



Cibola National Forest and National Grasslands Shared Stewardship Workshop

MARCH 15-17, 2016

WORKSHOP OVERVIEW & AGENDA

Location:

ALBUQUERQUE MARRIOTT

2101 Louisiana Boulevard, NE

Albuquerque, NM

WORKSHOP PURPOSE:

Bring together Forest Service staff and vested partners and stakeholders to **create the collaborative infrastructure and process** for how to build on **current relationships and** create **new relationships** for working together on the Cibola National Forest and National Grasslands.

In support of our planning efforts, the intent of this workshop is to:

- Expand our relationships and skills together to increase our collaborative capacity to develop, finish and implement the Forest Plan
- Establish guidelines for working together, dealing with conflict, transparency and decision making, being inclusive of all interests and people in the process
- Support 4 landscape teams in developing collaborative charters to define structure for working together as we move forward
- Engage in developing an overall collaborative charter at the Forest level for working across all units
- Explore ways that we can work together to establish mutual priorities for these shared landscapes, leverage resources and funding our joint efforts

The workshop will focus on understanding what Shared Stewardship means and what it would look like for the Cibola and its partners. Workshop participants will help develop the structure (how) to keep working together and engaging new partners into the future.

Our time together at the workshop in Albuquerque will be spent in highly participatory and inclusive processes designed to collect and put to use the ideas, perspectives, and diverse interests of the folks attending. The processes and methodologies you will experience can also be a template for continuing your work together and including others along the way.



Cibola National Forest and National Grassland Shared Stewardship Workshop

WORKSHOP APPROACH:

Our assumption is that developing the strategy and process for a shared stewardship model on the Cibola National Forest and National Grasslands can be accomplished by engaging those who have an interest in this outcome, and we hope to rely on the experience, expertise and diverse viewpoints of people in the room to determine the best approach. The planning team has identified larger themes for each day and relevant questions for discussion but in the spirit of shared stewardship, the content and topics are not overly pre-determined. Our process invites people to identify and discuss relevant questions within the scope of the workshop purpose. What evolves will be the product of all participants' contributions and best thinking. Outcomes and next steps are well informed and targeted to the needs and interests of the people in the room.

Below is the overall trajectory of each day, with more specifics include in the agenda that follows:

1. **Day 1 is designed to develop a comprehensive understanding of the current reality and desired state regarding the idea of Shared Stewardship:** all participants present will contribute to this understanding, and think together about the possible focus areas and content of the workshop. This ensures that the content we explore during the workshop is meaningful and relevant to all.
2. **Day 2 builds on and deepens learning from Day 1:** we will illuminate the deeper interests in Shared Stewardship, with an eye towards understanding where common interests can be leveraged, and diverse interests create unmet needs with respect to shared stewardship. Armed with this insight, participants will explore high leverage, targeted strategies for meeting as many interests and needs as possible, and seek to identify several conceptual approaches that could serve in the development of a viable Shared Stewardship model.
3. **Day 3 is a time to clarify what is next.** The work of the previous 2 days will have generated a menu of possible strategies that can be employed. On this day we delve into specifics, and work in break out groups to devise realistic, high leverage next steps informed by the best thinking of all attendees. Decision-making and commitments are deferred to Day 3 to ensure next steps are well understood, strategically targeted, and relevant to what is most needed by those who will be taking on the work.

The Shared Stewardship Workshop is being coordinated by a planning team comprised of members of the forest staff, Landscape Team members and other partners: we are defining the purpose and scope of the program, in conjunction with consultant facilitators from [Gilburg Leadership, Inc.](#)

WORKSHOP AGENDA OVERVIEW

Day One: Tuesday March 15, 9—5: Exploring Current Reality and Shared Stewardship Work Focus

9:00-10:00	Workshop Introduction & Orientation Purpose is to set the stage for the 3 days of work we will be doing together, why its important to Forest, and invitation for open, honest dialogue; to get to know who is in the room and how we will work together; plan for the day
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Cibola National Forest and National Grassland Shared Stewardship Workshop

	<ul style="list-style-type: none"> • Welcoming remarks: Elaine Kohrman • Introductions & Workshop Overview
10:00-12:30	<p>What is Shared Stewardship and Why is it Important for all of us? Facilitated conversation process that invites participants to connect as a working group to one another and the purpose of the workshop by developing a shared understanding around the following kinds of questions:</p> <ul style="list-style-type: none"> ○ What does the idea of Shared Stewardship mean to me and why might it be important? ○ What could Shared Stewardship be like? How will we know its happening? What will we be seeing/feeling/doing? ○ What have we learned from our collaborative efforts so far? What's working? What needs to change? ○ Harvest: What needs our focus to make Shared Stewardship a reality? What conversations/topics/questions do we need to explore together? <p>OUTPUT: Greater clarity where there is shared understanding about this work and where more conversation is needed; synthesis of possible conversation topics to be built off of over next two days</p>
12:30-1:30	LUNCH
1:30-3:30	<p>Intro: Elaine Kohrman SPEAKERS: Learning from Others: Success Stories & Sidebars:</p> <ul style="list-style-type: none"> • Susan Jane Brown - Blue Mountain Forest Partners Collaborative, Oregon • David Siebert – Borderlands Restoration, Arizona • Bob Davis, Planning Director Region 3 • 20 minute presentations, 20 minutes for questions & answers
3:30-3:45	BREAK
3:45-4:45	<p>Speaker debrief: We will be taking time throughout the workshop to highlight and record key learning, and discuss application to developing Shared Stewardship on the Cibola. After listening to the speakers we will ask questions like:</p> <ul style="list-style-type: none"> • What are we learning from the speakers that may inform our work? How does this learning adapt or refine our workshop focus? <p>OUTPUT: Group makes meaning of what they heard with respect to this challenge</p>
4:45-5:00	Close out Day & Prep for Wednesday

