



Conservation Coaches Network

e-newsletter

January 2013

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Network News

From the CCNet Chair:



Brad Northrup,
CCNet Board Chair © TNC

My best wishes for a happy and successful New Year to the Coaches, Partners, and friends of the Conservation Coaches Network. Thanks to all for helping make 2012 an incredibly rewarding and productive year for the Network. It's a privilege to be part of such a hard-working and creative team!

Over the past twelve months, we have adopted a new strategic plan to guide our actions during the next four years. This plan commits us to strengthening the Network, diversifying our partnerships, and providing enhanced opportunities for coach training and knowledge sharing. We have been energetically executing our objectives.

During the past year, we have added three new geographic Franchises—in Africa with WWF Cameroon, in Mesoamerica with CATIE, and in South America with the Tropical Andes Alliance. New Coach Training classes have been conducted in Indonesia, Hong Kong, Florida, and Malaysia. Our Network is now approaching 400 members from 65 organizations and 54 countries. We have developed a formal agreement with the Conservation Measures Partnership to promote our collaboration and better align our work. Having secured our core funding for fiscal year 2013, we have formed a fundraising team to build the sustainable resources we will need to implement our programs over the next several years.

We are also well along in designing and organizing our 2013 Conservation Coaches Network Rally. Our theme is *Learning, Connecting, Celebrating – Making a Difference*, and the Rally will be held at the Marriott Lodge at Callaway Gardens in Pine Mountain, Georgia, from April 28 to May 2, 2013. Please do all you can to get to the this Rally. As an evaluator of our last Rally put it, the event is “the most dynamic and interactive conference I've ever attended.”

The opening paragraph in our new CCNet Strategic Plan references a book by best-selling author Paul Hawken, who writes about the growing global movement in which millions of people are addressing the needs of their communities by taking local action and forging meaningful approaches appropriate to their home place. This is at the heart of what the Conservation Coaches Network is all about, and I look forward to working with you as we apply this approach to improving the practice of conservation around the world.

All the Best,

Brad Northrup
Chair, Conservation Coaches Network

Network News continued

Two Brand New CCNet Franchises Forming in Latin America.

Two new franchises in Latin America—approved by the CCNet board in September—will bring together Open Standards coaches and practitioners in Mesoamerica and South America to advance effective conservation strategies at appropriate scales. Franchise Leaders and coaches will share support materials in local languages and lessons learned with their colleagues worldwide. Both franchises are sponsored by Foundations of Success (FOS). These new franchises are still organizing, and if you would like to share ideas or be part of one, contact the Mesoamerica Franchise Leader, [Bernal Herrera](#), or the South American Franchise Leader, [Armando Valdés Velázquez](#).

Self-Assessment Survey Results.

Your responses to the online survey conducted last fall are being used to inform the upcoming Rally and to tailor other trainings. We sent the survey to 355 coaches and received 103 responses. Thanks to everyone who provided input!

Most respondents said that they will or might attend Rally 2013, adding that attendance would depend on funding, availability, and work load. Twelve percent are not considering attending the Rally. We also learned that coaches would like more guidance related to participatory planning, evolving methods, and adapting the Open Standards. We also identified tools and innovations that coaches would like to explore or share at Rally 2013.

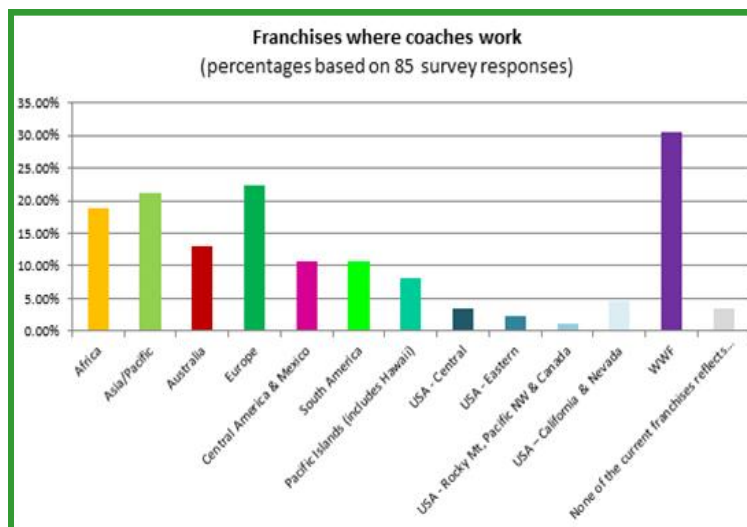
The coach's self-assessment, including initial categories for coach designations and competency checklists, grew out of the 2010 Coaches Rally. By answering questions about personal experiences, interests, and abilities, a coach can decide if she/he is a *coach*, *coach/trainer*, or *coach-in-training* and use ratings to identify skills to improve. The sum of average ratings from all 79 coaches' responses gave us the following insights:

