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 1st EADM meeting (Phoenix, AZ)
  - Collaboration Tools
  - Communication Strategy/Toolkit
    - 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?