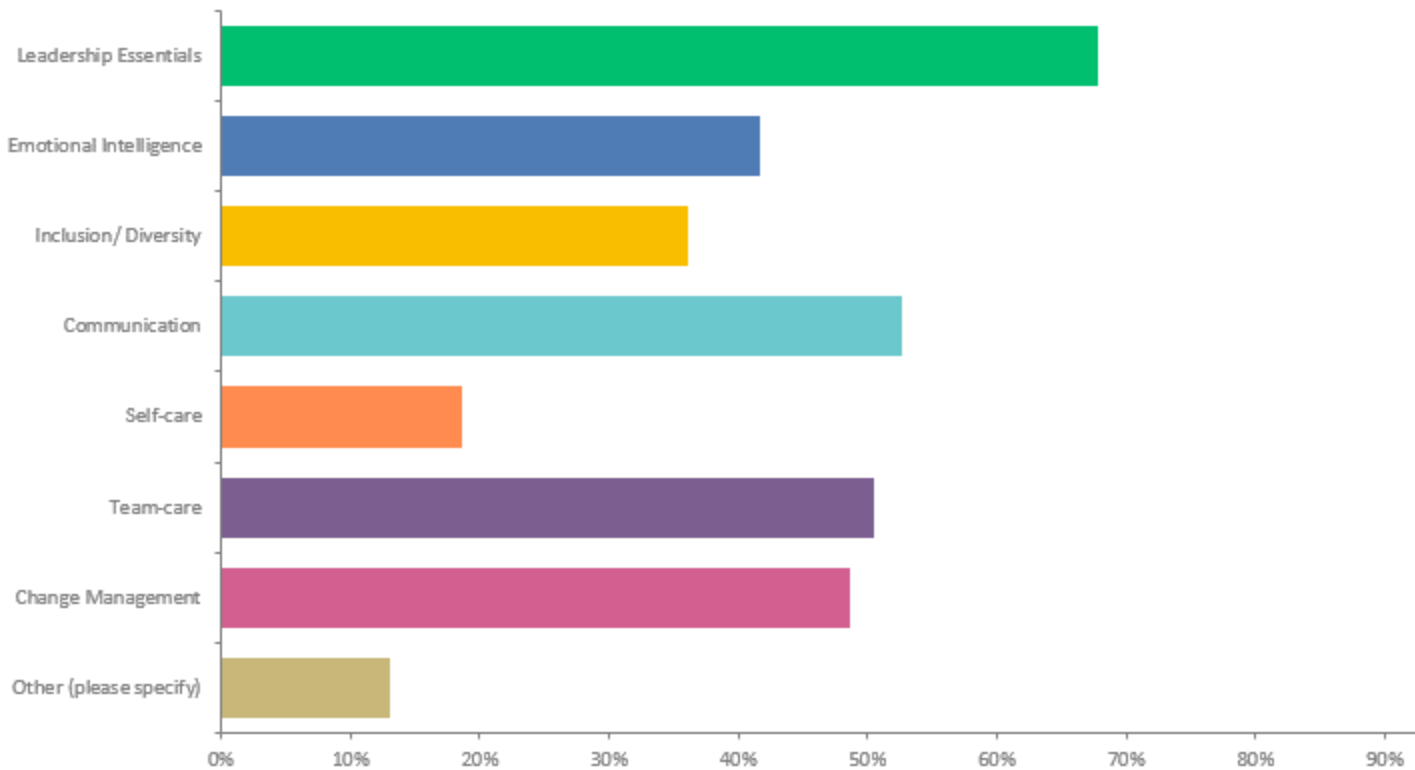
Q2: What is your preferred training format? (Please select all that apply)

Answered: 230 Skipped: 1



Q1: What topics would you like additional training in? (Please select that apply)

Answered: 230 Skipped: 1



Elena Discussed the 2-question survey sent to on-line students for feedback; see the results below.

Discussion among LPD members was rich related to the generational workforce and the returning to work workforce. Recommendation offered to have a webinar provided by a National Faculty Member between conference to educate & prepare members on how we can best serve educational needs in this new paradigm.

Gina provided an NCLI update, see the info below:

Engagement Facets:

- Case Consultations
- Case Study
- Summer Summit
 - Continuing Ed
 - Think Tank
- Alumni Conference
- Ongoing Alumni Communication
- Adaptive Challenge Case Study: Sri Rangan (C 14)

April 15, 2022

Rethinking Partnerships for Shared Outcomes

- NCLI Virtual Summit
- July 20, 2022

- Receptions/Networking
 - BOLO – Every conference

Chairman Boyles motioned to review the LPD committee charge; no recommendations were offered for any changes.

Round Table Discussions offered the following:

- Greater opportunity for outside agencies to share LD offerings/planning/development/ etc. for others to learn.
- Discussion regarding “Think Sheet” in garnering greater diversity in LPD committee
 - Recommendation for committee members to contact agency director and recommend a member to the committee, with a greater goal of recommending a person from a diverse background.
 - Inclusion is the adaptive challenge to get us more diverse participants.

No further items offered for discussion. Meeting adjourned