



James G. Teer Conservation Leadership Institute

Challenges

Dr. James G. Teer was a founding member of The Texas Chapter of The Wildlife Society and served as the first President of the Chapter in 1965. He developed his love of the outdoors by participating in traditions such as hunting and fishing, but his career followed a path that took him around the world to work for wildlife conservation and management. In 1989 he served as President of The Wildlife Society and in 1994 he received their highest award – the Aldo Leopold Memorial Award. His academic training taught him the importance of science-based wildlife research and

management techniques. But it was his real-life, on-the-ground experiences that taught him how to solve tough conservation issues. He emphasized that solutions to such issues involved not only academic skills, but also leadership skills.

Many of us chose a career in natural resources because of our love of wildlife and the outdoors. Like Dr. Teer, our formal education trained us in field techniques and science-based research and instilled in us the desire to conserve wildlife and their habitats. The reality is that after a few years, many conservation professionals begin to move into leadership roles where they spend less time in the field, and more time working with people to solve the difficult conservation issues of the day. Yet the reality is that most conservation professionals receive little to no leadership training to address the political, social, and economic dimensions of natural resource management challenges. The James G. Teer Conservation Leadership Institute (JGTCLI) was designed to fill that gap and provide valuable leadership and management skills to natural resource professionals.

The JGTCLI Mission

The mission for the James G. Teer Conservation Leadership Institute is to ensure a future legacy of well-trained conservation leaders by providing professional training in leadership skills and contemporary conservation issues for today's wildlife biologists and conservation professionals.

JGTCLI Early Career Professional Training

The JGTCLI seeks early-career professionals 1 to 10 years out of college who are working full time in a natural resource-related field and have demonstrated leadership potential. Professionals from diverse natural resource fields are welcome to apply. These fields include federal and state natural resource agencies, environmental and conservation organizations, educational institutions, natural resource policy development, private consultants and individuals from other natural resource programs.

The JGTCLI Early Career Profession Training Goals

The Texas Chapter of The Wildlife Society recognizes the need for leadership training throughout a professional's career. Although leadership programs exist around the country, the JGTCLI, believes there is a current need for a Texas-based leadership program that not only meets the needs of biologists and conservation professionals, but also focuses on the unique issues associated with Texas' private lands. The JGTCLI has developed a program for those individuals in the early stages of their careers. The goals are to ensure:

1. Early career conservation professionals develop the personal and interpersonal skills necessary to enhance their professional and personal lives.
2. Early career conservation professionals acquire the development skills necessary to enhance their abilities to successfully interact and network with other individuals and groups in professional settings.
3. Early career conservation professionals are knowledgeable of conservation concepts and contemporary conservation issues so they may successfully understand and manage Texas' wildlife and natural resources.
4. This leadership training program remains contemporary, effective and pertinent to early career professionals by continuous use of evaluation and assessment tools throughout the program.

The JGTCLI Early Career Profession Training Objectives

Highly recognized and influential resource professional will serve as instructors in the JGTCLI. Participants will receive theoretical and hands-on instruction in current issues surrounding natural resource conservation. Additionally, they will develop leadership skills through individual and group work, case studies and field trips. More specifically, participants will:

1. Increase their self-knowledge about what motivates and stresses them, how they respond to conflict and solve problems, and how they can work more effectively within a team.
2. Learn leadership proficiencies that will enable them to have greater influence with their peers, leaders, and constituents.
3. Learn communication and networking skills that will allow them to become effective and engaging communicators.
4. Learn the collaborative skills necessary to work effectively within a team.
5. Learn the importance of diversity in the workplace and the skills necessary to attract future conservation leaders from different constituencies.
6. Learn the top conservation issues currently affecting wildlife and natural resources.
7. Understand that science must serve as the underpinning for all conservation efforts.
8. Learn strategies to understand and navigate conservation politics through review of historical and contemporary natural resources issues and participating in policy review and development.
9. Assist with improvement of the leadership training program by thoughtfully evaluating and providing feedback on the various activities and lessons in which they participate.

Application Criteria

Applicants are applying to participate in a yearlong commitment that includes a team-based project, in-person meetings, monthly webinars and project team meetings. The institute will begin at the annual Texas Chapter TWS meeting and conclude the following annual meeting.

Applicants must have:

1. Completed a Bachelor's degree from an accredited university, and
2. Worked as a natural resource professional for 1 to 10 years.

