EPAM
Capacity building for Adaptive Management in Europe
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Eurosight
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
1. Key principles
2. How we build capacity
3. Challenges ahead
1. Training to focus on a functional team
2. Anchor learning in reality of the team
3. Combine theory with practice, with peer reviews, with application
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

1. Conceptualize
   - Define team
   - Define scope, vision, targets
   - Identify critical threats
   - Complete situation analysis

2. Plan Actions and Monitoring
   - Develop goals, strategies, and objectives
   - Develop monitoring plan
   - Evaluate capacity and risk

3. Implement Actions and Monitoring
   - Develop work plans
   - Implement work plans
   - Refine work plans

4. Analyze, Use, Adapt
   - Analyze data
   - Analyze interventions
   - Communicate within team
   - Adapt plans

5. Capture and Share Learning
   - Document learning
   - Share learning
   - Create learning environment
• 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
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 Ibsich*, Lena Strixner, Nico Boenisch)
Natural England (Paul Evans, Tim Coleshaw)
Scottish Natural Heritage (Deborah Spray)
Eurosite (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
EXPECTEDATIONS 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 Eurosight and FOS
• In total, 70 people from 15 European countries, representing 20 site management organisations (including GOs, NGOs, POs) have attended these workshops
2009 slow
2010 two on the agenda:

1) end of Feb in Greece
2) June/July in a country tbd
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 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)
CHALLENGES AHEAD
EPAM
PLEASE JOIN US!

www.eurosite.org

www.fosonline.org

www.conservationmeasures.org