

**To:** Anita Bilbao[abilbao@blm.gov]  
**Cc:** Allison Ginn[aginn@blm.gov]; Michael Richardson[mjrichardson@blm.gov]  
**From:** Bird, Lola  
**Sent:** 2017-11-08T18:17:40-05:00  
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**Subject:** Accomplishments for Ed's EPAP  
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Roberson FY17 EPAP.docx

Hi Anita,  
Attached is the accomplishments documents for Ed's EPAP. I am out of the office tomorrow, but Allison will be here to coordinate with you.

--

Thank you,  
Lola Bird  
BLM Utah External Affairs  
801-539-4033

BLM-Utah State Director EPAP

### **Critical Element 1: Leading Change**

*Develops and implements an organizational vision that integrated key organizational and program goals, priorities, values, and other factors. Assesses and adjusts to changing situations, implementing innovative solutions to make organizational improvements, ranging from incremental improvements to major shifts in direction or approach, as appropriate. Balances change and continuity; continually strives to improve service and program performance; creates a work environment that encourages creative thinking, collaboration, and transparency; and maintains program focus, even under adversity.*

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### **Critical Element 2: Leading People**

*Designs and implements strategies that maximize employee potential, connects the organization horizontally and vertically, and fosters high ethical standards. In meeting the organization's vision, mission, and goals. Provides an inclusive workplace that fosters the development of others to their full potential; allows for full participation by all employees; facilitates collaboration, cooperation, and teamwork, and supports constructive resolution of conflicts. Ensures employee performance plans are aligned with the organization's mission and goals, that employees receive constructive feedback, and that employees are realistically appraised against clearly defined and communicated performance standards. Holds employees accountable for appropriate levels of performance and conduct. Seeks and considers employee input. Recruits, retains, and develops the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while*

*supporting workforce diversity, workplace Inclusion, and equal employment policies and programs.*

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### **Critical Element 3: Business Acumen**

*Assesses, analyzes, acquires, and administers human, financial, material, and information resources in a manner that instills public trust and accomplishes the organization's mission. Uses technology to enhance processes and decision making. Executes the operating budget; prepares budget requests with justifications; and manages resources.*

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#### **Critical Element 4: Building Coalitions**

*Solicits and considers feedback from Internal and external stakeholders or customers. Coordinates with appropriate parties to maximize Input from the widest range of appropriate stakeholders to facilitate an open exchange of opinion from diverse groups and strengthen internal and external support. Explains, advocates, and expresses facts and ideas in a convincing manner and negotiates with Individuals and groups internally and externally, as appropriate. Develops a professional network with other organizations and identifies the internal and external politics that affect the work of the organization.*

BLM Utah coordinates with other federal and state agencies and local governments, Congressional staff, elected officials, the Governor's office, and Utah's Public Land Policy and Coordination Office (PLPCO) on a regular basis.

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## Critical Element 5: Results Driven

*This critical element focuses on measurable outcomes related to BLM's 2017 Leadership Priorities.*

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