

EAFM LEAD Workshop Report

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Contract Code	852
Workshop Title	To develop the Ecosystem Approach to Fisheries Management (EAFM) for Leaders, Executives And Decision-makers (LEAD)
Client	UN Food and Agriculture Organization, (REBYC-II CTI)
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Location	Phuket, Thailand



EAFM LEAD Workshop Report

Contents

1	Summary	2
2	Methodology	2
3	Lessons Learnt and Recommendations EAFM LEAD	2
4	Review of E-EAFM	10
5	Logistics and Administrative Support	13
6	Appendices	14

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1. Summary

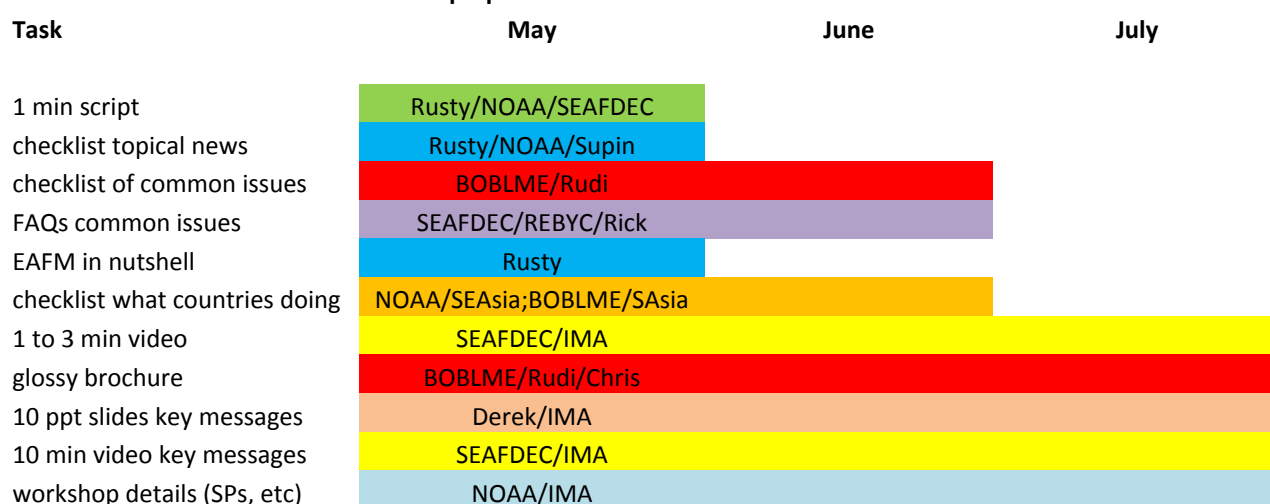
It was agreed that between the 6th - 8th April, 2015, representatives from BOBLME, REBYC-II CTI, FAO, SEAFDEC, NOAA and IMA International meet to discuss the further development of LEAD materials and how they might work in tandem with and in support of, the E-EAFM effort being delivered across the Region. This report provides the reader with the details of the outputs from these few days, including a workplan for further development of the EAFM LEAD and suggestions for revision and strengthening of the E-EAFM course.

The E-EAFM LEAD development workshop focused on the development of various products for ministers, policy makers and senior government officials including; flyers, posters, slides, short videos, photos, a one to two day EAFM LEAD workshop timetable, and a 30 minute EAFM overview.

In addition, suggestions were made to support the revision and strengthening of the existing E-EAFM training course. This included the ideas to support and develop the trainers in the region further, focus on maintaining quality of the product, etc.

The workshop took place on 6th, 7th and 8th April 2015 in the Meeting Room, Andaman Fisheries Research and Development Centre (AFRDC), Phuket with attendees representing; FAO BOBLME and REBYC-II, SEAFDEC, NOAA, and IMA International.

EAFM LEAD tasks after Phuket workshop April 2015



2. Methodology

Participants (13) attended for the whole workshop and represented FAO, SEAFDEC, NOAA and IMA International with full details available in the appendices along with the agreed timetable which was followed. Presentations were made by representatives from BOBLME and SEAFDEC on work of E-EAFM and from NOAA on their experience with EAFM LEAD.

