



Dan Adams is a mediator/facilitator, public involvement strategist, and organizational development consultant and coach. Dan is known for his ability to look at problems from a holistic approach that incorporates his expertise in business, conflict resolution, organizational development, environment, and public policy. Dan has worked as a consultant since 1997 with local, state, and federal government agencies as well as a host of nongovernmental organizations and corporations.

Dan led the Langdon Group as its executive director from 2004 to 2020. Today Dan is a Senior Executive with the Langdon Group. He is a nationally known expert in collaboration for highly complex cases that involve science and environmental policy.

Dan is deeply devoted to promoting the ideals of effective communication and collaboration and is a well-known public speaker, trainer and coach. In 2015, Dan co-created the [Utah Program on Collaboration](#) with the S.J. Quinney College of Law at the University of Utah. In 2016, Dan developed the 5P's Model of Engagement as a diagnostic and problem-solving tool for multi-agency collaboration helping Political, Policy, Program, Project and Public levels of agencies. In 2019, Dan was the recipient of the [IAP2 Greater Good Award](#). In 2022, Dan co-authored a paper with Celeste Carlisle to be published in the [Human-Wildlife Interactions Journal](#) titled Enhancing Stakeholder Engagement with strategies to solving Wicked Problems and focused on the Wild Horse and Burro dispute.

Dan is an avid outdoorsman and spends his spare time training horses, ranch roping, cycling, fly fishing, hunting, hiking and spending time with his family.

## SELECT PROJECT EXAMPLES

**Utah Department of Transportation – Transportation Performance Management and Asset Management (2023 to Present)** Dan and his team from The Langdon Group assist UDOT with internal organizational support to meet the requirements of this federal program and to improve organizational effectiveness.

**Science and Conservation Center – Organizational Development Facilitation (2023 to Present)** Dan Adams and Hollee Wood conducted a situational assessment with key customers of PZP, a non-invasive fertility control product exclusively produced by the SCC for wildlife agencies, zoo's and extensively with wild horses and burros. Dan and Hollee provide a facilitated process to support the SCC and its board of directors.

**Bureau of Land Management – HQ 400 Community Engagement Strategic Plan (2023)** Dan and his team from The Langdon Group and Jade Solutions supported the Office of National Conservation Lands and Community Partnerships with public listening sessions for the new draft Community Engagement Strategic Plan.

**Utah Division of Water Resources - Great Salt Lake Basin Integrated Plan (2022 to 2023)** The Langdon Group partnered with Jacobs Engineering, Hansen Allen Luce, and Clyde Snow in developing the GSL Basin Integrated Plan. This plan was designed to incorporate all of the past and current planning studies and science that has been gathered to manage the Great Salt Lake and develop an integrated plan in 2023. This plan will then be implemented in the following five-year time period to not only manage the lake but help address the rapid decline of lake levels and associated impacts. Dan led the communications and partnering aspects of this project.

**Bureau of Land Management – Cascade Siskiyou National Monument, Monument Plan Revision (2022 to Present)** The Monument was established in a presidential proclamation by President Bill Clinton on June 9, 2000 and expanded by President

### Education

M.A., Organizational Behavior, Brigham Young University

B.S., Business Management, Linfield College

Advanced Public Policy Conflict Resolution, Pepperdine University

Executive Coaching, CDR Associates

The Mediation Process, CDR Associates

Federal Highway Administration Public Involvement Training, Rochester, NY

UDOT Partnering Training, Phase I, UDOT

### Professional Affiliations

Roster Practitioner – Environmental Protection Agency (CPRC)

Roster Practitioner – Department of Interior (CADR)

Practitioner Member - Association for Conflict Resolution (ACR), Environment and Public Policy Section

Roster Practitioner – US Institute for Environmental Conflict Resolution (Morriss K. Udall Center)

Roster Practitioner – Oregon Consensus

### Work History

The Langdon Group  
Salt Lake City, Utah | 2004–present

Mediator/Facilitator/Conflict Coach  
CDR Associates  
Boulder, Colorado | 2003-2004

Mediator/Organizational Development/Conflict Coach  
Provo, Utah | 2001-2003

Associate, Resolve, Inc.  
Washington, D.C. | 2002

Mediator/Arbitrator/Trainer/Conflict Coach  
Bend, Oregon | 1997-2001

President, Bend Mapping and Blueprint, Inc.  
Bend, Oregon | 1994-2001



Barack Obama on January 12, 2017. Dan Adams and Dianne Olson conducted a situational assessment, designed and now are implementing engagement strategies for this Environmental Impact Statement.