- **Facilitation:** Coaches are fully competent. Newer coaches could benefit from working with seasoned CCNet members. Others could benefit from advanced facilitation training.
- **Conservation Knowledge:** Coaches are competent. We should encourage coaches to seek more experience and guidance. Across CCNet, specific knowledge gaps should be targeted with special trainings.
- **Open Standards:** Coaches are fully competent. CCNet should continue to share updates and facilitate adaptations.
- **Theory of Change:** Coaches are fully competent, but the rating is at the lower end of the spectrum, suggesting all coaches could benefit from seeking more guidance and reviewing [results chain facilitation tips](#).
- **Monitoring and Adaptive Management:** Coaches are competent. Coaches should be encouraged to seek more experience and guidance, and we should identify specific skills to strengthen across CCNet.
- **Operational Planning:** Coaches are competent. Coaches should be encouraged to seek more practice and guidance. CCNet should identify specific areas to address.
- **Meeting Planning:** Coaches are fully competent, but the rating is at the lower end of the spectrum, suggesting that all coaches could benefit from more practice. Newer coaches could gain insights by working in tandem with seasoned coaches and by reviewing our [additional resources](#).

We intend to tackle some of these training needs at Rally 2013, but you can review concrete and advanced skills [here](#). The self-assessment, descriptions of designations, and suggestions for improving specific coaching skills, can be found [here](#). To request a copy of the survey results report, contact [Cristina Lasch](#).



Almost 40% of respondents identified as a coach, 24% as a coach/trainer and 20% as a coach-in-training.



The CCNet comprises over 370 trained coaches from 65 organizations based in 54 countries. The graph above shows how many coaches relate to certain franchises. Also, while most coaches feel comfortable coaching projects in English, coaches feel confident working in 16 other languages.

Feature Story

Mongolian Government Adopts CAP Framework and Receives 11 million Euros for Protected Areas Management

The following news comes from Munkhzul Ganbaatar, Galbadrakh Davaa, and Matthew Durnin with TNC:

The TNC Mongolia Program has made many breakthrough achievements over the past year. The translation of the Miradi software into Mongolian has knocked down barriers to using the Conservation Action Planning (CAP) process in Mongolia. Recently, the Department of Protected Areas (Ministry of Environment and Green Development) adopted CAP as a guiding framework for new management planning after two coaches delivered a convincing and inspiring presentation about the opportunities the CAP process and Miradi tools could offer. The Mongolia Program hopes that the adoption of the CAP framework will set a new national standard for protected areas management and help ensure effective conservation practices.

To kickstart national management planning based on the CAP framework, Mongolia Program coaches are collaborating with the government and other partners to train new coaches and trainers. At the request of the Ministry of Environment and Green Development, Mongolia Program coaches led a capacity-building workshop in November that brought together many national CAP coaches and diverse local stakeholders.

Participants included staff from the Nature, Environment and Tourism Administration of Khentii Province; staff from Dornod Province, Bogd Mountain, Thousand Ibex, and Gobi Gurvan Saikhan Protected Areas; government inspectors and rangers; and local herders. The training used the newly-designated Kherlen Toono Nature Reserve in the Khentii Province as a case study for creating a conservation action plan. During the workshop, Galbadrakh Davaa (Conservation Director of TNC Mongolia Program) and Tuguldur Enkhtsetseg (Biologist from the TNC Mongolia Program) led participants through the major steps of CAP. In the second part of the workshop, participants divided into two working groups and defined conservation targets, assessed information, and generated inputs for a conservation action plan for Kherlen Toono Mountain. Local herders and rangers who participated in the workshop provided useful data and insights that nourished detailed, practical plans. After listening to each other's ideas and providing feedback, the groups worked together to produce a draft conservation action plan for Kherlen Toono Mountain.

Providing a big dose of encouragement, a German bank recently pledged 11 million euros for the development and implementation of CAP for other protected areas in Mongolia. This substantial investment will support revision of all protected area management plans so that they conform to the recently-adopted CAP framework. Capital investments will also pave the way for implementing the updated management plans.