There was free and open discussion amongst all participants with a combination of pair and small group work and brainstorming followed by clustering and feedback of ideas for the plenary group. This process ensured as much participation as possible from all and resulted in rich ideas and suggestions for the future EAFM LEAD development and for the strengthening of E-EAFM training.

3. Lessons Learnt and Recommendations EAFM LEAD

1. Opening remarks from key representatives at the meeting indicated the great support and commitment that the EAFM LEAD has amongst the team and its need in the region. Here follows a summary of comments made: Isara welcomed all to the Andaman Research and Development Centre, followed by Rick detailing the objectives of workshop. Chris OB welcomed people to the meeting and the home of BOBLME and mentioned that they will continue to support EAFM while it is possible given that their project ends at the end 2015. From NOAA, Rusty talked of the history of LEAD and EAFM development and in particular that it all began in this room in ARDC! The need to reach to leaders has been expressed through feedback since 2012 and he stressed the need for a series of products and very short-term exposure materials. Finally, Dr Chumnarn, who had travelled from Chiang Rai to attend talked of the great demand for seafood in the region and obvious importance of getting our message across to senior leaders given that they have so many other issues to deal with. He hoped that the group could try and work towards making EAFM more tangible to these leaders so that they can know the key ideas and concepts of EAFM.
2. The workshop started with discussion around targets and products. The group discussed expectations, the need for LEAD and specifically which audience we are trying to target. Once this was agreed the focus moved to the actual products details in this chapter.
3. All ideas and feedback for the first session around expectations are included in the appendices, and here follows a summary of the five questions asked. Expectations for the workshop were based around 4 themes of; agreeing a planned way forward, the curriculum and what to include, how EAFM LEAD will help support rollout of E-EAFM in the region, and better understanding through translation. For the record of peoples' involvement in EAFM the themes were highlighted as; design, delivery, support and EAFM action. A third flip chart recorded what participants were bringing themselves to the EAFM LEAD workshop. The three clusters included; delivery skills, practical experience and passion! Participants plan to use the LEAD; as something to deliver, to inspire others, as a proposal planning tool and to try and encourage adoption of EAFM in the region. Finally, we discussed how we can promote LEAD and the responses fell into the following clusters; awareness raising, inspiring, material development and support and delivery.
4. A summary by Jarin revealed great information regarding numbers of E-EAFM trainings (23), TOTs trainings (8) and total number (645) of participants trained in the region. There are 88 TOT trainers however only a 1/3 of these are active. Additionally,

the survey of E-EAFM participants found the biggest issue was lack of management/policy level commitment and support. E-EAFM is for mid-level officers (not policy makers) and it is found that when they go back to their work they need support from the senior level in order to implement EAFM plans. There is a feeling that the EAFM LEAD workshop programme can build management/policy level commitment and support. It was stressed here that the EAFM LEAD is not a course and is much more of a discussion/workshop. Supin mentioned here that there the Indonesian based E-EAFM trainers are now involved in 26 universities, which led to comments from Rusty that there are at least 5,000 people that could potentially need training in Indonesia.

5. During this presentation we also shared amongst the group the vast array of EAFM products that we currently have:

2-page flyer (BOBLME)	BOBLME website/Jarin
2-page flyer (NOAA)	Rusty/Supin
Poster (NOAA)	Rusty/Supin
4 Slides (NOAA)	Rusty/Jarin
Videos (IMA)	IMA website/Chris/Silvia/Stuart
Videos (SEAFDEC)	SEAFDEC website/Panit
EAFM Photos (BOBLME)	BOBLME website
1-day EAFM for Indonesia	Rusty/Supin/Jarin
EAFM overviews ppt (NOAA)	Rusty/Supin
2-day LEAD (NOAA) ppt/reports	Developed for different CTI countries Rusty/Supin/Jarin
20 min ppt E-EAFM Overview (FAO)	Used in TOT Jarin/IMA
15 min ppt about E-EAFM (BOBLME)	Derek/Rudi
ppt EAFM for Trawl Fisheries (FAO)	Simon
E-EAFM training package (consortium)	Available on 4 websites/CD
National E-EAFM courses	Malaysia
E-EAFM translations	Bahasa Indonesia/Bahasa Malaysia/Thai
ICSF booklet	Hard copies/ Jarin

