

LEADERSHIP HAPPENS EVERYWHERE

Building a program to meet the needs of Supervisors



**CONSERVATION DISTRICTS
OF WASHINGTON STATE**

your window to healthy lands

Supervisor Leadership Development Work Group
WACD Annual Meeting
December 2, 2015

HOW DID WE GET HERE?

- The WACD, WSCC, WADE, WCS, and NRCS partnership has been informally discussing supervisor leadership over many months.
- Key issues:
 - Supervisors are ultimately responsible for the leadership of their districts
 - The time it takes to learn how to be an effective Supervisor is too long
 - The available tools for Supervisors to learn basic information are OK, but don't go far enough
 - There is a need to develop a core of supervisors who have the interest, passion, and capacity to lead at a higher level



MOVING FORWARD

The partnership –

- Took a first step toward the creation of a robust supervisor leadership development program that fits Washington State
- Established a Supervisor Leadership Development Work Group with the following purpose & goals:
 - Help build the knowledge, skills, and abilities of you as supervisors to:
 - Be the best supervisor you can be for your district
 - Effectively represent the interests of your district
 - Serve beyond your district in area, statewide, or national leadership positions



WORK GROUP ACTIVITIES

- The Work Group has engaged in the following activities:
 - Healthy discussion about how to proceed in shaping the program
 - Learning from the experiences of other states in the development and maintenance of supervisor development programs (Pennsylvania, Utah, Ohio, North Carolina, Nebraska)
 - Conceiving and implementing a [Supervisor Needs Assessment](#)



SUPERVISOR NEEDS ASSESSMENT



- The Work Group is committed to building the program from the ground up
- The July 2015 statewide [Supervisor Needs Assessment](#) initiative was a key strategy to give supervisors a timely opportunity to provide needed input.
- 61 Supervisors from 33 districts responded
- We grouped the responses into five broad areas.....

LEADERSHIP NEED: BOARD DEVELOPMENT AND BOARDSMANSHIP

- *“Our staff deserves a highly functional board that can assist them with sharpening direction, addressing difficult issues, identifying opportunities and making better decisions in the best interest of the district.”*

LEADERSHIP NEED: DISTRICT OPERATIONS



- *“Make sure our program is on-going and sustainable. We should work to be more diverse in our on-the-ground programs as funding and timing can become a problem at times. More variety of funding sources and partners would be helpful. Also, we must continue to be above board and meet all the legal and accountable regulations of a public agency.”*

LEADERSHIP NEED: DISTRICT GOVERNANCE

- *“As chair, I want to see our meeting agendas become more efficient given the limited time we meet, once a month for two hours, and shift the percentage focus of the agenda from nuts & bolts administrative details to higher level issue discussions.”*



LEADERSHIP NEED: BUILDING PARTNERSHIPS



- *” Ensure (do my part) that district retains role as local leader, the go-to folks for conservation. Serve as a good spokesperson for conservation and wise use of natural resources. Serve in relationship-building role as supervisor. Feels that supervisors are accomplishing that together.”*

LEADERSHIP NEED: BALANCING SUPERVISOR DUTIES WITH PERSONAL COMMITMENTS



- *“Finding TIME to meet commitments and obligations of being an engaged supervisor and leader; time to engage in passion for conservation. Need to balance volunteerism (of being a supervisor) with other commitments (business, family).”*



HOW DO WE GET FROM TODAY TO TOMORROW?

- You tell us! This program must be build by you, for you. We need your help.
- Have we missed anything thus far in the development work? Please tell us!
- What is the best way for you to access learning and training opportunities?
- PLEASE fill-out the feedback card before you head home. Drop off with any of us, staff, or at the meeting office.

WHAT NEXT?

- If this group of supervisors acknowledge that we are on the right path, we will begin to create more learning opportunities for you.
- There may be a need for action from this annual meeting!



SUPERVISOR LEADERSHIP DEVELOPMENT WORK GROUP

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Thank you!



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