

Draft Summary Report of the Wow Regional Training & Awareness Modules Review & Adaptation Workshop 8th -16th June 2008

A meeting held in the framework of the UNEP/GEF "Wings Over Wetlands" Project "Enhancing Conservation of the Critical Network of Sites required by Migratory Waterbirds on the African/Eurasian Flyways (AEWA)"



BACKGROUND

The Training and Awareness component of this project aims to develop a generic framework for Training of diverse target groups on the flyway scale conservation approach. This is a fairly new scale of conservation science and therefore, the approach of the project is multi-scaler, whereby a comprehensive training material will be developed and a much simpler awareness material will also be produced to target groups such as Policy makers and opinion leaders. In view of this, the project has through a consultative process developed a set of 3 modules focused on Flyway scale knowledge and this workshop is aimed at reviewing these draft modules and to provide a unique opportunity for experts from the four project sub-regions to meet one another, review and adapt the developed three draft

training and awareness modules, exchange ideas and engage in group work to strengthen and promote the objective of the WOW project.

The main objective of the workshop is to receive pragmatic comments to the module developers on the modules, initiate a local ownership process for the modules and help to build regional synergies towards the adaptation of the modules between the regional CDOs and their regional participants. There were 25 participants in total

OPENING CEREMONY PROGRAM



The workshop's official opening was held on Sunday the 8th of June 2008 between 5:00 p.m and 6:30 p.m. The ceremony's Main event witnessed the opening address by Jordan's Minister for Environment **His Excellency Eng. Khaled Irani** and in his speech he promised that his Ministry will do its best in ensuring that the project is supported and actively promoted, he then commended the project implementers for choosing to hold such an important workshop in Jordan. Amongst the other speeches and presentations were the welcome address by Ibrahim Al Khader, the Head of Bidlife International Middle East on behalf of Birdlife International, Szabolcs Nagy-Senior Biodiversity Officer for Wetlands International on behalf of Wetlands International, as well as **Mr. Yahia Khaled** (Director of the RSCN) and these speeches were then followed up by the project presentations from Edoardo Zandri (WOW project Chief Technical Adviser) and Tunde Ojei (Wetlands International GCB Officer and WOW project Training and Awareness component coordinator)- This presentations highlighted the objectives, existing outputs and processes the project has engaged since inception, as well as the partnerships within the project.

Following these, there was a round of introductions from participants which was then followed by a poster exhibition and cocktail reception and a poolside dinner afterwards.

Apart from the Minister of Environment, Eng. Khaled Irani, other dignitaries include her Excellency the Ambassador of the Netherlands, representative from Hanns Seidel Foundation, representative of the Regional Environment Office at the USA Embassy in Jordan and Representative of UNDP-Jordan just to name a few.

OVERALL TECHNICAL SESSION PROGRAMME



| Date | Morning | Afternoon | Evening | Notes |
|------------------------|--|---|---|---|
| Monday 9th June | Module 3: Learning and Curriculum Development | Module 1: Migration ecology, Flyway approach | | |
| Tuesday 10th June | Module 1: Flyway approach / Migratory waterbird conservation | Module 1: Migratory waterbird conservation | Optional get- together and meal in downtown Amman | |
| Wednesday 11th June | Field Trip to Azraq Wetland Reserve (Azraq Marshes) | Evaluation, review and regional adaptation Module 1 | | Whole day at Azraq; field visit & indoor session. |
| Thursday | Module 2: Species | Module 2: Site | | |

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|-----------------------|---|---|---|--|
| 12th June | conservation | conservation | | |
| Friday 13th June | Module 2: Valuation of flyways / capacity- building | After lunch free; 16:00 Optional trip to Jordan Valley | Dinner, Jordan Valley; return to Amman | Excursion includes visit to Mujib, Dead Sea & dinner. |
| Saturday 14th June | Evaluation, review and regional adaptation Module 2 | Module 3: Communication | | |
| Sunday 15th June | Module 3: Development of regional advocacy strategies | Module 3: Development of regional advocacy strategies | Optional get- together and meal in downtown Amman | |
| Monday 16th June | Evaluation, review and regional adaptation Module 3 | Regional adaptation conclusions; Adapt / endorse module formats; Final workshop evaluation | | Participants with night flights free to leave from 16th at night. |
| Tuesday 17th June | Trainers / trainees depart. However, option for further meetings etc. with smaller group, e.g. CDOs (project team to decide). | | | Internal project meetings as necessary. |

SETTING THE SCENE

The workshop scene started with a presentation from the regions on the status of the implementation of the project in their respective regions as well as their knowledge of Flyway scale conservation approach.



The Middle East team was represented in the presentation by the team of Mohammed Youssef, Majdi Salameh and Yasman in the presentation, they highlighted that the Middle east is the central connecting hub in the AEWA flyway and they broadly highlighted the regions high biodiversity value of the region sighting some country experiences such as Iran, Jordan, Iraq, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, UAE and Bahrain amongst other countries. They painted a bleak scenario that if wetlands in the Middle East were to dry up, it will be catastrophic for bird migration in the entire flyway.



