

Workshop Report

Pacific Islands Training of Trainers Course



Koror, Palau
June 3-7, 2011

The Nature Conservancy

Background

Over the past 6 years, The Nature Conservancy and partners have hosted trainings for over 200 reef management practitioners representing over 70 countries. These trainings were based on resilience tools from TNC & collaborators, and included site-focused activities. A major outcome of these workshops was the development of the Resilience Practitioners Network. The workshops focused on incorporation of resilience into coral reef management and planning; providing managers with practical solutions for coral reef management in the face of global change; facilitating peer-to-peer exchange between coral reef managers; and initiating a global communication forum for managers working to incorporate resilience at their sites.

Responding to a clear need for these workshops, The Nature Conservancy, in partnership with NOAA, and with support from the John D. and Catherine T. MacArthur Foundation, offered the second annual Training of Trainers Course. The course ran from January to June 2011 and included participants from 12 countries and territories in the Western Pacific islands. This two-part course consisted of an intensive, four-month online course that was mentored by global and regional experts on various course topics. The students had weekly assignments and engaged in virtual discussions throughout the course to further enhance their learning experience. This was followed by a week-long, in-person workshop to 1) establish fluency and familiarity with the toolkit content; 2) build skills to ensure success after the participants return to their countries; and 3) enable participants to leave the workshop with specific training action plans.

The short-term goal was to have participants from the Training of Trainers Course (TOT) work to train their local partners to build resilience into reef management and share the tools available for addressing the impacts of climate change. The TOT course brought together managers/trainers from throughout Micronesia and the Pacific Islands to learn and share ideas as well as further develop their training and facilitation skills. The course was designed to provide an atmosphere of exchange and creative problem solving so that participants finished with a specific draft-training plan for their locale. Resources recently developed through major international collaborations were highlighted and distributed to participants (e.g., Resilience Toolkit, Reef Managers Guide to Bleaching, etc.). Regional and global experts in coral reef management mentored and facilitated the online course and workshop, including Paul Marshall, Alison Green, Trina Leberer, Rob Brumbaugh, Supin Wongbusarakam, Tyler Christensen, Bob Steneck (online only), Rob Van Woesik (online only), Eddie Game (online only), Lizzie McLeod (online only) and Stephanie Wear.

The final workshop ran from Friday, June 3rd to Tuesday, June 7th, 2010 in Koror, Palau.

Objectives of the Final Workshop

The TOT workshop is designed to strengthen existing capacity within the region by training conservation leaders to be resilience experts in their communities and institutions. These trainees are expected to share what they learned in the workshop using the tools provided and skills acquired to implement additional trainings and apply the approaches in their communities. After completion, participants in the workshop are able to provide support and information to other coral reef managers working within their region, acting as critical “nodes” within the Resilience Practitioners Network, enhancing linkages among managers within a region. Participants came away from the workshop well equipped with both the training curriculum and related resources; they will also receive ongoing updates and new resources as they are available.

Expected Results of the Workshop

Workshop participants are a special sub-group of the Resilience Practitioners Network who will receive more detailed communications than the Network at large, will be expected to actively participate in Network events and opportunities, and are expected to complete one in country training for reef managers and colleagues within six months of the workshop. In some cases, these activities are carried out within 12 months of the workshop due to local needs and workplans.

Workshop Participants

Space was limited to approximately 20 participants for this workshop. Participants were selected through a competitive application process. Individuals were selected in pairs from each attending country or state when possible so that they could work together after the workshop to support reef managers in their area. All workshop expenses, including travel and hotel accommodations, were covered by TNC.

Methodology

Workshop participants took part in a four-month, intensive online course based on the Reef Resilience curriculum (www.conservationtraining.org) and were required to make weekly discussion postings in addition to weekly online assessments and completion of one long-term management planning assignment. For that assignment, participants were given the choice between creating a draft bleaching response plan or a draft bleaching communication plan.

By the time participants came together for the workshop, they were (a) familiar with one another and the unique challenges/approaches of their sites and (b) well-versed in the Reef Resilience toolkit content.

With this level of knowledge in mind, the workshop focused on giving participants the tools they need to become successful trainers. The workshop topic areas were introduced in a sequence that was designed to (1) establish fluency and comfort

with the Toolkit content; (2) build toward skills that would make participants successful trainers when they returned to their countries; and (3) leave the workshop with specific training action plans.

