



U.S. Department of the Interior  
Bureau of Land Management

# Adventures in Collaborations

Starting fresh – Case Study by Laria Lovec



Photo Caption: two people looking through binoculars into distance (TRNP, ND)



# Poll time!

How would you describe your role in the first group that comes to mind?

- I/my agency lead the discussion and the group (reason the group exists)
- I/my agency is an active partner in the discussion and the group
- I/my agency advises the discussion and the group



## NATIONAL SYSTEM OF PUBLIC LANDS

**Bureau of Land Management's Mission** is to sustain the health, diversity, and productivity of public lands for the use and enjoyment of present and future generations.



# BLM Colorado Committees

- Colorado Leadership Team (COLT)
- Expanded Colorado Leadership Team (ECOLT)
- Budget Allocation Team (BAT)
- Strategic Hiring and Retention Committee (SHRC)
- Position Management Committee (PMC)



# Building the Foundation

- Why form the group?
- Who is in it?
- Where will the group meet?
- What is the purpose?
- How will the group function?



# Why form the group?

- Utilize the liaisons
- Reset the budget roles
- Grow leadership
- Respond to the FEVS feedback?

Photo Caption: Bighorn Sheep on the side of a hill (Teddy Roosevelt NP, North Unit, ND)



# Membership

- 4 Divisions in the State Office
- Lead vs Specialist
- Leadership Sponsors
- Field Office Representative



# Meeting Mechanics

- Where is everyone situated?
  - All over Colorado and several other states
- What day?
- What time?
- How frequently?



# Poll Time again!

When you hear BLM, what comes to mind?

- Bureau of Lazy Men?
- Bureau of Long Meetings?
- Bureau of Land Management?
- Bureau of Livestock and Mining?
- Black Lives Matter?
- Bureau of What??



# Choosing a Name

- Clearly state the purpose
- Tells a story
- Pay attention to the acronym
- Memorable

Photo Caption: Car parts made into a sculpture (Carhenge, Alliance, NE)



# Finding the Purpose

It's named, now what?

- Grassroots vs ???
- Roles and Responsibilities
- Charter and its approval



# Charter vs Bylaws

- Charter is the license to operate
- Bylaws are how we operate

Photo Caption: Sandstone-colored building with columns (National Archive, Washington, DC)



# Meanwhile...

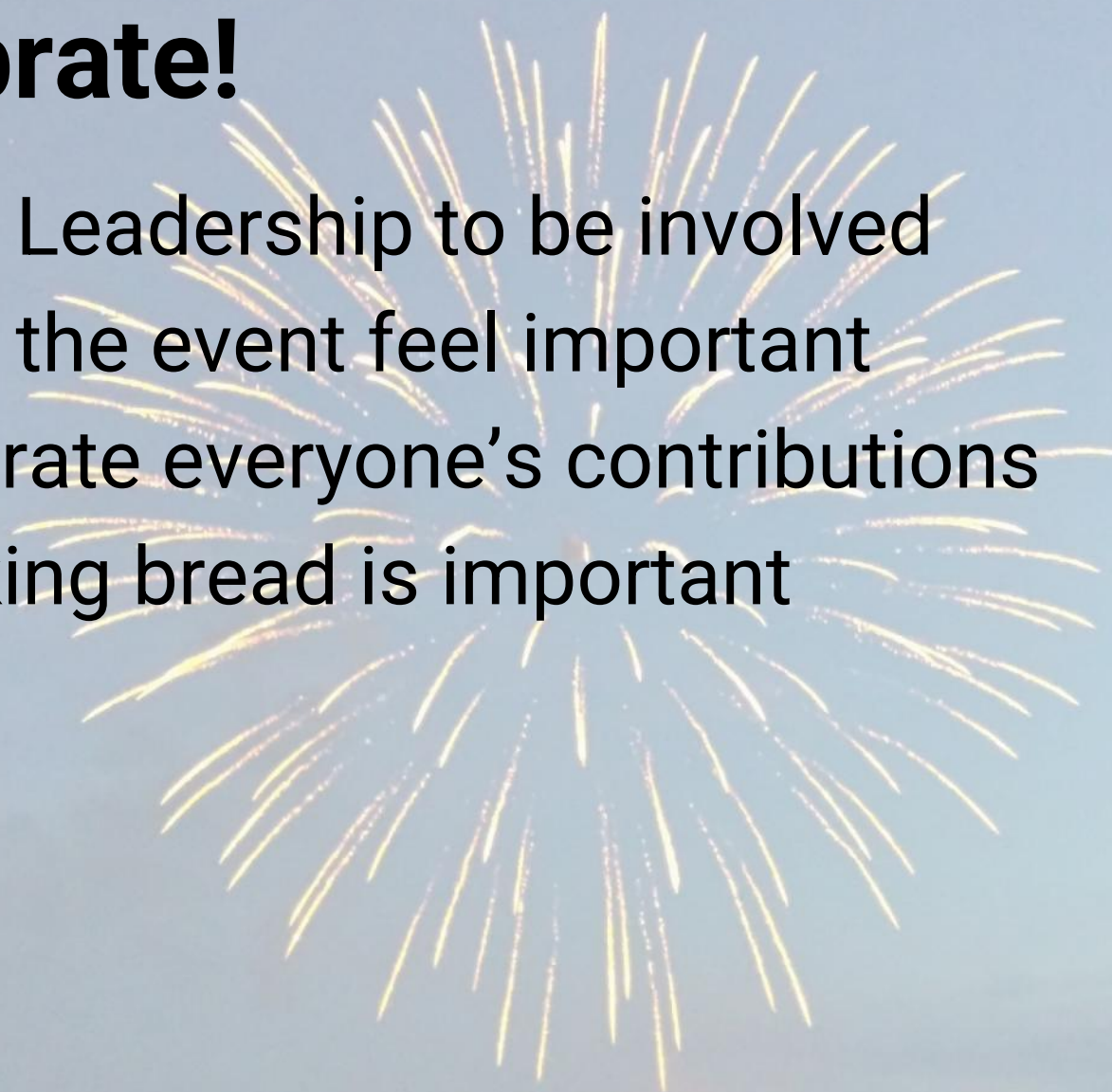
- 3 State Directors and 2 Associate State Directors in less than 90 days
- 3<sup>rd</sup> Deferred Resignation Program
- BLM-wide changes to Budget processes
- Re-organization rumors

Small building pushed onto road by avalanche and surrounded by snow and traffic cones



# Celebrate!

- Allow Leadership to be involved
- Make the event feel important
- Celebrate everyone's contributions
- Breaking bread is important





# And the work begins

- Elect Officers
- Finalize the Bylaws
- Create subcommittees for
  - Budget
  - Roles and Responsibilities
  - Other projects

Photo Caption: Children playing in a sand table (Montana Range Days 2010)



# Speaking of networks...

- Professional Societies
- Previous coworkers and employees
- Support your mentees
- Surprises may come your way...

Photo Caption: Sandhill cranes in a corn stubble field (private lands Kearney, Nebraska)



# The Challenges of Advising

- Respect the culture
- Know your role and purpose
- Respect your purpose
- It's okay to do nothing but listen



# Questions?



Photo Caption: Squirrel running away in the grass (private land in Montana)



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