

Chair: Kendra Wecker (OH)
Vice Chair: Mark Tisa (MA)
Tuesday, September 26, 2023, 10:00 AM – 12:00 PM (Mountain Time)
Macleod E2 – Lower Level
Association of Fish & Wildlife Agencies 113th Annual Meeting

LPD Meeting Minutes

Action Item	Person(s) Responsible	Status
Send video link to LPD committee	Elena/Gina	See links in minutes below
Needs Assessment Survey	Bettina	See link in minutes below

10:00 Call to order, Welcome, Introductions Kendra Wecker

10:15 Update on “Great Presentations” webinar Bettina Fiery
 Two new faculty on the MAT team: Ben West is one of them
 MAT is trying to do more technical workshops
 Ben did two two-hour webinars with over 45 participants. Ben prefers workshops to take the time to develop presentations and make it more hands-on. Ben can conduct a number of workshops such as story telling, conflict resolution. Pete Novotny enjoyed the technical aspect, but the story-telling aspect was very helpful. If anyone else has a need that is not on the current MAT catalog, please let us know.

10:30 MAT Promo video Gina Jackson-Krusinski

MAT Promo video – Gina
 MAT has been trying to create more awareness of our offerings, so we created a video. Video was shown. Thanks for the contributions of everyone that made it possible. Distribution: show it at the business meeting. Update 11/1/2023: The video is currently on AFWA’s homepage.

<https://www.youtube.com/watch?v=3GrXc1H5HqU&t=1s> – MAT overview video

<https://www.youtube.com/watch?v=pO4gpyzVH1c> – Adaptive Leadership Teaser video

<https://www.youtube.com/watch?v=UWBhr9Ketxk&t=3s> – Learn-Lead-Change

10:50 Draft Needs Assessment Survey Bettina Fiery

Draft Needs Assessment Survey – Bettina

<https://www.surveymonkey.com/r/9NTFMHY>

Bettina reviewed the questions with attendees. Question: What is the result of this survey? Answer: It will be used to develop MAT programs to meet the needs of state agencies.
 Louisiana – answers will be different for mid-level, senior, and lower management
 Looking for program development – how to staff, strategy, scope, budget, partnership management. i.e. CWD or relevancy work - how would you develop that program.
 Change “self care” to “building personal/professional capacity.” Add cultural well-being to agency challenge.
 Tennessee – Systems thinking for field personnel (how do field staff fit into the large policy picture)

Russell Askov – who is this?

Steve Chase – competency of political savvy. Organizational values exercise makes leadership training easier. Understanding those values makes it easier for people to understand where they fit.

Jeff Davis (CO) – training for managers on how to facilitate a conversation that develops the values. Need to take cultural values to the next step of understanding the behaviors associated with those values.

Beyond Field Work – what does it mean when you move up from field work? Budgets, management 101, what do you need to succeed in the agency after you are a field biologist?

Liz Webber “Something Needs to Change Around Here, And it’s Me” – about as we progress on the career ladder, what we need to let go of.

Are agencies interested in investing in helping young professionals develop their management skills?

- South Carolina is yes

- Jeff – investing in them so they will stay

- Stepping up to Leadership (Steve Chase) – 3 sessions over a year, shadow assignments, details

- Pete Novotny – a young person has a very different perspective of the agency than a senior level

- Need to be consistent in our terminology of what a “young professional” is

- Building their capacity whether or not they stay because they will likely go to a collaborating agency.

Investment in conservation community.

- OH is invested in young professionals. Policy turns people off, but relationship building is necessary.

Surviving in the agency, accomplishing mission.

- Don’t want to invest a lot of money in less than 10 years, but have various opportunities at lower costs.

(Louisiana)

How do we market this survey to get a good return rate?

- We have contacts from previous survey, so it will go to that person. It will also go to Directors.

- each agency will be invited to provide one response

- send to folks on this committee

How many state agencies have a professional development program? We really don’t have a good answer for that because not everyone responded to the survey.

11:15 American Fisheries Society PD Doug Austen

AFS – video update

- Support education for fisheries professionals

1) AFS Annual Meeting

2) World Fisheries Congress

3) Latin America and Caribbean Fisheries Congress

4) Student and state chapters

5) Technical training (i.e. Rotenone Training Course)

6) Science Communications

7) Professional Development Planning Workshop

11:30 Western Regional Leadership Initiative Jim Fredericks

11:45 NCLI Alumni Conference Gina Jackson-Krusinski

11:55 Closing Kendra Wecker & Mark Tisa

12:00 Adjourn

Conservation Leaders for Tomorrow - Dave Windsor

- Hunting awareness and conservation education program

- Part of the Max McGraw Wildlife Foundation; WMI is a founder

- Agency staff still need to understand the hunting and shooting sports constituency
- in 2017 USFWS developed a crosswalk
- TWS began providing CEUs for participation in CLfT
- also offer online cohorts
- Reviewed some of their survey results on the usefulness of their program

11:30 Western Regional Leadership Initiative Jim Fredericks

Western Regional Leadership Initiative – Jim Fredericks

- Developed in 2020, of the lack of capacity for NCLI to take in more fellows
 - The Wildlife Fund became the fiscal agent
 - Technical development team put together the curriculum
 - Oversight board
 - Initial course in 2020/2021 – all virtual
 - Going on the third course – one week residency, one week virtual, one week residency
 - 64 total graduates
 - \$8500/person
 - 3 next phases: 1) Build out more shorter courses 2) Endow a scholarship fund 3) Partnering with University of Montana to develop the framework for evaluating the course.
 - There is an executive committee that provides some leadership
- Anyone can apply – enrollment is in May/June
- A week can be a challenge for a number of attendees

11:45 NCLI Alumni Conference Gina Jackson-Krusinski

NCLI Alumni Conference

- 3 day event, 60 participants
- Varied sessions
- Case consultation on the Alumni Community
- 2-3 day virtual conference for broader conservation community
- 2 or 3 day in-person event
- not interested in hybrid format
- people liked reconnecting with others, and creating new connections with other cohorts
- Arizona NCLI alums have joined with Western and NACLAC and they share responsibilities for running meetings.

Louisiana has a quality foundation – Aldridge Performance Foundation

11:55 Closing Kendra Wecker & Mark Tisa

12:00 Adjourn