



# EPAM

**Capacity building for Adaptive Management  
in Europe**

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## EPAM VISION:

By 2015, the **European Open Standards** are **widely recognised and practised** as the best available and most practical Pan-European standard for the management of N2000 sites and other sites of biological importance, throughout Europe and in the EU in particular.



## EPAM PILLARS

- 1.□ Development of the European Open Standards
- 2.□ Building Capacity
3.   □ Supporting the practice



# THIS PRESENTATION ON BUILDING CAPACITY

- 1.□ Key principles
- 2.□ How we build capacity
3.   □challenges ahead



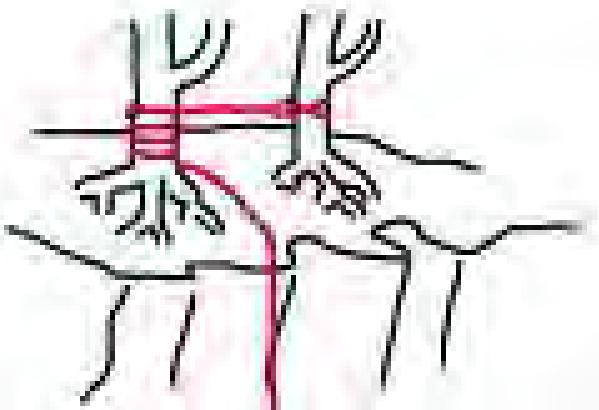
# KEY PRINCIPLES

1. Training to focus on a functional team



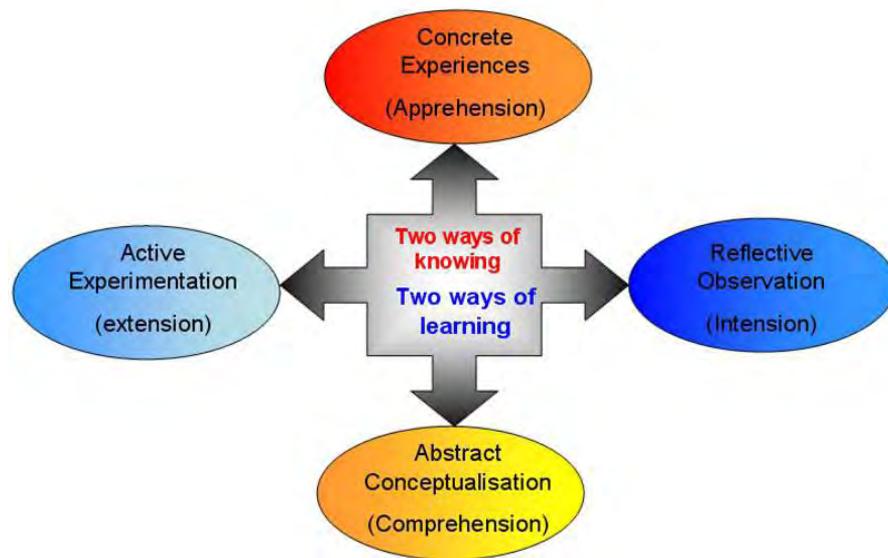
## KEY PRINCIPLES

### 2. Anchor learning in reality of the team





# KEY PRINCIPLES



**3. Combine theory  
with practice, with  
peer reviews, with  
application**



## KEY PRINCIPLES

### 3. Continued access to a coach or mentor





## HOW WE BUILD CAPACITY

- a. Multiple team workshops
- b. On-the-job training
- c. Coaches network / training of trainers
- d. Training of tomorrow's leaders



