



Conservation Leaders for Tomorrow – Curriculum Cross Walk with the USFWS Leadership Development Competencies

CLfT is a unique and nationally recognized program that blends conservation principles, the roles of consumptive uses of wildlife, and leadership development into an intensive 5-day workshop.

Target Audience:

The program targets conservation professionals who are not personally familiar with the societal role, cultural, and economic underpinnings, and conservation impacts of hunting and the consumptive uses of fishing and trapping.

Program Goals: *“to identify future and current leaders from the natural resources profession who do not hunt and provide them with an understanding of the diverse values and important roles of hunting and its impact to conservation.”*

Topics include:

1. *Motivations & Demographics of American Hunters*
2. *Hunter Safety & Education*
3. *Hunting in Wildlife Conservation: Past, Present, and Future – Part 1 & 2*
4. *Shotgun Fitting and CLfT Basics of Firearms Safety*
5. *Understanding of Firearms Basics*
6. *Firearm Actions & Basics of Handling*
7. *Wildlife Laws, Regulations, and Enforcement*
8. *Hunting with Dogs*
9. *Biological Basis of Hunting*
10. *Role of Hunting in Society*
11. *Targeted Discussions*
12. *Application of Shooting & Hunting Skills*
13. *Hunter Responsibility and Ethics*
14. *Trapping and Fishing: Gear, Terminology, and Methods*
15. *Game as Food*
16. *Contemporary Management Issues*
17. *Upland Bird Hunt*
18. *A Hunt: Before, During, and After*
19. *Dressing & Packaging Game*
20. *Firearms Cleaning*
21. *Targeted Discussions & Lingering Issues*

USFWS Leadership Competencies directly and indirectly addressed and developed as a result of the Conservation Leaders for Tomorrow Program include:

CLfT Directly Addresses and Develops:

External Awareness: Understands and keeps up to date on local, national, and international policies and trends that affect the organization and shape stakeholders' views; is aware of the organization's impact on the external environment.

Leveraging Diversity: Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.

Customer Service: Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.

Decisiveness: Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.

Technical Credibility: Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.

Financial Management: Understands the organization's financial processes. Prepares, justifies, and administers the program budget. Oversees procurement and contracting to achieve desired results. Monitors expenditures and uses cost-benefit thinking to set priorities.

Partnering: Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.

Political Savvy: Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts accordingly.

Influencing/ Negotiating: Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.

CLfT Indirectly Addresses and Develops:

Flexibility: Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.

Creativity and Innovation: Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes.

Conflict Management: Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.

Strategic Thinking: Formulates objectives and priorities and implements plans consistent with the long-term interests of the organization in a global environment. Capitalizes on opportunities and manages risks.

Technology Management: Keeps up to date on technological developments. Makes effective use of technology to achieve results. Ensures access to and security of technology systems.