



Brennan, Jean <jean_brennan@fws.gov>

Lessons Learned

Granholm, Dean <dean_granholm@fws.gov>
To: Jean Brennan <jean_brennan@fws.gov>
Cc: Richard Nelson <Richard_D_Nelson@fws.gov>

Wed, Dec 13, 2017 at 4:01 PM

Hi Jean,

Rick shared your idea for a lessons learned compilation for LCCs, something he and I have talked about most often in the form of an After Action Review. I like your idea and encourage you to pursue it, we need to hear the parables of collaboration, most notably from those there from the outset.

Although I support the idea, I am skeptical the lessons will be learned unless there is a corresponding change to Service culture. Yes, I understand that our recent troubles are tied to current politics, but since its beginning the LCC concept struggled to get established and saw uneven support from agency leadership. Many of the same things troubled the Ecosystem Management concept back in the 1990s. In that case the agency took the laudable step of completing a [formal assessment](#), but it seems little attention was paid to it or any of the published literature on Ecosystem Management (see attached examples) when it came time to "stand up" LCCs. Perhaps at least these may offer some ideas on how to move forward with the learning exercise you propose.

A more robust approach would see lessons learned embedded within a more comprehensive knowledge management approach to assist organizational learning (perhaps a role for a re-envisioned Science Applications). I think once upon a time that was among the intentions for the Ecosystem Management assessment. Alas. --Dean

--

Dean Granholm
Plains and Prairie Potholes LCC
5600 American Boulevard West, Suite 990
Bloomington, MN 55437-1003
phone: 612-713-5493

4 attachments

-  **institutions_matter challenges of ecosystem management.pdf**
74K
-  **implementing ecosystem management in Forest Service.pdf**
183K
-  **can strategic ecosystem management succeed.pdf**
2569K
-  **org_change_ecosystem_mgt.pdf**
139K