



Conservation Coaches Network

News | January 2016

REFLECTIONS

on the 2015 Coaches Rally

Open Standards

*take hold in Fiji,
India, Malaysia &
Yarra Valley*

STUDENTS teaching STUDENTS

Donors buy into
the Open Standards



BETTER PROPOSALS, NEW PLANS
for Protected Areas in Africa

WELCOME TO CCNet News

Welcome to the Conservation Coaches Network's bi-annual *News*. In this e-magazine, conservation practitioners from around the world share their stories. In addition, you will find announcements of events and resources to support the practice of nature conservation.

CCNet is a community of practitioners who support the application of the *Open Standards for the Practice of Conservation*. Our mission is to catalyze transformational conservation by empowering people to develop, implement, evaluate, adapt, and share effective strategies that achieve tangible conservation results benefiting people and nature all over the world.

A NOTE FROM OUR CHAIR



My best wishes to everyone for a successful new year.

This edition reports the successful CCNet Rally held outside Barcelona in October. It was a special privilege to join 135 participants from 35 countries and 39 organizations in our 6th biennial Rally.

Attendees tackled priority issues to improve the practice of conservation with commitment, passion and a level of collaboration that makes CCNet special. I want to acknowledge the leadership of Cristina Lasch from our CCNet Coordination Team, the work of the Rally Planning Team, and the support of partners in making this event such a success.

Throughout the newsletter, you'll find stories about how members are advancing coach training and engaging project teams in the application of the Open Standards. You'll read about how our European Franchise organized a team of seasoned "black-belt" coaches to provide a special "coach refresher course" with participants from eight countries spanning five continents. We also bring news of recent training sessions held by our partners in Australia, Fiji, India and Malaysia. You'll find stories from five African countries, where conservation organizations used the Open Standards to strengthen protected area strategies and increase the potential of funding proposals.

2015 marked the 10th anniversary of CCNet. We were chartered on the principle that to make a difference in the practice of conservation, we needed a diverse cadre of coaches on every continent, engaged in a range of projects—coaches who are responsive to the cultures and communities in which they work and the unique conservation challenges they face. We've come a long way to achieve this vision. Thanks to all of you who commit your time, your expertise and your creativity to building our essential and unique community of practice. —Brad Northrup

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Teaching Adaptive Management

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REFLECTIONS

CCNet members reflect on the 2015 Rally

CCNet Rally 2015: A global celebration of our power and potential to deliver results!



Rally participants enjoyed a field trip hosted by Fundació Catalunya-La Pedrera at Montserrat Natural Park and Cultural Heritage Site, Barcelona, Spain at the CCNet Rally 2015. Photo by Felix Cybulla.

We held our sixth CCNet Rally from September 29 to October 1, 2015 at Món Sant Benet, Barcelona, Spain. Our group filled the quiet medieval Benedictine monastery with a joyful multi-lingual buzz, as 136 participants from government agencies, indigenous land management agencies, foundations, non-profits, academic institutions, and several independent consultants mingled to learn, connect, and celebrate. In total we represented 35 countries and 39 different institutions across six continents.

Thanks to input from our coaches and a hard-working, enthusiastic planning team, the Rally included diverse activities, such as plenary events; workshops to hone existing and new skills; working group sessions for sharing approaches, exploring specific problems, and developing products; and unstructured time for networking.

Each session was hosted by experienced coaches from around the world who joined forces to prepare relevant and engaging sessions. Coaches often bridge organizational, geographic, cultural, linguistic, and time-zone boundaries for months before they actually meet in person at a Rally! This spirit of “learn it and pass it on” is the heart of our network. Together, we were able to offer 21 different sessions, covering themes such as: adapting how we use Open Standards in a changing world; going to scale with the OS; improving planning; closing the cycle and supporting the later OS steps; and strengthening our practice of coaching.

To celebrate CCNet's 10th anniversary, we shared what we have accomplished and received feedback about where we can go. For example, our colleagues in Australia shared an inspiring talk on work that is impacting conservation while also empowering local communities.

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Following up on a recommendation from our recent external evaluation, we invited Dr. Meredith Niles (Assistant Professor in the Department of Nutrition and Food Sciences at the University of Vermont) to help our group learn more about behavioral sciences. You can read more about her eye-opening talk and how we can apply it to the OS later in this issue.

In addition to the networking during the field trip to the breathtakingly beautiful Montserrat Natural Park, the Tools and Innovations Market offered an informal and fun space for colleagues to meet, share their passions, and learn about tools, methods, and ideas.



