LEADERSHIP DEVELOPMENT FOR CONSERVATION PRACTITIONERS

10 OCTOBER - 9 DECEMBER 2022

ONLINE COURSE

ONLINE

DURRELL CONSERVATION ACADEMY

FAUNA & FLORA INTERNATIONAL

COURSE OVERVIEW

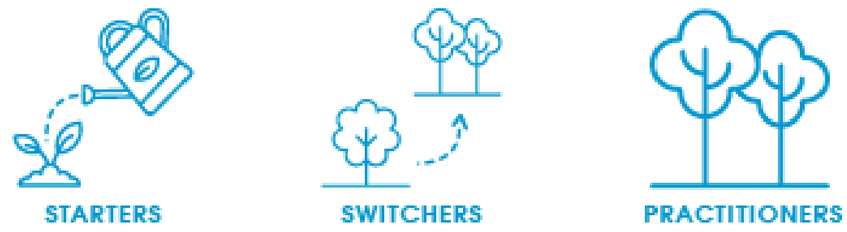
You will learn how to develop your understanding of and the practical skills required to be a more effective conservation leader. This nine-week course will guide you to understand the principles of leadership and help you to explore your own personality, strengths, and potential strengths, so you may evolve an authentic leadership style that is uniquely yours. Drawing upon the theory and practice of leadership, we will use case studies, conversations with experts, and your own experience, to see how this applies to the context of wildlife conservation projects. Our training will equip you with the tools to navigate challenges and develop the critical leadership skills required to influence and guide others, giving you the confidence to expand your capabilities and maximise your conservation impact.

WHAT IS THE COURSE CONTENT?

During the course you will learn about and reflect upon the following skills:

- The value of self-awareness and reflection
- Theory and principles of leadership practice
- Situational leadership
- Understanding and assessing organisational culture to inform leadership approaches
- Effective leadership for team management
- Learning from failure in conservation
- Managing interpersonal relations
- Negotiation skills, communicating and influencing
- Utilising your leadership skills to develop your career

WHO IS IT FOR?



Anyone working in conservation would benefit from this course. Everyone is a leader in some form, whether a programme manager or a university student.

Developing your leadership practice is a continuous process, therefore we encourage ALL to apply. Maybe you are a keen STARTER fresh from studying or at an early stage in your career, wanting to recognise and learn the skills to lead and influence? Perhaps you are a PRACTITIONER able to apply the concepts straight away, and are keen to identify areas for growth and improvement in your leadership approach? Plus you are keen gaining an understanding of how to develop leadership skills in your colleagues and associates. Are you a PROFESSIONAL with conservation experience, hoping to learning how to lead and influence, encouraging action with energy and vision - a valuable skill in staff and stakeholder management? Or, are you SWITCHER thinking of changing careers? Leadership skills will help you along this pathway, helping you to improve interpersonal skills and the value of these (in a conservation context), and how apply them.

"THE COURSE CONTENT COVERS SOME OF THE LATEST THINKING AROUND LEADERSHIP, INCLUDING EMOTIONAL INTELLIGENCE, UNCONSCIOUS BIAS, AND GENDER IN LEADERSHIP. IT HAS BEEN EYE-OPENING AND INSIGHTFUL TO EXPLORE THESE TOPICS AND HAS MADE ME BELIEVE THAT I TOO CAN BE A LEADER IN MY OWN WAY."

COURSE PARTICIPANT

ONLINE STRUCTURE

55 HOURS OF SELF-PACED LEARNING SPREAD OVER NINE WEEKS

- 5 HOURS OF SELF-LEARNING PER WEEK
- 2 HOURS OF EXPERT-LED LIVE SESSIONS EVERY TWO WEEKS

The live sessions for each theme will be held every two weeks with registration options on Thursday (4-6 pm GMT) and Friday (10 am - 12 noon GMT) (subject to demand).

You will be given registered access to our online learning management platform for the course syllabus. Here you will be able to track your academic progress and communicate with fellow students and course leaders using **forums** and **discussion groups**. Content will be delivered through a blend of formats, including **reading, interactive quizzes, videos** and **guided research**. The live and interactive sessions will run each week via Zoom. These will involve discussions and activities designed to enhance your learning experience.

COURSE STRUCTURE

The course runs over **nine consecutive weeks**, **working at your own pace** to work through a range of materials accessible via our online learning management system. Starting with an orientation week, we will introduce you to the course content and our online learning system, connecting with the staff and other course participants. We will spend the remaining eight weeks working through **four major themes** designed to develop your leadership.

1 UNDERSTANDING LEADERSHIP

In this theme you will learn how views on leadership have been reframed over time, no longer recognised as a static set of principles but a combination of natural and learned behaviours and strategies, adapted to draw out the best in situations and people. Self-awareness plays an important role in effective leadership; we will therefore spend time exploring your preferred leadership styles, your strengths and areas for development, and ultimately discuss why leadership is so important in conservation. As we learn about situational leadership, we will explore methods to help you assess context, such as mapping organisational culture, so you may understand how to flex your leadership approach most effectively.

2 CREATING AND LEADING EFFECTIVE TEAMS

In this theme, we will explore why teams are so important in conservation, and how to establish and lead high-performing teams that help us deliver our conservation goals. We will review the process of team development, and the importance of a positive team culture. You will learn practical tips for motivating your team, employing strengths-based leadership, and also how to manage the process of change as a leader. We will reflect on how we can usefully learn from failure, and we will briefly introduce some project management tools relevant to working with teams in conservation.

