

**Wisconsin Department of Natural Resources
Natural Resources Board Agenda Item**

SUBJECT: Presentation of the 2021 Shikar Safari Club International Wildlife Officer of the Year Award

FOR: May 2022 Board meeting

TO BE PRESENTED BY: Casey Krueger, Chief Conservation Warden

SUMMARY:

This annual award from the Shikar-Safari Club International honors the officer whose efforts during the previous year showed outstanding performance and achievement among the department's warden service. Shikar-Safari Club International presents annual awards to wildlife law enforcement officers in all 50 states and 10 Canadian provinces and territories. The club, originally formed in 1952, has evolved into an organization that supports conservation and education through a worldwide foundation. Shikar Safari is recognized worldwide for its efforts in the protection, enhancements and preservation of wildlife, and has placed particular emphasis on the promotion of enforcement of conservation laws and regulations.

This year's award (2021) will be presented to Law Enforcement Supervisor (Lieutenant) John Sinclair. Lt. Sinclair supervises the Rock River Team in the South Central Region. John has demonstrated his dedication to the DNR through his involvement with many of the department's development teams, participating in the Recruitment Committee, SEG Development Committee, and the Service Excellence Committee, to name a few.

RECOMMENDATION: Information item. This award has annually been presented at the Natural Resources Board Meeting to celebrate a career achievement with resource protection, customer service, and outstanding dedication to the Department of Natural Resources.

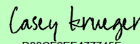
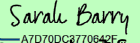
LIST OF ATTACHED MATERIALS (check all that are applicable):

Background memo

2022 - Shikar Safari - John Sinclair Nomination

Type name of attachment if applicable

Type name of attachment if applicable

Approved by	Signature	Date
Casey Krueger, Chief Conservation Warden	<small>DocuSigned by:</small>  <small>D88CF8EE477745F...</small>	4/22/2022 2:20 PM CDT
Preston D. Cole, Secretary	<small>DocuSigned by:</small>  <small>A7D70DC92770849F...</small> on Behalf of Preston D. Cole, Secretary	4/25/2022 8:18 AM CDT

cc: Board Liaison – AD/8

DS


by Sarah Barry



DPSRP SHIKAR SAFARI INTERNATIONAL WILDLIFE OFFICER AWARD

Nomination Form

Nominee Information

Name: Lt. John Sinclair

Present Position or Working Title: Conservation Warden Supervisor

Person Initializing Nomination

Name Capt. Jeremy Plautz

Submit your nomination for a team lieutenant, captain or administrative warden using the award criteria listed below. Your nomination will be limited to 2 pages. Please type up your nomination in this form on the following page.

1. Award criteria. Nominees for the Shikar Safari Award should demonstrate some or all of the following criteria.

- a. Demonstrates leadership.** The nominee:
 - ✓ Brings out the best in others.
 - ✓ Willing to take a stand and lead with courage.
 - ✓ Is a positive image for and asset to DPSRP and the department.
 - ✓ Promotes integration with other programs.
 - ✓ Respects the rules and protocols in place.

- b. Demonstrates service excellence.** The nominee:
 - ✓ Gets things done right and on time without sacrificing quality.
 - ✓ Is committed to serving others.
 - ✓ Is responsive and flexible as the situation unfolds.
 - ✓ Can be counted on to deliver on promises made.

- c. Demonstrates strong interpersonal Skills.** The nominee:
 - ✓ Is good at building effective relationships with others within the agency and out.
 - ✓ Is positive and takes a productive approach.
 - ✓ Successfully works through conflict.
 - ✓ Exemplifies his/her commitment to the DNR's core values:
 - Integrity, Respect, Professionalism, Customer Service, Collaboration

- d. Demonstrates excellence in decision making.** The nominee:
 - ✓ Is good at analysis and problem solving.
 - ✓ Is comfortable exercising professional judgment.
 - ✓ Knows how and when to get the right parties involved.

- e. Demonstrates effective communications.** The nominee:
 - ✓ Provides feedback that is timely and clear.
 - ✓ Communicates in ways others can understand (written and verbal).
 - ✓ Is very transparent in how they deal with others
 - ✓ Is very approachable and accessible.
 - ✓ Listens to others' opinions and ideas.

- f. Demonstrates innovation.** The nominee is willing to take a creative, unconventional or innovative approach when the opportunity presents itself.

Nomination:

A. Leadership

John is never afraid to take on new challenges and makes the most of opportunities. John leads by example and thoughtfully ensure's his actions influence others in positive ways. John works with his team to hold regular team meetings at least quarterly. He discusses current information to promote clarity in policies and decisions. John shares openly and communicates well with his team. This helps create a positive working atmosphere. John has a humble style making him approachable and engaging. John is able to hold his staff accountable and completes all of his supervisory duties including careful review of daily reports, case reports, calls for service, etc. John coaches and mentors his team to be responsive and has held specific coaches sessions with one of his wardens to plan for improvement. He prioritizes responsiveness and has participated in the SEG development committee, statewide service excellence and strategic planning committee.

John's role as the recruitment committee chair was an excellent example of his willing to accept new challenges during 2021. He took a lead role during the hiring process when our Recruiting Manager position was vacant. This was no small task as the agency put significant effort into diversity recruitment. John worked with the training program to adjust our hiring practices to be more inclusive and reflective of the community we serve. John was an active participant in meetings with DNR administration, DPSRP Leadership and human resources to make significant changes improving our process.