At the Bones of Wisdom photo booth, coaches shared tips and lessons like, “a good coach needs a big heart, big ears and a small mouth.” Photos by Barry Heydenrych, Nina Hadley.

The Core Rally Planning Team continued its tradition of “walking the talk” by setting objectives for the Rally, defining indicators to assess our success in achieving those objectives, and monitoring those indicators by giving attendees the opportunity to evaluate all aspects of the Rally. The mobile Guidebook app helped us reduce paper use and time spent in data entry. We are still compiling data to see how well the Rally met the Core Team’s objectives and attendees’ expectations. Thanks to everyone who took the time to provide feedback—we use this information to make the Rally better each year. Though we are still uploading content, we invite you to visit the [CCNet Rally 2015 website](#).

Sessions with Highest Attendance AND High Positive Feedback Ratings

- Power to the People: Integrating a Behavior Change Approach into the Open Standards
- Coaching Teams for Success: The 10 Facilitation Tips & Beyond
- Coaching Teams to Achieve Greater Impact at Scale
- The “Coach Warrior” Toolbox Expanded



Some initial feedback from the 2015 Coaches Rally.

THANK YOU...

...to everyone who served on the Planning Team and all of you who contributed by engaging in sharing and learning! Special thanks to our sponsors and friends who made our 6th community gathering possible: Albertien Perdok; Anonymous; Conservation Measures Partnership; Foundations of Success; Fundació Catalunya-La Pedrera; Fundación Biodiversidad, Ministerio de Agricultura, Alimentación y Medio Ambiente del Gobierno de España; Greening Australia; TNC; WWF-CH; WWF-España; WWF-International, Conservation Strategy and Performance Unit

REFLECTIONS

An eye-opening keynote adds new considerations to Open Standards process

Unlocking Behavior Change in Conservation

Story sent by [Marcia Brown](#), *Foundations of Success* and member of the CCNet Global Coordination Team.

The success of conservation plans often depends on our ability to change human behaviors. We need to get people to protect ecologically significant areas, adopt sustainable fishing and agricultural practices, purchase organic produce and certified wood, recycle, reduce their carbon footprints, and more.

In her keynote presentation at the CCNet Rally 2015, Dr. Meredith Niles of the University of Vermont shared research findings about what does and does not change human behavior. She began by debunking three common myths about behavior change:

Myth #1: Increased knowledge leads to behavior change

Myth #2: People are motivated by money and will change their behavior if you pay them

Myth #3: If people intend to change their behavior or say they will, we can assume they will

Yikes! How many results chains have included increasing knowledge to change attitudes and then behaviors? Yet, as Meredith explained, communication about climate change has not led to widespread changes in behavior. Moreover, a higher level of education does not correlate with greater understanding or acceptance of climate science. Meredith's research also shows that New Zealand farmers' *intentions* to adopt mitigation practices are not associated with actual adoption of these practices.

Many conservation organizations promote the use of economic incentives to change behavior, including payments for ecological services and buy-outs of fishing rights. Still, research in India has shown that offering payments to farmers if they reduced groundwater use did not lead to more efficient groundwater use.

So, if these common approaches don't work (or don't work on their own), then what does change behavior? Meredith discussed three vital factors:

1. **Perceived capacity to change behavior**—knowing that alternatives exist and having the capacity to apply them
2. **Values and norms** that support behavior change
3. **Psychological distance**—capacity to bring the problem closer to the target audience geographically, temporally, and socially.

To incorporate these factors into our use of the Open Standards, Meredith recommends asking the following questions during project conceptualization and planning:

- *Is there a perceived lack of capacity to change behavior? What can you do to foster empowerment? Can you provide outreach about more sustainable behavior, demonstrations, and support in applying the behaviors?*
- *Are there community values and norms that may influence behavior? How might community values or norms influence the strategies you use? Are there values that you can appeal to for behavior change?*
- *Is this a global, regional or local issue? Is it possible to localize the issue? Can strategies be implemented that help people understand the local implications of the behavior across time, geography, and people?*

Knowledge, money, and intention are important for changing behavior, but so are empowerment, norms and values, and psychological distance. We now have the opportunity to incorporate these factors into our conservation planning and monitor what does and does not influence behavior change.

Dr. Meredith Niles welcomes the opportunity to work with us. You can contact her at mtniles@uvm.edu.

