

Virginia Natural Resources Leadership Institute



A Program for All People
Involved with Virginia's Environment

**Six 3-Day Workshop Sessions
September 2009 – June 2010**

12 Continuing Education Units

A Partnership Program Of

University of Virginia Institute for Environmental Negotiation

Virginia Cooperative Extension

Virginia Department of Forestry

Virginia Department of Conservation and Recreation



Virginia Natural Resources
Leadership Institute

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Why Was The VNRLI Started?

As pressures on Virginia's natural riches mount, our community leaders face the increasingly difficult challenge of protecting and managing resources for multiple uses. The environmental arena invokes passion because the consequences of these issues are so profound to individual and community life. Virginia's communities need to find ways to strengthen community ties and to help conflicting interests find both common ground and *higher* ground where qualities such as fairness, integrity, and responsibility are both expected and rewarded.

Conflict can be resolved productively when stakeholders become more knowledgeable about public issues, communicate in a more meaningful and effective way, open the debate to include all stakeholders, and negotiate in principled ways to settle disagreements. Our hopes for VNRLI, and ways of making these hopes become reality, are described below.

The VNRLI Vision

Virginia's communities will engage in productive dialogue and collaborative problem solving of natural resource issues important to community sustainability and, thus, be able to effectively manage, conserve, and protect Virginia's natural resources.

The VNRLI Mission

To develop leaders in the Commonwealth who can help groups involved in contentious natural resources issues move beyond conflict toward consensus building and collaborative problem solving.

To Achieve This, the VNRLI Objective Is To Create a Leadership Network of People

- Who are engaged in working with Virginia's natural resources at all levels, from the scientific to the policy levels;
- Who are drawn from all sectors of activity – local, state, and federal government, elected officials, industry and private small businesses, academia, civic organizations, nonprofit environmental organizations, and individual citizen activists;
- Who will earn each other's trust while respecting each others different perspectives;
- Who will be able to call on each other for assistance and ideas; and
- Who will have the leadership skills needed to engage in collaborative problem solving around environmental issues, to move beyond conflict, and to find creative solutions.

The VNRLI's Action Strategies

- An admissions policy that actively encourages applications from all sectors and all economic capabilities. We offer scholarships to minimize cost as a barrier.
- A curriculum that challenges people in each of the six three-day workshops to:
 - 1) Gain deeper understanding of key environmental issues in Virginia and opportunities for dialogue and collaborative problem solving;
 - 2) Gain personal skills in leadership and collaborative problem solving. Leadership development is based on the model of *"leaders as principled convenors, facilitators, and stakeholders."*

WHO CAN APPLY?

Anyone who is involved with, or has a stake in, any aspect of Virginia's natural resources may apply.

- **Private Sector:** industries with environmental impacts, businesses involving or relating to environmental issues, private professionals involved in natural resource management, private landowners and managers.
- **Public Sector:** local and regional government, elected officials, state and federal resource management agencies.
- **Community and Non-Profit Sector:** civic and environmental organizations, academia, concerned and active citizens

ATTENDANCE AND PARTICIPATION

Graduation and continuing education credit is contingent upon full attendance and involvement in **all six** workshop sessions. **Please check the dates below and if your schedule will not permit you to commit the necessary time, please consider applying in the future.**

Session 1: Wed-Fri, September 23-25, 2009

Session 2: Wed-Fri, November 4-6, 2009

Session 3: Wed-Fri, January 6-8, 2010

Session 4: Wed-Fri, March 10-12, 2010

Session 5: Wed-Fri, April 21-23, 2010

Session 6: Wed-Fri, June 2-4, 2010

SPECIFIC OUTCOMES FOR FELLOWS

ATTENDING THE LEADERSHIP INSTITUTE

Upon completion of the full six-session course, VNRLI Fellows will:

- Understand the key elements of teamwork and leadership.
- Understand the nature, sources and dynamics of natural resource conflicts.
- Understand individual conflict management styles, including when each is or is not appropriate.
- Understand their individual conflict management styles, strengths and challenges.
- Have improved skills in communication, listening, facilitation and conflict management.
- Understand the appropriate application of different group processes for conflict resolution, including collaborative problem solving, interest-based negotiation, mediation and consensus building.
- Understand the different roles of natural resource leaders and responsibilities associated with the different roles.
- Be capable of working within existing public policy processes to improve and maximize opportunities for conflict resolution.
- Engage in more informed decision-making that leads to improved management of Virginia's natural resources.

AND HERE'S WHAT GRADUATES SAY...

"The Virginia Natural Resources Leadership Institute has been one of the most rewarding and beneficial opportunities that I have experienced. In addition to gaining a greater understanding of complex environmental issues I was able to establish deep, personal relationships with other Institute Fellows." S.D. Mallette, Owner of Resource Management Associates

"One leaves the program with an expanded toolbox of dispute resolution and leadership skills and a broader understanding of the environmental issues confronting us at the community and global levels." Ed Daley, Winchester City Manager

"I think people should attend VNRLI because it will help you become more effective in your work as a leader of environmental programs." John Deuel, Director of non-profit and municipal environmental programs, Hampton Roads

"Due to the nature of my work and volunteer activities, I often find myself in situations that require mediation, negotiation, or facilitation skills. The Virginia Natural Resources Leadership course offers education and hands-on experience in all three. I began using techniques learned as a VNRLI Fellow after the very first session!" Mike Roberts, Extension Agent, Farm Business Mgmt. Coordinator

"Best professional development program since the PhD!"
Dr. R. Bruce Hull, Virginia Tech Faculty

THE FACULTY AND STAFF

Tanya Denckla Cobb - Associate Director at the Institute for Environmental Negotiation at UVa, she is a Virginia certified mediator and trainer of mediation. Tanya facilitates and mediates land use and environmental issues involving growth, heritage, transportation, parks, watersheds, water, agriculture and food. She teaches community food systems and, working with VaTech, spearheaded the first Virginia Food Security Summit.

