

## CCC Fellows Retreat Agenda

## February 14, 2018

Wednesday 8:00 am-5:30 pm

**Tamasag Center**

**4825 County Road 52E, Bellvue, Colorado**

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**7:00-8:00am**

Drive to Tamasag, coffee and socializing

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**8:00 am – 9:00am**

Introductions, Retreat Agenda and Logistics, Welcome  
Kim (and Robin if available)

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**9:00 am – 9:30 am**

**What is Collaborative Conservation?**  
(small groups and share) Kim

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**9:30 am- 10:00am**

Break

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**10:00 am -Noon**

**Session 1: Develop Your Team Situation Assessment** (fellows  
work in their teams, present and discuss)  
Kim

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**12:00 pm -1:00pm**

Lunch (with past fellows)

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**1:00 pm – 2:30 pm**

**Session 2: Past Fellows Share Their Wisdom**  
Kim and Past Fellows

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**2:30 pm – 3:00 pm**

Break

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**3:00 pm – 4:30 pm**

**Session 3: Leadership and Self Awareness**  
Brett Bruyere

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**4:30 pm – 5:00 pm**

Reflections on the Day – Questions and Sharing, evaluations

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**5:00pm -5:15 pm**

Drive back to Fort Collins

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## Fellows Retreat

February 15, 2018

8:00 am – 5:00 pm Thursday

Tamasag Center

4825 County Road 52E, Bellvue, Colorado

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**7:00 am – 8:00 am**

Drive to Tamasag, coffee and socializing

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**8:00 am – 9:30 am**

**Session 4: Collaborative Research & Fact Finding**

Robin Reid

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**9:30 am- 10:00 am**

Break

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**10:00 am- 12:00 pm**

**Session 5: Making Project Media Products**

Wes White

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**12:00 pm – 1:00 pm**

Lunch

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**1:00 pm – 2:30 pm**

**Session 6: Building Partnerships**

Rox Hicks and Heather Knight

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**2:30 pm- 3:00 pm**

Break

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**3:00 pm – 4:00 pm**

**Session 7: Open Discussion on Interorganizational  
Collaboration and Cultural Ways of Knowing**

Dominique M. David-Chavez

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**4:00 pm – 4:45 pm**

Reflections on the Day – Questions and Sharing, Retreat evaluations

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**4:45 pm – 5:00 pm**

Drive back to Fort Collins

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## Fellows Retreat

February 16, 2018

8:00 am – 1:30 pm Friday

Tamasag Center

4825 County Road 52E, Bellvue, Colorado

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**7:00 am – 8:00 am**

Drive to Tamasag, coffee and socializing

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**8:00 am – 12:00 pm**

**Session 8: Facilitating the Collaborative Process**

Carrie Bennett, Learning Through Difference, LLC

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**Noon – 1:00 pm**

**Continue Facilitation ...Working Lunch**

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**1:00 pm -2:00 pm**

Wrap up, final evaluations, and drive back to Fort Collins

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### SESSION DESCRIPTIONS

#### **What is Collaborative Conservation?**

Time: Wednesday Feb. 14, 9:00 am – 9:30 am

Leader: Kim Skyelander

**Description:** What is collaboration? What is conservation? Who does collaborative conservation and why? What are the strengths and critiques of collaborative conservation? What are your experiences?

#### **Session 1**

#### **Developing Your Team Situation Assessment**

Time: Wednesday Feb. 13, 10:00 am – 12:00 pm

Leader: Kim Skyelander

**Description:**

A situation assessment provides a flexible framework to understand the issues at hand, the context and history of the issues, the stakeholders and their agenda, boundaries of interest, relationships and their hierarchies, and appropriate approaches and processes relevant to the issues. It is also important to frame oneself within the situation: what are your personal history, lens, biases, opinions, etc. that may influence how you approach your work and how communities relate to you (which potentially affects your project's success)?

This is a very important process of developing baseline knowledge of the systems you are working with, which combined with critical self-reflection, will help minimize controversy and conflict.

This workshop will take the participants through exercises that help them identify inter-relationships between themselves and the system where they work, helping them to anticipate what some of the potential unidentified and unintended consequences – both positive and negative – of their work might be.

**Objectives:**

1. Participants will assess: their CCC Fellows Project’s stakeholders and identify their possible agendas, assess potential collaborators, identify the geographic and cultural context and drivers of their project, and identify potential and existing conflicts.
2. Participants will begin to identify gaps in their knowledge related to their CCC Fellows Project.
3. Participants will reflect on what they personally bring to the situation and how this may influence process and outcomes.
4. Participants will share in research/practice groups, and with the whole group.

**Session 2**

**Past Fellows Share Their Wisdom**

Time: Wednesday Feb. 14, 1:00 pm – 2:30 pm

Leader: Kim Skyelander

**Description:**

Five fellows from past cohorts will share their insights into their fellowships. They will describe their projects, the challenges and successes, what they learned personally and professionally from their projects, and provide tips to new fellows about how to make their fellowship run smoothly.

**Session 3**

**Leadership and Self-Awareness**

Time: Wednesday Feb. 14, 3:00 pm – 4:30 pm

Leader: Brett Bruyere

**Description:**

The importance of leadership to conservation is critical. The complex and dynamic nature of conservation issues require individuals with skills to work with diverse individuals and groups, at a variety of scales, and in an environment that is always changing. A critical first step to effectively lead others toward a shared vision is *knowing yourself*. Self-awareness helps us recognize the circumstances in which we will thrive as leaders, as well as those in which we must work harder to effectively influence others.

This session will provide participants with an overview of conservation leadership, discuss the role of self-awareness as an important first step in leadership, and facilitate opportunities for participants to reflect about the values, passions, and interpersonal preferences that guide your everyday life.

