

## Executive Director Report: 11 Feb 2019 - 21 days and counting

1. Here's what I've been up to:  
Surveying the battlefield—lots of discussion:
  - Director - met all (but one) and had extended discussions with 80%
  - Staff extended interactions (x3)
  - Several conversations with ex-ExDir & HoFs (Lutes, Kiekhefer, Solsrud)
  - Chapter chairs: 4 current and one former chapter chair
  - Several customers and a prospective project landowner
  - 4 partners (WWF, DU, Gathering waters, S4W, Delta)
  - Annual meeting, Banquet, Sports show
2. Financial review, beginning of Sponsor review/outreach; chapter-by-chapter review, wood duck box program...
3. Two county board meetings: NRC - grants
4. Reviewing recently released waterfowling strategic context: NAWMP, WMP, WP, PhD report
5. Meeting with Senator Stroebel (advocacy)

... Comparing my initial observations from the above activities to something called the Baldrige criteria (below)... may be premature—but I want to bounce them off Board of Directors for feedback...

### Criteria for Performance Excellence Overview: A Systems Perspective

The **performance system** consists of the six categories in the center of the figure. These categories define your processes and the results you achieve.

Performance excellence requires strong **Leadership** and is demonstrated through outstanding **Results**.

The word "**integration**" at the center of the figure shows that all the elements of the system are interrelated.

The **center horizontal arrowheads** show the critical linkage between the leadership triad (on the left) and the results triad (on the right) and the central relationship between the Leadership and Results categories.

The **center vertical arrowheads** point to the Organizational Profile and the system foundation, which provide information on and feedback to key processes and the organizational environment.

