



About the Author

Mike Fraidenburg completed a 30-year career with the Washington Department of Fish and Wildlife after working up through the ranks from fish biologist to agency executive. He:

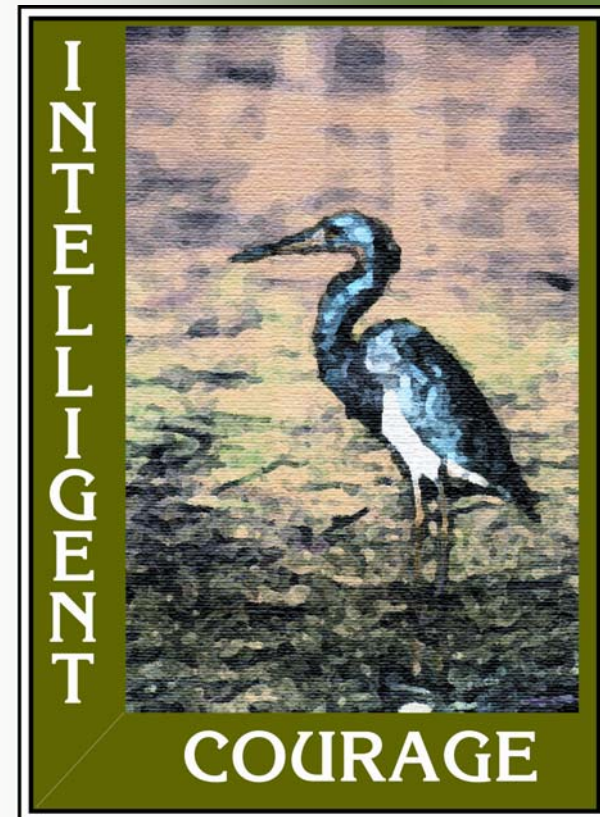
- ~ was the Executive for the State of Washington Fish and Wildlife Commission;
- ~ served on the United States' delegation negotiating the Pacific Salmon Treaty;
- ~ represented Washington State at International North Pacific Fisheries Commission negotiations;
- ~ chaired numerous scientific committees, including the Pacific Salmon Commission's high-profile Chinook Technical Committee; and
- ~ worked on shellfish, habitat, marine fish, and salmon management issues.

Recognized by the U. S. delegation for "...leadership and dedication that sets a high standard to be followed...", Mike was Chairman of the Pacific Salmon Commission's Chinook Technical Committee that developed and communicated non-partisan, scientific advice for international negotiations. Mike received Washington State Fish and Wildlife commendation awards two consecutive years for his leadership and participation on the United States' negotiation delegation for the Pacific Salmon Treaty. And Mike has taught fish and wildlife management at the Evergreen State College.

Mike is a principal of Dynamic Solutions Group, LLC, a national consulting firm best known for its work on improving resource agency management effectiveness, a trustee for the Northwest Fund for the Environment, and a Senior Mediator at the Thurston County Dispute Resolution Center.

"I decided to write *Intelligent Courage* to provide mentoring opportunities to natural resource professionals; to share Intelligent Courage that can help new professionals prepare for the challenges they will face during their career; and to help build a strong foundation for established professionals wanting to improve their personal effectiveness."

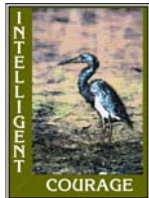
**For more information see: www.IntelligentCourage.com
To schedule a workshop contact Mike at: 5432 Keating Rd. NW,
Olympia, WA 98502; 360-867-1140; E-mail: fraid@earthlink.net**



Intelligent Courage Natural Resource Careers That Make a Difference

A forthcoming book by
Michael Fraidenburg

"I want to provide opportunities for newcomers to learn from established pros so the next generation of natural resource professionals can better handle career challenges." - mf



Intelligent Courage Natural Resource Careers That Make a Difference

A forthcoming book by
Conservationist Michael Fraidenburg

Intelligent Courage is designed for students nearing completion of their university education and currently employed professionals, especially those in the first half of their careers. *Intelligent Courage* will be of interest to all natural resource professionals wanting to maximize personal effectiveness.

The backbone of *Intelligent Courage* is in-depth interviews of seasoned professionals who analyze their careers as learning experiences. By introducing readers to these distinguished professionals, *Intelligent Courage* accelerates learning of the 'street smarts' natural resource managers gain through experience.

Intelligent Courage can be used by students in seminar or group discussion and encourages readers to anticipate their work environment. *Intelligent Courage* is a catalyst for employed professionals to direct their careers toward greater effectiveness. The book presents practical, wise, workable ideas to succeed in the real-world work environment of natural resource professionals.

Intelligent Courage focuses on the professional's personal career experience. It identifies difficult career situations frequently encountered by professionals and provides advice from the people who lived these work experiences. *Intelligent Courage* is different from business administration books because the narrators are public-sector managers whose working environment, while having some parallels, is radically different (e.g., inability to exclude customers, public access to decisions, multiple and competing objectives instead of a single profit motive, the economics of public goods, overview and supervision by legislative bodies). It goes beyond the telling of 'war stories' by identifying core dilemmas professionals encounter and by offering prescriptive advice to deal with these situations.

Building a Foundation

The foundation of *Intelligent Courage* is in-depth interviews of distinguished natural resource professionals such as Mike Dombeck, former chief of the US Forest Service; Roger Contor of the National Park Service; and conservation activist and Olympic Champion Andrea Mead Lawrence. Emphasizing career lessons they were not taught during their formal education, the narrators focus on career experiences that other professionals can benefit from as they embark on their careers or strive to improve personal effectiveness in their current jobs.

If you ever wondered how you would:

- ~ Manage the controversy from the first 'let-it-burn' fire in the history of the National Park Service;
- ~ Mount a critique of the politically powerful and well-financed Sage Brush Rebellion;
- ~ Justify expending considerable agency resources and confront substantial economic development interests to save a 'useless' minnow from extinction; or
- ~ Organize a massive shift from an agency culture focused on commodity production to a culture of conservation,

then *Intelligent Courage* will help you navigate a successful and rewarding career.

Part One includes in-depth interviews from the narrators telling in their own words the lessons they learned from their careers. Part Two unites and interprets these stories identifying key issues that natural resource professionals routinely face in their careers.

Throughout *Intelligent Courage* the narrators give prescriptive advice about how to handle difficult situations in a work environment with increasingly complex challenges and diversified public interests.

*I*ntelligent Courage is for anyone wishing to improve as a natural resource professional.