The first day of the workshop focused on providing participants with training skills, including facilitation and presentation skills. The first part of the day centered on history of the program, introductions, and expectations for the workshop, before moving on to a training on presentation skills. A presentation on facilitation skills was given during the second part of the day. Each lesson was followed by a group dynamic exercise in which participants were able to work on these skills with their counterparts.

Day two focused on reef resilience content for the first half of the day. Trainers gave PowerPoint presentations on climate change and components of resilience. These presentations were given in their entirety, so that participants in the workshop could go home to their countries and be prepared to give the presentations themselves. The afternoon was spent beginning participant's training plan development, followed by another presentation on resilient MPA design and group activity that helped them apply what they learned.

Day three of the workshop was a field trip to approximate a field trip featuring resilient and non-resilient coral sites that trainers could incorporate into their own workshops at home. Participants were taken to several different coral reefs in different environments to provide examples of a wide breadth of coral reef scenarios in the field.

Days four and five also focused on content and important skills for reef managers. Trainers gave PowerPoint presentations on Day Four on NOAA's early warning systems, bleaching response, and communication. Each presentation was followed by a discussion from the larger group and a group activity on bleaching response called "You Make the Call". In the afternoon of Day Four, participants worked on their training plan development. The first part of day five was a presentation given on social resilience with a corresponding group activity and discussion, and the remainder of the day was spent on training plan development and presentations about participant training plans were given by the regional and country teams.

Each night of the workshop, there were group dinners where participants were given additional time to socialize and make connections with each other.

Results, Conclusions, Recommendations and Lessons Learned

- This was a very conservation/management savvy group who engaged intensely in almost every activity, discussion, assignment we had. They were willing to try new things and enthusiastic about their plans upon returning home.

- Facilitation and presentation skills were areas where all participants were interested in receiving more training. This includes facilitating workshops and public meetings as well as handling difficult people.
- Participants benefited from the interaction with one another as much as their interaction with mentors. There was a wonderful atmosphere of exchange throughout the entire workshop. There were many new connections and friendships formed during the course of the workshop.
- The structure of the agenda worked very well. Specific aspects included breaking participants into small groups early on, which got them to be comfortable talking amongst each other right away, and providing a variety of activities and presentations throughout the day so energy levels didn't drop.
- Spending so much time developing the training plans ensured that people left with very clear plans and next steps to implement. We expect to see this result in many more successfully implemented activities.

Follow-up Action Plan

- Review training action plans
- Small grants for training
- Engage participants in social networking site
- Mentor participants through development of their own training programs and issue Trainer certificates when each participant has hosted one training
- Changes to agenda based on evaluation

Evaluation by Participants

Notes from participants:

- Social resilience was one of the most popular presentations, with many participants looking forward to this module being included in the course and toolkit and emphasis on the importance of managing people in order to manage coral reefs
- Need more training on communication skills, both with more advanced technologies for online communication but also with communicating at a village level
- Participants really liked being able to develop their training plans, with so much time allotted to this exercise and so much one on one attention from expert scientists
- Participants really liked being broken into small groups right from the beginning of the workshop, which facilitated an atmosphere of open and comfortable discussion
- Would have liked presentation/facilitation skills lessons to be geared more towards Pacific Islands type dynamics that they would experience

- Participants really liked the full day field trip, which provided them with a natural picture of resilience and got participants discussing principles more confidently amongst each other

Conclusions

This was the most engaged group we have worked with to date. We are looking forward to what will come of this effort and have already received reports of participants using the materials to experiment with how they will proceed. As with past workshops, one of the most valuable outcomes of the workshop was the formation of new connections between practitioners, and the opportunity to share lessons learned. We will be incorporating comments from participants as well as lessons learned from coaches to improve our next event to be held in Bali for Southeast Asia in 2012.

Testimonials

- The workshop and facilitation section prepared participants quite well as “Trainers”, dealing with other people in their study site with specific agendas and messages.
- It was awesome to have the expertise of the coaches and the teamwork among islands, which is highly beneficial to getting traction on the implementation.
- The presentations, discussions, and critiques all motivating and valid.
- The exercises were very helpful. We were able to accomplish things more efficiently in smaller groups, and the integration of the smaller groups then into the larger group at the beginning was also helpful for the workshop.
- Glad to be a part of the workshop. The participants have wonderful things to contribute. The presenters were key in making sure what they were able to learn.
- I liked the breadth of information provided – all of the information was applicable and of a broad spectrum that wasn’t rushed through.
- This workshop was a morale booster – getting together with like-minded people, hearing success stories
- A plus was that there were a lot of coaches, so it was easy to get individual attention and quality time in smaller groups. The coaches were diverse people and with different personalities.

