

# Competencies for Wildlife Professionals in One Health

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# Introduction

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The shift to holistic approaches to managing wildlife health, and the complex landscape of partners and stakeholders has led to a focus on the development of leadership skills in addition to technical expertise

This presentation introduces core skills for successful cross-sectoral and transdisciplinary leadership that will help wildlife health practitioners effectively lead change toward integrated, mutually beneficial health outcomes for all sectors

Three components:

- Leading self
- Leading others
- Leading change

# Defining Emotional Intelligence (EQ)

Personal Competence	Social Competence
<p>Self-Awareness</p> <ul style="list-style-type: none"><li>• Emotional awareness</li><li>• Accurate self-assessment</li><li>• Self-confidence</li></ul>	<p>Social Awareness</p> <ul style="list-style-type: none"><li>• Sensing others' emotions</li><li>• Understanding others</li><li>• Organizational awareness</li></ul>
<p>Self-Management</p> <ul style="list-style-type: none"><li>• Self-control</li><li>• Learning from experiences</li><li>• Motivation</li></ul>	<p>Relationship Management</p> <ul style="list-style-type: none"><li>• Influence</li><li>• Conflict management</li><li>• Collaboration and cooperation</li></ul>

# Self-Awareness

First step in developing EQ

- Have a better understanding of our strengths and limits
- Gain a heightened awareness and more objectivity of other people's competence
- Gain self-confidence in our self worth and capability

*Savage Chickens*

by Doug Savage



[www.savagechickens.com](http://www.savagechickens.com)

# Self Assessment Tools

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Myers–Briggs Type Indicator (MBTI) is an assessment with the purpose of indicating differing psychological preferences in how people perceive the world around them and make decisions

It indicates your personality preferences in four dimensions:

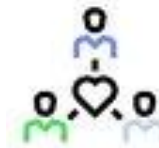
- Where you focus your attention – Extraversion (E) or Introversion (I)
- The way you take in information – Sensing (S) or INtuition (N)
- How you make decisions – Thinking (T) or Feeling (F)
- How you deal with the world – Judging (J) or Perceiving (P)

# Core Values

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Core values are the essential, authentic, and enduring guiding principles which prescribe and drive the conduct of individuals in the organization and help guide daily work and decision making

## Core Values



LOYALTY



PASSION



HONESTY



EFFICIENCY



RELIABILITY



DEPENDABILITY



OPTIMISM



POSITIVITY



COMMITMENT

# Seeking and Gaining Feedback

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## 360 Degree Feedback

- Process through which feedback from a person's direct reports, colleagues, and supervisor(s), as well as a self-evaluation by the person is gathered
- Such feedback can also include, when relevant, feedback from external sources who interact with the person

**Feedback is a gift!**

# Why Form Teams?



Increase the ability to participate in planning, problem-solving, and decision-making



Better understanding and more ownership of change and decisions



More support for and participation in implementing plans



More ability and willingness to participate in performance evaluation and improvement



