



# Overview of Eastern Region's EADM Efforts

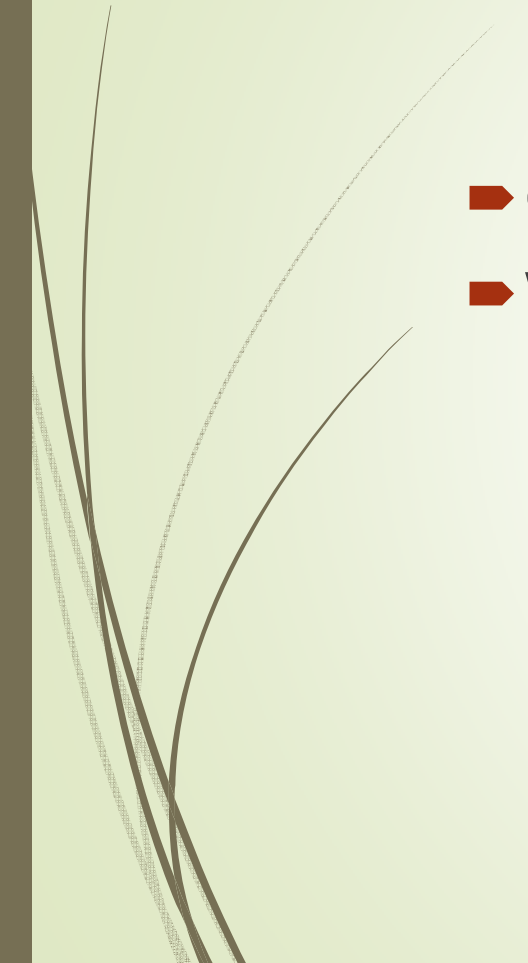
A pursuit of excellence

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Eastern Region EADM Roundtable (March 12, 2018)




# Outline of discussion

- Overview of regional efforts
  - Why does this matter in the Eastern Region?
    - Coach Lombardi moment – pursuing excellence
- 



# Regional Efforts To Date



# How are we organized and what do we do?

## ► Region 9 Cadre

- Coordinate R9 EADM effort
- Draft and update the R9 EADM Action Plan and overall strategy
- Information conduit between National Cadre & Local Cadres
- Foster communication between local units

## ► Local EADM Cadres

- Coordinate EADM efforts at the local level
- Implement existing and new ideas/ approaches to improve EADM process
- Share success & learning across Forest/Prairie boundaries
- Overall support to a culture of change on their unit – EADM Champions!



# What has the Regional Cadre done?

- Action Plan (a continual work in progress)
- Regional and Forest/Prairie external communication/engagement strategies
  - All Regional Employees – October 2017
  - Roundtable – March 12, 2018
    - External Stakeholders and Partners, including Tribes!
- “Focus” and “innovation” areas
- Regional EADM Workshop Feb. 13 & 14 in Milwaukee
- Develop, implement, monitor, and share information



# What are our objectives?

- ▶ Increase our analytical and decision making capacity with existing staffing and budgets
- ▶ Focus our analysis on important issues
  - ▶ Keep an eye on what really is important to the decision
- ▶ Try new approaches
  - ▶ Focused EAs, adaptive management, engagement to supplement analysis
- ▶ Increase training/skills



# What information are we using?

- ▶ Region 9 Action Plan
- ▶ National SharePoint site
  - ▶ Information generated from 1<sup>st</sup> EADM meeting (Phoenix, AZ)
  - ▶ Collaboration Tools
  - ▶ Communication Strategy/Took Kit
    - ▶ Talking points, FAQs
  - ▶ Videos
- ▶ Regional SharePoint site
  - ▶ Information from the February workshop and March Roundtable

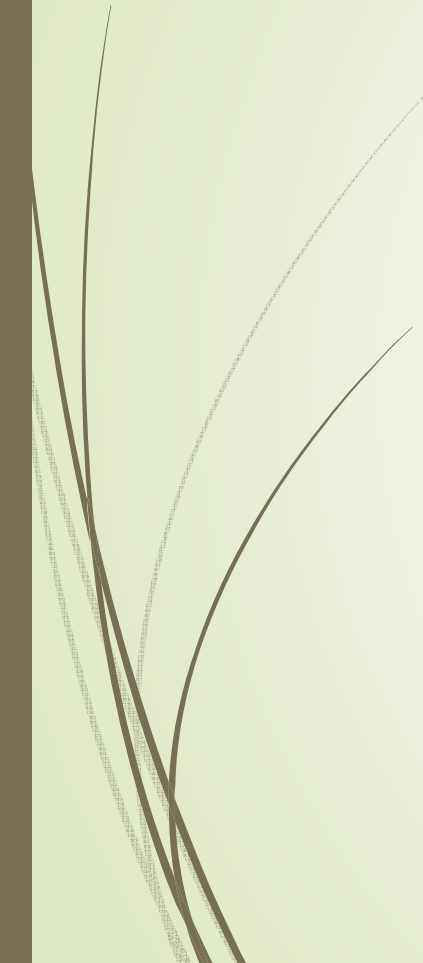


Why does all this matter?





# It's about our legacy

- ▶ *"...we will chase perfection, and we will chase it relentlessly, knowing all the while we can never attain it. But along the way, we shall catch excellence."* Vince Lombardi Jr.
  - ▶ What would you like to be known for?
    - ▶ Excellent decisions leading to outstanding work on the ground?
    - ▶ Excellent paperwork?
  - ▶ What are our opportunities?
    - ▶ Improved and efficient analysis/decisions leads to more opportunities to address known resource problems
    - ▶ Changing our agency process and culture!
- 



# Looking forward

- ▶ It's not just about analysis/decisions, though
  - ▶ In pursuing EADM excellence, we will see more changes on the landscape that represent our desired conditions
    - ▶ Desired conditions are identified in our Land Management Plans – a product of making choices with the public
- ▶ Roundtable outcomes
  - ▶ Understanding
  - ▶ Focus
  - ▶ Clarity



# Reality check



- ▶ We are about to embark on a bold move
  - ▶ Eyes wide open
  - ▶ Sense of excitement
  - ▶ Little bit of worry
- ▶ Apparent clash of forces
  - ▶ Changing culture takes time
  - ▶ EADM efforts are moving fast
    - ▶ Yet, in the Eastern Region, we are being thoughtful on what to change
    - ▶ Your input today will help with that



# Let's take care of each other

## ▶ Embracing change

- ▶ How will you react?
- ▶ How will people who are not present today react?

## ▶ Let's be inclusive

- ▶ Make sure everyone is part of the process and can contribute

## ▶ Positive culture change

- ▶ Think of the possibilities!



Who wants to pursue excellence  
with us?