

<i>Training Objectives</i>	<i>Bonine et al. (2003)</i>	<i>Community Workshop</i>	<i>Horwich et al. (2004)</i>	<i>CANARI (2002)</i>	<i>TNC (2005)</i>	<i>ICPL - Short Course Professional Training (2003)</i>
1. Developing and administering a democratic community organization	<ul style="list-style-type: none"> • Organization management and administration • Sociology and anthropology 	<ul style="list-style-type: none"> • Organizational development 	<ul style="list-style-type: none"> • Empowered Group • Bylaws • Project Communication • Group Meetings • Project Coordinator • Stakeholders • Management Group • Evaluation Support • Community Scale 	<ul style="list-style-type: none"> • Worldview • Culture • Structure • Flexibility 	<ul style="list-style-type: none"> • Broad-based management committee/technical advisory committee for project area • Training plan for on-site personnel • On-site personnel • Stakeholder and constituency support for project area • Community involvement in compatible resource use in the project area 	<ul style="list-style-type: none"> • Collaborative management and participatory approaches • Management skills: organization; team, time and change management • Generic skills training: interpersonal skills; communication, presentation and negotiation
2. Understanding laws governing co-management, land tenure and working with government agencies	<ul style="list-style-type: none"> • Lobbying • Policy Analysis • Law 		<ul style="list-style-type: none"> • Protected Area 		<ul style="list-style-type: none"> • Official declaration of protected area status within the project area • Project area zoning • Policy agenda development at national/regional/local levels for project area • Land tenure issues within the project area 	<ul style="list-style-type: none"> • Protected Areas: IUCN designations; purposes; systems and networks
3. Developing linkages between NGOs and other community groups	<ul style="list-style-type: none"> • Conservation enterprise development 		<ul style="list-style-type: none"> • Agency Participation 		<ul style="list-style-type: none"> • Institutional leadership for project area 	<ul style="list-style-type: none"> • The role of NGO's and the voluntary sector; the politics of conservation
4. Negotiation and conflict resolution	<ul style="list-style-type: none"> • Negotiation and conflict resolution 	<ul style="list-style-type: none"> • Conflict resolution 	<ul style="list-style-type: none"> • Conflict resolution 			<ul style="list-style-type: none"> • Consensus building and conflict resolution; building partnerships with communities
5. Basic natural science and principles of conservation biology	<ul style="list-style-type: none"> • Basic natural sciences • Conservation biology • Research methods 		<ul style="list-style-type: none"> • Increased Biota 	<ul style="list-style-type: none"> • Skills 	<ul style="list-style-type: none"> • Threats analysis for the project area 	<ul style="list-style-type: none"> • Environmental management: designing environmental strategies and action plans; appraising and evaluating policy; environmental and social impact assessment; strategic environmental assessment; running Integrated Conservation and Development Projects
6. Technology for natural resources management	<ul style="list-style-type: none"> • Information technology and computer skills 	<ul style="list-style-type: none"> • Information technology and computer skills • Demarcation 	<ul style="list-style-type: none"> • Maps 			

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7. Protected areas management	<ul style="list-style-type: none"> Protected-areas management Forestry 	<ul style="list-style-type: none"> Fire management and safety Patrolling of parks Law enforcement Trail creation and marking Road construction Control of invasive species 	<ul style="list-style-type: none"> Operations Plan Infrastructure 		<ul style="list-style-type: none"> Physical infrastructure for the project area 	<ul style="list-style-type: none"> Land-use planning: the principles; formulation of planning policy
8. Practices of monitoring and evaluating keystone species and biodiversity	<ul style="list-style-type: none"> Monitoring and evaluation 	<ul style="list-style-type: none"> Biological monitoring Data collection 	<ul style="list-style-type: none"> Biological Data Conservation monitoring 		<ul style="list-style-type: none"> Monitoring plan development and implementation 	
9. Creating management and operations plans	<ul style="list-style-type: none"> Project design 		<ul style="list-style-type: none"> Management Plan 		<ul style="list-style-type: none"> Site-based long-term management plan 	<ul style="list-style-type: none"> Management planning: from areas to sites; the preparation and presentation of plans
10. Accounting and financial management	<ul style="list-style-type: none"> Accounting and financial management 		<ul style="list-style-type: none"> Financial Management 		<ul style="list-style-type: none"> Long-term financial plan for the project area 	<ul style="list-style-type: none"> Business planning for protected area managers: corporate financial planning; management systems and structures; assessing performance
11. Fundraising and sustainable business development	<ul style="list-style-type: none"> Fundraising Economics 	<ul style="list-style-type: none"> Fundraising 	<ul style="list-style-type: none"> Financial Sustainability Economic Benefits 	<ul style="list-style-type: none"> Material Resources 		<ul style="list-style-type: none"> Marketing for recreation and tourism: analysing visitor needs; strategic marketing Visitor management: planning for recreation and tourism; evaluation of impacts; integrating the needs of conservation and recreation Sustainable tourism: principles and application
12. Communication, outreach and education	<ul style="list-style-type: none"> Communication and outreach 	<ul style="list-style-type: none"> Environmental education Community outreach 	<ul style="list-style-type: none"> Education Literature External communication Model project 	<ul style="list-style-type: none"> Linkages 	<ul style="list-style-type: none"> Environmental communication and education plans for the project area 	<ul style="list-style-type: none"> Environmental education: the role of schools in environmental management Information and interpretation: the principles and purposes; planning interpretation programmes
13. Training for trainers						<ul style="list-style-type: none"> Training for trainers; planning and managing training programmes; skills and techniques; getting feedback; evaluation