The creation of the new guidelines and the recent workshop mark a significant turning point for protected area management in Mongolia. The Mongolian government continues to show inspiring commitment to adopting CAP and engaging with TNC and other partners to build capacity in-country. TNC will continue to collaborate with the Ministry of Environment and Green Development to support capacity for adaptive management in the government and other partner groups. Beyond assisting with the Kherlen Toono CAP, these groups intend to work together to send new Mongolia Program coaches to a training in Australia and hope to finance a study exchange to the U.S. for the new staff. Everyone involved is looking forward to additional trainings in early 2013, which will help this exciting new cohort of CAP coaches and practitioners blossom in Mongolia. From the first steps to bring CAP to Mongolia in 2005, to these recent leaps forward, the conservation work underway in this amazing part of the world is an achievement in which all of the CCNet leaders can take pride. To find out more about work described in the story: [Galbadrakh Davaa](#), [Munkhzul Ganbaatar](#), or [Tuguldur Enkhtsetseg](#).



Above: Dressed in the orange traditional costume, a herder from the Kherlen Toono Mountain, L. Dorjpurev, shares his insights with other participants @ Odonchimeg Ichinkhorloo.



Left: Tuguldur, a TNC Mongolia Program biologist, works with participants on a results chain @ Munkhzul Ganbaatar.

Coaches Around the World continued

Participatory Municipal Zoning Plan Approved in Venezuela.



A Rómulo Gallegos Municipal Zoning Plan participant shows the map of a Plan de Vida © TNC/Antonio Briceño.

For the first time, a municipality in the heart of the beautiful Venezuelan llanos has officially adopted a zoning plan that was built from the ground up with the help of local inhabitants and institutions. During the initial project design stages, members of the Rómulo Gallegos municipality and the rest of the coordinating team, used the Open Standards (with the assistance of coach Cristina Lasch) to set up a work plan. Throughout the process, team members discussed how to handle risks, identified ways to measure progress, and distributed team roles in a way that addressed project needs and individual strengths and interests. This initial work enabled Eduardo Ariza, TNC's indigenous and communal strategy coordinator for the Northern Andes and Southern Central America Program, and his team to stay on track during a lengthy process. The zoning plan has served as a platform for diverse interest groups including the Pume and Cuvia indigenous groups, farmers, root organizations, and government institutions, to agree

on conservation strategies, such as the adoption of sustainable cattle ranching practices, the definition of new conservation areas and management plans, institutional capacity building, and environmental education programs. *Planes de Vida* (life plans) were developed with the region's indigenous residents, enabling them to adequately incorporate their visions into the zoning plan. As a result, approximately 42% of the municipal territory—lands that support the Pume and Cuvia peoples' livelihoods—was proposed as a new protected area. If you would like to learn more about this effort, please contact [Eduardo Ariza](#).

European Coaches Celebrate a Productive 2012.

The following update comes from [Felix Cybulla](#), [Albertien Perdok](#), and [Ilke Tilders](#):

From the southern coasts of the Mediterranean to the northernmost parts of Scandinavia, 2012 was a busy and inspirational year for the European coaches. In 2012, the European coaches welcomed five new coaches to help with new and ongoing conservation work. On top of participating in CCNet's global strategic plan and Rally planning teams, European coaches pulled off an impressive number of programs, projects, and workshops dedicated to meaningful conservation work in the region. A face-to-face workshop focused solely on beefing up coaches' facilitation skills and earned positive responses from all participants. The team also hosted three webinars covering the hot topics of how to integrate human wellbeing targets; incorporate climate adaptation; and make use of MIRADI's work planning, budgeting, and reporting tools in order to put adaptive management into action. These webinars also provided the opportunity for coaches from around the globe to chime in with their experiences and stories about handling these issues and learn from each other.

Individual European coaches also made a multitude of important contributions to the implementation of the Open Standards. Some of the coaches threw their energy into building up a connectivity project spanning from Austria to Spain. Others began eagerly pursuing the implementation of an integrated coastal and marine planning project in Scandinavia. Joining forces with the WWF in the Mediterranean, an experienced European coach is now working to promote the use of Open Standards among agencies responsible for managing Protected Areas in the Dniaric Arc Ecoregion—a biologically and socially diverse region that stretches along the eastern Adriatic coast from Italy to Albania. Other coaches contributed to the translation of Miradi into German, making it possible for even more audiences to benefit from the program's management tools.