The East and Southern Africa team was presented by Alfred Owino and Jane Wamboi. They highlighted that the sub-region manages 3 demo sites for the WOW project, they painted a picture of the biodiversity richness of the region including various types of wetlands and also a brief description of the processes of the WOW project implementation and structures such as the Training Board that are in place to help steer the roll out of the training modules.



The West and Central Africa region was presented by Abdoulaye Ndiaye, he presented the established training board members and the value of the make up of the board from different relevant organizations in the roll out of the trainings. He talked about the initial lack of experienced waterbird monitoring officers in the region, which is now being overcome through awareness creation and training in the region.



The presentations, gave a good insight into the relation of the different sub-regions from a flyway perspective and the enthusiasm of each regional group to share experiences and learn from the module developers and one another.

CREATING A LEARNING ENVIRONMENT

Ingrid Gevers introduced the session and briefly introduced learning as a concept and she then requested the teams to have an exercise where each group was asked to brainstorm on the following questions, what helps us to learn? And what hinders learning? The teams worked on this in non-regional groupings. Each group was then asked to review each others flip charts to add whatever they consider missing. Afterwards, the group discussed one another's presentation in the plenary.



After the plenary discussions, Ingrid further presented the linkage between learning and the Flyway approach; most of the comments highlighted the value of information exchange across the Flyway and reflection towards improving future actions. She presented the Kolbe's learning cycle and led the team in an exercise to determine everyone's learning style.

The groups were then given the exercise on different learning styles and how the different learning styles can be best combined.



The groups discussed in Plenary about what a learning organization is, and each participant identified what its organization is doing as a learning organization. Ingrid then presented some definitions on different organizations and some of their characteristics. The participants identified 'Time' as a key factor that hinders an organization from transforming into a learning organization. The participants were then introduced to the value and difficulties of Team work, the example of Geese and how their characteristics can be linked to team roles was presented.

CURRICULUM DEVELOPMENT

In view of the expectation of the workshop that participants will develop their own regional adaptation process for the modules, part of the first day was spent elaborating on curriculum development.

Ingrid facilitated the session and made a presentation on what Curriculum development is and also discussed with participants on what they felt a curriculum should include. The group as a whole agreed that all the components of a training package ranging from the target group to the materials developed make up the curriculum.

Training and the processes that go into it were defined and discussed with the group such as its planning and even what is done within a TNA. She then took the participants through a presentation of the processes that go into curriculum development.

The remaining half of the day was used to introduce the modules and then fully into the delivery of Module 1.

MODULE 1

Module 1 was facilitated by Tim Dodman and Szabolcs Nagy through interactive exercises (the exercises will feature in the modules), role plays, presentations and discussion groupings. The approach to each of the modules was an initial delivery of the modules in a training session followed by the review of the modules and feedback from the participants on how to improve the modules etc. The session plan for Module 1 is attached as Annex 1 indicating the sequence of the delivery of the sessions. This module which is about understanding **the Flyway Approach; theory and background** gave the fundamental background why a flyway approach to conservation is relevant and created a good basis for the remaining 2 modules. Apart from the technical knowledge of both the module developers and the participants, the training approach created a relaxed atmosphere for learning and of course more learning.

Pictures from some of the sessions in module 1 are attached below.





(Bird Migration role Play)



The first hand experience of the participants to how the module will be implemented gave them a good basis for providing relevant feedback to the module developers and to also within their respective regional groups think of ideas on how they will eventually implement it in their regions. The overall review of the module was good with some areas for improvements which were noted by the module developers for integration.

FIELD TRIP

The workshop had a full day at the Azraq wetland reserve, but the entire day was not spent outside, the team concluded module 1 at a meeting room in the reserve, after a tour of the reserve. The field trip was jointly coordinated by Birdlife International Middle East and the Royal Society for the Conservation of Nature RSCN. The field trip host was no other but a highly knowledgeable Nashat who gave us a background information and history of the site. It was obvious that he had a passion for the site. Majdi also contributed to the information sharing based on his knowledge of the site. Questions from participants were well answered between Nashat and Majdi. The site also exhibited the impact of the effort of the RSCN in conserving Jordan's nature.



(Nashat at the centre, entertaining questions)



(Majdi also sharing his experience)



(Impressed participants after the visit!)

MODULE 2

Module 2 also followed a similar process as module 1, but was a step deeper in the sense that it was all about how to implement the Flyway scale approach, so it looked at how best to integrate this in conservation thinking and approaches. The sessions were facilitated by Tim Dodman, Szabolcs Nagy mainly and supported by Tunde Ojei for the capacity building aspect. The group dynamics of the participants had by now taken a big leap and this was clearly shown in their approach to group work and discussions. It was also an indication of a better understanding of what the flyway approach was all about. The module developers followed the attached session plan (Annex 2) for the module delivery and it was characterized by relevant interactions, role plays, presentations and exercises. One of the key highlights was being able to understand the role and function of other stakeholders within the flyway and how they impact on each other, so the session also included some brief intro to stakeholder processes. The feedback session from the sessions were quite objective and provided good information to the developers.