6. Dr. Chumnarn presented on the need for LEAD from the policy makers perspective and a conclusion of this was that it is often difficult to bring policy makers on board as fisheries is usually considered a lower priority than say agriculture, livestock or forestry. Policy makers don't look holistically and note a low threat from fisheries being; less visible, people don't die if you get it wrong, if there is a flood then fish benefit but those benefitting from this have a low voice in society. And actually policy makers talk of food security and now we have fisheries and aquaculture, with the latter offering an alternative to declining fisheries. We will need to look hard for change agents and provide plenty of materials for the right target audiences including executive summary, simple language and linked layers leading to a detailed section for scientists. This presentation led to some discussion including the fact that leaders have to deal with short-term solutions rather than long term, and the fact that currently the LEAD is perhaps missing leaders in the fishery sector. Let us think about trying to reach Director Generals (DGs) with how EAFM can help their departments and include other sectors like tourism, forestry, wildlife, environment, etc.

7. Our brainstorming around why we need LEAD highlighted; sustainability, support, harmonised planning and to simplify the message. The audience (for whom) LEAD is targeted at provided many suggestions including; politicians, ministers and secretaries, DGs, Division heads, committees and donors/funders. The audience for LEAD will also be for leaders at the province and district level. The key elements suggested by the group to be used from E-EAFM include; being adaptive, providing clear examples, give the economic argument and clarify what it is they need to actually do.
8. The LEAD products for our identified audience of 1: Ministers and Secretaries were identified as; hard copy glossies, 30 minute message, 3 minute video, 1 minute elevator speech, email or letter introduction; and for group 2: senior government officials (DGs) from various departments including but not limited to Department of Fisheries, Environment, Wildlife, Livestock, Agriculture, Tourism; the LEAD products would be media products (TV, newspaper, press releases), short (1 hour) awareness session including 15 minute PowerPoint and script, 1 day LEAD workshop which should be designed in a modular way (i.e. it could be anything from ½ a day to 2 days).
9. A first draft video, produced by IMA, was shown highlighting the work done so far on E-EAFM. Initial feedback indicated that it was the right duration however would benefit from faces of participants, a specific shape at the end and separation for E-EAFM training and TOTs. It is work in progress and encouragement was given by the group to continue with this type of initiative. Further discussion on the use of video during this workshop highlighted the following points:
 - once video produced it can be used at morning break during LEAD programme
 - we can prepare this in advance
 - should be of high quality
 - impactful
 - doesn't depend on the skills and knowledge of the presenter
 - can be used at higher level
 - 1000's can view it
10. The NOAA presentation by Supin on the present status and content of the current EAFM LEAD materials highlighted the importance of motivating leaders and a need to build advocacy skills into EAFM training. Things that should be done following on from NOAA's experience of delivering 5 LEAD workshops in Malaysia, Timor, Indonesia, Philippines and Solomon Islands between December 2012 and July 2013 include the following: Focus on LEADs and make sure they come together from multiple sectors/agencies with the emphasis on the fact that EAFM is best implemented through partnership with other sectors. It is a "Workshop" not "training or course" and there is no need for "how to" in detail. As with the E-EAFM make people aware that they are already doing some EAFM and remove the stigma of a new management approach. There is a Mistaken Myth that you have to know everything about everything before doing anything. Make sure you use graphics and interactive tools, facilitated by someone accepted by the leaders, who can also focus on discussion and not just presentation delivery.

