



## Michael Fraidenburg

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Michael Fraidenburg is a seasoned natural resource manager who worked for 30 years with the Washington Department of Fish and Wildlife as a scientific expert, agency executive, and the Executive for the Fish and Wildlife Commission. Fraidenburg is widely experienced in conflict resolution, facilitation, agency governance, teaching, policy making, international negotiations, planning, research, and program administration. He has a successful track record in controversial, international and interstate work environments and has received state and national recognition for his work in international disputes over salmon. He has extensive experience facilitating science-intensive disagreements and, as a certified mediator, using interest-based bargaining techniques to resolve disputes over natural resources. He is able to motivate and work effectively with people in supervisory, team, and peer relationships and is expert at helping organizations and stakeholders work together. Michael helps groups get past disagreement and impasse and, in so doing, helps organizations save time, save money, and improve their reputations. As the owner of The Cooperation Company Mike is committed to having our organization help you manage conflict so it does not manage you.



### Recent Accomplishments

- Responsive Management - Arkansas Game and Fish Commission strategic planning - Design and facilitate agency and public involvement events - Accomplishment : Work in progress ; progress so far includes creation of Internet and Intranet collaboration tools and the formation and first meetings of an agency Plan Development Team.
- University of California, Berkeley - Facilitate two conservation planning meetings of the California Bat Working Group - Accomplishment: Scientific agreement on the conservation status of all 25 bat species in California.
- Missouri Natural Resource Conference - Keynote address to the 600+ participants from this joint meeting of the American Fisheries Society, Wildlife Society, Society of American Foresters, and Soil and Water Conservation Society - Accomplishment: Motivational address reviewing the importance of the work of these professionals. Also delivered at this conference was a workshop on Conflict Resolution Skills for Natural Resource Professionals.
- U.S. Geological Survey - Design and facilitate the Pacific Northwest Aquatic Monitoring Partnership Implementation Metrics Workshop - Accomplishment: Participant learning about ongoing work and what it takes to improve cross-agency collaboration and created an initial plan for greater Partnership effectiveness.
- U.S. Geological Survey - Design and facilitate the Pacific Northwest Aquatic Monitoring Partnership Internet Portals Workshop - Accomplishment: Combined the opinions of technical experts and portal administrators creating consensus advice for web portal development by aquatic monitoring data practitioners and managers including an inventory of web portal applications, identification of the potential users and high priority information elements, assessment of the cost/benefit aspects of web portal implementation, and cultivated the support a community for this work.

- Boone and Crockett Club - Design and facilitate a leadership retreat - Accomplishment: Creation of a new governance structure for the Club.
- ECOTRUST, Salmon Data Access Working Group Agency Partnership Initiative - Facilitate meeting of experts developing information systems for salmon science, management, and marketing - Accomplishment: Exploration of the potential for developing a salmon population data ontology.
- ECOTRUST, Salmon Data Access Working Group - Facilitate international meeting of experts coordination the sharing of data and information - Accomplishment: Cross-agency agreement on program priorities and the beginning 'strategic' plan for future collaboration.
- American fisheries Society - Deliver a workshop on *Effective Speaking When the Heat is On* - Accomplishment: Training 23 professionals to better communicate in difficult environments.
- University of California, Davis and California Department of Fish and Game - Facilitate meetings of the Fish Screen Committee for the State of California-Federal Ecosystem Restoration Project - Accomplishment: Cross-agency agreement on how to prioritize funding for screening water diversions in California's Central Valley Water Project.
- Smith-Root, Inc. - Facilitate partners meeting to define acceptable scientific evaluation of non-lethal control measures for marine mammal predation on salmon in the Pacific Northwest - Accomplishment: Agreement among federal, state, and non-governmental organizations on seven action items for an acceptable research protocol.
- Instream Flow Council - Design and facilitate their conference on improving sustainable use of waters in the U.S. and Canada - Accomplishment: U.S. and Canadian professional staffs around a mission for their collective work to preserve North American water resources - This work was a follow-up to facilitation of the first National Conference on Instream Flow Program Assessment in 1998.
- University of Washington, School of Fisheries - Facilitate symposium on managing nearshore, marine reef fisheries - Accomplishment: Sufficient agreement on the management challenges that nine symposium participants were able to author, *The Challenge of Managing Nearshore Rocky Reef Resources* published in Fisheries (33)4, April 2008.
- Washington Governor's Office, Office of Regulatory Affairs - Facilitate development of their strategic plan - Accomplishment: Agreement among autonomous programs about a way forward for this award-winning program.
- U.S. Fish and Wildlife Service - Facilitate the government-stakeholder conference, *Working Together to Conserve the Waters of the Greater Yellowstone Area* - Accomplishment: Teambuilding to prevent aquatic invasive species damage.
- Muckleshoot Tribe - Teach conflict resolution skills and project planning skills to tribal fisheries staff - Accomplishment: Improved inter-governmental and intra-tribal cooperation skills.
- U.S. Fish and Wildlife Service Strategic Planning - Facilitate strategic planning for the Fish and Wildlife Partnership and the Coastal Partnership Programs - Accomplishment: Creation of staff and stakeholder input for inclusion in the strategic plan.
- Pacific States Marine Fisheries Commission and the Western Regional Panel - Facilitate joint agency meetings on zebra mussels - Accomplishment: Create the first rapid response plan for zebra mussels in the Columbia River Basin.
- Colorado Division of Wildlife - Prepare their Comprehensive Wildlife Conservation Strategy - Accomplishment: Prioritization of 'non-game' and sensitive species management needs and make the state eligible for federal funding for these species.

