

North Dakota

Re-structuring for the future.

Re-structuring to be the best!



We will **BUILD** our
INTERNAL HOUSE

* Celebrating our People and Sharing Knowledge

We will **BUILD** our
PARTNERSHIPS

* Celebrating our Partners and Instilling Knowledge

We will **BUILD** our
TECHNICAL ASSISTANCE

* Celebrating our Producers and Conservation Practice Application

Helping People Help the Land

USDA is an Equal Opportunity Provider and Employer.

North Dakota

We will:

- BUILD our Internal House
- BUILD our Partnerships
- BUILD our Technical Assistance

Re-Structure Values

- Increased career ladder opportunities of all
- Gather as much input as possible
 - Staff
 - Partners
- Right Position, Right Task
- No forced moves
- No loss of Grade
- Apply for new position/grade opportunities
- North Dakota 1st



Field Staff have always excelled: It's the responsibilities of the agency that have changed

WHY

WHY

WHY

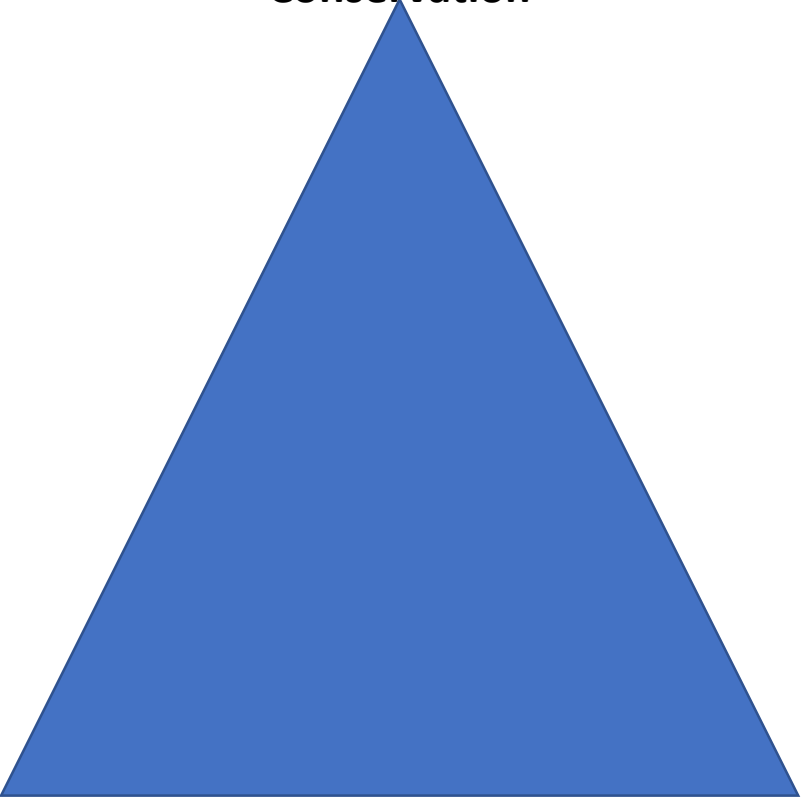
- Current structure does not provide enough flexing for workload distribution
- Field Staff have been saying they want to have more control over their time (obligations and deadlines)
- At all levels of this agency, there is a variety of disciplines with work distributed, EXCEPT the Field Office where you are expected to know all and do all
- Perpetual Acting's
- Recruitment challenges (expectations of new staff!)

Framework

- Natural Resource Driven
- Equitable Workload Distribution
- Recruit and Hiring opportunities
- Recognize and prioritize supervision
- Right Work for the Right Position
- Attainable Career Ladders

Responsibilities and Mission
Farm Bill Programs simple and Limited in scope
Soils
Conservation

1930
1950
1970
1985



Historical view of NRCS in shapes

Responsibilities and
Mission
Farm Bill Programs
Simple and Limited in
Scope



**Responsibilities
and Mission Expanded
1985
HEL and Wetland
Compliance**

Responsibilities and Mission
Farm Bill Programs simple and Limited in scope
Soils
Conservation

Mission Added

Water
Wetlands
Air

More emphasis on Range
Outreach to Tribes
Energy
Wildlife

Responsibilities and Mission
Expanded
1985
HEL and Wetland Compliance

1994

Natural Resources
Conservation Service

Responsibilities and Mission
Farm Bill Programs simple and Limited in scope
Soils
Conservation

Responsibilities and Mission
Expanded
1985

1994
NRCS

HEL and Wetland Compliance



Responsibilities and Mission

Farm Bill Programs

Technical practices

Federal Laws

Acquisition Laws

Partnerships

Technology

Research

Organic

Traditional

Non-traditional

Pollinators

EQIP

CSP

CRP

WRP

EWP

ACEP

FIELD OFFICE

Responsibilities and Mission

North Dakota



BALANCE
is our
GOAL!