COACHES IN ACTION

Learn about conservation projects & trainings taking place around the world

AFRICA

Coaching Workshop in Mozambique

Story sent by [Elizabeth O'Neill](#). Genevieve Pence and I recently led an Open Standards coaching workshop in Mozambique as part of the Lost Mountain Next Generation Symposium (now the [LEGADO: Next Gen](#)). We had about 25 students from across Southern Africa and the US. In addition to university students, we were joined by a few young scientists from nearby Gorongosa National Park and a team from a local NGO that will lead site conservation work on Mt. Namuli as part of the Lost Mountain Initiative.

Participants developed a conceptual model for Gorongosa National Park and then applied the OS to the case of Mt. Namuli. This draft plan will serve as the first iteration for the ongoing project there. The students loved the opportunity to apply their learning. For more, read my blog post [here](#).



Mozambican Students Regina Cruz, Vasco Lino, Osvaldo Lampiao, Nelson Mulezere, Tongai Castigo, and Raimundo Raimundo in small group exercises at the 2015 LEGADO: Next Gen Symposium. Photo by LEGADO.



Trainer Genevieve Pence teaching the OS. Photo by LEGADO.

Donors Buy-in to Using the Open Standards In Gabon

Story sent by [Sandra Ratiarison](#), [Pierre Brice Maganga](#) & [Anne Ntongho](#). At the insistence of a donor, the WWF Gabon Program used the tools of the Open Standards to review a project proposal and strategies of intervention. Coached by Sandra Ratiarison and Pierre Brice Maganga (WWF Gabon) with the facilitation of Jaap Van der Waarde (WWF NL), the team developed conceptual models and results chains to guide any future project proposal process. The donor funded the reflection on this project proposal and went as far as being present in the elaboration of the conceptual model, theory of change, and the intervention strategies. This shows increasing buy-in and use of the OS by donors and senior managers.



Map by WWF-Gabon.

Open Standards for Zambian River Basin



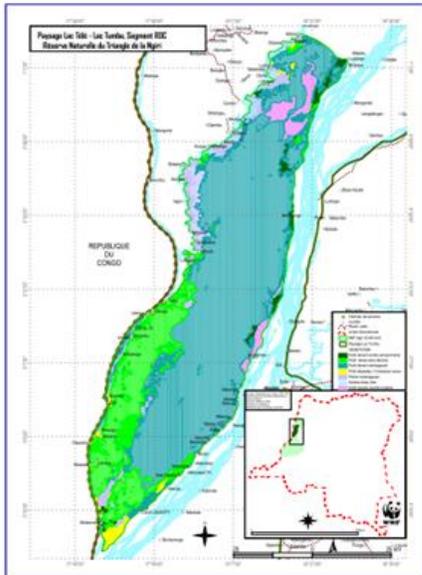
Photo by Felix P. Cybulla

Story sent by [Felix Cybulla](#).

In late November 2015, the WWF Zambia freshwater team faced the challenge of planning the upcoming five years of conservation actions in the vast Zambezi River Basin. During a five-day workshop retreat, members of the freshwater team got together with CCNet Coach Felix Cybulla to conduct a situation analysis, revise actions, and design strategies and result

chains. The team worked into the evenings to come up with multiple, diverse strategies to tackle the various challenges in the region. The retreat sparked critical, in-depth discussions about project ambitions and what is feasible and within the group's control. We look forward to finalizing the project documents and putting them into action in 2016.

Using the Open Standards to Elaborate the Ngiri Reserve Management Plan



Map by WWF-DRC

Story sent by [Menard Mbende](#) & [Anne Ntongho](#).

One of our coaches, Menard, used his skills in the Open Standards to coach a consultant and government partners to elaborate a management plan for the Ngiri Reserve, a protected area of the Democratic Republic of Congo, covering 5,500 square kilometers in the Western

Equateur province. The team used MIRADI to work on a conceptual model and results chains for key threats and interventions. The management plan is undergoing validation process. The Ngiri Reserve extends northward from the confluence of the Congo River and the Ubangi River, containing the swamp forest and many streams and rivers. The new management plan will conserve biodiversity, especially the large numbers of water birds that use the area as breeding grounds.

Using Open Standards to Evaluate Cross River Gorilla Conservation Plan

Story from [Elizabeth O'Neill](#). The US Fish and Wildlife Service is working with Elizabeth O'Neill to evaluate a project they are funding on Cross River gorilla conservation. This project is being carried out in partnership with the Wildlife Conservation Society in Nigeria, Cameroon, and other central African countries. CCNet coaches from Central Africa have been contacted to help carry out this evaluation, which requires strong knowledge of the Open Standards. This is another golden opportunity to reinforce the capacity of Central African coaches on using the OS.