The European coaches are excited to keep the momentum going and are making plans to meet 2013 goals with similar success. For more detailed information on what is going on in Europe, please visit the CCNet Europe [website](#).



Coaches Around the World continued

Training Prepares New Coaches to Facilitate Conservation Plans in Asia.



Participants and trainers at the June 2012 Hong Kong PPMS coach training event © Lydia Gaskell.

An update from Dongxin Liu, WWF-China:

This past June, representatives from the WWF-China Program Office, WWF-Greater Mekong Programme Office, WWF-Hong Kong, Malaysia, Mongolia, and Bhutan came together in Hong Kong for a coach Project and Programme Standards (PPMS)/Open Standards (OS) training event. During the training sessions, which were facilitated by Lydia Gaskell from WWF-United Kingdom and Dongxin Liu from WWF-China, participants learned the basics of the "Define and Design" steps, Miradi software features, and insights to guide project teams through an OS process. The training also focused on teaching effective facilitation strategies, including ice breakers and energizers, elevator speeches, workshop planning, and coaches' roles. Splitting up into smaller groups, the participants practiced their coaching skills during role play exercises. To better understand how to apply OS, the group took a

field trip to the Mai Po Wetland, a renowned haven for migratory birds managed by WWF-Hong Kong.

When the sessions wrapped up, each participant committed to three things to work on in the coming year and provided feedback on the overall training. Most participants were fully satisfied with the training outcomes. They reported that they enjoyed dividing into groups and practicing coaching skills, especially since there were so many attendees; however, they would have liked to spend more time examining case studies and applying the PPMS/OS to specific real examples and problems. Participants also suggested a session on "Risk Management," admitting that this is an important aspect of project management that coaches should be able to facilitate.

As a result of this successful workshop, 20 new coaches were trained and now have the skills to facilitate small teams in the Asia Pacific region through all of the "Define and Design" steps. More than half of the WWF-China field offices/programs will now have their own coaches, building greater capacity to apply PPMS in these areas.

New Malaysian Coaches Hone Their Skills.

The following news comes from [Charlene Toyong](#), WWF-Malaysia:

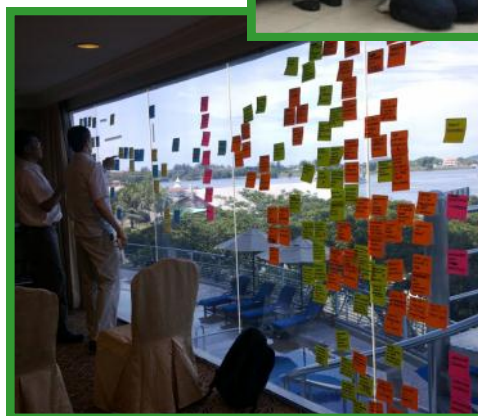
WWF-Malaysia held a two-day Open Standards Coach Training Workshop in October to launch new coaches who are responsible for using the Open Standards to support conservation teams and develop effective conservation strategies and measures. John Morrison, WWF-U.S., facilitated the workshop for 14 selected coaches from various projects and programmes of WWF-Malaysia.

Participating coaches received an in-depth orientation to the fundamentals of coaching the Open Standards, as well as valuable insights and tips. The workshop also included a helpful overview of the resources and support available through CCNet members, partners, and training materials. The new coaches also took the opportunity to specify areas in which they would like additional support and training.

Just a few days after the workshop, some of the new coaches got the chance to put their training into action, build up their confidence, and hone their skills by co-facilitating the WWF-Malaysia Forest Conservation Program Strategy Review.



Above: Fourteen WWF-Malaysia coaches joined John Morrison at the training © WWF-Malaysia/ Irwanshah Mustapa.



Left: Participants at the WWF-Malaysia Forest Conservation Program Strategy Review carefully went through the peer-review process for their plans © WWF-Malaysia/ Rashidah Maqbool.

Coaches Around the World continued

Northern Australia Groups Come Together for Healthy Country Planning.