**Utah Department of Transportation – I-15 EIS, Farmington to Salt Lake City (2020 to Present)** Dan is leading the communications team for this Environmental Impact Statement. The anticipated budget for future transportation improvements in this section of the I-15 corridor has expanded from \$1.7 billion to over \$3 billion. This study involves UDOT's Quality of Life Framework and Active Transportation. This study is also extensively focused on equity and inclusion of all people and communities.

**Utah Division of Water Resources – Utah Watershed Council Act Implementation (2021 – Present)** Dan and the Langdon Group team are partnered with JUB Engineers and Smith Hartvigsen to design and implement strategies to create a statewide watershed council and twelve local watershed councils for the State of Utah. This includes a Great Salt Lake Watershed Council comprised of the five local watershed councils that make up the Great Salt Lake Basin.

**Utah Public Lands Policy Coordinating Office (PLPCO) – Facilitation (2020 – Present)** Dan leads a Langdon Group team that provides facilitation to PLPCO and its partners as the agency seeks to coordinate, promote, and implement Utah's public land priorities. This includes facilitation in rural economic development, timber industry revitalization, and U.S. Forest Service implementation of the Shared Stewardship and in 2023 included a Shared Stewardship program re-evaluation in Utah with PLPCO, Utah Division of Forestry Fire and State Lands, Natural Resource Conservation Service, and U.S. Forest Service.

**U.S. Forest Service (USFS) – Manti-La Sal Forest Plan Revision, Price, Utah (2017 – Present)** Region 4 of the USFS is seeking help in developing outreach strategies for a number of forest plan revisions. The Manti-La Sal is utilizing the services of Sundance Consulting and The Langdon Group (led by Dan Adams) to help with strategy and tribal outreach for their forest. At the same time this plan revision is taking place, the Bears Ears National Monument was designated, had boundary adjustments and a large amount of publicity and sits within the footprint of the Manti-La Sal National Forest.

As part of this collaborative process, Dan also facilitated the term permit renewal process for the USFS and a tribe for two grazing allotments.

**Utah State University – Free Roaming Equid Ecosystem Sustainability (FREES) Facilitation (2019 – Present)** Dan and his team of facilitators from the Langdon Group and from various stakeholders' groups and agencies facilitate wild horse and burro summits for the FREES network through Utah State University. This includes summits in Reno, Nevada (2019); Cody, Wyoming (2020); St. George, Utah (2022); and Elko, Nevada (2024). Dan and his team help this very diverse group of stakeholders – representing over 90 different organizations – successfully convene and develop diverse working groups in an ongoing effort to tackle this very complex issue and help support the agencies whose job it is to implement wild horse and burro policy.

**Bureau of Land Management (BLM) – Wilson Creek Grazing Allotment Term Permit Renewal, Ely & Caliente, Nevada (2016 – Present)** Dan is working with the grazing permittees, interested stakeholders, and the BLM to assess and develop long term solutions specific to the 1.1 million acre Wilson Creek Grazing Allotment in southeast Nevada. This includes communications strategy and support through the Environmental Impact Statement process. The assessment will be followed by a facilitated process with these stakeholders to resolve issues and develop long-term solutions.

**Idaho Transportation Department – Chester to Ashton Environmental Assessment (2018 to Present)** Dan and Andrea Gumm have designed and are facilitating a collaborative process for this Environmental Assessment in the US-20 Corridor between Chester and Ashton, Idaho. This is a critical portion of US-20 with access to Island Park and Yellowstone National Park with a high instance of vehicular accidents.