RESEARCH and ANALYSIS

Other states

Workload

Natural Resource Needs

Alternatives Reviewed

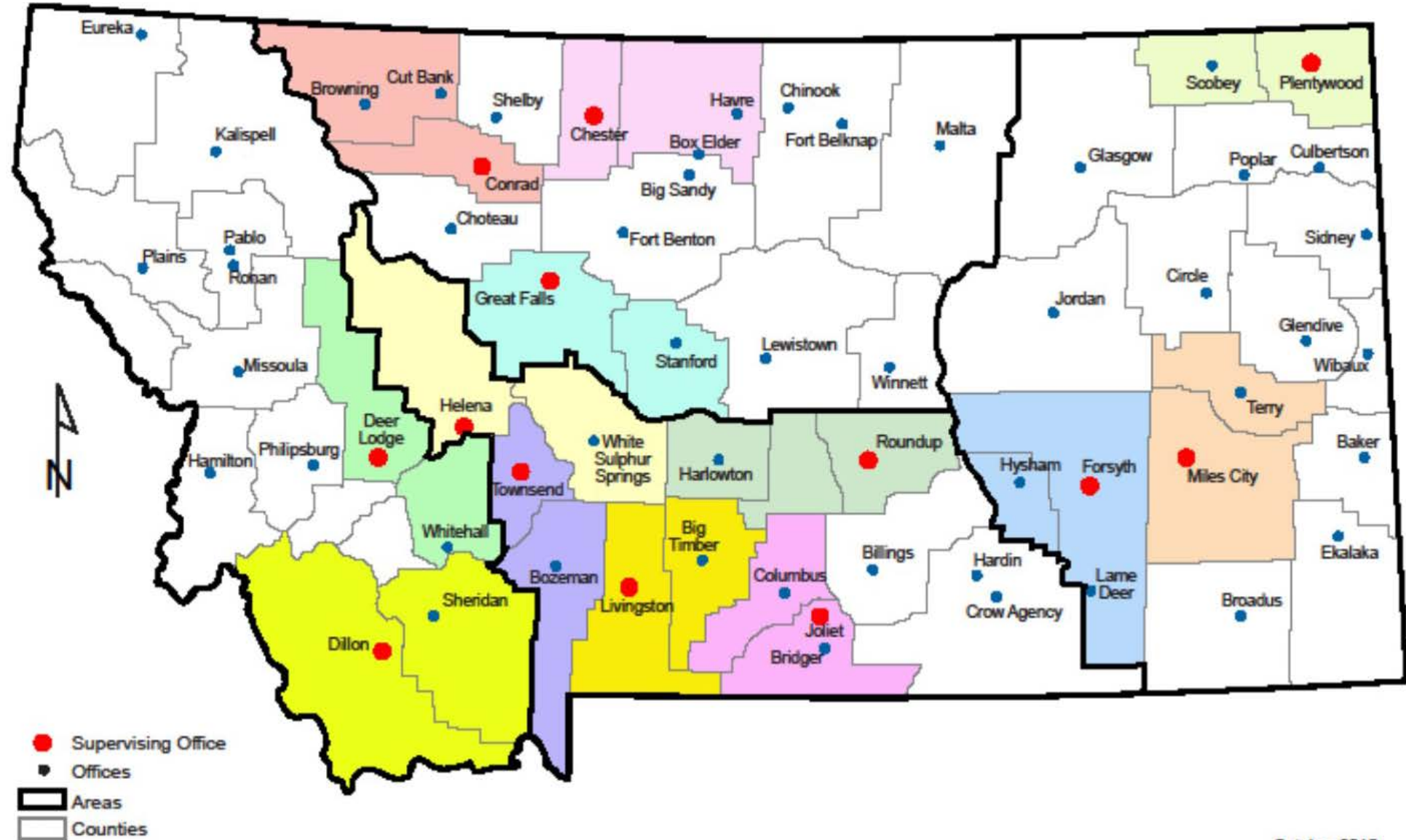
Field Office Supervisory Models

Traditional and “Modified” Traditional