He led efforts to reach new people who wouldn't otherwise have been familiar with Wardens and worked to provide recruitment information. These are sensitive, difficult and often exhausting conversations with people who are different than our traditional candidates. This takes extreme fortitude as well. The progress is slow and often times results take years to achieve. Under these taxing circumstances, John remained focused. He presented information at statewide supervisor meetings to promote the value of diversity. At times, John had to be courageous and to do and say things which may not have been popular. He appeared fearless. As part of his work with the recruitment committee John and the team updated photo recruiting photo libraries, videos, recruiting internet pages, and advertising during recruitments. SOME of John's recruiting efforts last year include in 52 personal recruiting contacts, reached 313 school contacts with professors, and reached out to 57 new community/school groups. Thirty one of those were considered successful.(the contact had interest in learning more). He worked the Hmong Labor Festival for recruiting and did webinars on the career and hiring process.

John is a big picture thinker. He is focused on providing overall direction to his staff and leads by example. He promotes integration within his team and works well with other DNR programs. John took the lead on bringing together spills, waste and water quality staff during a high visibility warehouse fire near the Rock River in Fort Atkinson. Staff were reluctant to respond to the scene and provide statements to the media. John tactfully navigated limited experience and comfort by program staff and organized a meeting with all involved. The coordinated response made DNR better and provided quality service to the public.

B. Service Excellence

John is part of the Department's Service Excellence Committee; with his sub-team specifically focusing on how the Department can implement and include service excellence throughout recruitment and hiring processes. John has played an essential part in the upcoming implementation of the committee's work including developing samples of PDs, job announcements and interview questions with service excellence language and developing strategies to ensure service excellence is demonstrated throughout the hiring process through timelines, expectations, and communications.

John is extremely responsive and prioritizes timely/quality customer service within his team. He monitors work flow and uses supervisor influence to ensure his staff provide responsive customer service. When dealing with members of the Rock River Team it is clearly evident this leadership is working. John has held several meetings with a staff member who has not met responsiveness standards. John tackles the hard conversation and provides critical feedback through evaluation processes for this employee.

John makes himself personally available to his supervisor, the public and his team at all hours of the day and night. Often times taking calls and dispatching staff to complaints from the hotline or calls from the sheriff's department. John's supervisor receives frequent, positive customer feedback forms completed about John's service.

C. Interpersonal Skills

John is excellent at building relationships inside and outside the department. He stays positive even when dealing with sensitive or difficult topics. It was mentioned above on fire/spill response and difficult recruiting conversations as well. John finds ways to stay positive. John routinely intervenes when listening to contentious issues in meetings with regional supervisor, statewide supervisors by asking thoughtful questions, staying positive and focusing on the big picture benefits of change or other unpopular initiatives.

An example of John's ability to promote positive relationship would be with the Urban League of Dane County. John had a staff member provide a video session on the drone last year and it was well received. Recently, John conducted a follow up meeting with the director and staffing specialist to promote recruitment opportunities within DNR. Within days, John sent a follow up email to the staffing specialist affirming DNR interest in a partnership.

D. Excellent Decision Making

John makes excellent decisions and has gained a much deeper understanding of bias in decision making and how it impacts outcomes. He understand the importance of making fair decisions for both his staff and the public. He constantly evaluates the results of his decisions, learns better ways and ultimately fine tune his decision making. John considers the details as well as the big picture when making decisions. He continues to evolve and grow as a supervisor. John consults his supervisor and others when needed. He can make independent decisions and is good at making facilitated group decisions through his work on the strategic planning committee and recruiting committee. John is comfortable trying new things and adjusting as the situation evolves. He also knows the impact decisions have as a leader and owns the successes and mistakes of his decision.

E. Effective Communications

This one one of John's strongest areas. He is a journalism major and has excellent communication skills. This shows in his ability to ask relevant questions, create messages specific to the audience and focus on telling a positive story for the agency. John uses this background in the projects he completes. I have seen John give presentations to several groups and he creates ways to communicate effectively with different audiences. John communicates weekly to colleges and universities across the country during online recruiting events. In addition, he has done presentation for the statewide managers on the need to focus on diversity recruiting. John presses for communication from leadership in the regional supervisor team for communication of priorities and consistency messaging. He is an advocate for leadership and does so within his team and across the state. He served on a supervisor panel during career development seminars in SCR and provided information to the region on obtaining google search warrants during a hunting incident investigation. Additionally, John used his outstanding communication skills during coordination and response to civil unrest at the state capitol. I observed John effectively challenge some opinions that it was a waste of time to deploy staff to the capitol. He did so by gently reminding staff the reason we are doing this is because lives were lost in Washington DC.

John is transparent in his communication with others and comes across as very genuine. He never misses an opportunity to promote the department or the work of his team. John submits regional updates EVERY week and provides photo's to our PIO to promote wardens and the department mission.

F. Innovation

John is not afraid to try new things. The perfect example is his willingness to jump in and learn more about diversity, equity and inclusion. He is even more focused on making an impact in the division and DNR's ability to recruit diverse candidates. As part of that he has worked hard on fine tuning his messaging and understands takes a new approach to truly connect with those who are different than our traditional candidates. John has taken the initiative to personally begin making these contacts and learn about how he, and the agency, can do better in this area.

John led bias, diversity and inclusion discussions during the focus on leadership webinar series. This innovation helps all of us, including himself, personally grow and learn more about how we interact with others.