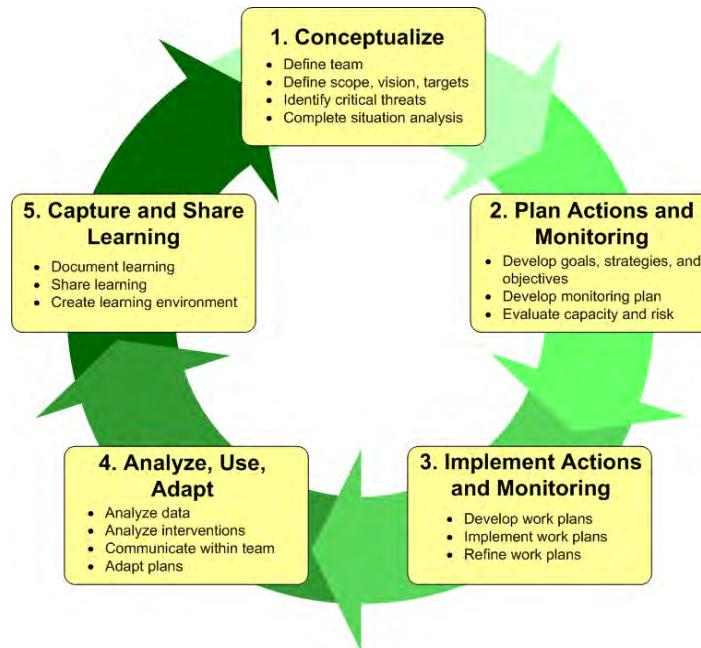
## MULTIPLE TEAM WORKSHOP

- Typically 4 to 5 days
- Functional teams of around 6 participants bring their OWN case to the workshop, e.g.
  - Lindisfarne National Nature Reserve, UK
  - Sumava National Park, Czech Republic
  - Tour du Valat estate, France
  - Savonlinna area, Finland
- Participants create REAL plans for their OWN area



# ADAPTIVE MGT WORKSHOP AGENDA

- Focus on Step 1 (Conceptualisation) and Step 2 (design of Action Plan, Monitoring Plan and Operational Plan) of planning cycle





## TYPICAL ADAPTIVE MGT WORKSHOP

- Mixture of theory, practice, reflection and peer review
- Mixture of roles: trainers, coaches and team members
- Target group is site-based teams (not individuals) with a real planning need (evaluation or mgt plan etc.)



## TYPICAL ADAPTIVE MGT WORKSHOP

- Work through steps of Open Standards – Vision, targets, threats, etc.
- Create basic building blocks for real work
- All stages captured by dedicated Open Standards software - Miradi.



## ADAPTIVE MANAGEMENT COACHES

- Global network of around 175 coaches from over 30 organisations.
- The Network is driven by The Nature Conservancy (US), Greening Australia, Foundations of Success (including FOS Europe) and WWF.
- European Network currently being built by FOS Europe, focusing on site managers



## EUROPEAN NETWORK OF COACHES

- In Europe we have an emerging network of 19 coaches (\*) and coaches in training, all with different levels of experience and flying hours:

Axios Authority	(Stella Vareltzidou*)
WWF Italy	(Corrado Teofili*)
Metsahallitus	(Matti Maata)
SEPA	(Lena Tingstrom*, Per Nilsson*, Anita Tullrot*, Jenny Hertzman , Lotta Nygard)
Fylkismannen	(Aase Richter, LivMarit Hansen)
Tour du Valat	(Lisa Ernoul)
Eberswalde University	(Piere Ibisch*, Lena Strixner, Nico Boenisch)
Natural England	(Paul Evans, Tim Coleshaw)
Scottish Natural Heritage	(Deborah Spray)
Eurositem	(Neil McIntosh)
FOS Europe	(Ilke Tilders*)



## ROLE OF COACHES

A coach leads, mentors and/or supports site management teams (including stakeholders) through the application of the CMP Open Standards

Coaches typically:

- Have completed training as a coach
- Are competent to support a team
- Have participated in full AM process
- Have proven experience and strong facilitation skills



## EXPECTATIONS OF COACHES

CMP coaches are expected to:

- Help at least one team or one workshop per year.
- Share lessons learned and products that are developed
- Serve as mentor to newer coaches
- Actively roll out the Open Standards



## WORKSHOPS TO DATE

- To date two regional workshops have been held in Europe
  - Savonlinna, Finland, 2007
  - Tour du Valat, France, 2008
- Both hosted by a local organisation but marketed by Eurosite and FOS
- In total, 70 people from 15 European countries, representing 20 site management organisations (including GOs, NGOs, POs) have attended these workshops



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## BUILDING CAPACITY - WORKSHOPS

- 2009 slow
- 2010 two on the agenda:
  - 1) end of Feb in Greece
  - 2) June/July in a country tbd



## **ON-THE-JOB TRAINING**

2008:

Axios Delta in Greece (Axios Authority, Greece)  
Reedbed Management in Estonia & Finland (REC)  
Kosterhavets National Park (Sweden)

2009/10:

Ytre Hvaler NP (Norway)  
5 Baltic Sea Marine Protection Areas (Sweden)



# UNIVERSITY TRAINING

## University Curriculum:

Eberswalde University Applied Sciences –Faculty of Forest & Environment (60+ Bachelor/Master students trained in Adaptive Management)

Seeking alliance with other universities in Europe

## Spin-off:

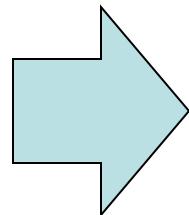
Interns that can help with the development of management plans, etc. (Axios, EPAM)



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# CHALLENGES AHEAD





# EPAM

## PLEASE JOIN US!

[www.eurosite.org](http://www.eurosite.org)

[www.fosonline.org](http://www.fosonline.org)

[\*\*www.conservationmeasures.org\*\*](http://www.conservationmeasures.org)