

ONBOARDING: HOW TO BE A CONSERVATION DISTRICT NINJA

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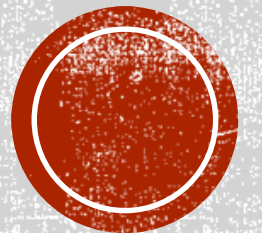


TABLE DISCUSSION

- Select one person to take notes and share back to the group.
- Share your background with your table and note any experience working with Conservation Districts.
- Note how many years have you worked in or around conservation districts.
- Notetaker: Track each person's years of service and add the number of years together to share with the group.



2 yrs. in AmeriCorps - Groundwater Technician in a CD

4 yrs. with Michigan Association Conservation Districts as the Michigan Envirothon Coordinator & Training Director

7 yrs. as the District Manager of Antrim CD

3 yrs. as a Regional Coordinator for MDARD

TOTAL: 16 yrs. combined experience with CD's

EXAMPLE



STUMP THE ROOKIE

Write down your
burning questions
for end of the
presentation



JACK OF ALL TRADES



LEAN ON OTHERS

- Pause and assess
- Learn your team's expertise

| Employee Skill | Competency Experience | Level of Importance | I want to learn more | I'm interested in being a Mentor |
|------------------------|-----------------------|---------------------|----------------------|----------------------------------|
| Accounting | | | | |
| Advocacy | | | | |
| Board development | | | | |
| Coaching | | | | |
| Communication | | | | |
| Conflict resolution | | | | |
| Decision making | | | | |
| Empathy | | | | |
| Employee development | | | | |
| Empowerment | | | | |
| Evaluation design | | | | |
| Facilitating training | | | | |
| Grant management | | | | |
| Grant proposal writing | | | | |
| Human Resources | | | | |
| Leadership | | | | |
| Policy writing | | | | |
| QuickBooks | | | | |
| Strategic planning | | | | |
| Teamwork | | | | |
| Technical writing | | | | |

JACK OF ALL TRADES

- Knowledge of laws & regulations
- Understand the nuances of each district
- Rookie advice...develop your soft skills



OUR ROLE



Knowledge of laws & regulations



Conservation District Law

Freedom of Information Act

Open Meetings Act

Budget and Accounting Act



Federal laws - ADA &
FMLA

State employment laws

Conservation laws

Laws impacting trees sales

SHALL



Shall is an imperative command, usually indicating that certain actions are mandatory, and not permissive.

This contrasts with the word “may,” which is generally used to indicate a permissive provision, ordinarily implying some degree of discretion.



EXAMPLE

The business that a conservation district board may perform **shall** be conducted at a public meeting of the board held in compliance with the open meetings act.

OUR ROLE



Understand the
nuances of each district



WHAT DO I MEAN?

- History
- Personal life and experiences
- Building relationships

BUILDING TRUST

What happens if we start with trust?

Innovation and creative thinking

Play off each others' strengths



Consistent actions

Look for common
ground

Try to connect to the
other person's position

OUR ROLE



Rookie advice:
Develop your soft
skills

INFLUENCE VS AUTHORITY

Coming together is a beginning,

staying together is progress,

and working together is success.

- Henry

Ford



WHAT DO I MEAN?

- Influence: “The power to change or affect someone or something.”
- Authority: “The power to give orders or make decisions.”



CREATE SAFETY

“We live in worlds
our conversations
create.”

-David L. Copperrider



HOW DO WE CREATE SAFETY?



Assume the best intent



Listen for understanding vs. response



Maintain confidentiality



**CURIOSITY
& INQUIRY
ARE MY
SUPERHER
OES!**





BE
AWARE
INTENT
VS.
IMPACT

AM I AT MY BEST?



Am I rested?



Am I
hungry?



Am I Center?



STUMP THE ROOKIE

BURNING
QUESTIONS!