11. Recommendations for future LEADs as expressed by the NOAA team were the following: Develop a list of steps in the process of engaging LEADs and be sure to start with 'Their' context including; issues and concerns, structures in place that can already support EAFM, and think about what scope is feasible to apply EAFM. Once this is done then tie the EAFM discussion to the above context to elicit how EAFM can be used and what they can do for their staff to implement EAFM. They also recommend discussion around how they will engage and coordinate with key stakeholders and identify enabling conditions (incl. legal, institutional, policy, and committee). Remember to provide actual examples from the region to discuss and let's modify what NOAA has developed as there is no need to completely reinvent the wheel.

12. The knowledge of the workshop participants was then pooled to identify who the key influencers are in the region (split was South Asia and South East Asia). General plenary discussion revealed several opportunities in the region including the fact that it was now a good time to be introducing EAFM LEAD in Indonesia. The stress has to be on that you are investing in people to develop capacity for EAFM as a long term commitment not quick fix, and that we are doing this at two levels with the legislators and policy makers on the one hand and with the DGs and ADGs on the other

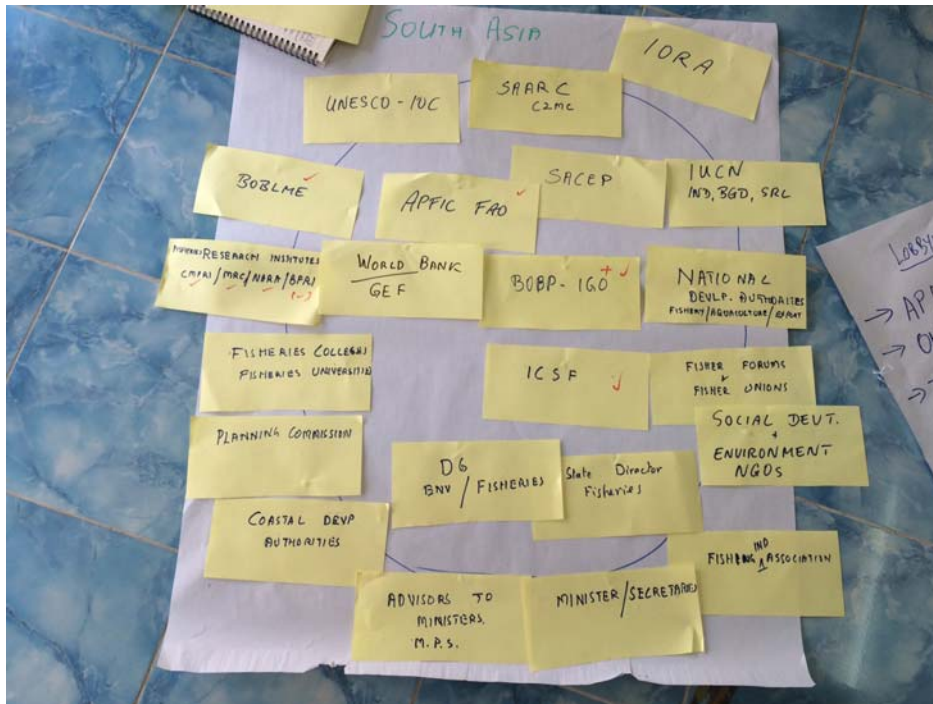
13. Entry points are important and we currently need to move from just talking to technical people to engaging with human resource sections of agencies not only technical sections. We need to remember that universities, maritime councils and committees and science advisors to ministers are all possible allies.

14. The results of the group work on circle of influence to indicate who we know about and have connections with and how to bring others on board with the EAFM thinking highlighted the vast number of stakeholders and also how well connected the group were!

15. South East Asia circle of influence



16. South Asia circle of influence



17. Developing products for the Minister/Secretary audience resulted in a focus on short, impactful messages through 1 minute script and associated video which ideally will lead to a 30 minute discussion/presentation accompanied by a selection of glossy brochures. Remember at this level it is facilitating a conversation and making sure you are listening. Are they talking about Sustainable Development or the “Blue Economy” we need to get the relevant message for this audience and find out what is motivating them.