From [Paula Deegan](#):

With funding support from the Anne Ray Charitable Trust, The Nature Conservancy's Northern Australia Program has just completed an impressive second year of Healthy Country Planning (HCP) workshops. HCP is an adaptation of the Open Standards that is used in indigenous communities across Northern Australia. While the process remains true to the Open Standards, the language and some of the facilitation approaches and tools are tailored to the needs of these communities. During the April workshop, participating groups blazed through the process, developing a strong foundation on which to build their strategies. To advance implementation, five of the groups from across Cape York reunited at the November workshop at Rose Gums Wilderness Retreat to develop Goals/Objectives, Strategies and Action, and Monitoring Plans.

Because many groups are from remote communities and travel is difficult, coming together can be challenging; however, meeting face-to-face provides many unique and valuable opportunities, such as seeing how other groups are tackling similar challenges in managing their land and sea country and swapping ideas, stories, and experiences. Robust, innovative plans are emerging from the groups that attended the 2012 workshops, and the communities are excited to implement them over the coming years.

Building on positive feedback from participants, a third round of practitioners' workshops and a coaches training workshop are planned for 2013. As they prepare to put their plans into action, many participants have shown special interest in developing workshops that focus on implementing and monitoring. Continuing to build up the skills of the Northern Australia people in these ways will nourish the strong, fast-growing network of practitioners and coaches, foster conservation plans that evolve and adapt, and promote healthy country across Northern Australia for years to come.



Facilitator Stuart Cowell leads the APN Cape York group through strategy evaluation tools that will support the group's efforts to help families understand and connect with their traditional Aurukun lands © Paula Deegan.



Above: The November HCP workshop included people from APN Cape York, Olkola Aboriginal Corporation, Kuuku Ya'u, Mapoon Land and Sea Rangers, and Laura Rangers © Paula Deegan.

Left: The Kuuku Ya'u—a community of northern Queensland that hunts and fishes along the coast of the Cape York Peninsula and in the adjacent waters of the Coral Sea—fleshed out and shaped their conservation plan © Paula Deegan.

Coaches Around the World continued

The Kuuku Ya'u People Embrace Healthy Country Planning.

The following update comes from [Emma Ianjic](#), a new coach with Bush Heritage Australia:

Coming together for a Healthy Country Planning (HCP) workshop in August, the Kuuku Ya'u Aboriginal peoples of Cape York Peninsula in north-eastern Australia spent three busy days developing a united vision for long-term conservation of their traditional lands along the Coral Sea. Representatives from the Kungkay and Kanthanampu clans embraced the HCP process (an adaptation of Open Standards for use in indigenous communities) and took the first steps toward protecting their diverse lands, unique customs, and thriving communities. Supported by coaches from Bush Heritage Australia and Balkanu Cape York Development Corporation, the Kuuku Ya'u participants identified and ranked specific conservation targets and threats, conducted a thorough situation analysis, and crafted a mission statement to guide their next steps forward.



“ By 2022, we the Kuuku Ya'u people will be proud and healthy, managing our own Ngaachi (traditional estate) according to our strong customs and traditions. Families will be living on Ngaachi and sit by the crystal clear rivers. The children are calling the plants, trees and animals by their language names and know the Stories about their Totems. Our Puuya (hearts) will be filled with joy and our people will collect and eat plenty of fresh bush tucker. We can always come back anytime and there will be plenty of bush foods. We will fish and hunt in harmony within our Ngaachi guided by our seasonal knowledge.

Our rangers are fully equipped, qualified and employed to manage our sea, our land, our sacred and story places. We are the rightful protectors for our Ngaachi and our environment. We will drive our vehicle with our outside friends as the passengers. We have respect for everything – the sea, the animals, culture, each other and our neighbours.

Category	Attribute	Indicator	Rank	Good		
Size: Area of land (ha) Population	People living on outstations	Number of open outstations people are living on	No one living on country	Weekend visits at a few outstations	All 5 current outstations plus 5 new ones	
Condition: How many people are in good health	People living on country are in good health	Number of visits to clinic	Lots of visits	Quite a few	Not many	No visits
Context: Access to water	Good infrastructure for access (water, power, road, air, etc)	Road condition	All roads poor condition	A few roads maintained	Most roads in good condition	All roads in good condition
Culture: Natural heritage practices	People collecting and eating land and sea food in traditional way	How many kids have knowledge of traditional bush foods (collecting)	Kids know nothing	Some kids know bush food	Most kids know bush food	Kids are able to go off on their own and collect bush food



” Top photo: For the August workshop, the CAP coaches adapted some of the training resources to be more user-friendly for group work in an informal setting. For example, the exercise tables were printed on large paper and laminated so that participants could easily add and erase information when needed. Middle and bottom photos: Some Kuuku Ya'u participants used sticky notes to fill in the table cells—an approach that was visually strong, conducive to participation, and saved time and confusion drawing up the tables.