- I have become a lot more prepared to do a training on my own, with the dedicated time and expertise of coaches. It feels like I really accomplished a lot towards implementing a plan.

Annexes

Annex A – Training Plan Summaries

Annex B – Agenda

Annex C – List of participants

ANNEX A: Training Plan Summaries

Training Plan Summaries Presented at Workshop

Following are summaries of draft training plans presented by each country team or regional team at the workshop. Participants were given a deadline to complete and submit these training plans, however we are still accepting plans for consideration based on the needs and limitations of our participants.

Saipan – Plan to hold a one-night training session to introduce people of CNMI to the basics of climate change and specifically how it relates to CNMI. They will teach the basics of coral biology, coral bleaching, and explore the susceptibility levels of certain genera of coral. They will provide the group with a hands-on session so that participants understand how to use coral bleaching and monitoring tools, and how they can submit data online through the Coral Watch program website. They will target future scientists and conservations by going to high school environmental science and marine biology groups, summer tour agencies, and the counselors at eco-camps for younger children. They hope to reach a broad audience, and hold the training for a large number of people to increase the effectiveness of the information presented.

Kosrae, FSM – Focus will be on addressing destructive fishing practices in Kosrae that result in the loss and decline of many reef fish populations and the decline in reef health and resilience. Fishermen within the community will be organized together, and presented with information on reef resilience principles and management strategies to reduce and mitigate destructive fishing practices. A one-day training will be done in each municipality, with the ultimate outcome being legislation passed with stronger enforcement against destructive fishing. There will also be public meetings, workshops, and radio programs in the future to increase public knowledge of the problems caused by destructive fishing.

American Samoa – A core group of people will be established, with two people from each agency in American Samoa, to work together to create a bleaching response plan. They will involve stakeholders and agencies from the beginning of the process to gain their support and expertise, and will work on finalizing the bleaching response plan with these key people. Trainings will be conducted to increase awareness of the benefits and value of coral reefs to the community, explain the threats facing reefs, and improve national preparedness to coral bleaching with this response plan. A preliminary meeting will occur in August 2011, and logistics planning for a training workshop will begin April 2012. Several objectives have been

identified: (1) Provide knowledge to the local community on reef resilience and climate change adaptation principles, (2) present and develop skills on facilitation and presentation to participants, (3) promote effective collaboration between agencies, (4) provide clarity to management agencies on appropriate disaster preparedness. The ultimate goal of the workshop and core group is the development and implementation of a bleaching response plan.

Pohnpei, FSM – A workshop is being planned for marine and terrestrial managers from all over Micronesia to learn the principles taught in this workshop. A kick-off meeting will first occur in Guam or another centrally located meeting location, with two people from each jurisdiction invited to attend. Numerous participants from the Training of Trainers workshop in Palau will work together as a core team to provide a smaller course to this smaller gathering.

Palau – With recent legislation passed in Palau requiring tour guides to take course, the plan is to develop a section in this course that teaches reef resilience principles. This course could partner with the local community college or the Palau Conservation Society. A three-day course, running 3-4 hours a day will be developed, to certify tour guides for one year, after which they must retake the course to renew this license. The goal is to expect marine tour guides to be more responsible reef users, and be the eyes out in the field of bleaching events, which will in turn mitigate the costs spent by the government to conduct bleaching monitoring surveys.

Guam – Many communications will occur across agencies within Guam to increase the support from local and federal resource agencies, permitting agency directors, and politicians for a bleaching response plan. A one-day workshop will be held for local agencies and politicians, focusing on teaching reef resilience and climate change principles and increase awareness for the need to be prepared to respond to bleaching events. Workshops will provide optional field trips after the one-day mandatory workshop. The first half of the workshop will be targeted for higher-ranking officials and directors, so they become more familiar with scientific terms, while the second half of the workshop will be geared towards mid-level working staff that would be able to provide more input in a bleaching plan. Pre and post workshop assessments will occur to test the knowledge of participants. Trainers will also help their supervisors and directors communicate more efficiently, facilitate meetings, and so forth.