Frank Dukes, Ph.D. - Director of the Institute for Environmental Negotiation at UVa, Frank has mediated transportation issues, water quality/supply issues, recreational trail use conflicts, brownfields and Superfund redevelopment, and a long-term tobacco-public health dialogue. He teaches conflict resolution and collaborative planning at the University and is the author of many publications, including the books "Resolving Public Conflict: Transforming Community and Governance" and "Reaching for Higher Ground: Tools for Powerful Groups and Communities".

Mike Ellerbrock, Ph.D. – Professor, Extension Specialist and Director of the Center for Economic Education at VT, he has been teaching environmental economics, environmental ethics and environmental theology for 25 years. Mike participated in the Kellogg Foundation's Natural Resources Leadership Institute at the University of Kentucky. He served on the Governor's Advisory Committee on Environmental Education and drafted the final report. Mike has received four major university teaching awards, including the Congressionally Sponsored USDA National Award for Teaching Excellence for all fields of Agriculture, Natural Resources, Human & Veterinary Sciences. Mike serves as Special Assistant to the Provost for undergraduate education.

Mike Foreman - Deputy Director of the Division of Soil and Water at the Department of Conservation and Recreation, Mike's focus is on leadership for natural resources. In his 20 years at the Virginia Department of Forestry, he led Strategic Planning efforts within the Department. He has participated in many collaborative efforts such as the Chesapeake Bay Program, Farmland Preservation Task Force, Virginia Forestry Water Quality Task Force, Nonpoint Source Advisory Council, and Coastal Zone Management Policy Team. He is a graduate of the Covey Leadership course and Virginia Leadership Institute and has been a trained facilitator since 1987.

Paul Revell - Urban and Community Forestry Coordinator with the Virginia Department of Forestry since 1994 and with the Department since 1985. Paul serves as the Legislative Outreach liaison for the Southern Urban Forestry Coordinators, has served on the board of the Virginia Urban Forest Council (Trees Virginia) and is the past-president of the Mid-Atlantic Chapter of the International Society of Arboriculture.

Caroline Wilkinson - Program Manager at the Institute for Environmental Negotiation at the University of Virginia, she manages the Leadership Institute. As a Master of Urban and Environmental Planning, she brings her understanding of land use and environmental issues to the program. She works with the Leadership Fellows to ensure that their experience is fun and rewarding.

The Faculty Team draws additional speakers and panelists from universities and institutions in Virginia, including state and federal government agencies, and other organizations involved in natural resource issues.

THE PROGRAM

The six three-day workshops are held in different locations around Virginia to focus on different environmental issues. The sessions use a mix of mini-lectures, experiential roleplays and exercises, stakeholder panel discussions about specific environmental "hot" topics and field trips to cover the following core curriculum elements:

- Natural resource issues
- Processes and strategies for conflict resolution and problem solving
- Personal communication, listening, and conflict resolution skills
- Leadership and relationship building
- Cultural awareness and environmental justice

The agenda for each session changes from year to year, but here is an overview of locations and session highlights:

Session 1 (Central Virginia): Personal leadership, communication skills, the Enneagram personality type indicator, teambuilding, process of dialogue, Tobacco Farmer-Public Health partnership.

Session 2 (Tidewater): Public leadership, group facilitation, reaching for "higher ground," Tangier Island and Chesapeake Bay communities, fisheries, environmental justice, economics of sustainability.

Session 3 (Richmond): Conflict management styles, consensus building, "Six Thinking Hats," the General Assembly, legislative processes, advocacy, local land use, urban and community forestry, green infrastructure, smart growth.

Session 4 (Shenandoah Valley): Servant leadership, principled negotiation, water quality and TMDLs, sustainable agriculture, agricultural waste management, facility permitting and environmental excellence.

Session 5 (*Southwest Virginia*): Leadership without easy answers, public involvement and consensus building, economics of extractive and renewable resources, sustainable forestry, coal mining and mined land reclamation.

Session 6 (*Charlottesville*): collaborative leadership, process design, convening, ethics and special challenges.

COSTS (Please note that need-based scholarships are available.)

The registration fee for 2009-2010 is **\$2300**. This includes all materials and books, field trip transportation, all breaks, one dinner and at least one lunch at each session. **Please note that this fee does NOT include additional costs**, such as additional meals, lodging (which could include double-occupancy with another VNRLI Fellow), and travel related to each session. Efforts are made to keep lodging costs down by using retreats/conference facilities where possible. We use state travel rates as a guide in arranging lodging and meals.

Applicants will be notified of admission decisions no later than June 30, 2009. If you are accepted, a **non-refundable registration deposit of \$100 must be postmarked by August 1, 2009** and the remainder of registration is **due on or before the first day of the opening session**. Please note: The VNRLI is not able to accept payment by credit card, but can accept checks and wire transfers.

APPLICATIONS FOR THE 2009-2010 VNRLI MUST BE RECEIVED BY NO LATER THAN June 16, 2009.

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