



2021 Fall Leadership Series Draft Agenda

Wednesdays October 27 (Part 1) & November 3 (Part 2), 12:00pm – 1:30pm

Succession Planning & Management for Conservation Districts

Presented by Dennis Gilbert, Appreciative Strategies LLC

Employee turnover, retirements, and labor force participation issues can cause stress and uncertainty about the future for any organization. This two-part workshop for Conservation District leadership will demonstrate the importance of understanding and committing to succession planning and management (SP&M) to ensure smoother future transitions.

In this presentation, participants will:

- Learn about current workforce changes & challenges.
- Understand the true costs of a lack of preparedness.
- Assess the current state of their district's SP&M.
- Examine positions, competencies, and impact awareness.
- Identify roles, responsibilities, and approaches to SP&M.

Wednesday November 10, 12:00pm – 12:45pm

Conservation Leadership and Environmental Justice

Presented by Justin Dula, Regional Coordinator, DEP Office of Environmental Justice

The PA Environmental Rights Amendment, as well as the mission statements of DEP and most Conservation Districts, all support the protection of natural resources and the prevention of pollution. The concept of environmental justice embodies the principle that no communities or populations should be disproportionately exposed to adverse environmental impacts.

In this presentation, participants will:

- Learn about tools to help identify environmental justice concerns in communities within their districts.
- Understand concepts around environmental justice, equity, equality, and how disproportionate impacts can affect conservation district work.
- Know who to contact at the PA DEP about environmental justice concerns.