

## NLCS 15-year Strategy Nikki Moore – Theme 4

>> M. Draper: Moving onto Theme 4, Nikki, why don't you round things out for us.

>> N. Moore: Sure, I would be happy to. Theme 4 is great, I think, because it really helps us understand how we're going to improve coordination between programs. Theme 4 is really all about building upon the BLM's conservation commitment. Theme thundershower is a strategy and serves to promote a model of conservation internally.

We also want to improve just a general understanding of NLCS so that we can fully integrate it with other BLM programs. The strategy also outlines how we can implement the BLM's conservation mandate in concert with these other programs.

>> M. Draper: Nikki, many BLM employees have expressed confusion about the NLCS's purpose and its role in the BLM. How does the Strategy address getting the NLCS message out to BLMers?

>> N. Moore: The main goal in Theme 4 is to increase the internal understanding of the NLCS, and one of the first things that the strategy highlights, and you'll notice in the strategy there are some priority actions, and those are marked with a red square, is to develop a communication package for internal staff so that people understand where the units are, where they're designated, for what objects and values they're designated, and then also the strategy identifies all the opportunities that we can use to communicate that, such as training modules, new employee orientations, just so that everybody has a full understanding of what the NLCS is.

>> M. Draper: And how will the strategy serve to cultivate shared responsibility for NLCS conservation mandates as an integral part of

BLM's multiple use sustained yield mission?

>> N. Moore: I think one of the first things we want to do under the strategy is to ensure all the policies and manuals going out fully incorporate the NLCS goals and parts of the strategy and vice versa. We also want to make sure that the policies that we review have the same connection. That's to provide consistent direction and policy to the field.

We also want to develop an implementation plan. So following a strategy, an implementation plan will be developed that will help identify some of the short-term, highest priority actions that we can do, and that will be fully coordinated with the other programs so we can implement those consistently across the program.

One of the other things that the strategy identifies is for each State Office to [inaudible] for their state, and that would be tiered to the national strategy and that's really where some of those details come in as far as coordinating with other programs and how that works.

Lastly, one thing the strategy points out is promoting the idea of serving on details. We would like to encourage people to serve on details within the NLCS and vice versa, have people that are currently in the NLCS serve on details and other programs.

I think that gives a good understanding of what the other programs are doing and really lets us identify opportunities that we can better coordinate.

>> M. Draper: Speaking of staffing beyond the details you just described, how does the NLCS Strategy address staffing needs?

>> N. Moore: Well, a few things. It doesn't -- it definitely encourages on capitalizing on existing staff and capabilities we

already have in both the state and the Field Office. But more specifically, the strategy identifies the need for having core staff designated, for example, for each national monument.

Specifically, we would like to have someone with the decision-making authority in each one of those units to help develop budgets and execute the budget, support staff and just basically manage the NLCS unit so that those objects and values are protected.

Additionally, each of the -- the strategy identifies each state should have an identified NLCS person to -- or multiple people for each state to help with, again, the budget and the policy implementation. So those are just a few of the things from the strategy that will help support staff and develop that.

>> M. Draper: Nikki, budget means everything to BLM's programs. What about budget?

>> N. Moore: Yes, it does, and one of the main goals of Theme 4 is really to ensure that the budget is better coordinated with the other programs.

We really want to set clear procedures and expectations when we do develop the budget with the other programs. And we can do that a variety of ways.

We can set priorities together, and we can report accomplishments together. I think there are several opportunities that we have been using that we can increase such as when we develop the justifications.

For example, this year, we worked together to show how we can maximize benefits under each program together where there's crossover. We can build upon that. There's definitely more opportunity. So another way is through the PTA, coordinating

funding, some of the one-time funding that we do within each program.

We're starting to recognize that maybe pulling some of that one-time [inaudible] benefits all of the programs, help us leverage the funds that we have and have a better benefit then we also want to work on setting priorities and reporting those accomplishments together across programs.

One example that I like to use, this last year in the T&E program, one of the goals was recovery, and some of those species only occur in NLCS units, and by working together, we were able to delist one of the first species on BLM lands this year in January because of those coordinated efforts between programs.

Then we can also expand collaborative cost-share projects such as recreational fee collection. So there's lots of opportunities. Those are just a few. I think the strategy is going to help move us forward in terms of coordination between programs.