**Utah Department of Transportation – National Electric Vehicle Infrastructure Formula Program (2022)** UDOT sought to participate in the NEVI program and facilitate funding and providing electric vehicle charging stations by working with urban, rural and tribal partners to improve access and charging station services throughout Utah. Dan and his team worked with UDOT Strategic Investments to provide engagement strategy and planning for this effort.



**Bureau of Land Management (BLM) – Sagebrush Discovery Trail Travel Management Plan at the Great Basin National Park (2021 – 2022)** Dan and his team provided public involvement and agency facilitation for the BLM for this unique travel management plan and accompanying National Environmental Policy Act study seeking to create a new trail outside of Baker, Nevada and at the doorstep of the Great Basin National Park.

**Butte-Silver Bow and Atlantic Richfield Company – Butte Priority Soils Superfund Remedial Design and Remedial Action (2021 – 2022)** Today, Butte includes the largest National Historic Landmark District in the country, as well as one of its largest superfund sites. The Atlantic Richfield Company and Butte-Silver Bow, as Settling Defendants to the Butte Priority Soils Operable Unit (BPSOU) Consent Decree, have committed to design, build, operate and maintain the remedy for abandoned mining sites and historic mining wastes described in the CD. This includes a commitment to develop and submit a [Community Engagement Plan](#) (CEP) to the Environmental Protection Agency (EPA) for review and approval, in consultation with the Montana Department of Environmental Quality (DEQ). Dan and the Langdon Group team developed the CEP through extensive key stakeholder engagement and in coordination with EPA, Montana DEQ and Butte-Silver Bow.

**Bureau of Land Management (BLM) Wild Horse and Burro Adoption Incentive Program (2022 – 2023)** Dan and Bryant Keuchle conducted a key stakeholder assessment and provided a recommendation and report to the BLM Wild Horse and Burro Program about the Wild Horse and Burro, Adoption Incentive Program (AIP). This led to the facilitation of three workshops with a highly diverse group of stakeholders about the AIP.

**Utah Division of Forestry Fire and State Lands – Shared Stewardship Facilitation (2019 – 2021)** Dan co-facilitated with Dianne Olson the implementation of the Shared Stewardship between the Division of Forestry Fire and State Lands, Utah Public Lands Policy Coordinating Office and the U.S. Forest Service.

**Utah Division of Forestry Fire and State Lands – Weber River Facilitation (2020 – 2023)** Dan facilitated a collaborative process between the State of Utah and key stakeholders in the Weber River watershed following two landmark state supreme court decisions regarding public access to the Weber River. This case involved issues of navigability, state sovereignty, public access, and public waterway management.

**Logan City, Utah – Logan Main Street Redevelopment (2021 – 2022)** Dan and Andy Neff designed and delivered a collaborative process for Logan City and strategic partners as the city seeks to improve transportation through its city center.

**Utah Department of Transportation (UDOT) and Utah Department of Wildlife Resources (DWR) – Echo Junction Wildlife Fencing and Crossing (2020 – 2022)** Dan and Danika Montgomery with Gateway Mapping designed and facilitated a collaborative process for UDOT and DWR that included the Bureau of Reclamation, Summit County, Utah State Parks, and the local community to create a phased approach to reduce animal vehicle collisions at the intersection of I-84, I-80 and the Union Pacific Railroad.

**Bureau of Land Management (BLM) – Wyoming Grazing Dispute Mediation (2021)** Dan mediated an extreme winter condition trespass dispute between the BLM and a Wyoming livestock operator.

**University of Nevada, Reno – Policy Center Organizational Design and Facilitation (2022)** The University of Nevada, Reno is seeking to develop a policy center to address the economic and ecologic issues of the arid western United States. Many of these issues have existed for decades with either little improvement or in some cases, have actually become worse. The intent of the University is to find strategic solutions to many of these daunting challenges through a collaborative and inclusive processes facilitated by Dan and his team.

