

Partnering: lessons learned along the way



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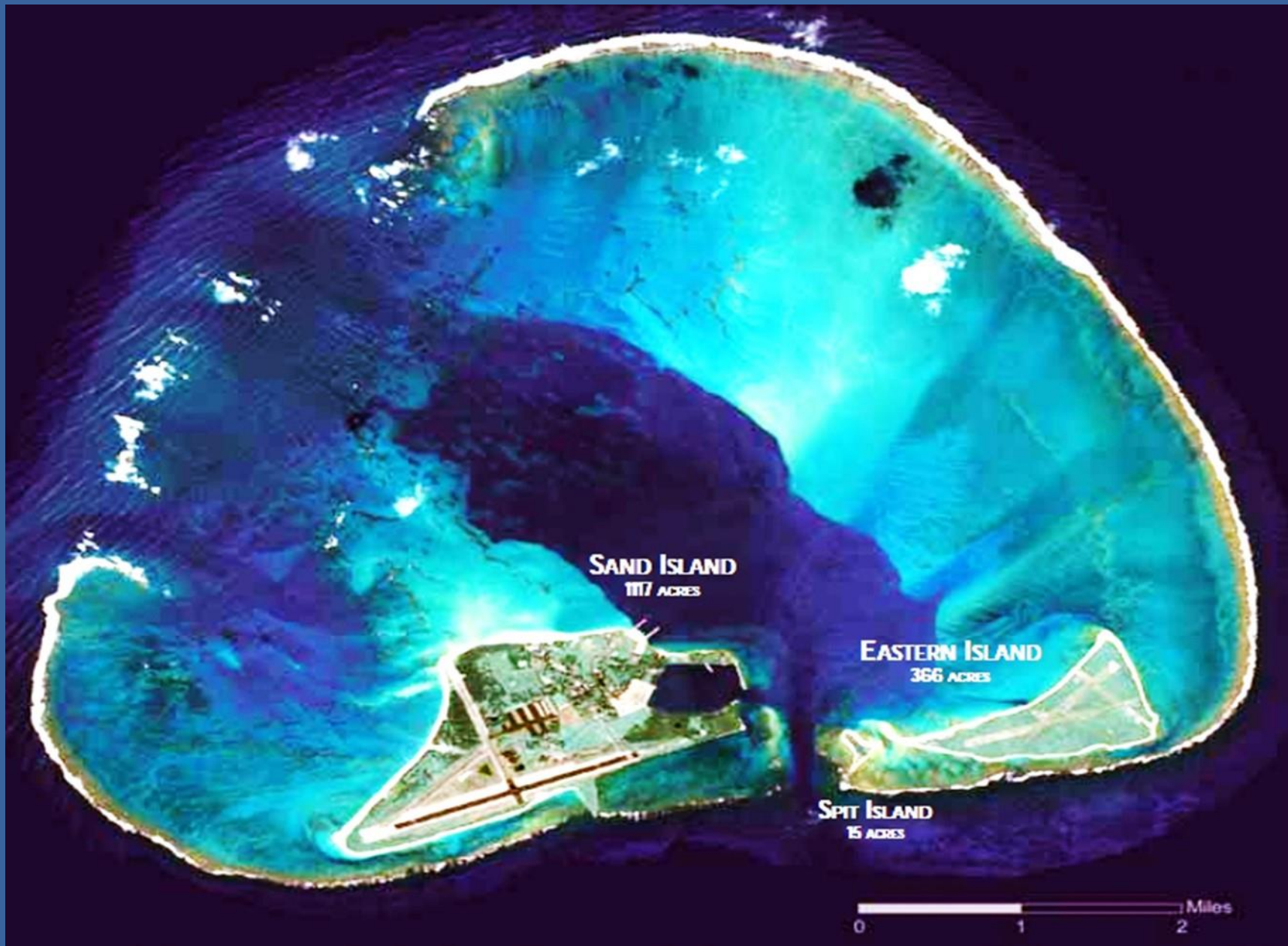
Overview

**Midway Island
Manatee Recovery
The Coastal Program
Lessons Learned**

Midway Island

Contract Biologist:

- A 2.4 square mile atoll in N. Pacific
- NW end of the Hawaiian archipelago
- Part of Midway Atoll NWR
- Hot spot for sea birds
- Pristine coral ecosystem
- Home to the endangered monk seal
- Historical significance



Midway Island



Photos: Dave Knight

Midway Island

Partnering approach:

- Talking with new volunteers
- Meeting with tour operators and military
- Actions were worth a thousand words
- Focused on our purpose

What worked vs what did not...



