



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 has led the Langdon Group since 2004 with offices in four western states. 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 2019, Dan was the recipient of the [IAP2 Greater Good Award](#).

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. Dan is currently working on theory and models of implementation.

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 State University – Free Roaming Equid Summit (2019 to Present) Dan and his team of facilitators from the Langdon Group and from various stakeholders groups and agencies facilitated the second wild horse and burro summit of its kind in Reno, Nevada. Dan and his team helped 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.

Utah Department of Transportation (UDOT) – West Davis Corridor: Design, Construction & Rebrand (2019 – Present) 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 – Present) 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 – Present) 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.

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

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 (Morris K. Udall Center)

Roster Practitioner – Oregon Consensus

Work History

Director, 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



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 is also facilitating the term permit renewal process for the USFS and a tribe for two grazing allotments.

Idaho Transportation Department (ITD) – Targhee Pass Environmental Assessment, Island Park, Idaho (2016 – Present) Dan Adams and Andrea Gumm are providing agency coordination and public involvement for a highly complex transportation project 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.

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. The assessment will be followed by a facilitated process with these stakeholders to resolve issues and develop long-term solutions.

Idaho Transportation Department (ITD) – U.S. 20 Corridor NEPA (2017 – Present) Dan Adams and Andy Neff are leading a strategic communications process for ITD that involves three Categorical Exclusions and one Environmental Assessment. All are in this vital corridor where U.S. 20 goes from Ashton, Idaho to Targhee Pass in southeast Idaho. This corridor has international travel and is a major tourism route providing access to Yellowstone National Park and has a wide variety of interests from multi agency, wildlife, traffic, economic, and cultural representatives.

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 Working Group meetings held in Salt Lake City, Utah. These meetings were webcast internationally.

Bureau of Reclamation (BOR) & Utah Division of Water Resources (UDWRe) – 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 – Present) 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

- 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)