From: Juan Palma
To: Roberson, Edwin; Marlene -FS Finley; Noreen Walsh
Subject: Re: Federal Family Meeting #2 Final Issue Papers and Agenda
Date: Sunday, September 29, 2013 10:01:18 PM

Ed, Noreen, and Marlene,

Thanks to all three of you for leading a good meeting last week on Sage Grouse. I thought it was a productive meeting and several issues are now moving forward.

As some folks know I did not come to work for Government until my early thirties - do envy those that have been doing this work since an early age. In the business world we used the formula: Strategy + Execution = Results. I agree with current writers that the formula, especially in government should take into account at least one more variable (Strategy + Execution)Trust = Results.

Strategy: We are all focused on this part now and I would consider the EIS the closest thing to our Sage Grouse Strategy.

Execution: Sometimes I interchange the word "governance" with execution of a decision or strategy. Governance at its raw definition is the ability of an organization to make, or not, decisions and it's ability to carry them out. We should be thinking about this now as a parallel process development to the EIS.

Trust: This is not an abstract idea just like customer service is not an abstract idea. There are very concrete actions that develop trust. Stephen R.M. Covey, son of Stephen Covey has some great insights on this topic. I would suggest for your consideration that at the next federal family meeting you consider him or someone from his firm do a mini-mini session on this topic.

Results: If the above three variables are closely monitored results will follow. It is critical that a solid governance be put in place for the execution of the strategy.

Thanks for listening. No response is needed I simply add some thoughts to what I am sure are better thought conversation you all' are having.

-Juan
cell 801.440-5411

Sent from my iPad

On Sep 20, 2013, at 8:30 AM, "Roberson, Edwin" <eroberso@blm.gov> wrote:

> Good Morning,
>
> Attached are the Final Federal Family Meeting #2 Issue Papers and Agenda. This

email includes the documents I sent out to you all earlier this week, as well as many additional issue papers. This package excludes materials that will presented by the US Fish & Wildlife Service. Documents related to the FWS's issue discussions will be distributed at the meeting.

Copies of all these materials will be provided to all attendees at the meeting.

I look forward to seeing you all next Wednesday. Have a nice weekend. ed

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<0_0 Draft Federal Family GRSG Agenda_9_19_13.docx>

<1_1 Attachment 1.pdf>

<1_1 Coordinated Process from ROA to PRMP_9_19_13.docx>

<1_2 Edge Mapping (Habitat)_9_19_13.docx>

<1_3 Edge Mapping (Management Actions)_9_19_13.docx>

<3_1 FS Viability Analysis_9_17_13.docx>

<4_1 Fire and Invasives - Guiding Principles_9_19_13.docx>

<4_2 Attachment 1.pdf>

<4_2 GRSG Priority Areas for Protection and Conservation- Assessments and IM 9 19 13.docx>

<5_1 Mitigation_9_19_13.docx>

<6_1 Monitoring and Disturbance_9_17_13.docx>

<7_1 Cumulative Effects and Landscape Report_9_17_13.docx>

<8_1 Adaptive Management_9_20_13.docx>

<8_1 Attachmemt 1.docx>

<8_1 Attachment 2.pdf>

<8_1 Attachment 3.pdf>

<8_1 Attachment 4.pdf>

<10_1 Route Inventories_9_17_13.docx>

<11_1 Public Outreach and Communication_9_19_13.docx>

<12_1 Attachment_9_13_13.pdf>

<12_1 Comment Analysis and Response_9_13_13.docx>