



## Nedra Chandler

### Senior Associate

#### PROFILE

Nedra Chandler is an experienced professional facilitator and mediator for individuals, teams, and intergovernmental work. She serves as an impartial process guide, assisting participants in constructive engagement and decision making. She is an International Coach Federation-credentialed coach focused on government leaders and teams. Her favorite work is bringing out the genius already there, in every team and every situation, by helping the group discern for itself what it is ready for next.

#### EDUCATION

1992	1987	2012	1996
M.A.	B.A.	Graduate	Professional
Geography,	Political	Certificate in	Mediation
University of	Science,	Public	Certification,
Washington	Montana State	Health,	University of
	University	University of	Washington
		Montana	School of Law

#### EXPERTISE

- Facilitation
- Professional ICF-credentialed coach
- Conflict Management & System Design
- Mediator
- Trainer/Workshop Designer
- Public Health Professional

#### PROFESSIONAL AFFILIATIONS

- International Coach Federation
- U.S. Institute for Environmental Conflict Resolution's (USIECR) National Roster of Conflict Resolution Professionals & Native Network
- National Coalition on Dialog and Deliberation
- Association for Conflict Resolution's (ACR) Environment and Public Policy Section

#### BACKGROUND

For more than 25 years Nedra has assessed, designed and facilitated over 200 multi-party groups, subcommittees, and other intergovernmental working groups to uncover what they are ready for, generate options, manage conflict, reach agreements, manage resources, and set action plans. Designs for group work have included many methods and structures that strike a balance between over- and under-control including devised process, Institute for Cultural Affairs methods, and Liberating Structures.

Her approaches help enliven and distribute both participation and influence among participants. She assists groups to discover where they want to take their situation and identify opportunities to accomplish the outcomes they have set.

#### RELEVANT EXPERIENCE

##### ***Greater Yellowstone Federal Coordinating Committee, 2017***

Nedra facilitated this multi-day organizational health retreat for 12 federal land managers who come together every other year for an offsite retreat. Her role was to assess, design, facilitate and summarize their 2017 retreat. Agency partners included two National Park Service superintendents (for Yellowstone and Grand Teton); five Forest Supervisors; two National Refuge managers from U.S. Fish and Wildlife Service and three state leaders from Bureau of Land Management in Wyoming, Montana and Idaho. With Nedra as their on-site process guide, the group created a new interagency leader's 'playbook' visually showing why the GYCC exists and their individual and shared commitments to each other as federal land managers, to the Greater Yellowstone landscape and communities.

##### **Contact(s):**

- David Vela, Superintendent Grand Teton National Park, 307-739-3411; [david\\_vela@nps.gov](mailto:david_vela@nps.gov)
- Melany Glossa, Supervisor/Beaverhead-Deerlodge National Forest, 406-683-3973; [mglossa@fs.fed.us](mailto:mglossa@fs.fed.us)

##### ***Organizational Development & Coaching 2013-present***

Nedra provides assessments to raise self-awareness (e.g., Lumina Learning & Leader 360); practical applications for developing team trust and rapport; and systematic support for practice. She develops customized coaching programs for managing complexity under pressure. She works with team members from the National Park Service, bureau chiefs and division directors in the Environmental Protection Agency, and state agency leaders via in-person and remote collaborative technologies.

##### **Contact(s):**

- Susan Russo, NPS, 978-210-4245; [susan\\_russo@nps.gov](mailto:susan_russo@nps.gov)
- Paul Sihler, MT Fish, Wildlife & Parks, 406-444-3196 [psihler@mt.gov](mailto:psihler@mt.gov); or Billy Shott, 928-608-6210; [Billy\\_Shott@nps.gov](mailto:Billy_Shott@nps.gov)

## TESTIMONIALS/RATINGS

Nedra was a joy to work with.” – **Denice Swanke, Superintendent, Denali National Park and Preserve**

“Nedra has the flexibility to adjust in ways that blend and empower the group.” – **Julie DalSoglio, U.S. Environmental Protection Agency, Region 8**

