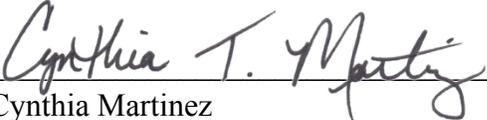


Recommendation 21: *Assemble an evaluation team consisting of Service and Refuge System leaders to report to the Service Directorate on opportunities for organizational realignments or programmatic efficiencies.*

Deliverable 1: Develop a report of recommendations for organizational realignments and programmatic efficiencies.

- *Description:* By May 2012 establish a cross-programmatic subteam charged with addressing the following question:
 - In light of advances in communication technology, transformational changes across the landscape, and the need to provide more efficient conservation delivery in the most economical manner possible, how could our current agency alignment be reorganized to better accomplish our mission?
 - As part of their assignment, the subteam should consider previous organizational changes and reviews and evaluate alternatives that may address potential agency realignments both within the NWRS and Service-wide. As part of this analysis, both structural realignments and measures to improve the efficiency of existing program operations should be considered.
- *Approach:* The team will create the following products:
 - A matrix presenting the relative success of past and ongoing efforts;
 - Metrics that should be applied to analyze the effectiveness of various recommendations, and;
 - A list of options and opportunities for potential organizational realignments and improvements in programmatic efficiencies.
- *Major Milestones:*
 - Draft report of recommendations in 6 months, November 30, 2012.
 - Final report to EIC/Directorate in February 2013.
- *Communications:* Utilize AmericasWildlife.org to keep employees and stakeholders updated and to garner conversation around specific concepts and ideas for realignment or efficiencies

Executive Implementation Council Approval:



Cynthia Martinez
Deputy Assistant Director – National Wildlife Refuge System
U.S. Fish and Wildlife Service

APR 30 2012

Date