Photo by Arend de Haas, African Conservation Foundation.

Using the Open Standards to Produce Plans for Priority Protected Areas



Map by WWF-DRC

Story sent by [Anne Ntongbo](#), [Didier Kalala](#), and [Nicolas Boenisch](#). During a four-day workshop in June 2015, a group came to a common understanding of the relevant issues in different Protected Areas, including Luki, Itombwe, Salonga, Virunga, and Ngiri, and generated better understanding of how and where the work in Protected Areas aligns to a national approach. Facilitated by Nicolas Boenisch (WWF Germany) and with the support of coaches from CCNet Central Africa, the group produced draft strategic plans. Feedback on the OS process, coaches, and products of the workshop is necessary for the progress of future coaching and planning. The workshop also spotlighted some WWF-DRC and government participants as potential coaches.

Using the Open Standards to Increase Possibilities for Project Funding

Story from [Anne Ntongbo](#). The new year has started with most of us at conservation organizations in Cameroon beating our heads to present concept notes and project proposals to donors like the EU and USFWS. Previous feedback from failed attempts to acquire funding from donors like the EU and USFWS helped us (WWF, IUCN, TRAFFIC, ZSL, and others) understand the need to have strong conceptual models, detailed results chains, and strategies for successful interventions and delivery. Now that we are conscious of these facts, we have a renewed opportunity in 2016 to get our concepts and proposals up to par. We are now using the Open Standards approach and MIRADI to finalized more than three solid project proposals and concept notes that will be submitted to donors soon.

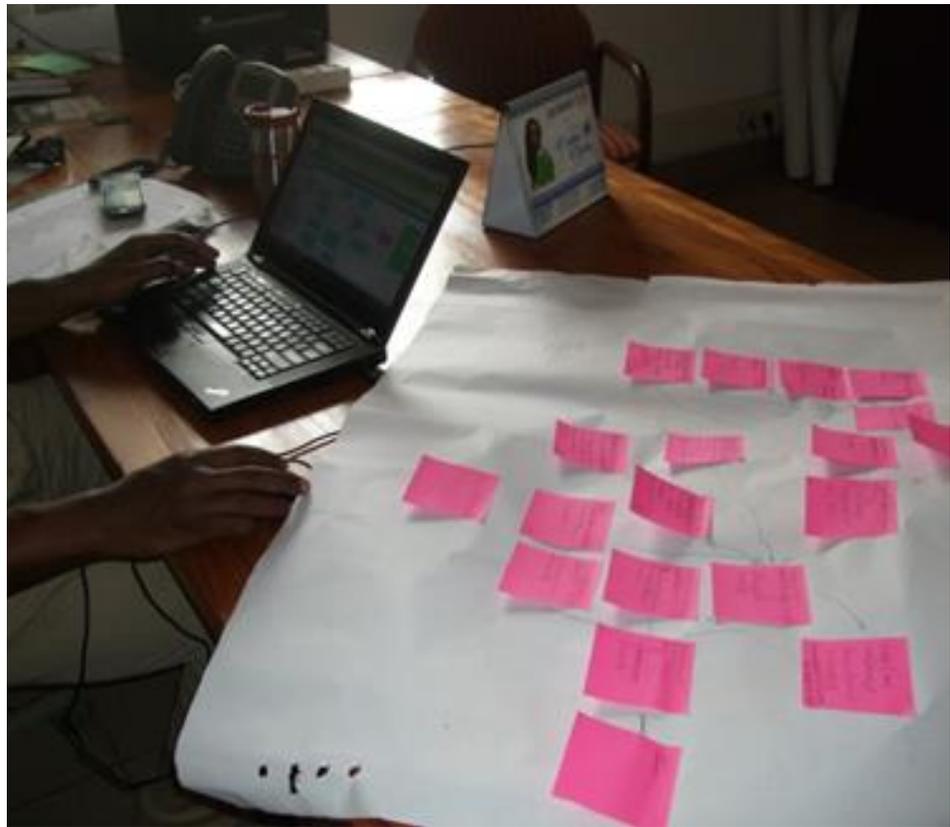


Photo by Anne Ntongbo.

Yarra Valley Coaches Training



Creative map making exercise. Photo by Stuart Cowell.



Participants and Trainers at Yarra Valley, Victoria. Photo by Stuart Cowell.