**Mountainland Association of Governments – Wasatch County Housing Authority (2020 – 2022)** Dan provided facilitation as part of a Langdon Group team that helped the communities in Wasatch County create a housing authority with an executive director and board of directors. Affordable housing is a tough challenge for rural communities in Utah and throughout much of the west that impacts employment, emergency medical services, and health and wellbeing.

**Utah Department of Transportation (UDOT) – West Davis Corridor: Design, Construction & Rebrand (2019 – 2022)** Dan is the strategic advisor to this ongoing collaborative process for this new and major transportation corridor in Northern Utah near the shores of the Great Salt Lake. Dan led agency and public involvement for 9 years for the environmental phase and now provides support and collaborative guidance as the project moves to the design and construction phase.



**Kaysville City – Facilitation and Public Involvement Process Design (2018 – 2020)** This innovative city selected Dan and his team to help develop a new approach to solving tough problems and in working better with their constituency. This included helping repurpose a historic building and including the use of virtual reality, GIS, and drone footage for public engagement.

**Utah Department of Transportation (UDOT) – Innovation Initiative (2017 – 2021)** This exciting project is helping UDOT with development of an organization wide innovation initiative that will help support modernization continual organizational development and improvement. Dan and his team are helping design strategy that is supported broadly throughout UDOT.

**Idaho Transportation Department (ITD) – Targhee Pass Environmental Assessment, Island Park, Idaho (2016 – 2021)** Dan Adams and Andrea Gumm provided agency coordination and public involvement for a highly complex transportation NEPA study as U.S. 20 enters Yellowstone National Park. This study involves wildlife vehicle collisions, multiple state DOT's, wildlife, and historic Native American travel corridor.

**Utah Department of Transportation (UDOT) and Wasatch Front Regional Council (WFRC) – Organizational Assessment and Partnering (2016 – 2018)** Dan Adams and Josh King conducted an organizational assessment of both of these agencies and facilitated a partnering process as both agencies sought to improve organizational effectiveness in working together collaboratively with the incredible growth and anticipated growth in Utah. Both agencies carry a significant challenge to help meet a wide diversity of needs at the crossroads of rail, highway, and air transportation that occurs at Salt Lake City, Utah.

**Bureau of Land Management (BLM) – Wyoming Sage Grouse Plan Revision Facilitation (2018)** The Langdon Group and EnviroIssues co-facilitated the 2018 Wyoming Sage Grouse Plan Revision process. Dan facilitated the meetings held in Casper, Wyoming.

**Bureau of Land Management (BLM) – Wild Horse and Burro Working Group Facilitation (2018)** In October 2018, Dan facilitated the Wild Horse and Burro Advisory Board meetings held in Salt Lake City, Utah. These meetings were webcast internationally.

**Bureau of Reclamation (BOR) & Utah Division of Water Resources – Water Rights Negotiation (2017)** Dan provided facilitation for the St. George, Utah and Salt Lake City, Utah negotiation sessions, including facilitation of public dialogue at each event.

**Utah Transit Authority (UTA) – Board of Trustees Facilitation (2017)** Dan is provided facilitation support for this transit agency as it worked to develop a new vision and direction.

**Department of Interior & Bureau of Land Management (BLM) – Sage Grouse Workshops, Western United States (Spring 2016)** In the spring of 2016, the Department of Interior desired a series of internal and external workshops in conjunction with state BLM offices for the western states that have sage grouse. Dan was a lead facilitator with a team from The Langdon Group, and Kearns & West and facilitated in Utah, Idaho, Wyoming, Colorado, and Montana during this process.

**Utah Department of Transportation (UDOT) & Tribal Facilitation (2016 – 2017)** Dan led an assessment to assist a UDOT develop stronger more effective working relationships with Native American tribes in the state of Utah.

**Bureau of Land Management (BLM) – Radar Hill OHV Assessment and Scoping, Burns, Oregon (2015 – 2018)** Dan is leading the facilitation and public outreach for the BLM with regards to an Off Highway Vehicle (OHV) area (Radar Hill) near Burns, Oregon. The OHV area is part of a large and complex landscape that provides recreational and local economic benefits to the community. The OHV area is in the high desert and is in the middle of a key grazing allotment that contains two springs that provide water for cattle and wildlife. Sage grouse habitat is also adjacent to the OHV area as well as other critical wildlife habitat. The area is used for hiking, biking, 4 classes of OHV, as well as horseback riding, tribal sites, and hunting.