Non-Traditional

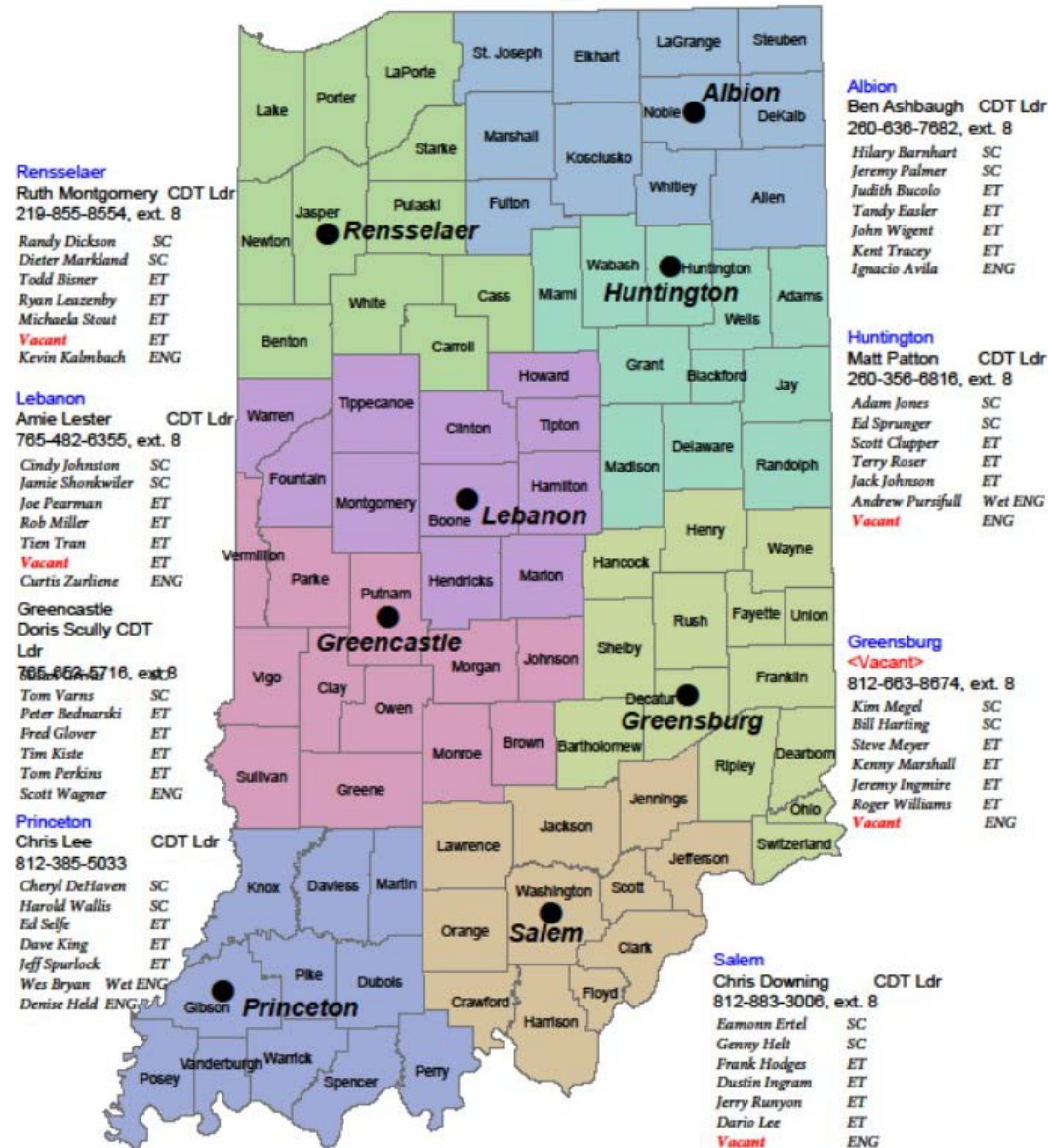


“Modified” Traditional Model



October 2015

Something a Little Different - Indiana



Assistant State
Conservationist

Conservation