Applications must include:

1. Cover letter,
2. Completed online application,
3. Signed Signature Page with both Participant Pledge and Employee/Supervisor Agreement signed, and
4. Two letters of recommendation.

Applications Due November 1, 2022

Completed applications including cover letter and two letters of recommendation are due by November 1, 2022. You may complete your application online at <http://tctws.org/conservation-institute-menu/jgtcli-early-career-professional-training/> You will be notified of your acceptance into the program by **November 15, 2022**. If you have any questions or need additional information please contact Tucker Slack at early.career.program@tctws.org.

Attendance and Participation

Participants will be involved in a yearlong commitment with required attendance at in-person sessions and project team meetings. Involvement in the yearlong team project is a foundational piece of the institute and the participants learning and growth process.

Graduation from the JGTCLI is contingent upon attendance and involvement in all workshop sessions, conference calls, online meetings, and completion of all assignments. Tuition is non-refundable. You should anticipate 8 to 10 full workdays (including travel) to participate in all in-person sessions. Sessions will usually begin at noon on the first day and end at noon on the last day. The workshop sessions will be located around the state.

Additional monthly webinars and regular project team meetings will take place between in-person sessions. You should anticipate an **additional 6-10 hours a month** for these meetings and webinars.

Tentative dates include:

Session 1 - February 2023, Texas Chapter of The Wildlife Society Meeting

Session 2 – May 2023, Kerr Wildlife Management Area, Hunt, Texas

Session 3 – August 2023, Welder Wildlife Foundation & Refuge, Sinton, Texas

Session 4 – February 2024, Texas Chapter of The Wildlife Society Meeting, Project Presentations and Graduation

Monthly webinars and regular Project team meetings

Program Costs

Your portion of the tuition is \$600 due by February 1, 2023. Tuition is non-refundable. The Texas Chapter of The Wildlife Society and other donors believe so strongly in the program they will provide a monetary and in-kind match to your tuition of over \$1700. Tuition covers costs associated with instruction, educational materials, lodging and on-site meals. Participants are responsible for travel costs and meals when getting to and from sessions.

Application Fields (these fields will be filled out online and submitted electronically)

First Name, Last Name, Preferred Name

Current Employee or Organization, Employment Dates

Title/Position, Work Address, Work Phone Number, Work Fax Number (if Applicable)

Home Phone, Cell Phone, E-mail, Home Address, Home Phone,

Preferred Mailing Address (Home or Work)

Emergency Contact (Name and Phone Number)

Highlight Your Current Job Responsibilities (500 words or less)

Educational Background (Grad School, Date, Degree and/or Under Grad, Date, Degree)

Employment History (Past Employer, Title/Position, Dates of Employment and an Additional Past Employer, Title/Position, Dates of Employment)

Optional Information (Birth Date, Gender, Race/Ethnicity)

Are you a member of the Texas Chapter of the Wildlife Society, if so have you ever served on a committee?

Do you have any Systems Thinking experience (i.e. course work, use it in your job, etc)?

Tell Us about Yourself (Answer each question with 100 words or less.)

1. What leadership trainings or development programs you have attended? Please list.
2. What leadership experience/roles you have had within or outside your organization or agency. These may include professional associations, community involvement, etc.
3. Tell us about your future career goals and what you hope to achieve from your experience in the JGTCLI?
4. In your opinion, what is the most important natural resource management issue facing Texas today. Explain why, and how today's leaders can resolve this issue.
5. What contributions do you feel you could make to your organization's goals and objectives?

Signature Page

Please print off this page. You and your employer need to understand and sign these agreements. This signature page, a cover letter, and 2 letters of reference should be returned to Tucker Slack, early.career.program@tctws.org.

Participant Pledge

I, _____ (Printed Name), understand the mission, goals and objectives of the James G. Teer Conservation Leadership Institute (JGTCLI). If I am selected to participate I understand that my tuition fee is non-refundable. I also understand that my participation in all workshops is essential to my successful completion of the program. I am willing to commit and fully participate in all workshops and assignments given to me and my group.

Applicant's Signature

Employer/Supervisor Acknowledgment

I, _____ (Printed Name) understand the mission, goals and objectives of the James G. Teer Conservation Leadership Institute and the time commitment of my employee participating in the program. I approve of his/her leave to attend the James G. Teer Conservation Leadership Institute.

Employer's Signature (Where applicable)