18. A workplan for this Minister/Secretary group.

What/how	Who	When
1 minute script To include: - Know your ministers - Checklist of talking points (generic) - Country specific (e.g. GDP for fisheries, nutritional importance, status of fishery, habitat) - Highlight 3 components of EAFM	Rusty/NOAA and SEAFDEC	End May
1 minute video (linked to above script)	SEAFDEC/IMA	July
30 minutes detailing: - Why - What - How you can help	NOAA/BOBLME	End May
Glossy EAFM brochure (4-6 pages) to include: E-EAFM 2-4 pages and LEAD “1 day” 2 pages combined in one brochure	BOBLME Chris/Rudi	July

19. For the products for DGs and ADGs the products were identified as a one-hour LEAD

awareness discussion session and a one day LEAD workshop.

20. One-hour LEAD awareness discussion session. Objective: there is a solution to the problems they are facing. If you are interested then we can meet again or there's the 1-day course. Establish level of understanding of EAFM. All products are to be edited and value added by the consortium. Jarin will act as coordinator.
21. The session starts with a 5-10 minute preparation for discussion/conversation on national fisheries concerns/issues.
WHAT: Prepare for topical news from newspapers.
HOW: Guidelines/check list for person talking
WHO: Draft zero = NOAA/Rusty/Supin
WHEN: End of May ;
WHAT: Guiding Questions and prompts (national)
HOW: Check list of common issues
WHO: Draft zero = BOBLME/Rudi
WHEN: not decided
22. Followed by a 10 min discussion on what EAFM can do for you based on the issues raised.
WHAT: Dot points on response to the issues (Q&A: list of frequently raised issues and answers)
HOW: Somebody writes a document
WHO: Organizer = SEAFDEC/REBYC/Rick
Dot points on key EAFM elements in a nutshell. Summary - food security/social [same as Ministers/Secretary product]
HOW: Somebody writes a document
WHO: Rusty's 1-minute script (1 line dot points)
WHEN: End of May
What you are already doing e.g. co-management is part of EAFM
HOW: Somebody writes a check list of what countries might be doing
WHO: NOAA-Bob SE Asia; BOBLME/South Asia
23. 10 min- Power point or 10 min video presentation. Key concepts.
- a. PPT of key messages (10 slides)
 - a. HOW: Done before video
 - b. WHO: Derek/Chris IMA
 - b. Video of key messages
 - a. WHO: SEAFDEC Chumnarn /IMA Chris
 - b. WHEN: July
- Key message: Not new but builds on existing - transition
Key message: implement and adapt/learn (do not need to know everything)
Key message: Regional movement towards EAFM- experience from other countries.
Key message: There is a nice course - E-EAFM & LEAD.
Key message: How EAFM can help you meet international obligations and national goals.
Key message Economic and social benefits from a short-term and long term perspective.
Key message: EAFM frameworks can be used to attract additional donor funding.