Photo: Dave Knight

Manatee Recovery

Recovery Biologist:

- Various aspects of recovery
- Manatee Rescue, Rehabilitation and Release Program (Rehab Program)
 - Daily management of program
 - Coordinated with core team ~ 30 individuals
 - Larger partnering efforts with ~100 individuals

Manatee Recovery

- Unique program
- High profile
- Numerous partners-various agendas
- Extensive public outreach
- Controversial
- On call 24/7



Photo: USGS



Photo: USGS



Photo: Lowry Park Zoo

Partnering Approach

- Majority vote to make decisions
- Ask for input on big decisions/tasks
- One-on-one communication to solve issues
- Did not send mass emails
- Encouraged direct conflict resolution
- Work with like-minded people
- Always available

What worked vs what did not...



Photo: USGS

What worked vs what did not...

- One on one communication led to distrust
- Limited communication with entire group
- Preference to working with like-minded people
- My approach to conflict resolution
- Being available 24/7

Coastal Program

Coastal Program Coordinator:

- Focus on coastal and upland habitats
- Leverage partnership that support restoration needs



Coastal Program

Created new restoration group: **FERN**

- Emphasis on communication
- State-wide approach
- Partner-driven process
- Co-Chair of advisory body
- Assist regional team development



Photo: Marine Discovery Center

Partnership Approach

- Clearly define goals, objectives
- Speak the same language
- Share information equally
- Open conversations



Photo: GTM Reserve



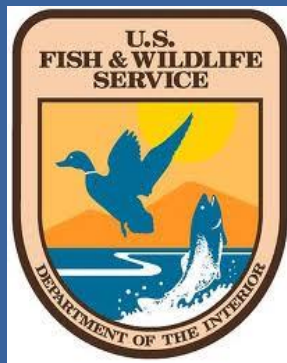
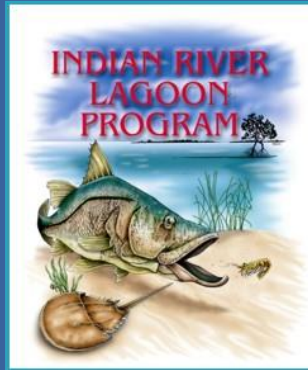
Photo: George Wilson

Partnership Approach

- Share leadership roles
- Set deadlines and availability
- Get feedback-often



Partnership Approach



Lessons Learned

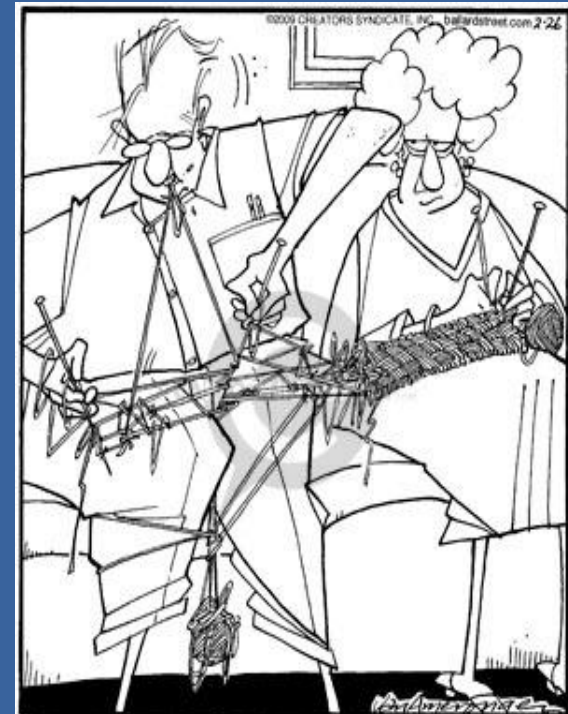
- Know your audience
- Be honest and use clear communication
- Get feedback
- Find common ground
- Treat everyone fairly
- Trust
- Listen
- Don't take yourself too seriously



Photo: FWS

Lessons Learned

- Everyone has something to offer
- Walk your talk
- Be open-minded and flexible
- Support diversity
- Admit your mistakes, know your limitations
- Acknowledge often and say thank you
- Lead by example



Stephanie's disappointed with the partnering at this week's knitting circle.

Questions?