Day Two: Wednesday March 16, 8—5: Expanding Perspectives and Exploring Possibilities

8:00-8:30	Check in & Frame Day
8:30-10:15	<p>What is my story about this land?</p> <ul style="list-style-type: none"> • Identify through story telling process our diverse and common connections to the land. • We will illuminate core values and common interests that can inform the kinds of strategies needed to make Shared Stewardship viable and relevant. • Debrief: How does this output support/inform our work on Shared Stewardship? What role might stories have in our on-going work? <p>OUTPUT: Common and diverse themes about values that revolve around the land, the common connection for all; these will help participants know each other better, and the experience will be a primer to naming interests that need to be addressed by strategies devised by group</p>
10:15-10:30	BREAK



Cibola National Forest and National Grassland Shared Stewardship Workshop

10:30-12:00	<p>Naming Common and Diverse Interests</p> <ul style="list-style-type: none"> • Building on the previous activity, participants explore the various interests of people in the room regarding Shared Stewardship: what is shared and where are there competing interests? What are the underlying needs? • Knowing this will enable participants to prioritize efforts for meeting shared interests, and inform efforts for expanding this understanding to those stakeholders not in the room • Debrief: What do common & diverse interests tell us about our work? How can this inform shared stewardship? <p>OUTPUT: Clear understanding of the full array of interests in the room and maybe beyond; use this information to work on strategies that will meet greatest number of interests</p>
12:00-1:00	LUNCH
1:00-3:30	<p>Exploring/Developing Strategies:</p> <ul style="list-style-type: none"> • Opportunity for participants to explore a mix of pre-determined and live-time topics that will inform effective Shared Stewardship strategies. • Possible examples of breakout topics include: <ul style="list-style-type: none"> ○ How to make decisions in a collaborative environment? ○ How to work with and meet competing interests? ○ What best practices/strategies will serve shared interests and support desired outcomes informed by previous work? ○ What kind of organizational structures (e.g. Collaborative, Charter, MOU, etc.) might best enable they Shared Stewardship practices we desire? ○ What perspectives are missing and how might we include them? • Harvest: Report out from each conversation about key insights and any next steps (use a template) <p>OUTPUT: Explorative thinking and synthesis of important topics for shared stewardship that need deeper dives</p>
3:30-3:45	BREAK
3:45-4:45	<p>What's next to support and fortify Shared Stewardship on the Cibola National Forest and National Grasslands? In preparation for Day 3 work, participants review and synthesize output from Days 1 & 2 and develop a prioritized list of topics to work on in Day 3.</p> <p>PROMPT: What will move the Shared Stewardship Process Forward?</p> <p>The following possible topics are not meant to pre-define or limit, but rather demonstrate examples of what might arise from our time together:</p> <ul style="list-style-type: none"> • What organizational structure/template can we use: Collaboratives, MOUs, Charters, other? • How should structure be defined? Geographic, Forest-wide, other? • Developing timelines and next steps for <ul style="list-style-type: none"> ○ Outreaching to new partners at initial stage ○ Developing roles and responsibilities for organizational structure ○ Determining tools for collaboration • What do we share with others from our time here? What is our story going forward? <p>OUTPUT: As a result of the process used, group will develop a consolidated list of topics for working on Day 3; we will use a voting process to create a manageable number of break out stations</p>
4:45-5:00	Close out Day

Day Three: Thursday March 17, 8—4: **What's Next? Getting Specific: Developing Action Steps**

8:00-8:30	Check in & Frame Day
8:30-12:00	<p>What's next to support and fortify Shared Stewardship on the Cibola National Forest and National Grasslands?</p> <p>Developing the Plan</p>



Cibola National Forest and National Grassland Shared Stewardship Workshop

	<ul style="list-style-type: none">• By day 3, participants have a much clearer understanding of what Shared Stewardship means, why it is important, the diversity of interests represented in the room and possible strategies for meeting as many interests as possible.• The goal of our 3rd day is to develop specific plans, next steps, proposals & draft Landscape Team charters, informed by the depth and breadth of knowledge surfaced over the previous 2 days
12:00-1:00	LUNCH
1:00-2:30	Report out <ul style="list-style-type: none">• In plenary, each action is presented and next steps (who, what, when, etc.) are clarified
2:30-3:15	Finalizing Next Steps, Closing Activities & Remarks
3:15-4:00	Check out & End Well