**Objectives:**

1. Participants will articulate strategies for successful conservation leadership.
2. Participants will recognize the importance of self-awareness in effective leadership.
3. Participants will reflect about their values, passions, communication styles and similar aspects of themselves that contribute to building self-awareness and effective conservation leadership.

**Session 4****Collaborative Research & Fact-Finding**

Thursday Feb. 15, 8:00 am-9:30 am

Leaders: Robin Reid

**Description:**

Western scientific research is a cultural construct that often does not integrate with indigenous science and experiential knowledge. Here we will describe ways to integrate different ways of knowing and different knowledge sources to create and negotiate the meaning of information to support conservation action.

The purpose of this part of the Fellows Retreat is to study, discuss and make plans to incorporate collaboration research and fact-finding approaches as part of your CCC Fellowship. For graduate students and faculty, this will take the form of ways to incorporate stakeholders in the research process.

For practitioners, this will take the form of ways to work with researchers. For both groups, the session will discuss ways to integrate experiential, indigenous and scientific knowledge, the incentives different partners have in this process, the power of expert knowledge, the process of collaborative or participatory research from start to finish, ways to negotiate the meaning of new data and information and ways to communicate the resulting information to different audiences.

**Objectives:**

- Participants will discuss the important principles behind western / indigenous science, and collaborative research and fact-finding approaches.
- Participants will explore different practical examples of collaborative research and fact-finding practices from both practitioner and research perspectives.
- Participants will start to design ways they can incorporate collaborative research and fact-finding approaches into their fellows' projects.

**Session 5****Making Project Media Products**

Time: Thursday Feb. 15, 10:00 am – 12:00 pm

Leader: Wes White

**Description:**

The main objective of this module is to introduce CCC fellows to the basics of communication strategy, media production, and available resources. CCC puts emphasis on communication skills and their fellows being able to use various types of media to communicate about their projects and the science behind them. Participants should come prepared to discuss their intended audience, stakeholders, multiple languages needed and other barriers, purpose, output, and delivery of their product related to their specific project.

This module will go over the basics of strategic communication, creating storyboards, scripts, finding and working with free or cheap media development resources, and creating a consumable product such as a podcast or video, as well as the do's and don'ts. Students will work with project members to practice storyboarding, recording audio and video footage, and the use of available resources.

Fellows are STRONGLY encouraged to bring their smart devices, laptops, etc. to this session.

**Objectives:**

- Understanding your target audience (often stakeholders) and how to best reach them.
- Understanding basics of audio and video production and available tools and resources.
- Understanding storyboarding and best practices for video production
- Understanding the legal aspects of creating publicly consumable media products.

**Session 6****Building Partnerships**

Time: Thursday Feb. 15, 1:00 pm -2:30 pm

Leaders: Rox Hicks and Heather Knight

**Description:**

Conservation today is as much about working with people and livelihoods as it is about conserving our natural heritage. The ability to effectively engage numerous and diverse stakeholder groups, incorporate livelihood issues, and creatively leverage limited resources can affect conservation outcomes. Partnerships are therefore an important foundation for collaboration and conservation success. Knowing when and how to form partnerships, how to sustain and manage them for success over time, and when to transition them, requires as much strategic thinking, planning and time as does conservation action. There is good theoretical information and a wealth of experience to guide us on this topic.

This module will: introduce different types of partnerships, identify characteristics of successful partnerships, and explore how to build, sustain and transition partnerships.

**Objectives:**

1. Participant will define and compare different types of partnerships.
2. Participant will identify characteristics of successful partnerships.
3. Participant will learn key elements in forming and sustaining successful partnerships, challenges associated with maintaining partnerships, the longevity of partnerships, their transition, new players entering into existing partnerships, and what a partnership is not.

4. Participant will identify key ingredients for a sustainable partnership.

## **Session 7**

### **Discussion: Interorganizational Collaboration and Cross Cultural Learning**

Time: Thursday Feb. 15, 3:00 pm – 4:00 pm

Leader: Dominique M. David-Chavez and Group

#### **Description:**

When working with NGO's, agencies, businesses, governments, etc. how do you share the credit for a project, develop shared goals, share data, and not compete for funding?

When working with cultures other than our own, it is important to know what assumptions, worldviews and differing kinds of knowledge we, our processes, and our projects bring to our work.

Let's share our own various cross-cultural experiences and discuss "rules of thumb" when working with cultures different in some degree from our own. (These differences could be geographic, demographic, economic, values, customs, use of language, etc.)

## **Session 8**

### **Facilitating the Collaborative Process**

Time: Friday Feb. 16, 8:00 am – 1:00 pm

Leader: Carrie Bennett, Learning Through Difference, LLC

#### **Description:**

Facilitation is the craft of helping groups do their best thinking together. Good facilitation includes the adaptive application of a diverse suite of tools. With these tools, facilitators help teams communicate effectively, deepen participants' understanding of other perspectives, and increase the speed and efficiency with which teams are able to reach resolution. With strong facilitation, participants can trust the facilitator and the process, even if they do not yet trust one another. Strengthened relationships and trust between stakeholders are often, thus, a byproduct, instead of a prerequisite of collaborative work.

This workshop will help build participants' facilitation toolboxes and hone their ability to apply these tools in their projects.

#### **Objectives:**

- Fellows will build skill to manage groups for successful communication and collaboration. These skills will include the following:
  - Identifying common goals- agreeing on the problem you are trying to solve.
  - Applying a tested process for problem solving that supports transparency and stability (applying an interest-based collaborative problem-solving cycle).
  - Managing unexpected derailments- managing conflict and facilitator first aid
  - Fellows will apply learning to their own projects.