

ASSOCIATION OF
FISH AND WILDLIFE AGENCIES

Ron Regan
Executive Director

John Lord
Operations Director



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 Gladyszewski, 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 GFPD
Jay Slack, USFWS NCTC
Joe Stohr, WA DFW
Melinda Streich, OK DWC
Kellie Tharp, 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.

The Management Assistance Team, now fully staffed for the first time in 4 years, provided exemplary service to state agencies and partners by offering consulting services and face-to-face training, as well as new and revamped online training designed to fit the busy schedules of state agency employees. At full capacity, MAT's reach broadened in 2016 through increased presence nationally and regionally. Organizational development and consulting services expanded, new online offerings were developed, and training hours doubled. 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”

The Association of Fish and Wildlife Agencies¹

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.

2016

MANAGEMENT ASSISTANCE TEAM

HIGHLIGHTS

MAT's work is 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

In 2016 MAT developed 2 New Webinars and incorporated 3 new webinars from the Franklin Covey catalogue. The team also revised 2 core online courses and began work on a new online course for 2017.

MAT staff consulted with 15 individual state fish and wildlife agencies, addressing leadership and professional development needs, and organizational effectiveness issues.

MAT staff and National Faculty delivered a total of 19 online courses, 7 webinars, and 2 workshops in 2016, with training hours totaling 6,699. MAT also welcomed two new National Faculty members in 2016.

Various MAT staff participated in instructional systems design work; a residency with Kansas Leadership Case-in-Point Teaching Certification; EQ Certification; and training in Adobe and Franklin Covey softwares.

MAT staff attended national, regional, societal, and industry conferences in 2016, and continued to serve on the Women in Wildlife Conservation Network Steering Committee. MAT also developed and test-drove a new exhibit space focused on LPD in conservation. MAT also debuted “From the Balcony,” a new e-communication tool for NCLI updates.

Financials were closely tracked with a “checks and balances” approach by working with and reviewing reports received by the AFWA accountant for accuracy and following budgetary guidelines.

NCLI
numbers

36 COHORT 10 FELLOWS
completed leadership
projects and graduated

36 COHORT 11 FELLOWS
began residency
in Fall 2016

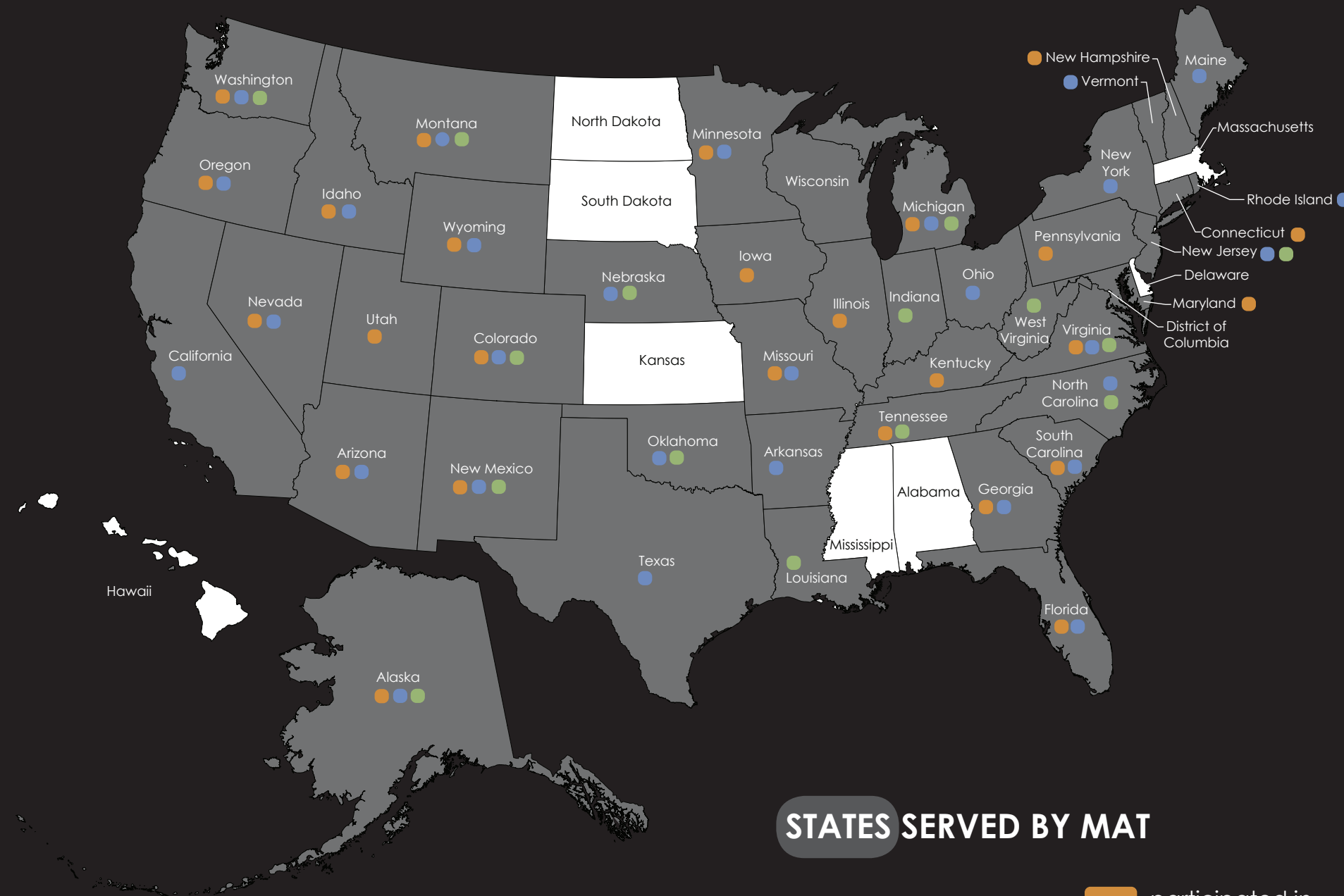
COHORT 11 REPRESENTATION:
20 STATE AGENCIES 7 FEDs
6 NGOs 2 INDUSTRY 1 TRIBE

MANAGEMENT ASSISTANCE TEAM | 2016 | YEAR IN REVIEW

2016

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.



COURSES AND WEBINARS

6,699 Training Hours to 25 States through 19 online courses, 7 webinars, and 2 Face-to Face trainings in 2016.

NCLI

44 of 72 Fellows from Cohorts 10 and 11 selected from 30 State Agencies.

CONSULTING

100 hours of consulting time to 15 individual States.

- participated in online learning
- participated in NCLI
- recieved consulting services



The Association of Fish and Wildlife Agencies'
MANAGEMENT ASSISTANCE TEAM

LEARN • LEAD • CHANGE