Story from [Frank Weisenberger](#). In late July this year, 25 eager Australian conservationists met in the beautiful surroundings of the Yarra Valley near Melbourne/ Victoria to deepen their knowledge in the application of the Open Standards.

Participants in the five-day workshop came from diverse backgrounds, ranging from national environmental NGOs like Bush Heritage Australia and The Nature Conservancy-Australia to state-wide organisations like Trust for Nature and Parks Victoria to local Landcare groups. The workshop followed the major OS-steps with a focus on facilitation techniques. The wide experience in the room led to lively discussion in the breakout groups. An intense week of learning was lightened up by creative workshop exercises on map-making and a field trip to a local Landcare project nearby.

"It has been an incredible experience and one of the most well run and useful training exercises I have ever been involved in."

The workshop was facilitated by four CCNet Australia coaches, Clair Dougherty, Stuart Cowell, Nathan Wong, and Frank Weisenberger with funding support from the Helen Macpherson Smith Trust and the participating organisations.

Students Teaching Students

Story from [Lena Strixner](#), [Marion Tiemann](#), & [Felix Cybulla](#). This summer, three MSc students from Germany (Anna, Marion, and Eva) got together to revive the student conservation coaches network, a loose working group formed by a few students trained in the Open Standards in Germany back in 2009. The former members have since moved on to become CCNet coaches and trainers, but are gladly helping the new student coaches get rolling.

Together, the students submitted a project proposal to the Technical University Berlin for a “project laboratory offered by students for students”—quite a new teaching format in Germany. We are proud to announce that the proposal was granted and will be offered as an accredited course four times over the course of the next two years! The first course has recently started (December 2015). The student coaches are supported by the former student coaches Daniela, Lena und Felix. Within the course, international students from different disciplines will learn and apply the OS to a regional case study. They will also visit the site and get the chance to talk to practitioners and stakeholders. The initial feedback from the students is absolutely positive. The practical approach to learning in unique group work settings was appreciated.



Photo by Marion Tiemann.

Refreshing Coaching Skills—A Pilot Training

Story from the trainers: [Ilke Tilders](#), [Pip Walsh](#), [Marcia Brown](#) & [Oscar Maldonado](#) and co-trainers: [Nico Boenisch](#), [Lucy Boddam-Whetham](#), [Musa Cberuiyot](#) & [Paola Mejía](#). Last September, in the run up to the global Rally, CCNet organised a “Coach Refresher Course.” The course is designed for coaches who had not coached for a while and wanted to “get back in the saddle.” The course focused on practicing major coaching skills and mimicking real-world coaching challenges. The ambitious training was tough and condensed. Although the training was meant for rusty coaches, it actually served as a first introduction to coaching for many participants. Both experienced and less-experienced coaches felt they learned a lot and enjoyed their time together. With the chance to “cross-pollinate,” the coaches truly inspired each other. After some careful fine-tuning, the course will be piloted again in order to provide a more customised attention to people with different levels of coaching. Join us next time!



Intense coaching during the refresher course. Photo by Oscar Maldonado.

MALAYSIA

New Coach Training in Malaysia



Story from [John Morrison](#). A CCNet coach training was held at the Amverton Cove Resort on Pulau Carey, Peninsular Malaysia (southwest of Kuala Lumpur) in early November 2015. The trainers were Paula Deegan (Independent Consultant, Australia), Hui Shim Tan (WWF Malaysia), and John Morrison (WWF US). Twenty new coaches were trained, from Malaysia, Indonesia, Vietnam, China, Fiji, and USA. The event was co-sponsored by WWF-Malaysia and CCNet.

This group of newly trained coaches will support projects in China, Fiji, Indonesia, Malaysia, Vietnam and the United States. Photo by WWF-Malaysia.

PACIFIC ISLANDS

Workshop on Open Standards and Miradi in Fiji



Story sent by [Philippa Walsh](#) and [Bruce Jefferies](#).

In December 2015, Conservation International staff and partners gathered to apply the Open Standards and Miradi to their conservation projects. Hosted by Conservation International-Fiji, the beautiful seaside setting was a beautiful backdrop to an amazing and productive week. Participants came from Fiji, Samoa, Timor Leste, New Caledonia, Singapore, Australia, and the USA.

Led by two coaches from CCNet (Bruce Jefferies and Philippa Walsh), the training centered around developing three applied case studies based on current or proposed projects from Fiji, Samoa and Timor Leste. The teams did remarkably well—results chains were painless (wow!), and there

CI staff and partners in front of impressive OS worksheets.

were a number of people digging deep in Miradi. An informative field trip to a CI-Fiji project site for provided great insight into the impressive work carried out by the CI-Fiji field team. Participants provided very positive feedback on the training and plan to keep using the OS approach. We hope our CI staff will thoroughly infiltrate CCNet and collaborate across the globe.