**Bureau of Land Management (on Behalf of Oregon Consensus) - Oregon Cattlemen & National Public Lands Council Facilitation, Oregon (2015 – 2018)** Current cases in Oregon involving large landscape issues common in the west (sage grouse, endangered species, wildfire, etc.) sparked a need for improved relationships between statewide ranching organizations (specific to grazing leases) and the BLM. Dan conducted an assessment with BLM state office leadership and leaders from the Oregon Cattlemen's Association (OCA) and the National Public Lands Council (NPLC) and began a facilitated process to help address



current issues and design a process for ongoing collaboration through building continuity in turnover of leaders at the BLM state office, district offices, and within the cattle industry.

**Utah Forum on Collaboration, Utah (2015 – 2020)** Based on major large landscape issues in Utah (and the west), Dan developed a strategy to help all of the federal and state agencies that work in environmental or natural resources. This strategy began with a situational assessment with the executives of each agency and culminated in a day-long workshop with these executives in November 2015. The day-long forum was designed to address the specific needs each agency had as discovered in the assessment. The forum was co-hosted by the University of Utah law school and was introduced by the governor of Utah, Gary Herbert. The ideas generated through the assessment and forum will be built upon at the staff level from these agencies through quarterly dialogues and a short-course offered by the University of Utah.

**Bureau of Land Management (BLM) – Area of Critical of Environmental Concern (ACEC), Coos Bay, Oregon (2015 – 2016)** Dan has helped design a strategy to help the Coos Bay BLM office gain understanding of the community's concerns and desires for how the New River ACEC Management Plan Update should incorporate the needs of fellow agencies and local stakeholders.

**Bureau of Land Management (BLM) – Sage Grouse Assessment, Western U.S. (2015 – 2016)** At the request of the BLM, The Langdon Group, a subcontractor of Kearns & West through the Department of Interior Office of Collaborative Action and Dispute Resolution, is conducting a situational assessment of the BLM's Greater Sage Grouse (GRSG) Conservation Management Plan efforts across the eight primary GRSG states (California, Colorado, Idaho, Montana, Nevada, Oregon, Utah and Wyoming). This intensive, large landscape assessment includes securing participation and engagement from key stakeholders from federal agencies, state agencies, local governments, conservation organizations and tribes. The findings and recommendations provided by the assessment will help inform development of BLM's stakeholder engagement strategy to support GRSG implementation on-the-ground.

**Utah Department of Transportation (UDOT) – West Davis Corridor Environmental Impact Statement, Davis County, Utah (2009 – 2018)** Dan served as the lead agency facilitator and public involvement project manager for this highly complex NEPA study. This study had thousands of stakeholder participants and comments and was arguably the largest NEPA public involvement process to date performed by UDOT. Dan led the collaborative process with multiple federal and state agencies (including BOR, Army Corp of Engineers, USFWS, and EPA) and non-governmental organizations. The process was highly complex with multiple state and national policy issues in agriculture, air quality, land use, wildlife and wetlands. This study took place during a significant change in the world of public involvement as social media, web-based engagement, visual communications (video, use of drones and other technology), 24-hour news cycle, and other pivotal changes in the field occurred. The study team provided on-line live public meetings, developed video, surveys, and other tools that were new and innovative in public involvement and were done for the first time in Utah with this study. A key part of the work Dan performed in this project was conflict coaching. This was the largest and most complex NEPA study in Utah.

**Bear River Water Master Plan, Box Elder County, Utah (2015 – 2017)** The Bear River is the last undeveloped water source in Utah and spans three western states. The Bear River Development Act was created to ensure that water from the Bear River will be distributed to four separate conservancy districts in Utah and provide essential culinary water to a population that will double by 2040. Based on his large landscape experience and successful with multi-agency collaboration on complex issues, Dan was asked to help one of these conservancy districts create a master plan that addresses the needs up the upstream users (and states), local constituency, and the two major districts below the system. Dan is currently leading a situational assessment that will help design an effective and efficient strategy for not just a great master plan, but one that can be implemented.