- Colorado Division of Wildlife - Facilitate conflict resolution and strategic planning for the Ranching for Wildlife Program - Accomplishment: Complete revision of the rules governing landowner sale of hunting opportunities for big game and public access to hunting on private ranch land.
- Atlantic States Marine Fisheries Commission - Facilitated strategic planning for the Commission - Accomplishment: Substantive agreement among the 15 Atlantic coast states for a revised strategic plan to guide their cooperation.
- Washington Department of Fish and Wildlife, Wildlife Management Division - Facilitated stakeholder evaluation of hunting programs on private lands and development of policy recommendations (i.e., the Private Lands Wildlife Management Areas) - Accomplishment: Revision of the rules governing public hunting access on private land.
- University of California, Davis, Department of Environmental Science and Policy - Facilitate stakeholder meetings for an aquatic nuisance species management plan - Accomplishment: Information sharing between government agencies and stakeholders about content to include in a state aquatic invasive species management plan.
- California Department of Fish and Game, Habitat Conservation Planning Branch - Facilitate the Workshop on Captive Propagation and Sale of Native Reptiles and Amphibians in California - Accomplishment: Information sharing between government agencies and stakeholders about content to include in a state management plan for native reptiles.
- Thurston County Dispute Resolution Center - Facilitate Board of Director=s strategic planning meetings and staff work planning sessions - Accomplishment: Revised strategic plan.
- Arkansas Game and Fish Commission - Facilitation and training on effective executive leadership for the Commission, agency director, and agency executive staff - Accomplishment: Commission-Agency Director agreement on roles and boundaries of their respective management purviews.
- California Department of Fish and Game, Aquatic Nuisance Species Program - Facilitate the International Scientific Review Panel review of the *Caulerpa taxifolia* eradication program - Accomplishment: Agreement on 17 recommendations for improving the state-federal eradication program.
- Western Regional Panel of the Western Governor=s Association - Facilitate the National Invasive Species Screening Workshop - Accomplishment: Three agreements among diverse government agencies, non-governmental agencies, and private corporations about the need for, the guiding principles of, and a first definition of roles and responsibilities for managing intentional introductions of non-native species in the U.S.
- Alaska Department of Fish and Game - Sport Fish Division - Facilitate strategic planning - Accomplishment: Revised strategic plan for sport fishing in the state.
- Alaska Department of Fish and Game - Wildlife Division - Facilitate strategic planning - Accomplishment: Revised strategic plan for hunting in the state.

Certifications and Affiliations: • *Certified Fisheries Professional*—American Fisheries Society • *Certified Mediator* for, Environment, Public Policy, and Community Subject Areas—Washington Mediation Association • *Senior Mediator* for Two-Party, Multi-Party, Family, Victim/Offender Subject Areas—Thurston County Center for Dispute Resolution • *Large Group Facilitator*—Thurston County Center for Dispute Resolution • *Trustee*—Northwest Fund for the Environment • *Professional Speaker*—National Speakers

Association • *Board Member*—Olympia Child Care Center (2000 - 2004) • *Adjunct Professor*—The Evergreen State College (1997 - 1998).

### What Clients Say

*"I appreciated allowing the group freedom to go where the conversation took us. I felt the ground rules and facilitation allowed this to be a positive experience for all."*  
Gary Michel, Chief, Olympia Police Department.

*"You accomplished an incredible feat by synthesizing an intensive, in-dept training to an hour and a half. . ."* Barbara Young, RN, MN, MHP, Professor of Nursing, South Puget Sound Community College.

*". . . things looked bleak for awhile with constant news stories about 'an impasse' in funding us. But I used some of the terrific negotiating skills I learned in a book written by some Fraidenburg guy to get to the win/win!"* Carl Burger, Senior Scientist, Smith-Root, Inc.

*". . . the Five Year Strategic Plan you helped the Atlantic States Marine Fisheries Commission craft is serving us well."* John V. O'Shea, Executive Director.

**Selected Publications:** *Intelligent Courage—Natural Resource Careers That Make a Difference*. Krieger Publishing, Malabar, FL, 2007 • Snooze Alarm! - Avoiding PowerPoint® Pitfalls. Fisheries, American Fisheries Society, May 2005 • Diagnosing Conflict: Skills for the Natural Resource Professional. Fisheries 29(11): 20-29, 2004, American Fisheries Society, Bethesda, MY. • Arrrgh! This can't be Happening to me, or How to Manage Crisis. 1995. Fisheries 125th Anniversary Issue. • The Game's Afoot - The Dynamics of International Conflict Over Salmon. A thesis submitted in partial fulfillment of the requirements for the degree of Master of Environmental Studies, The Evergreen State College, 1991. • Wild Chinook Salmon—An International Conservation Challenge. North American Journal of Fisheries Management 5: 311-329, 1985. • The New Politics of Natural Resources - Negotiating a Shift Toward Privatization of Natural Resource Policymaking in Washington State. Northwest Environmental Journal, 1989. • Estimating Boat-Based Fishing Effort in a Marine Recreational Fishery. North American Journal of Fisheries Management 4: 351-358, 1982. • First Estimates of Natural Mortality for Yellowtail Rockfish. Transactions of the American Fisheries Society 110; 1981. • Minimum Estimates of the All Nation Removals, North American Trawl Species Composition and CPUE for 'Other Rockfish' in the Northeastern Pacific Ocean. Washington Department of Fisheries Technical Report Number 94, 1977. • Economic Evaluation of Washington's 1967 Troll Salmon Fleet. Bulletin 8, Pacific Marine Fisheries Commission, Portland, Oregon, 1972.

**Education:** Masters of Environmental Studies—The Evergreen State College, Olympia, WA • Bachelor of Science, Fisheries—The University of California, Humboldt, Arcata, CA