Wildlife Institute of India Introduced to the Open Standards

Story from [Stuart McBride](#), WildTeam UK. It has been a busy run up to Christmas for WildTeam. We just got back from leading an introduction to the Open Standards for an exciting bunch of people at the Wildlife Institute of India. During the workshop, we met with representatives from India, Bhutan, Nepal, Sri Lanka and the Maldives. In just a few lively days of presentations and hands on exercises, the team came to grips with the OS conservation planning techniques, including setting up conceptual models, developing results chains, and identifying targets and indicators. The sessions also helped us, as trainers, to learn what concepts are tricky to grasp and see how groups take the ideas and apply it to their landscapes. In a short time we built some excellent relationships. We hope that this taster will open the door to more sessions with our South Asian partners soon.

During the workshop, we carried out an interesting exercise to try to understand the factors involved in changing individual behaviours. Each person wrote down a bad habit, such as smoking or procrastinating, on a Post-it note and placed it on his or her forehead. Participants were asked to sit down if they would stop doing this behaviour if:

1. They were told it was bad for them
2. It was made illegal
3. They were given money to stop doing it
4. Their friends and family would be ashamed of them if they kept doing it

The exercise helped illuminate the motivations people may have for doing things that might not be good for them or others. It also got us thinking about how difficult it is to change behaviour and tactics that could be put in place to minimise negative impacts when developing results chains and strategies.

For more information you can download the full workshop report [here](#).



Workshop participants during a group exercise about changing behaviour. Photo by Stuart McBride.

REFLECTIONS

Rating Open Standards Guidance Materials

Story by [Marcia Brown](#), *Foundations of Success* and member of the CCNet Global Coordination Team. The Conservation Measures Partnership (CMP) and CCNet realize that we collectively face a challenge in helping conservation practitioners access and make sense of the vast and rapidly growing body of Open Standards guidance and training materials. On the one hand, we want to encourage an open and nurturing “marketplace” in which innovations and improvements are encouraged and shared. On the other hand, we want to provide useful filters that can help practitioners easily find the current best practices agreed upon by our community. We also want to be able to focus attention on areas of practice where gaps exist and where new guidance and training materials may be especially needed.

To meet this challenge, CMP and CCNet created a Joint Guidance Working Group to design and manage a process for reviewing and rating OS guidance materials and training resources. Representatives of World Wildlife Fund, The Nature Conservancy, Foundations of Success, and the International Fund for Animal Welfare met monthly for about a year to gather all existing materials and define criteria for rating materials. Each participant rated each document, online module, PowerPoint, or other resource, and then the group discussed the ratings and agreed on an overall rating (excellent, very good, or satisfactory). When applicable, the group summarized recommendations for improvement.

The criteria used to rate the materials cover six categories:

1. Quality of explanation
2. Practicality
3. Compliance with the OS
4. Criteria specific to PowerPoint presentations
5. Step-specific criteria
6. Criteria for coach training materials

Each category included several questions that could be answered “yes,” “no,” or “partially.” For example, quality of explanation included the following questions:

- Is it clearly and well written (with definitions of key terms)?
- Does it cover the topic comprehensively?
- Does it include good examples (both simple and complex, with some diversity of contexts)?
- Is it visually appealing so that it is easy to understand (e.g., not too much text, consistent font, no blurry images)?
- Does it show best practice (hands-on advice for how to apply it)?

In total, the group rated 77 guidance pieces. Materials included:

- 8 pieces on scope and vision
- 8 on conservation targets
- 8 on viability assessment
- 9 on threat rating
- 2 on human well-being targets
- 9 on conceptual models
- 6 on goals
- 6 on strategy selection
- 7 on results chains
- 7 on objectives
- 7 on monitoring plans

Some of these are stand-alone pieces, while others are chapters or online modules in a training guide. CCNet and CMP are still working on posting all of the guidance pieces on the OS website along with the final ratings.