© Bush Heritage Australia

Coaches Around the World

Open Standards Process Offers New Hope for Nauru.

The following note comes from Bruce Jefferies:

Hi all,

I am currently working as a biodiversity and ecosystems management officer with the Secretariat for the Pacific Regional Environment Programme (SPREP), which is based in Apia, Samoa. As a regional membership organization, we work with 21 Pacific Island states and territories. I've been a protected area practitioner and CAP coach for a number of years and have used the CAP/Open Standards tools in diverse settings in many different countries in Asia, most recently in Nauru.

Where is Nauru? Well, it's a 21-square-kilometer, (8.1-square-mile), oval-shaped island in the western Pacific Ocean, about 42 kilometers south of the Equator. The island is surrounded by a coral reef that is exposed at low tide and dotted with limestone pinnacles. A strip of fertile coast extends 150 to 300 meters from the beach to limestone cliffs that surround the central plateau, known locally as "Topside." Coconut palms flourish along the fertile narrow coastal belt and around a small lagoon on Topside. Nauru is the world's smallest republic, with around 10,000 inhabitants, most of whom live in the coastal belt.

For over 100 years, Nauru has been extensively mined for its phosphate reserves. Destructive extraction methods have resulted in heavy degradation and severe modification of 75% of the island. Substantial opportunities for both terrestrial and marine conservation interventions exist, and SPREP is working with the Government of Nauru to find acceptable ways of establishing conservation areas.

As part of a wider objective to introduce the CAP/OS to other Pacific Island countries, I facilitated a 1.5-day workshop in November for 20 representatives from a variety of government agencies and other stakeholders. The workshop objectives included providing participants with a working knowledge of the principles associated with ecosystem approaches for conservation management and demonstrating the CAP/OS framework as a tool that will help determine constraints and opportunities associated with the ecosystems approach.

Human resource capacity in Nauru is fragile and technical and scientific resources are limited, making protected area experience virtually non-existent. To help the participants ground the CAP/OS process in reality, we visited potential conservation sites and described CAP/OS terms and steps using these settings as examples. These field trips also captured useful knowledge from the group members about local conservation and cultural values. Following positive feedback from the introductory workshop, I'm confident that the participants have seen the value of the CAP/OS process and how it can be progressively applied in Nauru. A process is now in place in Nauru that will guide and support conservation work on the island over the next three years. Initial phases of this process will involve a rapid biodiversity assessment of terrestrial areas as well as mechanisms for establishing marine protected areas. We will offer follow-up workshops in 2013.

SPREP also has plans to progressively introduce the CAP/OS framework to several other countries we are working with, including Tonga, Cook Islands, and Tuvalu. If you would like to find out more about SPREP check out www.sprep.org. For more information on our biodiversity conservation and protected area activities, contact me at brucej@sprep.org.



Understanding "Conservation Targets" is easier in the field than the lecture room © SPREP.



Participants reflect on CAP/OS as a conservation tool © SPREP.

Coaches Around the World

Open Standards Training in Samoa—Trust the Process!

From [David Freudenberger](#), Fenner School of Environment and Society at the Australian National University in Canberra:

Apia, Samoa, was the location for a recent week-long Open Standards introductory course for 18 participants from a variety of Samoan government departments and two local NGOs. The success of this training course was a reminder that the OS framework offers valuable opportunities to work with inspiring people from fascinating places around the world and forges deep connections through shared language, values, processes, and tools.

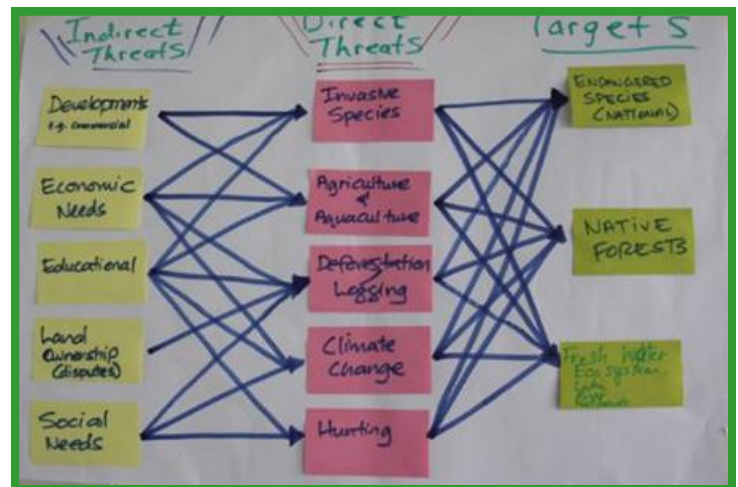
Though the trainers had never met, they meshed as if they had worked together for years. Bruce Jefferies from South Pacific Regional Environmental Program (SPREP) laid the groundwork, securing funding and contracts and lining up participants. Miguel Morales (Conservation International, Washington, D.C.) and David Freudenberger (Australian National University) organized the training content.

