

Project Abstract Summary

This Project Abstract Summary form must be submitted or the application will be considered incomplete. Ensure the Project Abstract field succinctly describes the project in plain language that the public can understand and use without the full proposal. Use 4,000 characters or less. Do not include personally identifiable, sensitive or proprietary information. Refer to Agency instructions for any additional Project Abstract field requirements. If the application is funded, your project abstract information (as submitted) will be made available to public websites and/or databases including USA Spending.gov.

Funding Opportunity Number

F-FWS-WSFR-23-001

CFDA(s)

15.628

Applicant Name

Wildlife Management Institute

Descriptive Title of Applicant's Project

2023 MSCGP Organizational Decision Making for R3: A Process for Leadership

Project Abstract

The adoption of National Hunting and Shooting Sports Action Plan (NHSSAP) facilitated a rapid rise in individual R3 efforts and, to some degree, strategies across agencies and organizations. Unfortunately, these organizations (state fish and wildlife agencies [SFWA] in particular), are extremely resource limited. Though groundbreaking at the time, the NHSSAP failed to provide guidance on how an organization, section, or department should construct a strategic approach to 1) determine what types of programs, efforts, and tactics it is best leveraged to deliver, and 2) how to make critical decisions on the scope and scale of priority R3 efforts based upon existing and/or fluctuating resource levels.

The lack of a structured decision-making process for resource-limited organizations is an increasingly impactful obstacle to the development of effective organizational approaches to R3. A process/protocol for directors and R3 practitioners to design this structure (goals, objectives, personnel, and resource allocation) is needed if R3 is to advance beyond a collection of isolated efforts. This project will utilize published literature, assessments of organizational strategic R3 approaches, and proven structured decision-making protocols to create a decision matrix and process guide for organizational leaders to best align their available resources to define and achieve high-level R3 goals.

Completion of this project will provide decision makers with a decision framework to leverage acquired knowledge from examples of effective and ineffective R3 organizational structures. Project leads will develop a prescription for organizations to assess goals and objectives, resources allocated, collaborations in place, potential resources and partnerships, and conduct an assessment of needs. This iterative process will allow decision-makers to analyze their programs and resources and identify an R3 organizational structure that will facilitate effectiveness and adaptation resulting in optimal allocation of existing resources and enhance and expand the implementation and evaluation of the NHSSAP. The results will facilitate the development and adaptation of organizational R3 approaches through a guide that allows organizations to effectively and efficiently implement an objective process to select and prioritize the R3 efforts most appropriate and likely to succeed in their organization. With this guide, and by implementing SDM, each agency and organization will be able to identify their unique starting point, resources to commit, and direction(s) to take in implementing R3.