JACK OF ALL TRADES

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- Understand the nuances of each district
- Rookie advice...develop your soft skills

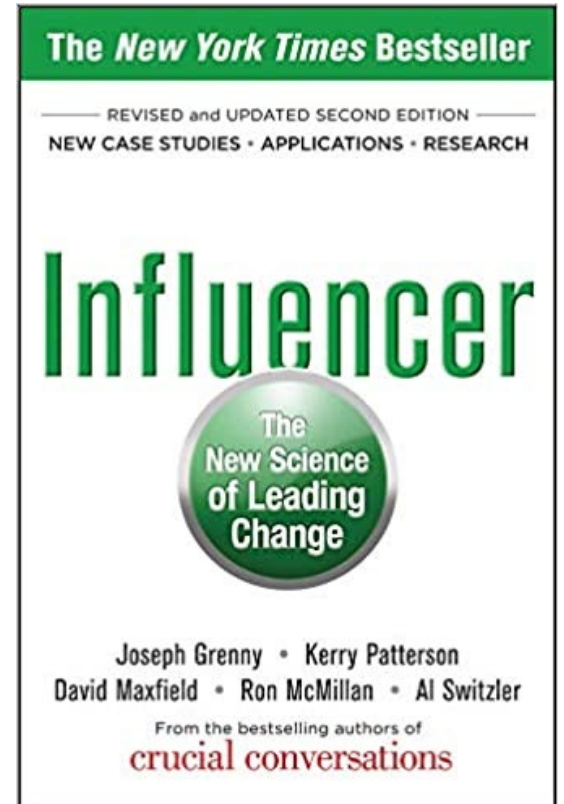
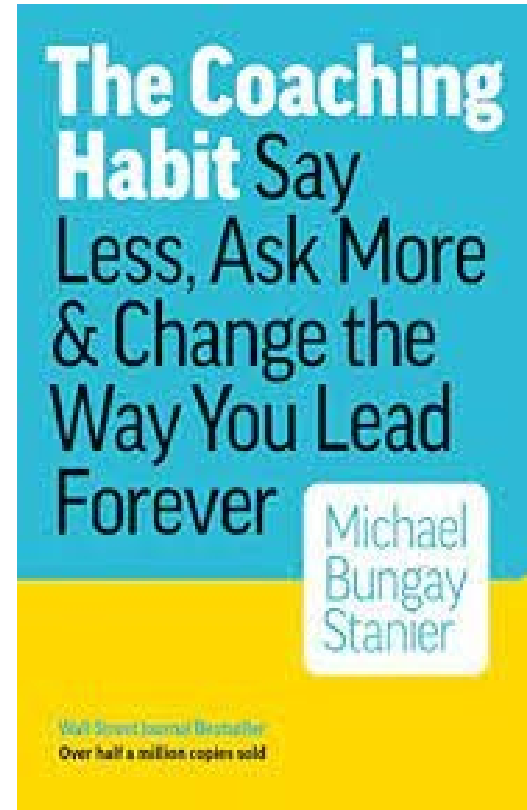
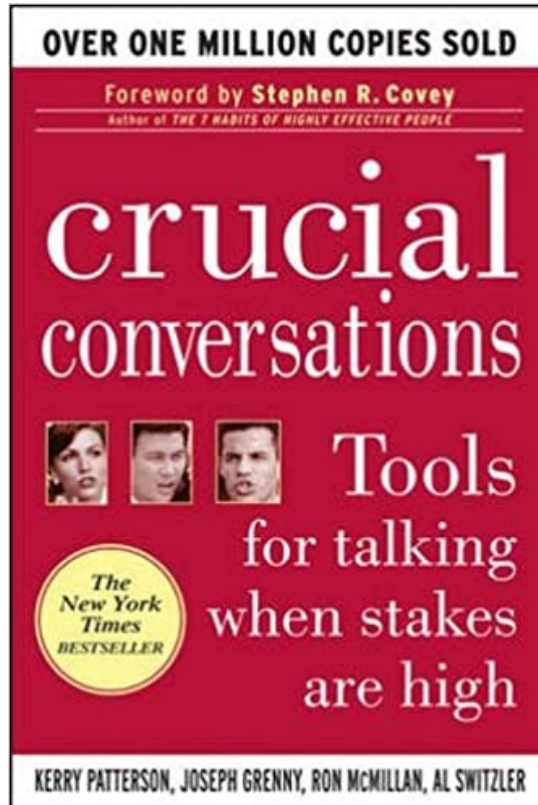


RESOUR CES

Conversations Worth Having

Using
Appreciative Inquiry
to Fuel Productive
and Meaningful
Engagement

JACKIE STAVROS AND CHERI TORRES
Introduction by David L. Cooperrider





**THANK
YOU!**

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**ENJOY
SPOKAN
E!**