24. At the end of this then we can tell of what is next and highlight the one-day course EAFM LEAD workshop and also for those interested the E-EAFM 5 to 6 day training course. We will be thinking here also who else to involve like Deputy DGs and other sector leaders. We will provide leave behind glossies, EAFM LEAD workshop agenda and details on E-EAFM training.
25. The one day EAFM LEAD Workshop should include the following:
 Issues to be addressed.
 Overview of EAFM, (Why EAFM? What is EAFM?)
 The Planning Process and its importance
 Presentation and discussion of national fisheries issues: (Terms of reference for the country context presentation).
 National roles and responsibilities.
 Legal frameworks, institutional structures, management structures, collaboration structures, national development frameworks.
 Transitioning from existing management structures to EAFM
 "Discussion" on what EAFM can do for staff capacity building and how to build capacity thinking about the resources that are available.
 Q&A on how can EAFM be used to address specific national issues e.g. IUU fishing.
 "Discussion" on how to engage on EAFM with senior leaders.
 How to engage horizontally across sectors, jurisdictions.
 How to promote EAFM in your department.
 Next steps.
26. The timetable for this work follows:
 WHAT: Workshop agenda, discussions/activities and presentations
 WHO: NOAA/IMA
 WHEN: July
27. The next steps are:
1. First draft of products
 2. Consortium value-adding
 3. Pilot of "1-day LEAD" and introduction of other LEAD products
 - Indonesia: Oct/Nov NOAA/BOBLME/REBYC/SEAFDEC
 - Thailand: Oct/Nov SEAFDEC
 - Sri Lanka: Oct/Nov BOBLME
 - Regional: ASEAN + 1 PCM 1 day Nov SEAFDEC
 - Regional: REBYC PSC 1 day May 2015 & 1 day Oct/Nov
28. The plenary discussion after group work raised the following points:
 DG messages should be more technical than with the minister/secretary group
 There is a need for a list of Frequently Asked Questions (FAQ) that will help those engaging with senior levels. Also we need specific examples, case studies, real implementation success stories and information on key priority issues.
 Dr Chumnarn from SEAFDEC talk of whether this was being perceived as a new product? There could be a need to follow development fashions (in Thailand co-management is fashionable currently) and it will be important in understanding how to align with existing frameworks. There is a need to inspire DGs to be champions of EAFM and encourage them to bring other senior leaders to the meeting.

29. Additional discussion agreed the following points: Logos to be taken out from E-EAFM are Sweden, Norad and CTSP. The title of the workshop will be EAFM LEAD. We will keep the Nansen backdrop to align with E-EAFM course and change the colour from current blue to purple.

4. Review of E-EAFM

A presentation by Jarin explained about the two actions taken to assess the quality of the E-EAFM courses to date through training course reports and follow up survey from participants.

The training course reports fed back the following:

- Selection of participants
- Language (not in trainees language)
- Materials need to be easier to follow
- Trainers (need to be fully confident in the course and content).

From the follow up survey analysis of the results showed that

- Most (67%) of those answering were able to or were planning to implement the EAFM or carry out more EAFM training
- Most of the respondents (71%) said they had managed to undertake the actions they had planned on at the end of the workshop
- Most of the respondents (56%) had carried out training, facilitation or demonstrating EAFM, 17% said they had carried out both EAFM planning and training and 22% said they had just started EAFM plans
- The most common constraints mentioned were lack of Management/policy level commitment and support, lack of funds and difficulty of bringing stakeholders together
- The most common review or change to the course materials was the need to adapt and modify for local situations and to include local examples (including translation to national languages)

Recommendations included the following:

- More management / policy level commitment and support (need for EAFM LEAD)
- Adaptation to local situations/needs
- Translations
- Continue providing training and develop pool of trainers
- BOBLME/EAFM partners to continue to support more of the training through development of the pool of trainers
- Encourage (trainers and trainees) adaptation of the course for local needs (local case studies, translation); but this must keep the same message of the main course and EAFM principles)
- Review main constraints in more detail to see if they can be addressed or highlighted during the course. These included lack of Management/policy level commitment and support, lack of funds and difficult bringing stakeholders together

Discussion around E-EAFM review and development started with individuals and pairs giving suggestions on trainee and trainer selection, maintaining quality, and other ideas.

Trainee Selection (Course +TOT)

Theme 1: multi sector participants

Need multi-sector and multi-stakeholders in course / Need diversity, environment, fisheries, science, enforcements / At least one participant should be a government officer / Training E-EAFM invite the Private sector / Incentives to send "right" participants

Theme 2: Trainers need to have opportunity

Some participants form university and academia / Have time and opportunity to function as trainers / Participants need to be able to influence (change agent) / Sending feedback or course report to trainer's organization / Be able to select participants after main course / Do not need to know everything be good facilitators

Theme 3: Encourage national training

Language problem reduce number of regional E-EAFM courses-go for more national courses / Encouraging to do training on national level / One country focus / Check with country on best dates for right participants

Maintaining Quality

Theme 1: Review

Regular updates on E-EAFM changes to E-EAFM network members / Review course every few years / Review materials every year or two / Need core materials revised every 1 to 2 years / Establish a quality control committee with a mix of inside and outside experts / Have a committee and budget for E-EAFM revision / Put version number on materials

