

Conservation Learning Exchange (ConX) Evening Sessions

NRLI 24- Practicum



Issue Summary & Relevant Parties:

Lack of Inter-agency Training for Natural Resource Professionals (3 to 7 years into their Careers)

Retention of staff at this level

Building connections to other natural resource management entities

Practical application of ConX experiences



ConX Evening Session Team



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Forest Resources &
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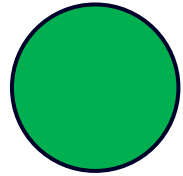


Andrew Rappe
Preserve Management
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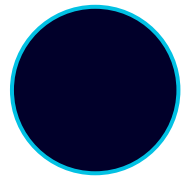
Lara Rainbolt
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NRLI Techniques



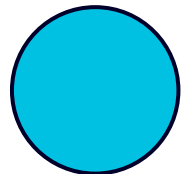
Poster boards

Collaborative Brainstorming Session that allowed participants to move around



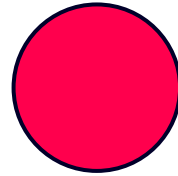
Asking Prompting Questions

Provided pre-work and post work questions to gauge understanding and direct more networking amongst cadre and participants



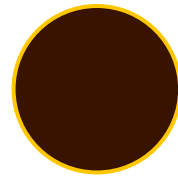
Building a Timeline

Participants and cadre arrange themselves in a singular line based on their years of experience. ConX 2025 had 420 years of experience in the same room.



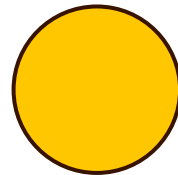
Process Agenda

One process agenda to cover both evening sessions to ensure that we were connecting the topics and reiterating the learnings from the previous evening



Buzz Groups

Utilized room noise to know when to move on to their next collaborative opportunity



Feedback Session

Daily After-Action Review (AAR) with cadre – what went well, what we could work on and knowledge to build upon
Informal feedback opportunities offered throughout, and a formal survey sent after the event.

Takeaways

	Outcomes	Lessoned Learned
Evening Session #1	- Participants worked in small groups with participants outside of the agency (pre-determined by ConX Team) - Completed the management scale exercise the looks at developing prediction models - Took a few rounds for participants to warm up to the game but they were catching on and applying in the field the next day	- Never assume (no projector) - Work with cadre ahead of time to run through the game and different scenarios so everyone is versed in how the model works - Tweak the activity to have more ConX based scenarios and add some addition pre-start learning before kicking off the game
Evening Session #2	- Participants completed pre-work to set the base knowledge to expand - Worked in different randomly selected small groups to problem solving natural resource management issues across agencies and leveraging additional expertise and - Participants used information from the first 4 field trips to apply to their challenge	- Sending pre-work ahead of the event with only written instructions meant that we didn't hit more learning styles- should have been in orientation meeting - Groups felt more engaged in this format- no technology barriers
Meet n Greet & Logistics Online Meetings	- Set this for 20 days prior to the event for participants to meet and network with students and cadre ahead of the in-person ConX portion - Icebreaker virtual breakout rooms and had participants share what their goal was to attend this event and a favorite natural resource management win for them - Offered 1 "optional" office hour to address logistics questions ahead of the event- 1 week prior	- We need to set the Meet n' Greet at least one month prior and share/walk through all the required pre-work so we can address different learning styles - Offered more structure "optional office hours" x2 at different dates and times to accommodate more participant schedules

Looking ahead to ConX 2026

