

Managing by Network

Course Summary

Course Coordinators: Helene Aarons (WO) and Liz Madison (Consultant)

Sponsored by: BLM National Training Center, Diane Nelson (NTC)

Course Participants: NLCS Managers

Course Length: 12 months

November - April, course participants meet twice a month for one-hour conference call sessions supported by WebEx

May - October, course participants meet once a month for conference call sessions, supported by WebEx as needed, including Managing by Network presentations to State Management Teams and Programs

Methods of Instruction: facilitated discussion, management coaching, peer-learning, self assessments, case studies

Course Reference: Governing by Network: The New Shape of the Public Sector by Stephen Goldsmith and William D. Eggers (copies will be mail to participants)

Goal: Provide managers with the partnership and collaboration training needed to effectively and efficiently support community collaboration and citizen stewardship.

Objectives:

Participants will be able to:

1. Demonstrate their understanding of at least six best management practices of *Managing by Network*
2. Define 22 partnership and collaboration competencies relative to their management responsibilities
3. Broaden and strengthen the management skills of participants to work with complex-interlocked networks of partners, contractors, volunteers, and alliances to accomplish mission-related work
4. Create or strength a network of internal and external stakeholders to advance the mission of BLM, NPS, USDA FS and the NLCS strategic plan in at least one of the following areas: scientific research and monitoring, education and interpretation, recreation, natural and cultural resource management, and outreach.

**WebEx Session One:
November 4 and 5**

Participants: Introduction of participants and discussion of their external network responsibilities
Learning Lab(s): Peer-learning
Homework: Know your Network Goals and Objectives

(Homework assignments are “food for thought” assignments and provide participants with transitions to the following session’s discussion and learning lab topics - thus how much time is invested in the homework is up to the individual course participants)

**WebEx Session Two:
November 10* and 12**

Participants: Participant discussion of their network development
Learning Lab(s): Stages of Network Development and Strategic Thinking
Homework: Know your communities of place, identify, and interest

**WebEx Session Three:
December 2 and 3**

Participants: Participant discussion of their network development
Learning Lab(s): Political Savvy, Accountability
Homework: Know your External Partners

**WebEx Session Four:
December 9 and 10**

Participants: Participant discussion of their network development
Learning Lab(s): Collaborative Leadership, Partner Cultural awareness
Homework: Know your risk and how to assess it

**WebEx Session Five:
January 13 and 14**

Participants: Participant discussion of their network development
Learning Lab(s): Entrepreneurship, External Awareness
Homework: Know your management tools to facilitate external partnerships

**WebEx Session Six:
January 27 and 28**

Participants: Participant discussion of their network development
Learning Lab(s): Leveraging Partnerships and Financial Management
[revision 1/8/10]
Homework: Know your capacity and how to increase it

**WebEx Session Seven:
February 10 and 11**

Participants: Participant discussion of their network development
Learning Lab(s): Evaluation [revision 1/8/10]
Homework: Know your measures of success and when to apply them

**WebEx Session Eight:
February 24 and 25**

Participants: Participant discussion of their network development
Learning Lab(s): Developing and Managing Agency Agreements for Partnerships, with
Guest Speaker: Barbara Keleher, NLCS Coordinator, Nevada State Office
[revision 1/8/10]
Homework: Know your budget and the budget process

**WebEx Session Nine:
March 10 and 11**

Participants: Participant discussion of their network development
Learning Lab(s): Partnership Ethics, with
Guest Speaker: Markci Metcalf, Deputy Ethics Counselor, BLM [revision 1/8/10]
Homework: Develop your Network Presentation (4 weeks - 6 powerpoint slides)

WebEx Session Ten:

March 24 and 25

Participants: Participant discussion of their network development
Learning Lab(s): Managing Donation and Fundraising Activities in Partnership, with
Guest Speaker: Helene Aarons, BLM Washington Office [revision 1/8/10]
Homework: Develop your Network Presentation (4 weeks -6 powerpoint slides)

WebEx Session Eleven:

April 7 and 8

Participants: Participant presentation of their network development
Learning Lab(s): Lessons Learned and Scheduling State Leadership Team presentations

WebEx Session Twelve:

April 21 and 22

Participants: Participant presentation of their network development
Learning Lab(s): Lessons Learned and Scheduling State Leadership Team presentations

WebEx Session Thirteen:

May 12 and 13, 2010

Participants: Participant discussion of their network development
Learning Lab(s): Social Network Analysis and Mid-term evaluation

WebEx Session Fourteen:

June 9 and 10, 2010

Participants: Participants Network presentations to State Leadership Teams
Learning Lab(s): Feedback from State Leadership Team

WebEx Session Fifteen:

July 7 and 8, 2010

Participants: Participant discussion of their network development
Learning Lab(s): Communications Toolbox

**WebEx Session Sixteen:
August 11 and 12, 2010**

Participants: Participants Network presentations to Program Teams and NLCS
WO Staff

Learning Lab(s): Feedback from Program Teams and NLCS WO Staff

**WebEx Session Seventeen:
September 15 and 16, 2010**

Participants: Participant discussion of their network development

Learning Lab(s): Self-Assessment of Partnership and Collaboration Skills

**WebEx Session Eighteen:
October 6 and 7, 2010**

Participants: Participant discussion of their network development

Learning Lab(s): Lessons Learned and Course Evaluation