LOOKING AHEAD

Updating the CCNet Strategic Plan

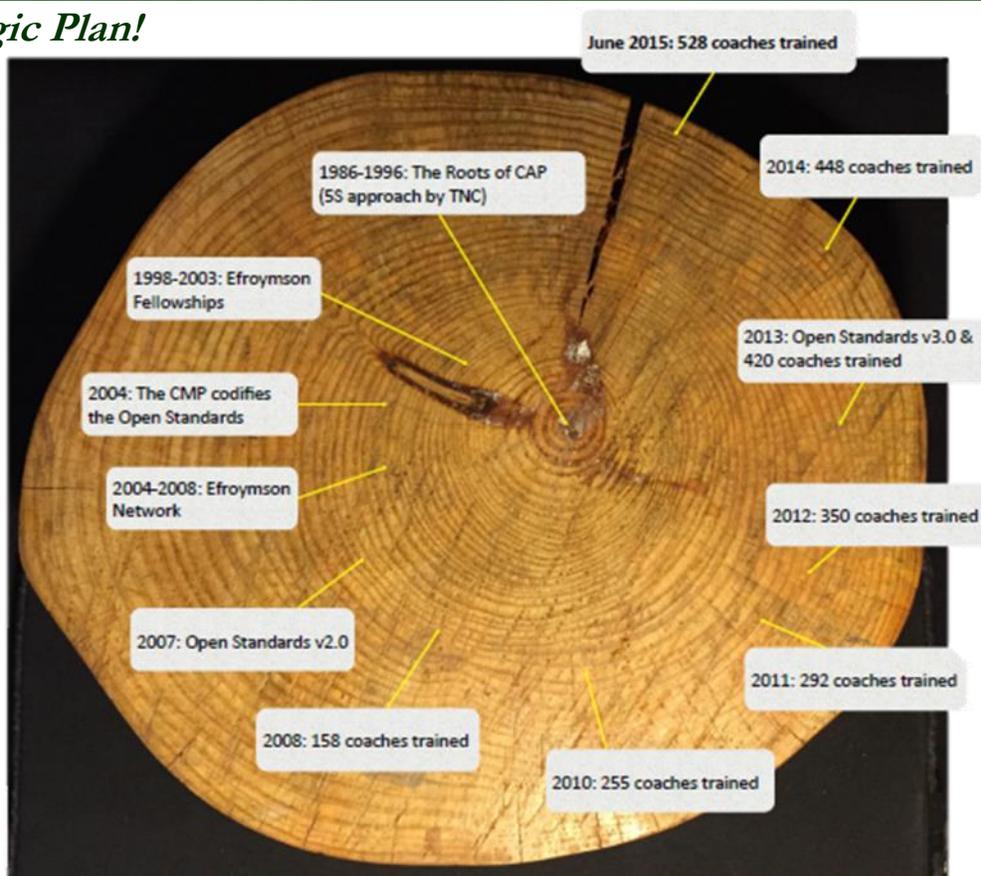
Time to Update CCNet's Strategic Plan!

“CCNet was chartered on the principle that to make a difference in the practice of conservation, we need a growing, diverse, multi-institutional, and multi-geographical Network. It is our vision to have an active cadre of coaches organized in franchises on every continent and engaged in a diverse set of projects—coaches who are responsive to the cultures and communities in which they work and the unique conservation challenges they face.”

We've come a long way to achieve the CCNet vision, and at the Rally, we celebrated our collective achievements. During the Rally's opening talk, our chair, Brad Northrup, reminded us that a key to the success of any network is the ability to leverage resources.

“The fuel that powers our network's leverage is your generosity—with your time, your expertise, and your creativity...It's that commitment and generosity that gives CCNet the power and potential to deliver results.”

While your generosity provides the fuel, our strategic plan helps us stay focused while we adapt to a changing world. It is now time to develop our third strategic plan for 2016-2020. Under the guidance of John Morrison (CCNet Global Coordinator), the CCNet Coordination Team will revise the strategic plan based on evaluation recommendations and the rich feedback collected from members at the 2015 Rally. CCNet Board members will actively participate, and we will incorporate input from a number of working groups, including four joint Conservation Measures Partnership-CCNet groups, the CCNet fundraising group, and the CCNet accreditation group.



A timeline of CCNet's growth and evolution. Image by Xavier Escuté, Fundació Catalunya-La Pedrera.

Recommendations from the 2015 Coaches Rally

- Build new and existing coach capacity with a broader array of training, coaching, and mentoring opportunities
- Expand CCNet to fill gaps in specific geographic areas
- Strengthen CCNet franchises
- Develop more committees to solicit more participation in the management of CCNet
- Establish coach certification option
- Establish more links to other fields (e.g., social science, other planning frameworks)
- Integrate spatial elements into the OS
- Measure impact of the OS in conservation
- Document and provide easy access to more case studies
- Promote the OS with governments, donors, academic institutions, and international fora (e.g., Natura 2000)
- Measure impact of CCNet specifically
- Improve Miradi functionality
- Develop a more sustainable and varied funding model for CCNet
- Find a comfortable, efficient relationship with CMP
- Communicate for greater CCNet and coach visibility
- Next CCNet Rally in Australia!

