

CASE STUDIES – ECOSYSTEM RESTORATION

Watershed Program Partnership Seminar

The CALFED Bay-Delta Program's Watershed Program has conducted four Watershed Partnership Seminars throughout the state, with a total of 146 graduates. The classes were held in Sacramento, Napa, Folsom and Riverside.

The Watershed Partnership Seminars help implement the program's commitment to provide technical and financial support for effective local management of watersheds affecting the Bay-Delta system and skills to enhance local management partnerships to help achieve CALFED's overall objectives.



The Watershed Partnership Seminar series arose from a need detected by an extensive survey in the late 1990s through mid-2000. Leadership and organizational development, cross-jurisdiction partnership skills and other management-related topics were dominant unmet needs. Program staff investigated various available and potential methods to provide this type of support, and considered the Watershed Partnership Seminar presented through the US Office of Personnel Management's (OPM) Management Training Program. Although the OPM Seminar was intended to address national issues, there was the ability to tailor it to more directly address issues of concern to CALFED. Thus, the class was brought to California to focus on CALFED objectives, to build better management and partnership skills among and between agencies, and between agencies and stakeholders.

While state agencies were equipped to provide technical, scientific and regulatory assistance in varying degrees, support for partnership-building, adaptive performance-based management and interest-based processes was not widely available. Local jurisdictions and state and federal agencies relied largely on hired consultants to provide those skills, leaving a gap in skills once the consultant contracts ended. The Program saw a need to generate resident skills within local communities and government agencies to promote longer-term partnerships that would help implement the Watershed Program Plan and the CALFED ROD in general.

The Watershed Partnership Seminar has been an important means to help implement the Watershed Program's commitment to provide technical and

financial support for effective local management of watersheds affecting the Bay-Delta system in ways that enhance local partnerships to help achieve CALFED's overall objectives.

The Program has also developed a follow-up support Learning Management System (LMS) that provides networking among graduates and CALFED staff, advanced on-line training modules and a reference library. The LMS also tracks performance of graduates on program plan implementation.

In addition to the electronic support, the Program also delivered two focused two-day Workshops intended to develop stronger management partnerships within the Bay-Delta watershed, and within CALFED itself. The workshops were part of an ongoing effort to bring local interests together, provide facilitation services where appropriate, and deliver training to local watershed management practitioners, including state and federal agency personnel.

The Watershed Program Partnership Seminar provides skills that enable better use of science in management decisions; better partnership skills among varying interests in the Bay-Delta system and improved knowledge of the Delta, its watershed and its relationship to service areas connected to the Delta.