3 INTERPERSONAL SKILLS

This theme will focus on the interpersonal skills that are necessary for effective conservation leadership. You will begin by auditing your own skills and identifying which you'd like to develop. We will explore concepts such as emotional intelligence, conflict resolution, negotiation, communication, feedback, active listening and networking, and identify how each of these can be part of the toolkit of an effective leader. We will end by discussing the role of collaboration in conservation, and the relationship between collaboration and leadership.

4 PERSONAL DEVELOPMENT

Under this theme we will look back on the topics already covered and think about them in terms of your personal leadership journey. We will talk about taking active ownership of your career development and support your thinking through a range of optional learning resources aimed at personal development. These will include exploring personal resilience through mindfulness and wellbeing, building assertiveness, managing the imposter syndrome and finding external support through mentoring or coaching. By the end of this section of the course, you should have a clear plan of action to continue to grow and develop as a conservation leader.

COURSE LEADERS

BOBBI HOPE

FAUNA & FLORA INTERNATIONAL
Bobbi manages FFI's Professional Development programme, where she supports staff to identify and meet their training and development needs. She has recently launched FFI's online learning platform for staff. Bobbi initially trained as a teacher of Science and spent 2 years teaching in UK schools, before moving to Royal Botanic Gardens, Kew where she managed the training programme for Kew's Millennium Seed Bank Partnership. Prior to joining FFI, Bobbi designed and built online modules for Masters and Undergraduate degrees for Coventry University. Bobbi specialises in learning design and development, particularly for online delivery.

DR CHLOE HODGKINSON

FAUNA & FLORA INTERNATIONAL
Chloe is FFI's Head of Learning and Partner Development in the Conservation Capacity and Leadership team, where she supports FFI staff and partners strengthen their skills in establishing, managing and supporting biodiversity conservation projects. Chloe has a PhD in Anthropology, an MSc in Environmental Technology, and has worked as a Teaching Fellow in Human Ecology at University College London. Prior to joining FFI, she spent a number of years working in East and Central Africa, exploring the effectiveness of integrating conservation and development in practice. Before joining the Conservation Capacity team in 2013, she also spent 5 years in FFI's Africa team, co-ordinating and managing projects in West Africa.

DR HELEN CLAIRE GATH

DURRELL WILDLIFE CONSERVATION TRUST
Helen joined Durrell early in 2020, delivering conservation training though lectures and bespoke mentoring programmes. Educated at Cardiff University (BSc Zoology), Helen went on to develop her field research skills in Mauritius as a nature reserve warden for three years, before going on obtain her PhD in conservation biology through University College London. Beyond academia, Helen has experience in species monitoring to inform policy and practice, both through work with DEFRA and in the environmental consultancy sector. Deeply rooted within these roles has been her joy for training others, and with diverse experience in teaching and communication, Helen is passionate about expanding the quality and global reach of Durrell's training programmes

MARIANNE CARTER

FAUNA & FLORA INTERNATIONAL
Marianne is the Director of Conservation Capacity & Leadership, directing a team within FFI, which (amongst other things) supports individuals from around the world to develop their conservation leadership potential, develops strategies and works to support regional efforts to build effective conservation capacity with local partner organisations. She has experience working with a wide range of people in the non-governmental, government, corporate and academic sectors internationally. She has over 20 years of international experience in conservation capacity building, leadership training, organisational support and local community outreach. Key skills include partnership development, organisational planning, team building & management, network development, mentoring and coaching and knowledge management for nature conservation

DR TIM WRIGHT

DURRELL WILDLIFE CONSERVATION TRUST
Tim oversees all of Durrell's conservation training activities. Before joining the Academy in 2010, Tim previously worked for eleven years in Durrell's Mammal Department. During that time, he was responsible for the lemur collection at Durrell, as well as carrying out fieldwork in Madagascar, providing GIS support to staff, co-ordinating population management of several captive breeding programmes, and working in Durrell's conservation genetics lab. Tim oversees all course design, delivery and assessment, and is also responsible for liaising with the University of Kent for validated courses and ensuring that they are maintained at high standards.

HOW WILL YOU BENEFIT?

By the end of the course you will be able to:

Explain how leadership is a dynamic practice which flexes with personality, gender, context and values, continuously developing with time and experience.

Assess the context of a conservation programme or challenge so you can identify the appropriate tools and approaches needed to unify and lead your team to maximise project impact.

Learn the principles of key interpersonal skills required in effective leadership, including options available for dealing with conflict, planning a successful negotiation, identifying power sources and utilising your networks.

Employ practical methods to enhance your team leadership, motivation and communication skills when working with a range of stakeholders and associates in conservation.

Be able to describe your preferred leadership style and understand how to use this to your advantage, recognising your leadership potential and how to adapt your style to positively impact conservation at multiple levels.

Identify priority areas for your personal growth as a leader, exploring different tools and approaches available to you. From this you can develop a personal development action plan to effectively engage in leadership roles and processes.

COST AND BOOKING INFORMATION

The course fee is **£450**.

For further information or to book a place, please contact **+44 (0)1534 860037** or email **academy@durrell.org.**

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