

Little Tennessee River Native Fish Conservation Area

Coalition Building Meeting
August 21, 2013
Old Cowee School, Franklin, NC

Sponsored by
NC Wildlife Federation and
The Fisheries Conservation Foundation

Arc of the Day

10 am	Connections to the Vision
11 am	Effective Collaboration-How?
Noon	Lunch
1:00	SMART Goal Development
3:00	Leadership Possibilities and Next Steps
4:00	Close

Data Themes

- Much overlap in interests and priorities between organizations: restoration and protection of land and water quality, conserving native species and habitats, biomonitoring, public education
- Strong partnerships already exist and are attractive to everyone to support pace and effectiveness of the work
- Concerns: Time and Funding, both are scarce

Vision

Our vision is that the upper Little Tennessee River watershed and its tributaries are protected or restored to the level that native fishes thrive. Native fishes and other aquatic organisms are stable components of diverse biological communities that provide critical ecological services and support various human activities. Our citizens and elected officials are aware of this biodiversity and its multiple values and consistently work to protect and enhance it. We have built upon an active partnership comprising agencies, organizations and individuals sharing community-based science to achieve common goals. We further envision educational, leadership and cooperative efforts that foster a strong ethic of stewardship and sustainability, we work to protect and restore the upper Little Tennessee watershed and its native biological communities.

Connection

- From the perspective of where you sit, why is it important to achieve this vision?
- Tell a story about how your organization is currently working to protect and restore the upper LT watershed and its native biological communities.

Adaptive Leadership

Technical vs. Adaptive Challenges

- Technical Challenges: Can be resolved through the application of authoritative expertise and through the organization's current structures, procedures, and ways of doing things.
- Adaptive Challenges: Can only be addressed through changes in people's priorities, beliefs, habits and loyalties. Must go beyond authoritative expertise to mobilize discovery, shedding certain entrenched ways, tolerating losses and generating the new capacity to thrive anew.
- What people resist is not change per se but loss.

Adaptive Leadership

Adaptive Leadership is the practice of mobilizing people to tackle tough challenges and thrive.

Thrive

Preserving what is essential, discarding what is not and does not serve the current needs. This gives the system the ability to flourish in new ways and in more challenging environments. Thriving is related to the theory of evolution.

Leaders Collaborative

Adaptive Challenges

- Negotiating competition within a common pool of funding
- Managing competition for the same prospects for our programs
- Making a “leadership collaborative” sustainable
- Aligning values among the organizations such that each could work with integrity within the collaborative.

Achievements

- Provided productive programming for the learning and edification of the leaders within the collaboration.
- Cross sharing of program resources (human and intellectual capital) to for the improvement of organizations’ programming.
- Provided three successful annual conferences for alumni of the various leadership organizations.

Perennial Challenges

- Lack of dedicated resources (human and financial capital) to make the collaborative sustainable.
- No solid infrastructure, which led to a personality based collaboration.
- No mechanism to “sell” the collaboration to alumni to generate a groundswell of support across all organizations involved.
- No board involvement across organizations and therefore a lack of institutional support.

Collaboration...

Collective Impact

(Abandon) individual agendas in favor of a collective approach ...

Isolated Impact vs. Collective Impact

LTR NFCA Adaptive Challenges

- Building relationships to work together instead of in silos while maintaining integrity of own missions
- Environment in which funders invest in coalition building itself
- Scarcity of funds and competition for funds shift to abundance, leveraging your influence

Collective Impact

- Common Agenda
- Shared Measurement Systems
- Mutually Reinforcing Activities
- Continuous Communication
- Back Bone Support Organizations

SMART Goal Development

- Specific
 - What, Who?
- Measurable
 - How will you know?
- Attainable
 - Is it realistic, doable?
- Relevant
 - Why important?
- Time-bound
 - When?

IDEAS

- Developing shared language
- Taking education programs to scale
- Adding a 'chunk' of the LTR to an existing watershed plan
- Stream connecting work
- Small barrier studies
- Tie into leadership in Raleigh and DC
- Tie the cause into economic development
- Riparian/Shade your stream Development
- Working against/with climate change realities

Leadership Possibilities

Next Steps

- Leadership Team
- Action Planning
- Communication, communication, communication