Delivery Team
Leader

District
Conservationist
Office A

DC- OFFICE B

DC-OFFICE C

Recommendation

Conservation Delivery Center Office

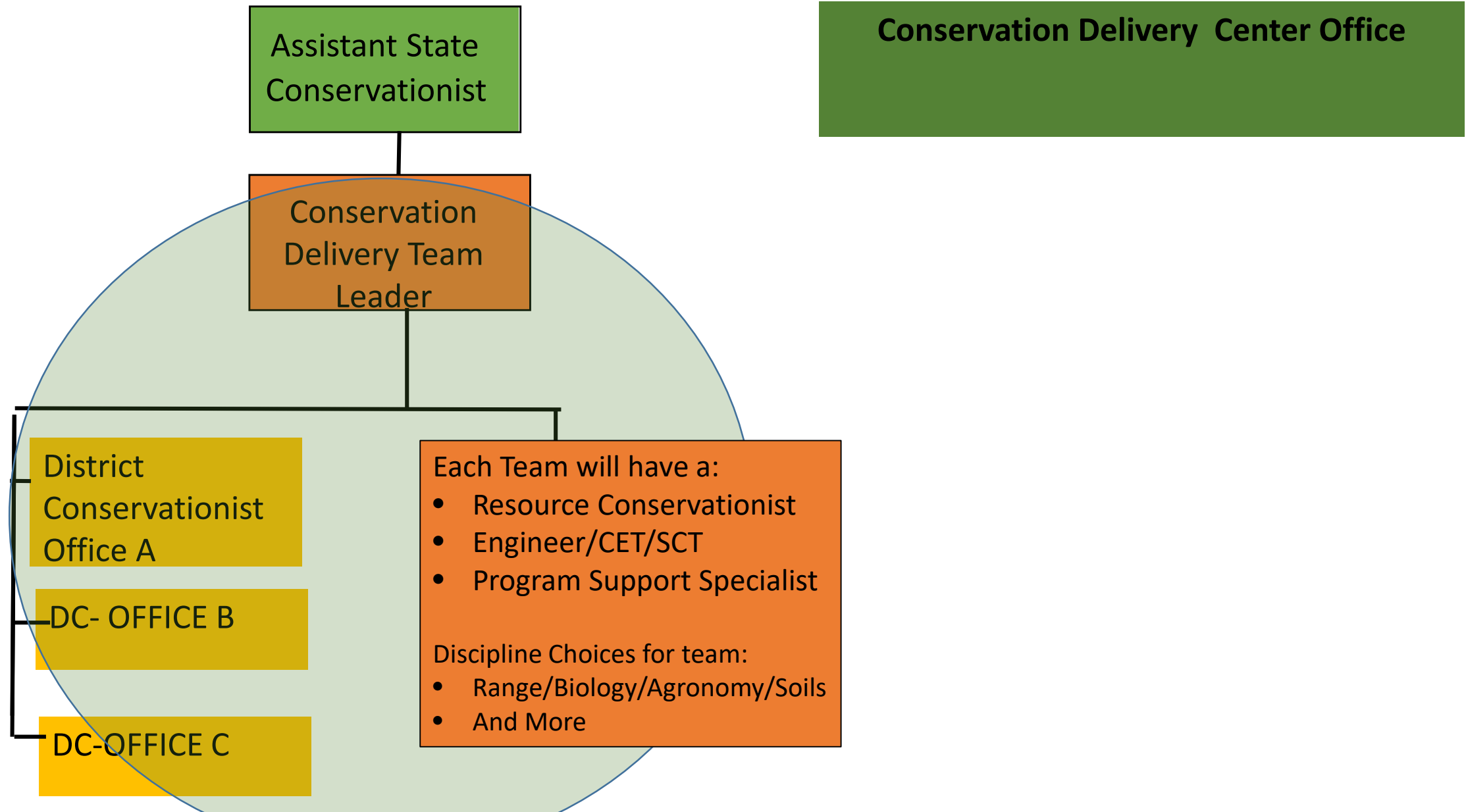
Each Team will have a:

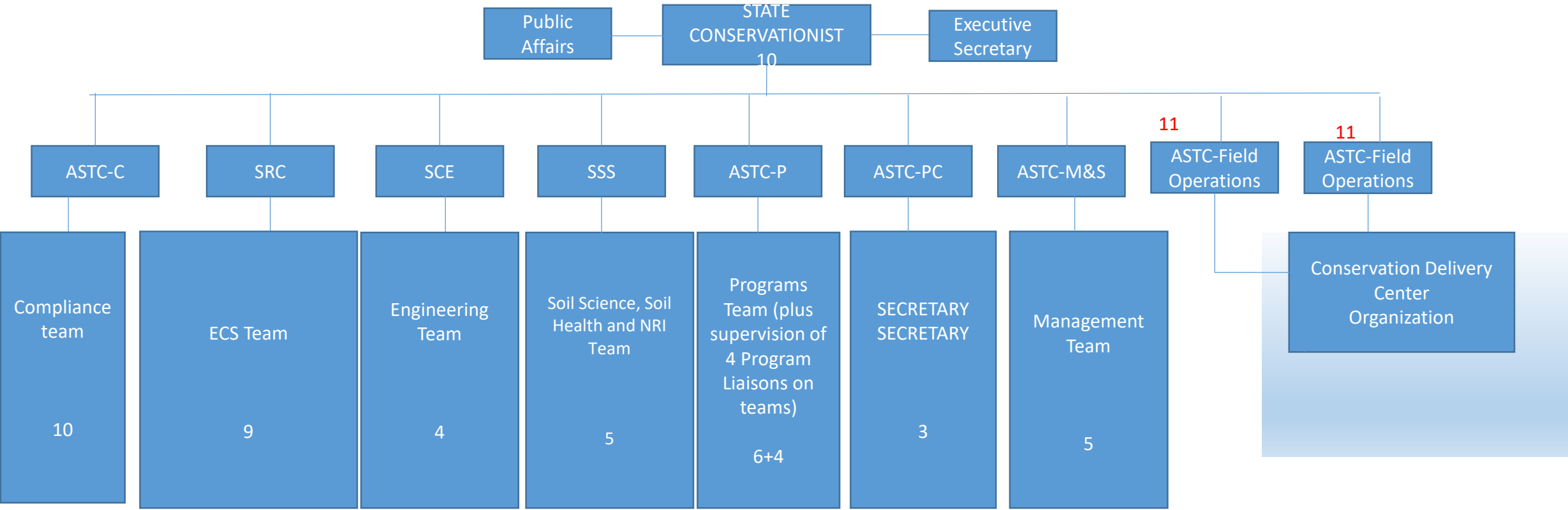
- Resource Conservationist
- Engineer/CET/SCT
- Program Support Specialist

Discipline Choices for team:

- Range/Biology/Agronomy/Soils
- And More

Recommendation





POSITION	# EMPLOYEES
LEADERSHIP TEAM	11
STATE OFFICE Org Chart	46
Customer Facing Staff	180
TOTAL	237 Managing number today

Direct customer Facing

180 - Maximum Field Staff

10 Compliance GS-9/11/12

Goal is 85% or more of Field Facing positions.

We are currently at **about 80%**. **Changes with staff actions.**

2 ASTC-Field
Operations
ZONE LEADERS

Secretary

Conservation Delivery Center Supervisor
9 Locations (18 Total)

Tribal Liaison – Spirit Lake

Tribal Position– Standing Rock

Tribal Liaison – Turtle Mountain
Band of the Chippewa

Tribal Liaison – 3 Affiliated Tribes

“District Conservationist”

KEY to local Partnership

KEY to facilitating communication

KEY to building relationships





CONSERVATION DELIVERY CENTER
Supervisory Position
(Conservation Delivery Team Leader)

- Performance ratings
- IDP's
- Employee development
- Timesheets, leave approval, etc.
- Team lead
 - Manages workload and staff assignments
 - Facilitate Meetings
 - Build Partnerships

All People Fear Change

it's normal
it's expected
it actually helps with
“being considerate”

- How can I help you see your opportunities for you?
- What assurances can I give you?
- What I have forgotten to consider?

Communication

Roll Out

Roll out decisions to employees

- May 29, 2018
- Monthly STC Teleconferences
- Build Committees
- Conduct state wide meetings
- Send out for comment period

Communicate

Communicate model to Partners August – November 2018

Conservation Districts

State Technical Committee

USDA

NDASCD

NDSCCC

Transition & Implement

Customers

Develop Transition Timeline

- Hiring
- Space
- Position Descriptions



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Please send comments and suggestions to the email address above.



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The path to the most beautiful places on earth, is never a straight line.

NORTH DAKOTA LEADERSHIP TEAM
MARY PODOLL, STATE CONSERVATIONIST
1-701-530-2000

RICHARD WEBB, ASTC
STUART BLOTTER, ASTC
CHRISTI FISHER, SRE
WADE BOTT, SSS
JILL HOWARD, ASTC, PARTNERSHIP
TANYA KOCH, STATE PUBLIC AFFAIRS SPECIALIST
TODD HAGEL, ASTC-PROGRAMS
TODD SCHWAGLER, SRC
JENNY HEGLUND, ASTC-COMPLIANCE
LISA LUND, ASTC – MANAGEMENT AND STRATEGY
WENDY BARTHOLOMAY, ASTC, ACTING

