

Is this a GOOD thing?

ANNUAL OPERATION PLAN

Has the AOP increased facilitation and communication?

- Yes
- Clearwater AOP process includes:
 - Pre-AOP
 - AOP
 - Year-end reporting AOP
 - Weekly coordination calls



NEW "Pre-Pre" AOP!

- All this planning means **SUCCESS**

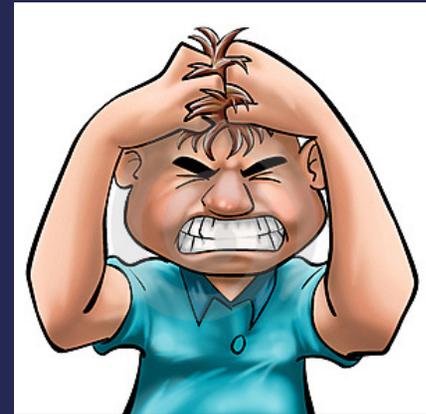
What does the AOP do well?

- AOP's *forced* collaboration
- Formalized planning
- Collective ownership of decisions
- Captures details and specifics
- Promotes transparency
- Enhances Basin-wide perspective
- Builds relationships



AOP challenges?

- Micro-management
- Too many “experts”
- Meetings and more meetings
- Communication breakdowns
- Slow decision making
- Collaboration overkill
- Anger management
- Google Drive and getting edits



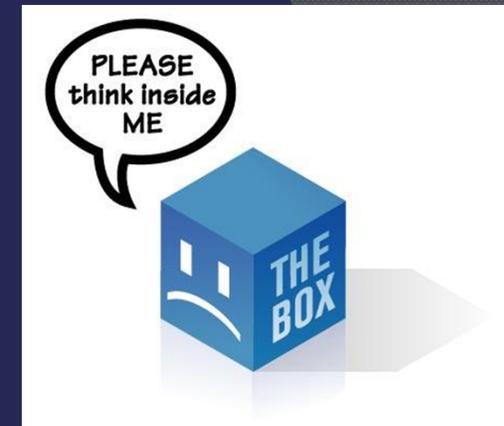
How can we improve?

- Over-communicate
- Internal *before* External
- Determine position *before* meeting
- Meeting facilitator
- Identify desired outcomes
- Focus on the issue
- Formal assignments
- Strict deadline/agenda enforcement
- Document outcomes and share
- Stick to the Plan



Other thoughts?

- ⦿ Crisis Decision Team
- ⦿ Formal “Problem Solver”
- ⦿ *Reduce* AOP attendance (gasp!)
- ⦿ Let ‘easy’ be EASY
- ⦿ Honor responsibilities and roles
- ⦿ Expand standardized metrics
- ⦿ Don’t focus on past history...it’s baggage



Questions?

Holding on to anger is like
drinking poison and expecting
the other person to die.

-Buddha

