

Barton Springs Edwards Aquifer Conservation District and AAG Unite to Modernize HR and Energize Collaboration

New performance reviews and the 5Bs approach spark a fresh dynamic for organizational growth.

AUSTIN, TX, UNITED STATES, March 17, 2025 /EINPresswire.com/ -- [Barton Springs Edwards Aquifer Conservation District](#) (BSEACD) joined forces with [Austin Alliance Group](#) (AAG) to reimagine its human resources structure and enhance communication across the board. This initiative features a transparent, goal-driven performance review process and innovative methods that unify teams around shared objectives.



BSEACD Facilitation Discussion

In the fall of 2022, BSEACD's Board and GM enlisted AAG to provide onsite Fractional HR to improve the people component of the organization. AAG started by performing an HR Audit of the organization to determine what the priorities should be based on risk and compliance. As a result of the HR Audit, creating updated job descriptions and analyzing the roles and responsibilities of the team became a priority. Employees played a central role, giving input on how their responsibilities should look. Leaders observed higher engagement and a deeper sense of ownership among staff as a result. Instead of outdated or unclear guidelines, BSEACD now provides clear pathways for new and existing team members to understand their roles and pursue professional growth.

By May 2024, BSEACD had introduced [The Five Behaviors of a Cohesive Team](#) (5B) framework—an approach designed to inspire open dialogue, direct feedback, and constructive problem-solving. This method addresses common roadblocks, emphasizing trust, steady communication, and collaborative action. The department head reports fewer miscommunications, while employees feel more confident tackling obstacles head-on, rather than waiting for top-down solutions.

AAG also integrated BSEACD's updated performance review system, shifting the organization away from one-off evaluations and toward continuous development. The GM and the Board committee chair partnered with AAG to design a model that spotlights progress, encourages learning, and sets forward-thinking goals, rather than focusing solely on criticism. It empowers staff to adjust course quickly, celebrate achievements, and stay aligned with BSEACD's broader mission.



BSEACD Team Members

Tina Cooper, Director of HR Services and HR Advisor for BSEACD, believes these improvements reflect more than just process changes. "Our team's success depends on strong internal processes and clear communication," said Cooper. "Through this partnership with BSEACD, we are building a modern HR framework that supports our employees while improving how we engage with our board and stakeholders."



Our team's success depends on strong internal processes and clear communication. Through this partnership with BSEACD, we are building a modern HR framework that supports their employees."

Tina Cooper, Director of HR Services and HR Advisor for BSEACD

These efforts set a strong foundation for Barton's next steps. Newly-defined job descriptions now serve as an accessible reference point for incoming employees, easing their transition and outlining growth pathways. The 5Bs remain a core part of everyday operations, fueling candid conversations and minimizing misunderstandings. Teams hold regular, structured discussions where they address challenges, exchange ideas, and celebrate milestones — reinforcing a sense of connection and pride in their work.

Leaders at BSEACD point to the performance review system as a pillar of consistent improvement. With goals clearly mapped out, individuals can track their progress and identify areas that need extra focus. Frequent feedback cycles replace annual reviews, creating a culture that prioritizes continual development. The new model motivates employees to fine-tune their skills, take on new responsibilities, and collaborate in pursuit of collective success.

BSEACD's partnership with AAG signals a broader trend: organizations increasingly view HR as a strategic driver of long-term resilience. Through this collaboration, BSEACD nurtures a culture

that combines efficient workflows with genuine engagement, aligning people, planning, and processes. As the organization adapts to new demands, it remains dedicated to fresh ideas and steady evolution.

About Austin Alliance Group

Austin Alliance Group specializes in leadership development, team building, and strategic planning for organizations of all sizes. By focusing on tangible outcomes and practical guidance, AAG helps clients develop capable leaders, create cohesive teams, and achieve lasting results.

Tina Cooper

Austin Alliance Group

+1 512-835-1343

[email us here](#)

Visit us on social media:

[Facebook](#)

[LinkedIn](#)

[YouTube](#)



BSEACD Team Work

This press release can be viewed online at: <https://www.einpresswire.com/article/793982828>

EIN Presswire's priority is source transparency. We do not allow opaque clients, and our editors try to be careful about weeding out false and misleading content. As a user, if you see something we have missed, please do bring it to our attention. Your help is welcome. EIN Presswire, Everyone's Internet News Presswire™, tries to define some of the boundaries that are reasonable in today's world. Please see our Editorial Guidelines for more information.

© 1995-2025 Newsmatics Inc. All Right Reserved.