**UDOT/WFRC/MAG – Wasatch Front Central Corridor Study, Salt Lake City, Utah (2015 – 2017)** Dan was the lead facilitator for this critical multi agency planning project. Dan helped the Wasatch Front Regional Council, Mountainland Association of Governments, Utah Department of Transportation, and the Utah Transit Authority to create a one-of-a-kind collaborative transportation plan for the communities along the Wasatch Front in Utah. This section of I-15 and regional rail is one of the most critical transportation corridors in the United States. Dan designed and led a challenging situational assessment and partnering process with these four agencies. Dan also developed a continual evaluation process to determine the health of the collaborative process and tools to address concerns and obstacles as they arise.

**Partnership for Science and Technology, Idaho Falls, Idaho (2016)** The Partnership for Science and Technology (PST) is a regional organization based on bringing together and advocating for all regional interests in connection to the Idaho National Laboratory



and energy development and transmission throughout southeast Idaho. Dan and his colleague Andrea Gumm led an organizational assessment with agencies and stakeholders throughout the region. This information allowed the team to work with the board of directors of the PST to develop long-term solutions and strategies for organizational excellence and long-term viability. This effort took into consideration all of the regional natural resource issues as well as economic development.

**Cache County Water Master Plan (2012 – 2015)** Dan is working with over 20 communities and 50 canal companies as they seek to develop a master plan regarding the Bear River, the Bear River Development Act and future water usage in Cache County. This is the last undeveloped major water resource in Utah. This process will involve a situational assessment, work groups and major consensus building throughout the county as they tackle this very challenging and highly scrutinized process.

**Salt Lake City Planning Projects (2015)** Dan served as the senior strategist for two Salt Lake City planning projects. The first project focused on developing community outreach strategies for integrated trail and park systems. The second project focused on a master plan for the NW Quadrant of Salt Lake City. The NW Quadrant is a proposed prison relocation site, commercial development site, cattle grazing facility and has critical challenges based on its location adjacent to the Great Salt Lake. Both of these projects involved significant assessment work as well as developing and gaining stakeholder commitments to participate in a collaborative process. Multiple agency and local special interest groups existed prior to the city engagement, and this was a major reason for the city soliciting the help of Dan and The Langdon Group, to partner with these existing organizations and stakeholders.

**Logan Canal Rehabilitation (Logan and Northern Canal, Logan Hyde Park Smithfield Canal) (2012 – 2014)** Following a tragic canal breach in 2008 and a complex Environmental Impact Statement, Dan and his colleague Andy Neff led the agency and public involvement process as Cache County and the Natural Resources Conservation Service (NRCS) sought to restore canal water to shareholders in Cache Valley. This process required consensus building amongst agencies and key stakeholders. A situational assessment and public engagement from the EIS through construction took place.

**Nez Pierce Tribe, BHS, and FEMA Rural Road Dispute, Lewiston, Idaho (2007)** Following a high-water event on tribal lands near Lewiston Idaho, Dan led a conflict resolution process amongst tribal and non-tribal parties to quickly restore damages rural roads quickly through both the NEPA process and Endangered Species Act issues.

## **OTHER PROJECT EXPERIENCE**

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- Sage Grouse Reintroduction (Casper, Wyoming)
- Idaho Department of Lands Exchange (Statewide, Idaho)
- McArthur Lake Animal Vehicle Collision Environmental Assessment (Sandpoint, Idaho)
- Ahtanum Creek Pathway (Yakima, Washington)
- Silvery Minnow ESA Conflict Management (Albuquerque, New Mexico)
- Emigrant Trail Expansion (Hooper, Utah)
- Logan Pathways (Logan, Utah)
- U.S. 36 Transportation Corridor Environmental Impact Statement (Boulder, Colorado)