
Managing by Network

Partnership & Community Collaboration Skills Training

2011 Course Summary and Schedule

Goal: Provide federal land managers and natural resource program leads with the partnership and collaboration skills needed to effectively and efficiently manage complex partnership networks, participate in community collaboration, and engage citizen stewardship to support the mission of federal/public land agencies.

Objectives: Participants will be able to:

1. Demonstrate at least six best management practices of *Managing by Network*
2. Define 22 partnership and collaboration competencies as defined by OPM 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 organize a network of internal and external stakeholders to advance the federal/public land agency mission in at least one of the following areas: scientific research and monitoring, education and interpretation, recreation, natural and cultural resource management, and outreach.

Course Participants: BLM, NPS, FWS, USFS

Methods of Instruction: facilitated discussion, management coaching, peer-learning, self assessments, case studies, learning labs presented via a Socratic method

Guest Instructor affiliations include the BLM National Training Center, National Conservation Training Center, Stephen T. Mather Training Center, National Capital Region of the National Park Service, Land Trust Alliance Rallies, National Association for Interpretation Conferences, APPL Conference, Hampton University, George Washington University and the College of William and Mary

Course Length: 9 months

January 12 - October 6, 2011. Course participants meet twice a month for a 60-90 minute interactive session using WebEx conferencing.

Course Instructor: **Liz Madison** has 30 years of professional experience working with nonprofits, public agencies, corporations and foundations applying her skills in partnership development, business development, interpretation, communication, management, supervision and training. She established *Liz Madison Consulting* in 2002.

Liz is an experienced and highly rated instructor and lecturer on topics related to professional development, partnerships, community collaboration, network management, nonprofit management and fundraising.

Liz designed the Managing by Network course at the request of BLM NLCS senior managers to feature 22 OPM partnership and collaboration competencies. These professional competencies range from partner cultural awareness, conflict resolution, team building, facilitation, entrepreneurship and strategic planning to partnership agreements and policies.

Education: B.A., Cum Laude, History and Anthropology, M.A., American Studies, the College of William and Mary, Williamsburg, Virginia.

Liz Madison

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**WebEx Session One
January 12 & 13**

Participants: Introduction of participants and discussion of their external network responsibilities

Learning Lab: Peer-learning and Self Assessment of the 22 Partnership and Community Collaboration OPM Competencies

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 participant)

**WebEx Session Two
January 26 & 27**

Participants: Participant discussion of their network development

Learning Lab: Stages of Network Development and Strategic Thinking

Homework: Know your communities of place, identify, and interest

**WebEx Session Three
February 9 & 10**

Participants: Participant discussion of their network development

Learning Lab: Political Savvy, Accountability

Homework: Know your external partners and stakeholders

**WebEx Session Four
February 23 & 24**

Participants: Participant discussion of their network development

Learning Lab: Collaborative Leadership, Partner Cultural Awareness

Homework: Know your partners and cooperators and their motivations

**WebEx Session Five
March 9 & 10**

Participants: Participant discussion of their network development goals and objectives

Learning Lab: Entrepreneurship

Homework: Identify entrepreneurial activities in your network

**WebEx Session Six
March 23 and 24**

Participants: Participant discussion of their network development
Learning Lab: Partnerships versus Collaboration
Speaker: Helene Aarons, Consultant (retired BLM)
Homework: Recognize the role you play with varied constituents

**WebEx Session Seven
April 13 and 14**

Participants: Participant discussion of their network development
Learning Lab: Leveraging Partnerships
Homework: Recognize how OPT, OPE, OPM supports your network objectives

**WebEx Session Eight
April 20 and 21**

Participants: Review steps to processing and types of Assistance Agreements
Learning Lab: Developing and Managing Agency Agreements (e.g., formal partnerships)
Homework: Know your partner and agency's process for developing agreements

**WebEx Session Nine
May 4 and 5**

Learning Lab: Managing Donation and Fundraising Activities
Topic: DOI Donation and Fundraising Guidelines
Speaker: Helene Aarons, Consultant (retired BLM)
Topic: Cooperating Associations and Nonprofit Perspective
Speaker: Curt Bucholtz, Director, Rocky Mountain Nature Association
Homework: Know federal policies and agency procedures related to donations and fundraising

**WebEx Session Ten
May 18 and 19**

Participants: Participant discussion of their network development
Learning Lab: Partnership Ethics
Speaker: Markci Metcalf, BLM, Deputy Ethics Counselor

**WebEx Session Eleven
June 1 and 2**

Participants: Participants discussion of progress, next steps, obstacles or opportunities, related to their network management

Learning Lab: Evaluation

Homework: Know your measures of success and when to apply them

**WebEx Session Twelve
June 15 and 16**

Participants: Participant discussion of their network development

Learning Lab: Case Study Presentations

Speakers: [to be confirmed]

**WebEx Session Thirteen
July 13 and 14**

Participants: Participant discussion of their network development

Learning Lab: How to Use Social Media and Q&A with participants

Speaker: Heidi Bailey, Owner/Interpretive Specialist, Places & Spaces, LLC

**WebEx Session Fourteen
July 27 and 28, 2010**

Participants: Participants discussion of their network development and lessons learned

Learning Lab: Conflict Resolution: In Times of Scarcity, Consensus Building and Facilitation Skills

Speaker: Helene Aarons, Consultant (retired BLM)

**WebEx Session Fifteen
August 10 and 11, 2010**

Participants: Participant discussion of their network development and lessons learned

Learning Lab: External Awareness and Making Meetings Work

Homework: Network initiative presentation template and case studies

**WebEx Session Sixteen
August 24 and 25, 2010**

Participants: Participant discussion of their network development and lessons learned

Learning Lab: Influencing and Negotiations

Speaker: Tanya Madison Cunningham, VP & Senior Counsel, Regulatory Compliance and Privacy, First Data Corporation

Homework: Network initiative presentation template and case studies

**WebEx Session Seventeen:
September 21 and 22, 2010**

Participants: Participant presentations of their network development

Learning Lab: Course Evaluation and Exit Survey of Self-Assessment of the 22 Partnership and Community Collaboration OPM Competencies

**WebEx Session Eighteen:
October 5 and 6, 2010**

Participants: Participant presentation of their network development