Two days of intense workshop sessions at the SPREP training facility were followed by three days of hands-on exercises and field trips that gave them all a first-hand taste of the project area. At the start of a new training course there is always a bit of trepidation about falling flat, but once again, the local participants dove into the entire process. By the end of the workshop, the participants were joking about what targets, threats, and strategies they had for their upcoming weekend activities!

Modeling good practices (thanks Jora Young!), the coaches conducted an evaluation with the participants and the funding sponsor at the end of the course. The big finding was that they all wanted the training to extend to more topics and more participants!



Participants practiced applying the OS steps while on field trips. In total, 18 participants from various Samoan government departments and local NGOs received certificates for completing the training © Miguel Morales.



A common sight at OS trainings, participants worked in small groups with big sheets of paper and colorful post-it notes, actively organizing their ideas and helping their plans take shape © Miguel Morales.

New Coach Training in Florida.



In December, 18 new CCNet coaches from six organizations across six countries excelled during a coach training in Florida. Packed with material and activities, the training was still a lot of fun. Some blood was drawn, but only during an optional paintball session! Trainers Jora Young (TNC), Marcia Brown (FOS), and John Morrison (WWF) were extremely pleased with the caliber of new coaches joining our ranks. The training benefitted from refreshed, CCNet coach training materials that merge the perspectives of TNC, FOS, and WWF. Look for these on the website in the near future.

Participants at the Florida coach training workshop © USFWS/Matt Muir.

Fifth Conservation Coaches Network Rally around the Corner!

At **CCNet Rally 2013, “Learning, Connecting, Celebrating – Making a Difference,”** we will come together to sharpen our core coaching competencies, teach new skills, explore problem areas, and create new products. In particular, we will focus on our abilities to adapt to different project needs, help teams move beyond planning, and catch up on the latest evolutions of the Open Standards: the incorporation of human well-being targets, strategy selection, addressing issues of scale and leverage, and climate change adaptation. Rally 2013 is a chance to share your experiences and learn from coaches across our diverse community so that we are all more able to empower people to achieve tangible conservation results. Rally 2013 will be held at the Marriott Lodge at Callaway Gardens in Pine Mountain, Georgia, April 28 - May 2, 2013. **Please send your registration forms to [Barbara Allison](#) before February 8th.** If you haven't received an invitation and would like to attend, please contact Barbara.

Thanks to those who have expressed interest in hosting a session or sharing a tool or innovation—the planning team will contact you very soon. If you are interested in contributing to the Rally and haven't told us yet, please contact [Cristina Lasch](#). We also have a sponsorship form available; if you know someone who might be interested in contributing to the Rally, please contact [Cristina](#).

Upcoming Coach Training Opportunities.

These workshops are offered to experienced coaches who will be responsible for supporting conservation teams in the development and implementation of conservation plans using the Open Standards.

- CCNet Africa is hosting a coach training workshop on **February 4 – 8, 2013 in Kenya**. Please contact [Anne Ntongho](#) for more information.
- CCNet Australia is hosting a coach training workshop in on **March 11 – 15, 2013 in Cairns, Australia**. This training event will incorporate ways to work with indigenous partners. For more information, contact [Stuart Cowell](#) or [Natalie Holland](#).

Incorporating Human Wellbeing When Using the Open Standards.

Conservation is inevitably a social undertaking. As such, many conservation teams feel compelled to address human wellbeing when developing their conservation projects; however, guidance to date has been minimal or inconsistent. A multi-institutional team chartered by the Conservation Measures Partnership has put together a companion document to the Open Standards for the Practice of Conservation to help practitioners better incorporate human wellbeing into their conservation projects. Even though it is still in draft form, it provides greater detail and guidance on the concept of human wellbeing targets. You can download this resource [here](#). Because many coaches have expressed interest in this topic, we will have sessions at Rally 2013 to learn and share more about incorporating human wellbeing in conservation projects. If you have feedback or questions, or if you have examples of projects where you have used the approaches described in the guidance, please contact [Ilike Tilders](#), [Caroline Stem](#), or [Cristina Lasch](#).