BULLETIN BOARD

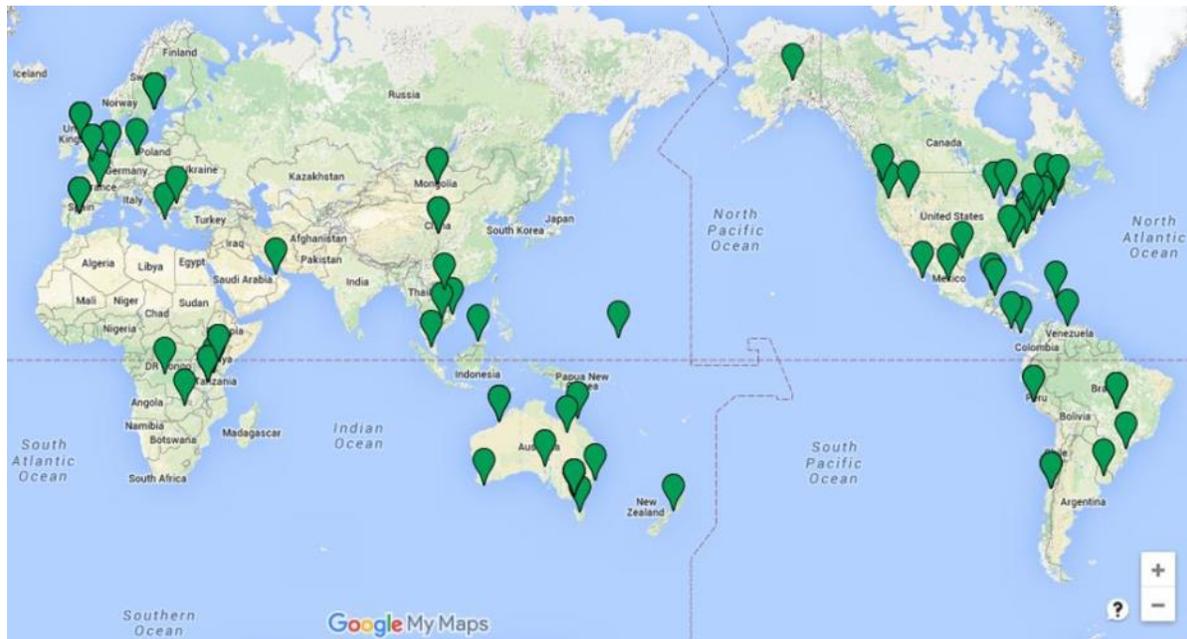
Announcements, updates & food for thought

Teaching Adaptive Management Webinar

With the financial support of USFWS, MENTOR-POP (Progress on Pangolins) and MENTOR-PACE (Protecting Apes and Conserving Ecosystems) Fellows and some NGOs benefiting from USFWS funding will be trained on the use of the Open Standards. Tests and training workshops will CCNet Central and West African coaches develop their research and funding proposals writing skills. For more information on the Mentor Programme, visit their [website](#). For more information, contact [Anne Ntongho](#).

Want to learn MIRADI?

Help is at hand! Miradi and Miradi Share are tools that helps us do better conservation work, but some of us have struggled to make good use of these tools, and training materials aren't as readily available as we would like. To fill this gap, we're setting up a Miradi User Group to run webinars and share experiences and ideas. Based on survey results, we should run a webinar about every three months on popular topics, such as reporting, new features, and easier ways to get data out of the system. Two instances of each meeting could help us accommodate different time zones. Alternatively, we could record the meetings and make them available to those who are not able to attend. So far, we have around 90 people signed up to receive invitations for the webinars. And true to our networks, we come from all over the planet! Our next steps are to sort out the logistics and presenters for the first few sessions, then send out dates to everyone who has expressed interest. If you'd like to be added to this list, please get in touch with [Annette Stewart](#).



People from all over the world are signing up for Miradi webinars.

UPCOMING EVENTS

Mark your calendars

For updated information check our [News & Events](#) space on the CCNet website!

COACH TRAININGS

New Coach Training | Kenya | May 2016

For more information, contact [John Morrison](#).