



## PLATTE RIVER RECOVERY IMPLEMENTATION PROGRAM (PRRIP -or- Program)

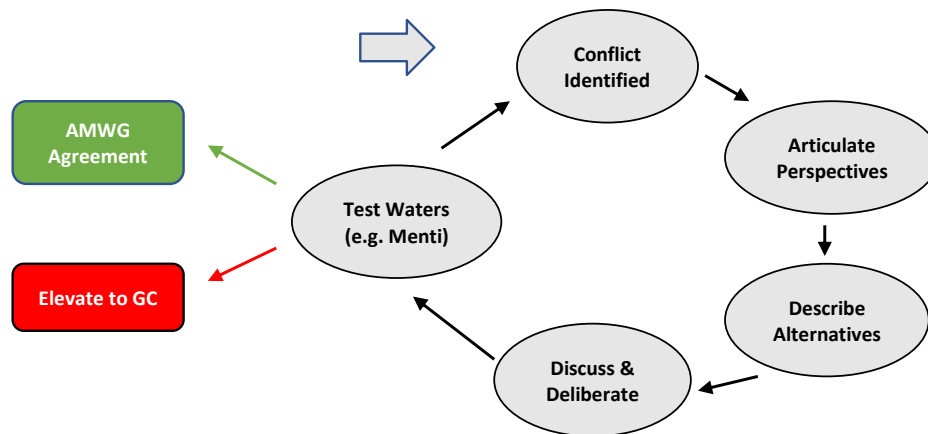
### Adaptive Management Working Group (AMWG) Conflict Resolution Process

October 12, 2020

The purpose of this informal Conflict Resolution Process is to provide guidance for the AMWG to help address critical issues of concern or conflict during development of a PRRIP Adaptive Management Plan (AMP) for the PRRIP Extension. The process will be utilized and refined as necessary as the AMWG continues its work during 2020-2021. The AMWG is structured as a small, nimble, technically oriented group to allow for open discussion and consideration of all ideas and concerns related to the content of the AMP. The AMWG is not a decision-making body but will attempt to generate recommendations for the AMP to the GC for discussion and approval. In developing these recommendations, conflicts are expected and should be viewed as an opportunity to develop new and creative solutions. If and when issues present challenges to reaching agreement, the concepts below will be used to work toward achieving consensus agreement within the AMWG.

#### Principles

- The AMWG will attempt to operate by informal consensus (when necessary; issue-dependent).
- Issues will vary in importance (e.g., wording preferences versus AMP content recommendations) and perception of importance may vary among members. Any member may flag an issue for further consideration through the informal conflict resolution process (Figure 1).
- Commit to understanding different perspectives; Assume positive intent; Be hard on the problem and easy on the people.
- Elevation of individual issues to the GC should be avoided wherever possible with the AMWG focused on discussing the technical contents of the Extension AMP, with a goal of recommending a completed AMP to the GC for discussion and approval. If an issue needs elevated to the GC, it should be presented in the form of clearly articulated alternatives with trade-offs and consequences identified for each alternative.



**Figure 1.** This figure illustrates the informal conflict resolution process for the AMWG. The timeline for these steps outlined here will vary depending on the complexity of the issue. Elevation to the GC should be used as a last resort for only the most important issues.



## Conflict Resolution Process

- When attempting to resolve issues during development of Extension AMP, the full AMWG will discuss the issues in open session during virtual or in-person meetings. These discussions will be facilitated by the Executive Director's Office (EDO).
- Tools such as Mentimeter will be used to allow for anonymous input to put all ideas and concerns on the table for consideration. Mentimeter will also be used to quickly gauge the level of support for an idea to determine whether or not further discussion is necessary.
- Breaks and other blocks of time will be built into the agendas for virtual and in-person meetings for caucusing and side-bar conversations.

If consensus cannot be reached during the meeting:

- The EDO will facilitate discussions with conflicting parties off-line and between meetings to:
  - Clearly articulate perspectives and identify exactly where the differences occur.
  - Describe possible alternatives along with trade-offs and consequences of those alternatives.
- Items of disagreement will be discussed again by the full AMWG in open session at the next meeting to gauge progress toward resolution. Possible outcomes include:
  - Consensus agreement on a resolution.
  - Return to the conflict resolution process to further refine the understanding of perspectives and possible alternatives.
  - In **rare** cases, elevate to the GC for formal consideration and guidance.

## Participant Roles

For clarification, the following points highlight the roles that AMWG meeting participants are expected to serve during development of the Extension AMP:

### *AMWG Members*

- Technical input – support development and writing of all aspects of the Extension AMP including conceptual models, technical uncertainties and priority hypotheses; and Big Questions. This also includes attending and actively participating in all AMWG meetings, providing directly relevant scientific publications for consideration by all AMWG participants, and participation in writing and technical review of the Extension AMP.
- Communication – communicate technical information to the TAC and GC; share continuous feedback with EDO staff and AMWG members.

### *EDO Staff*

- Meeting facilitation – between meeting preparation, development of agendas and supporting documents, host meetings, lead use of in-meeting facilitation tools, compile and edit meeting summaries.
- Technical support – major writing of the Extension AMP; provide independent expertise on existing and proposed Program learning, support for development of structure and technical aspects of Extension AMP.
- Independent opinion – provide insight on the application of Program learning on goals, objectives, management objectives, and use of information for GC decision-making.