Climate Change Adaptation Presentation.

In September, about 30 people from all over the world and many different organizations joined the webinar on “Integrating climate adaptation in conservation projects,” hosted by CCNet Europe. The webinar was delivered by John Morrison, WWF-US and CCNet Network Coordinator. John shared WWF's latest insights on how to integrate climate adaptation into conservation projects, with specific steps that can be used in a workshop setting or during a planning process. The session also addressed ecological drawings, some tips and tricks on how (not) to use models and predictions, hypotheses of change matrices, and much more. All of these steps are integrated in the “Define and Design” section of the Open Standards. You can access a recording of the session and other handy materials [here](#).

Got stuck, need help or found something cool? Tap into our CCNet List serve!

Click [here](#) to learn more about the listserve, or send an e-mail to [Marjorie Bennett](#) asking her to sign you up.

Stuart Cowell Reflects on His Road to Becoming a Successful Coach.



Courtesy image shared by Stuart Cowell

In the world of non-government conservation, success often comes down to the people and their ability to motivate and inspire you to be better than you might otherwise be on your own. And so it is with my experience in the world of CAP and the Open Standards. My story as practitioner and coach only exists because I have had the opportunity to work alongside and be mentored by motivated, inspired colleagues who have shared an extraordinary set of tools and skills. I won't name one for fear of not naming all—you are all amazing!

Like so many others who are now coaches, I was first introduced to CAP through the engaging southern drawl of Greg Low on one of his many antipodean sojourns in the early 2000s. In truth, my initial response was closer to disbelief than excitement as I prepared for my first Efroymson workshop in the throbbing bucolic metropolis of Mildura in Victoria, Australia. I was joined there by friends and colleagues from around Australia, Greg and others from TNC, a passing sand storm, and a great deal of laughter and learning. Greg patiently introduced us to simple, but powerful tools we could use for thinking about and deciding “what we do on Monday.”

Tucking a well-thumbed “Practitioners Guide” firmly under my arm and looking resplendent in my Efroymson shirt, I charged off to captivate colleagues and capitalise on my new capacity for conservation planning.

Alas, it became clear that I still had much to learn when I looked around at the work of other practitioners who clearly had an insider's scoop on the secrets to using colorful Mr. Sketch markers.

By good fortune I was invited to join the ranks of coaches at a training in the sleepy backwater of Melbourne, Australia. Coaches from Australia, China, Mongolia, and Papua New Guinea were all tutored under the watchful eye of Jedi Master, Jora Young. This was my first real experience of the cross-cultural power of the *lingua franca* of the Open Standards. I had been discussing the need for such a tool for many years with other colleagues, so to see coaches from different planning contexts supporting each other (with generous helpings of tough love, emphasis on the “love”) was a thing of beauty and wonder. And, at the end, in an emotion-charged ceremony, I was presented with my very own Mr. Sketch pens. I made it!

We began using CAP to develop partnership-based plans for managing lands owned by Aboriginal people, particularly in northern Australia. The communities were generous with their knowledge and time as we tried to use a process we were still trying to understand ourselves. Adapting the tools as we went along, we were able to meet the challenge of using a framework developed under a Western scientific approach in a traditional community context. The resulting plan from that first effort has become something of a benchmark for Australian indigenous protected areas, and the communities are justifiably proud of the result.

Others took note of this early success, and with visionary funding and institutional support from TNC we were able to “formalize” our approach in a program that we call Healthy Country Planning (HCP). Now in our third year, teams at sites spanning northern Australia are using HCP to drive land management and community development over tens of millions of hectares. Interest grows almost daily as more teams see the value in this approach.

“ Perhaps, like the hula hoop, flare jeans (ugh), and fondue, this planning “trend” will pass and a new planning style will take its place; however, I think that the blend of rational-communicative styles is a powerful one that has a real shot at longevity. If nothing else, we will have democratised the idea of planning—our legacy is not our plans, but the ideas and tools we leave behind. ”

CCNet Newsletter Team - Sara Delheimer, Cristina Lasch, Jora Young

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