Samoa – The ultimate goal of trainings is to develop and implement a bleaching response plan within the government protocols of Samoa, to be incorporated within the annual plan. Two sets of trainings will also be held, within the next year. One of the trainings will work with local staff within the Ministry of Agriculture and Fisheries, to provide them with the ability to work with communities to incorporate reef resilience principles. The second training will be a national workshop, for hotel owners and important stakeholders, on the basics of resilience, bleaching, climate

change, and the need to manage marine resources. With the support of leaders and stakeholders, the hope is to pass a Samoa National bleaching response plan.

Solomon Islands – A training based on this workshop will be given to local stakeholders in Honiara. Participants will be presented with reef resilience principles over the course of 2 days, with the objective of increasing the level of knowledge of coral reef ecosystems, climate change concepts, and reef resilience. There will also be a discussion on the program Reef Watch, in hopes of using this program in the Solomon Islands to monitor the condition of reefs. High-ranking officials would be invited to attend the workshop training.

Hawaii – Plans in Hawaii focus on working with state agencies and communities on the debate that exists regarding who should manage marine resources. Information from the Reef Resilience Toolkit course will be used to supply information on effective management, especially in regions where the local communities manage marine resources. Trainers will work with MNMRC to teach them reef resilience and climate change principles.

Vanuatu – CEO of Oceanswatch will conduct trainings for the other members in this organization, especially in those working in and around Australia. Training will mimic the structure of the Training of Trainers course, with a four-month long course and an in-person workshop training, focusing on climate change, reef ecosystems and biology, and ideas on communicating at the village level. The timeline for the 3-day in-person training is set for October 2011, with the goal of developing coral bleaching response plans that can be given to local communities.

Fiji – Several trainings and workshops will occur in order to make communities within Fiji aware of the impacts of climate change and the need for adaptation measures to occur for the future health of their resources. Trainings will work directly with communities in an effort to better manage their resources, and modules will be taken from the Reef Resilience Toolkit in order to build upon existing knowledge and supplement material that is not widely known. Reef management plans will be identified within communities and strengthened where already established. Future MPA and MPA network design will include Reef Resilience principles, and hotel associations and owners will be included in these discussions.

ANNEX B: Agenda

Training of Trainers Day 1

Friday June 3, 2011

7:00 am – 9:00 pm

7:00 am – 8:00 am	Breakfast at Penthouse Hotel	ALL
8:00 am	Group leaves hotel Via Van Transport	
8:30 am – 10:00 am	Opening/Introductions/Expectations	Steph Wear
10:00 am – 12:00 pm	Presentation Skills	Rob Brumbaugh
12:00 pm – 1:00 pm	Lunch at PICRC	ALL
1:00 pm – 4:00 pm	Facilitation Skills	Steph Wear/Trina Leberer
4:00 pm – 5:00 pm	Daily Wrap-Up Discussion & Evaluation	Steph Wear
5:00 pm	Return via van to Penthouse Free time, Supin Interview Time (2 per night)	ALL
7:00 pm – 9:00 pm	Group Dinner at Carp Restaurant Van transport pick up at 6:45 and home at 9:15	ALL

Training of Trainers Day 2

Saturday June 4, 2011

7:00 am – 9:00 pm

7:00 am – 8:00 am	Breakfast at Penthouse Hotel	ALL
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8:00 am	Group leaves hotel Via Van Transport	
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8:30 am – 10:00 am	Climate Change Basics	Paul Marshall
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10:00 am – 10:20 am	Coffee Break (20 minutes)	ALL
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10:20 am – 12:00 am	Components of Resilience	Trina Leberer
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12:00 pm – 1:00 pm	Lunch at PICRC	ALL
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1:00 pm – 2:00 pm	Training Plan Development	ALL
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2:00 pm – 4:45 pm	Resilient MPA Design	Alison Green
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4:45 pm – 5:15 pm	Daily Wrap-Up Discussion & Evaluation	Alison Green
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5:15 pm	Return via van to Penthouse Free time, Supin Interview Time (2 per night)	ALL
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7:00 pm – 9:00 pm	Group Dinner at The Drop Off Van transport pick up at 6:45 and home at 9:15	ALL
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Training of Trainers Day 3