More exposure to diverse ideas



# Various skills and competencies that are helpful in leading oneself, and leading others

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## **Leading Self**

Understanding of one's own strengths and limits

Heightened awareness and more objectivity of other people's competence

Self-confidence in one's self-worth and capabilities

Self-management and controlling one's emotions

Learning and adapting from experiences and retaining motivation

Acting with empathy

## **Leading Others**

Forming and operating in teams

Conflict resolution

Decision making

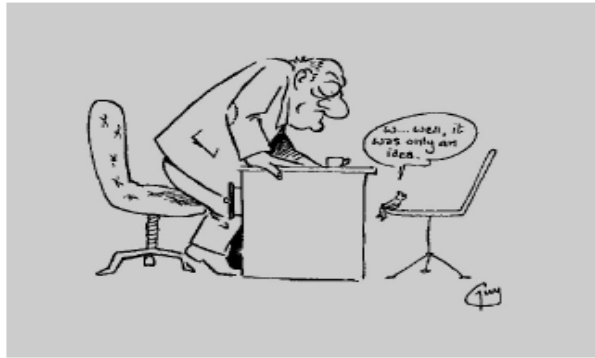
Negotiation

Motivating others

Setting goals and project  
management

Active listening and  
communication

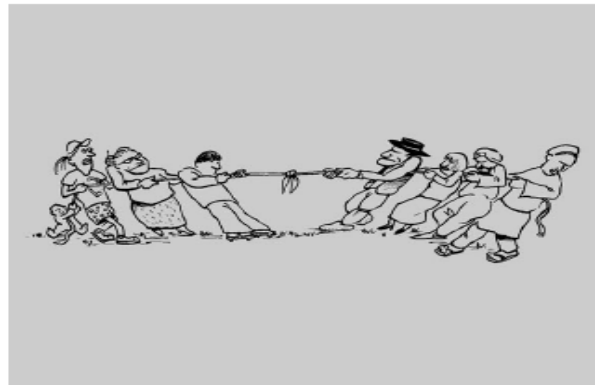
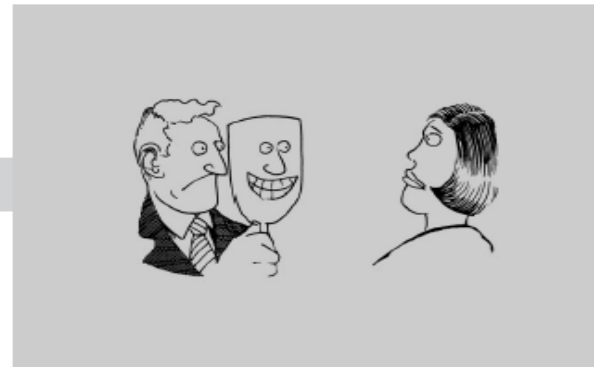
# One Health and the Team Challenge



## EQUITY?

What does 'equity' mean in a relationship where there are wide divergences in power, resources and influence? Equity is not the same as 'equality'. Equity implies an equal right to be at the table and a validation of those contributions that are not measurable simply in terms of cash value or public profile.

**TRANSPARENCY?**  
Openness and honesty in working relationships are pre-conditions of trust - seen by many as an important ingredient of successful partnership. Only with transparent working will a partnership be truly accountable to its partner donors and other stakeholders.



## MUTUAL BENEFIT?

If all partners are expected to contribute to the partnership they should also be entitled to benefit from the partnership. A healthy partnership will work towards achieving specific benefits for each partner over and above the common benefits to all partners. Only in this way will the partnership ensure the continuing commitment of partners and therefore be sustainable.

# Wildlife Health in an Multisector Environment

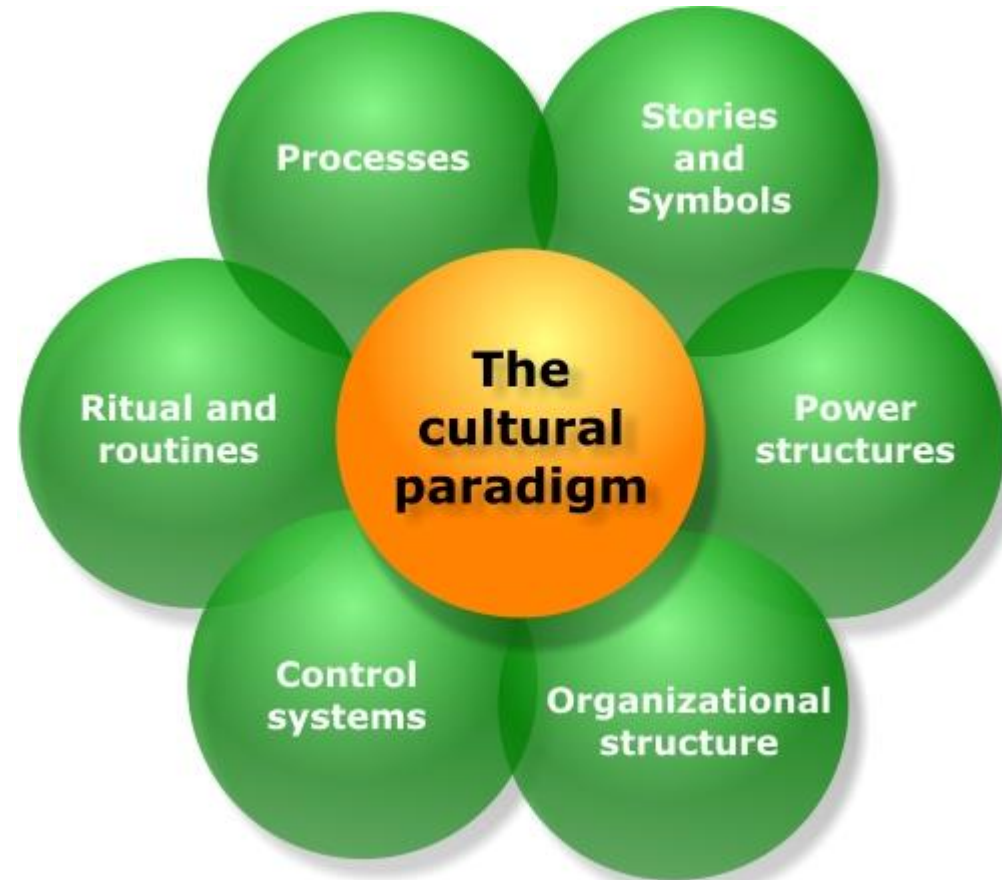
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## Where you work

- Conservation, public health, agriculture, social culture
- Government, academia, NGO, private

## Where you live

- Urban, rural
- North America, Asia, Africa
- ...