(Mock CoP/MoP session !)



(Role playing: Contracting Parties!)

MODULE 3

Module 3 is about communicating the Flyway approach and this module session was led by Ingrid Gevers and Esther Koopmanschap of Wageningen International. Wageningen International was contracted to develop module 3 based on their experience with training and communications. The team of Esther and Ingrid had developed a brief overview of their approach (attached below) in the delivery of the training, which is supported by an extensive session plans for each component of the module including the initial sessions held on day 1 of the workshop.

Learning Objectives

Overall learning objective of Module 3

By the end of Module 3 of the 'Flyway Approach Module Review and Regional Adaptation Workshop' all participants are able to communicate the Flyway Approach and are able to review, adapt and develop training modules on the Flyway Approach to Conservation.

Specific learning objectives

- By the end of this workshop all participants understand the concepts of adult learning;
- By the end of this workshop all participants know the necessary steps of curriculum development;
- By the end of this workshop all participants are able to review, adapt and develop a curriculum specific to their own region;
- By the end of this workshop all participants understand the importance and the concepts of effective fly-way approach communication;
- By the end of this workshop all participants understand how to communicate a message to different stakeholders at a flyway level and in flyway networks..

Subject matter

Learning

- adult learning

Curriculum development

- target group
- training needs assessment
- overall learning objective
- specific learning objectives and setting SMART objectives
- subject matter
- delivery methods
- developing session plans

Communication

- the concepts of effective communication
- communication with different stakeholders and applying different techniques (including lobbying and advocacy)

Delivery methodology

The subject matter as mentioned above will be covered using different tools and methods. Delivery methods include short presentations followed by assignments and group work to have an immediate application of the concepts provided. All sessions are aimed to be interactive and participatory.

Skill development is an important part of this module and will be practiced in group assignments. The steps of curriculum development will be applied during the review and adaptation of the three modules to the regional context.

Session 1. Learning

- PowerPoint presentation on adult learning and the adult learning cycles;
- Exercise on personal learning style (paperclip);
- Test on personal learning style and discussion on the importance of using different methods to deliver a message;
- Discussion on personal learning styles and how it affects the way of communication;

Session 2. Curriculum Development

- PowerPoint Presentation on the steps of curriculum development;
- Group work on reviewing the modules and adapt them to the regional context;

Session 3. Communication

- PowerPoint presentation and group discussion on the concepts of communication;
- Assignment on communication techniques (including advocacy and lobbying).

The sessions to a large extent followed these order, however the elaborated session plan (Annex 3a, b) provides relevant information on the session by session delivery of this highly interactive module delivery. The climax of the module was the group work of the participants in developing advocacy strategies for some waterbirds based on available information. This advocacy strategy development process also integrated the newly acquired knowledge from modules 1 and 2 to enable the participants consider relevant approaches in the strategy development and in setting their objectives for the strategy. Below are some of the pictures from the sessions.

On the last day of the workshop, Sandra Hails from Ramsar was given the opportunity to present a draft resolution that will be going into the CoP process in



(Communicating, negotiating, advocating- doing it for Flyways!)



SOCIAL EVENTS/EXTRA MEETINGS

The Flyway Interaction was already very common amongst the participants by the end of the first module and in view of the intensity of the workshop, the planners ensured that there were some well planned and well managed social outings to good restaurants for good meals and also out in nature to the Dead Sea and also to Mujib reserve. These outings helped to strengthen and build on the group synergy and support for the sub-regional capacity development officers towards the regional adaptation.

There were a lot of side meetings including a meeting of CDOs, sub-regional Board Chairs and Wetlands International to explore and build a common understanding of the approach the Training and Awareness component of the project is going and for them to air their views or thoughts about the approach. The feedback was very positive and all the Chairs represented and the CDOs confirmed that the workshop was indeed a step in the right direction because it helped them build the team support for their own regional function and also provided them with a better understanding of the modules and the flyway approach generally.

There was also a meeting of the module developers and Wetlands International to agree on time frames and the value of feedback received at the workshop. This meeting also proved to have been helpful and relevant; the module developers also appreciated the objectiveness of the participants in the review process. There were a lot of other bilateral meetings too.

NEXT STEPS

This report does not go into the details of specific changes or comments per module, the comments were specifically noted by each module developer towards the further development and integration as they finalise the modules.

The 26th of September has been proposed as the deadline for the submission of the final modules after which it will then be circulated to the CDOs and the small 'think tank' group established within the module development process for any final comment and then the regional adaptation will commence in earnest.

In the mean time more focus of all the CDOs will be in engaging with relevant networks in their sub-regions including training centres with a potential for adopting the modules into their existing programmes, The CDOs will also be working with Wetlands International in providing cost estimates for gaps in funding with the aim to jointly develop and implement strategies for fundraising.