Sunday June 5, 2011

7:00 am – 9:00 pm

7:00 am – 8:00 am	Breakfast at Penthouse Hotel	ALL
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8:00 am	Group leaves hotel Via Van Transport	
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8:30 am – 9:15 am	Resilient MPA Design Activity Part 1	ALL
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9:15 am – 9:45 am	Field Trip Orientation	
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10:00 am	Load Boats & Leave PICRC Dock	ALL
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10:30 am – 5:00 pm	Snorkel Field Trip to Rock Islands We will have a picnic lunch on an island mid day	
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5:15 pm	Return via van to Penthouse Free time, Supin Interview Time (2 per night)	ALL
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7:00 pm – 9:00 pm	Group Dinner at The Taj Van transport pick up at 6:45 and home at 9:15	ALL
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Training of Trainers Day 4

Monday June 6, 2011

7:00 am – 9:00 pm

7:00 am – 8:00 am	Breakfast at Penthouse Hotel	ALL
8:00 am	Group leaves hotel Via Van Transport	
8:30 am – 12:15 pm	Early Warning Systems & Bleaching Response	Tyler Christensen & Paul Marshall
12:15 pm – 1:15 pm	Lunch at PICRC	ALL
1:15 pm – 2:45 pm	Communication	Steph Wear
2:45 pm – 3:00 pm	Coffee Break (15 minutes)	ALL
3:00 pm – 4:15 pm	Training Plan Development	Steph Wear
4:15 pm – 4:45 pm	Daily Wrap-Up Discussion & Evaluation	Steph Wear
4:45 pm	Return via van to Penthouse Free time, Supin Interview Time (2 per night)	ALL
7:00 pm – 9:00 pm	Group Dinner at Carp Restaurant Van transport pick up at 6:45 and home at 9:15	ALL

Training of Trainers Day 5

Tuesday June 7, 2011

7:00 am – 9:00 pm

7:00 am – 8:00 am	Breakfast at Penthouse Hotel	ALL
8:00 am	Group leaves hotel Via Van Transport	
8:30 am – 10:15 am	Social Resilience	Supin Wongbusarakum
10:15 am – 10:30 am	Coffee Break (15 minutes)	ALL
10:30 am – 12:00 pm	Training Plan Development	ALL
12:00 pm – 1:00 pm	Lunch at PICRC	ALL
1:00 pm – 2:30 pm	Presentation of Training Plans Each student will present the plan they've developed and get peer feedback	Steph Wear
2:30 pm – 3:00 pm	Resources for Trainers Review all resources, networking options, CDs, toolkit, use of online course	Steph Wear
3:00 pm – 3:15 pm	Coffee Break (15 minutes)	ALL
3:15 pm – 4:45 pm	Wrap-up Discussion & Final Evaluation	Steph Wear

4:45 pm	Return via van to Penthouse Free time, Supin Interview Time (2 per night)	ALL
7:00 pm – 9:00 pm	Group Dinner at Kramers Restaurant ** Van transport pick up at 6:45 and home at 9:15	ALL

ANNEX C: List of Participants

Bruno Ned, Department of Resources and Economic Affairs, Kosrae
Chris Bone, Oceanswatch
Darla White, Hawaii Department of Land and Natural Resources
Dave Burdick, Guam Coastal Management Program
Eric Conklin, The Nature Conservancy
Fatima Sauafea-Le'au, NOAA National Fisheries Service- PIRO
Frank Isao Jr., Micronesia Conservation Trust
Joyce Ah Leong, Ministry of Agriculture and Fisheries, Samoa
King Malsol Sam, Department of Conservation and Law Enforcement, Koror State Government
Lucy Jacob, Department of Marine and Wildlife Resources, American Samoa
Senoveva Maui, The Nature Conservancy
Shelley Remengesau, Public works Department, Koror State Government
Steven Johnson, CNMI Division of Environmental Quality
Steven McKagan, NOAA National Fisheries Service- PIRO
Valerie Brown, NOAA National Fisheries Service- PIRO
Yashika Nand, Wildlife Conservation Society, Fiji

Coaches & Other Support Staff:

Stephanie Wear, The Nature Conservancy
Alison Green, The Nature Conservancy
Trina Leberer, The Nature Conservancy
Rob Brumbaugh, The Nature Conservancy
Supin Wongbusarakam, The Nature Conservancy
Rachel Maurer, The Nature Conservancy
Steven Victor, The Nature Conservancy
Liz Schrack, The Nature Conservancy
Paul Marshall, Great Barrier Reef Marine Park Authority
Tyler Christensen, NOAA Coral Reef Watch Program
Yimnang Golbuu, Palau International Coral Reef Center