



## FACILITATORS' TRAINING COURSE FOR CONSERVATION MANAGEMENT 1-6 Dec. 1996 Eugene T. Mahoney State Park Omaha, Nebraska

Are you working in conservation and interested in improving your skills for getting the best conservation plans developed and implemented? Our extensive experience in running conservation management workshops tells us that what it takes to be successful in state-of-the-art science combined with state-of-the-art management/ leadership skills. This one-week course aims to equip you with both.

### WHAT IS CBSG ?

CBSG is an international conservation organization whose mission is "To assist conservation of threatened animal and plant species through scientific management of small population in wild habitats, with linkage to captive populations where needed".

Toward the goal of implementing our mission, we are offering this training course in conservation management and facilitation to highly-motivated individuals who are committed to conservation.

Though our experience conducting over 100 conservation assessments and population viability analyses, we have repeatedly found the need for expert facilitation skills, conflict resolution instruction and advanced population biology training. This course is designed to meet those needs.

### PRACTICAL SKILLS WITH VALUABLE APPLICATIONS

This interactive, week-long CBSG Facilitators' Training Course is designed to develop the skills needed to facilitate a scientifically-based conservation management training course or workshop, involving diverse stakeholders with conflicting interests. This training will enable you to organize and conduct management-oriented conservation workshops and train others in the application of small population biology tools for wildlife conservation management. Acquiring these skills will allow you to participate in the advancement of scientifically developed recovery plans for threatened species.

### LEADERSHIP/ MANAGEMENT

During this training course you will learn and practice essential workshop facilitation skills including:

- (1) conflict management
- (2) cross-cultural sensitivity
- (3) group dynamics
- (4) active listening
- (5) consensus building

These skills are essential in workshop/ facilitation. Negotiation, meeting organization and additional group communication skills will also be covered.

### POPULATION BIOLOGY

Two days of the program will be devoted to intensive population biology instruction including the use of VORTEX, a computer population simulation model, its assumptions, limitations and scope of application.

### MANAGEMENT TRAINING COMBINES W. SCIENCE

This facilitation training is intended to supplement your individual strengths and expert knowledge as a scientific wildlife manager, biologist, or captive population specialist. The management aspects of the group process are as integral to its success as are the knowledge of species biology, small population biology, and the use of VORTEX. Acquiring these key facilitation skills will enhance your abilities as a manager and help you to handle many different kinds of problem situations in a constructive and creative manner.

Small-group work forms the basis of many of the exercises during the training course.

### THE SITE

Eugene T. Mahoney State Park, 25 minutes from Omaha, Nebraska, provides a comfortable atmosphere free of outside distractions, perfect for both working and relaxing. Participants will be housed (double

occupancy), and the course will be held, at the Peter Kiewit Lodge overlooking the picturesque valley of the Platte River. Participants should plan to arrive on 30 Nov. and depart the morning of 7 Dec.

### TUITION

We offer this unique course for US\$ 2,500 per participant. This price includes room and board, books, slides sets and other materials. Spaces for the course are limited, so assure yourself a place by completing the enclosed Registration Form and including an initial deposit of \$250. Registration and deposit are required by 1 September 1996 and full tuition payment is required by 1 November 1996.

Please make your check payable to CBSG. Funds may be wired to First Bank NA (ABA No. 091000022) for credit to CBSG Account# 1100 1210 1736. Credit card payment by Visa or Master Card is also available.

For more information please contact the CBSG Office at 12101, Johnny Cake Ridge Road, Apple Valley MN 55124, USA. Telephone 1-612-431-9325. Fax: 1-612-432-2757 e-mail, [cbsg@epx.cis.umn.edu](mailto:cbsg@epx.cis.umn.edu)

### EXPERT FACULTY

You will learn from the experts. We have two top-notch management professors, the world-renowned Chairman of CBSG, and a group of quality population biologists.

**The Management Professors:** We are fortunate to have the guidance and assistance of Dr. Frances Westley and Dr. Harrie Vredenburg as instructors. Dr. Frances Westley is a professor of management at McGill University in Montreal, Canada. Dr. Harrie Vredenburg is a professor of management and director of environmental management and sustainable development programs at the University of Calgary in Canada. Both teach courses and conduct research on environmental management and sustainable development processes. They have consulted widely on management processes to international conservation organizations, government, and business organizations and have given management development seminars around the world.

**The CBSG Chairman:** Dr. Ulie Seal will be providing his insight into international conservation. Combining expertise in physiology, endocrinology, pharmacology, nutrition, genetics, and computer modeling, Dr. Seal has made his life's work the preservation of the planet's biodiversity. He has served as Chairman of CBSG since 1979, facilitated over 150 conservation workshops and training courses in 32 countries, and published over 300 reports and manuscripts. This is a unique opportunity to learn from his vast experience.

**The Population Biologists:** Dr. Bob Lacy, the developer of VORTEX, and Dr. Jonathan Ballou will be presenting lectures on population biology. Dr. Lacy is a population geneticist/conservation biologist for the Department of Conservation Biology at Brookfield Zoo. He supervises a team of three conservation genetics researchers at the Zoo, studying the effects of inbreeding in mammals, methods of pedigree analysis and management, and computer models of population viability analysis. Dr. Ballou is the Population Manager at the Smithsonian Institution's National Zoological Park, conducting research on genetic and demographic problems of small populations. Dr. Ballou has taught small population biology workshops and courses in the United States, United Kingdom, China and India. Dr. Phil Miller, conservation geneticist and population biologist for CBSG with research interests in pedigree analysis and inbreeding depression in captive and wild populations, will also be presenting material on the management of small populations.

In addition, the CBSG staff (Drs. Susie Ellis, Onnie Byers, and Phil Miller) and the Director of CBSG, India (Ms. Sally Walker), all experienced workshop facilitators, will serve as small group leaders.