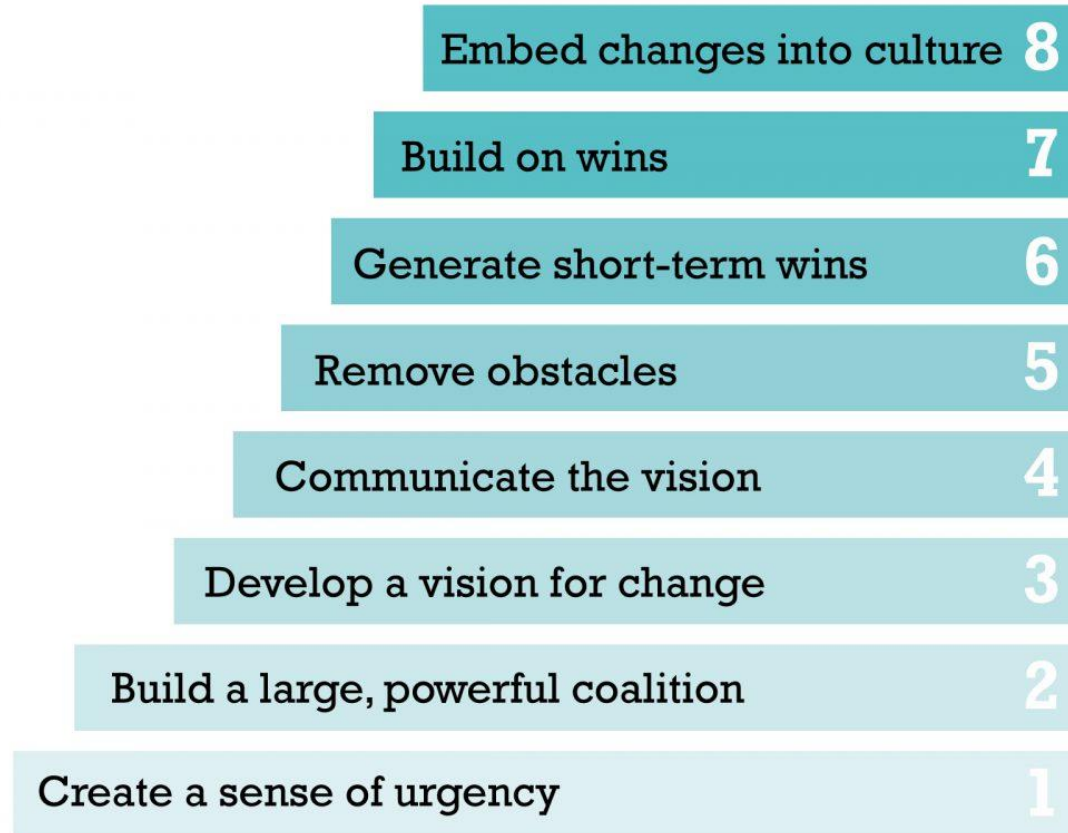


# Kotter's Theory of Change Management

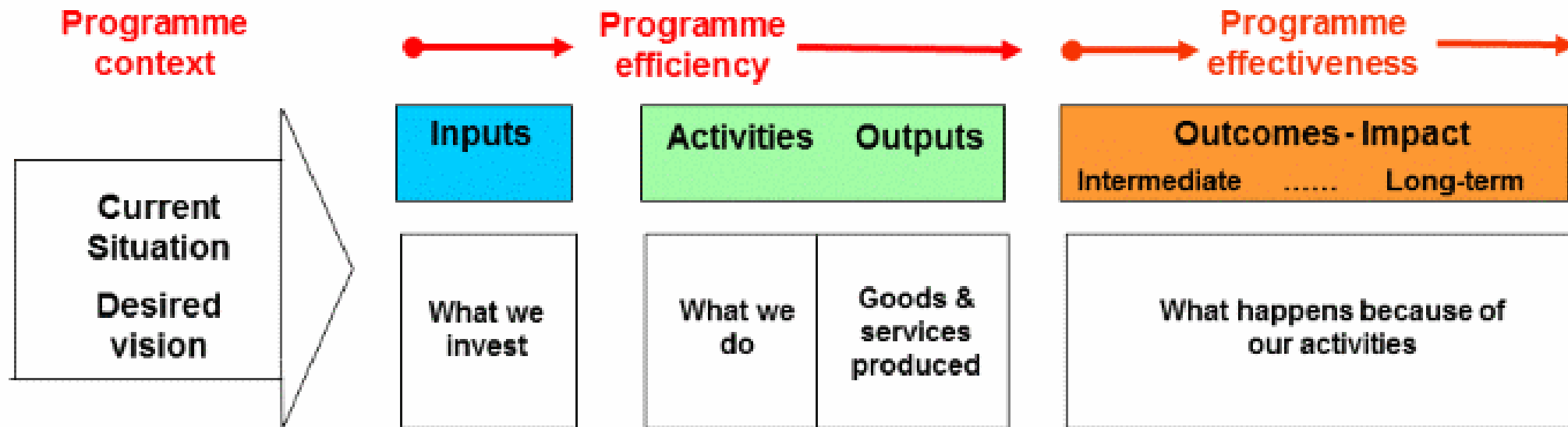
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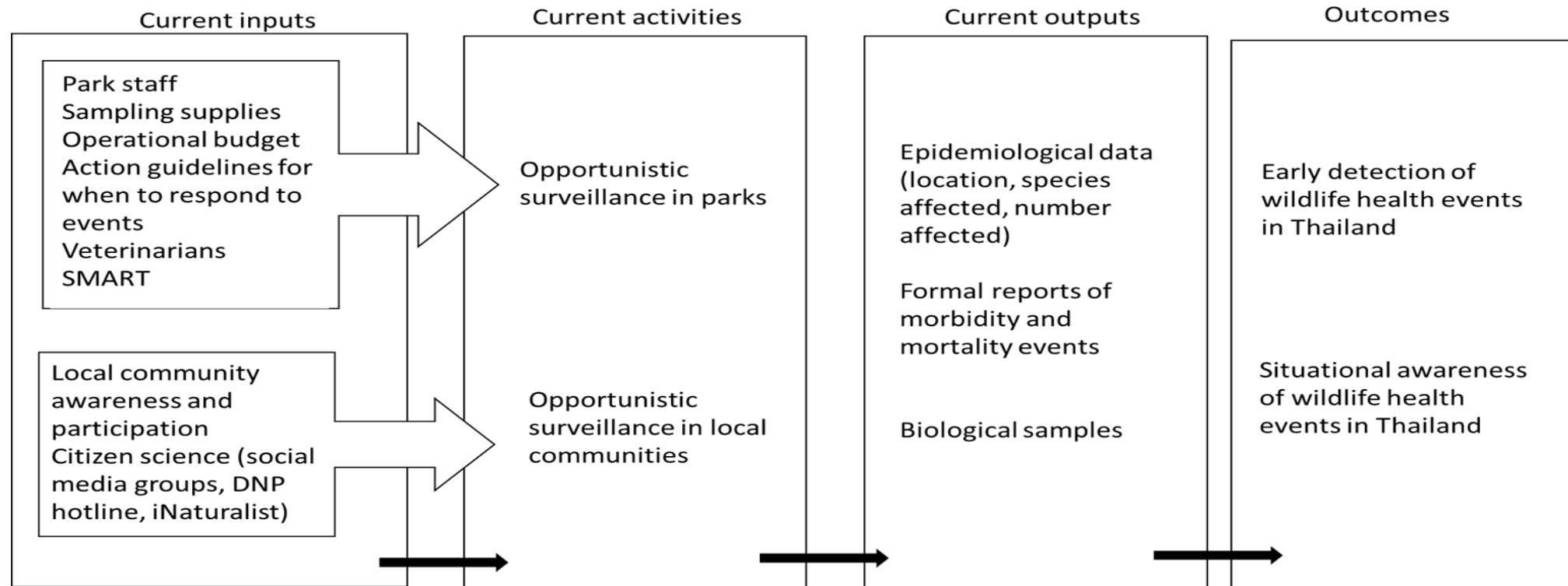
Start



# Logic Model/Theory of Change



# Logic Model for Wildlife Health in Thailand



# Conclusions

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Promoting wildlife health in the twenty-first century can benefit from effective leadership and technical expertise

Leadership skills offer opportunities to drive positive impacts and address challenges in this field in meaningful ways

Collaborating with diverse stakeholders benefits from developing and championing approaches which in some cases may arrive at solutions that are not perfect but allow for necessary buy-in and progress

These realities also reinforce the importance of diverse stakeholders contributing to success, including addressing the full range of expected and unexpected implementation needs

In general, effective leadership will be supported by being open to new ideas, constantly questioning the effectiveness of one's approach, and a commitment to lifelong learning

# QUESTIONS

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