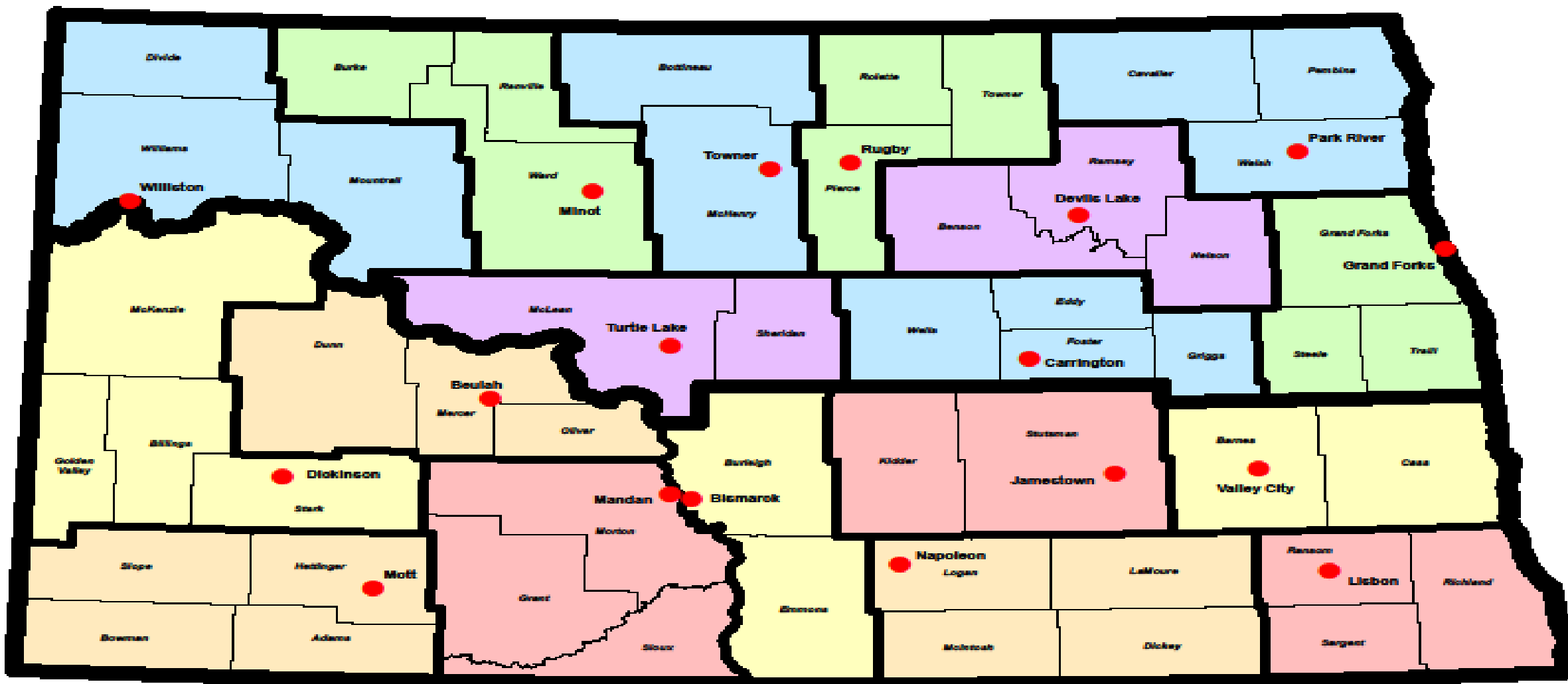
STATE CONSERVATIONIST CLOSING COMMENTS

It is with heartfelt hope and intent to make this organization the best it can be. I have worked beside you; with you; for you; for 7 years. You each bring a passion and knowledge to the workforce that is second to none. I may not articulate it in the best way, but I see the immense potential of our agencies technical skills and your desire to make a difference on the land; and I want to bridge out technical gurus with the Field as directly as possible.

I have listened to you, to partners; I have observed the emphasis, one might say disconnect between what we say are priorities and what we actually do. I want us to let go of some tasks and embrace others.




I see the excitement build when we are in the field at a soil health tour or water quality demonstration. I also know that we like helping our producers financially. Yes – change brings turmoil and frustration, please, please know that the leadership team and I have your best interests at heart; the natural resources and the producers, as well. Mary

August 24, 2018



Legend

- Conservation Delivery Centers
 — ASTC(FO) Areas of Responsibility

North Zone   
South Zone 