“You leveled the playing field. You ensured that every person’s expression and way they view the world was honored as important to the outcome. You were very clear about what your role was in the process. I would do it again if you were facilitating.” – **Patricia Sternberg, Lewis & Clark County Library**

“Nedra was awesome to work with. She helps multiagency groups create constructive work environments.” – **William Shott, National Park Service**

**Anonymous comments from EPA-DEQ**  
(annual meeting facilitation):

- *‘Nedra’s energy and (process) leadership skills get and keeps people engaged and participating.*
- *‘Flexibility, sensitivity, good energy, clear commitment to group.’*
- *‘These sessions are very hard to do well. You do much better than most because your delivery is relaxed and nothing feels weird or forced.’*

## CONTACT



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## RELEVANT EXPERIENCE, CONTINUED

***Intergovernmental Facilitation of Tribal, Federal, State and Local teams for community and economic development, 2015-2016***

Impartial facilitator for a community-led effort called “Making a Visible Difference in Communities” in Poplar, Montana and on the Fort Peck Reservation. The focus was on abandoned, burned or otherwise ‘blighted’ properties and their redevelopment.

**Contact(s):** Diana Hammer, EPA Region 8, 406-457-4148;  
[hammer.diana@epa.gov](mailto:hammer.diana@epa.gov)

***Intergovernmental Facilitation for USFWS Mountain-Prairie Region and Sovereign Tribal Governments, 2016***

Facilitated two regional meetings in Montana and South Dakota regarding potential delisting of Yellowstone Ecosystem Grizzly Bear under the Endangered Species Act. The scope prepared by Nedra included reviewing background and facilitating five focused planning calls with a U.S. Fish and Wildlife Service team and leadership; and outreach and meeting design calls to over 100 tribal government contacts/tribal leaders for 51 invited Tribes.

**Contact(s):** Matt Hogan, Deputy Regional Director, 303-726-6251;  
[matt\\_hogan@fws.gov](mailto:matt_hogan@fws.gov)

***Third Party Facilitation for Western Governors Association (WGA) Species Conservation and ESA Initiative, 2015***

Nedra was on a team of senior facilitators serving around 200 participants who came together to share successes, policy challenges and best practices to improve the effectiveness of the Endangered Species Act. Results were brought to WGA for governors to communicate, as they wished, in their own states.

**Contact(s):** Steve Smutko, University of Wyoming Ruckleshaus Institute Spicer Chair of Collaborative Practice, 307-766-2703,  
[steve.smutko@uwyo.edu](mailto:steve.smutko@uwyo.edu)

***Badger Two Medicine Conflict on Proposed Oil and Gas Development in a Traditional Cultural District under the National Historic Preservation Act Section 106, 2015***

Nedra provided neutral facilitation services for a contentious meeting under the National Historic Preservation Act, section 106, involving the Blackfeet Nation, the Lewis and Clark National Forest, Solenex, Bureau of Land Management, Western Energy Alliance, Glacier County, Glacier National Park, Glacier Two-Medicine Alliance, Montana Historic Preservation Officer, and senior staff to the Federal Advisory Council on Historic Preservation.

**Contact(s):** Mark Bodily, Lewis & Clark National Forest, 406-791-7742; [mbodily@fs.fed.us](mailto:mbodily@fs.fed.us)

***Bunker Hill Superfund Site Interagency Facilitation, 2015-present***

Nedra facilitated team meetings and has served, on multiple occasions, as an interagency neutral for EPA Region 10, the Idaho Department of Environmental Quality and Panhandle Health District. For example: she designed and facilitated annual meetings and worked via collaborative technologies to facilitate the renegotiation of their Memorandum of Agreement governing their partnership on the Bunker Hill cleanup, implementation and monitoring. Overall, Nedra coaches team members on interagency partnering and facilitated a public health partnering meeting in Spring 2017.

**Contact(s):** Bill Adams, EPA, 206-553-2806 [adams.bill@epa.gov](mailto:adams.bill@epa.gov) or Rob Hanson, DEQ, 208-373-0290