Theme 2: Delivery

In addition to trainers, there should be resource experts in courses to provide realism / Provide facilitators in the course / Do not compromise by reducing or removing activities / Keep the quiz same everywhere

Theme 3: Monitoring

Follow daily reviews and end of course review systematically / Checklist for quality control items and process

Theme 4: Network

Strengthen E-EAFM alumni network / Strong networking of E-EAFM community / Participants network to share information

Theme 5: Keep it Local

Have excellent interpreter if participants don't speak English / Maintain core course – assist countries in developing local versions / Translations needed to acknowledge original English version / Guidelines for national adaptation, e.g. encourage local examples, case studies / Give trainers freedom to adapt to local situation and culture / Partner with local partners, listen, respect and understand their context and goals

Theme 6: Trainers Network

Refreshment form time to time for trainers / Build partnership with country TOT trainers in delivering and planning TOT / Use Facebook to link trainers / TOT refresh (meeting of trainers) / Refreshment process / Trainer exchange

Other ideas for E-EAFM

Theme 1: Material development

Add one more session on the science of EAFM / Review stakeholder analysis tool (influence, importance model) / Add a session on "your place in EAFM" / Add stakeholder analysis in their organisation / Revise unclear terms / Train trainers on human wellbeing goals, objectives and data / Develop a short course for EAFM supporters / Conflict management

Theme 2: Impact of materials

Use of E-EAFM materials and EAFM philosophy is influencing other trainings and practices / Using EAFM framework for project proposal writing

Theme 3: Exchange

Country exchange with those further along with EAFM and those just starting / Share resources useful for training / Identify EAFM practitioners

Theme 4: Identify roles

Trainers need to be able to make clear the role of individual participants in EAFM planning

Theme 5: Inland EAFM

Aquaculture (link with work of Simon F-S, Chile and APFIC Sri Lanka)

Further ideas and discussion on E-EAFM development:

- A positive trend is the support and encouragement of the universities in country and engaging academia in an EAFM working group
- It is so important to recognise cultural and language context whilst continuing to maintain standards. Think about cultural issues like using feet (Thailand) and TOT should include a session on adapting to different cultures
- There are problems relating to the US case study and there is agreement that we need more local/regional examples. These need to be researched and written up
- Selection of trainees is important with the ideal being participants being not so junior not so senior. Often people have to go through government channels resulting in delays and national rotational selection
- Remember the importance of each trainees place in the jigsaw of EAFM, be they fisheries officers, researchers or data collectors
- The application form should include a question on how they will use EAFM on their return
- Perhaps the objective should be changed to 'assist in the development of a EAFM plan'

- Thoughts of developing a governing body who would manage the FMP (this is being done in Indonesia). Who would be involved in the governing body?
- Need an editing team/secretariat that meets for a week, annually to do revisions on the RE-EAFM.
- For the trainers they need to be starting to take more responsibility for changes of the session plans. This could be through a trainers network which needs a chair (rotated each year) to pull things together
- Funding for all this could be through a consortium rather than an individual project or programme

So in summary here we need:

1. A trainer's network with rotating chair
2. A 1-week "Annual" meeting of trainers and resource persons to agree on changes and linkages between PowerPoints/Handbooks/Session Plans for consistency
3. Funding of \$25-30k from a consortium or potentially in a new BOBLME GEF Programme

5. Logistics and Administrative Support

Thanks to all members of the team for their great support throughout. Particular support on logistics and typing up information from Nathacha Sornvaree and Rick Gregory for minuting discussion sessions was greatly appreciated by the team and lead facilitator for the smooth reporting of this event. SEAFDEC's generous invitation for a workshop dinner allowed an excellent opportunity for the group to further bond and discuss details and ideas for further development of EAFM in this region.

6. Appendicies

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Objectives of Workshop:

1. Agree the types of target audiences for EAFM Leaders, Executives And Decision-makers (LEAD) exposure and the type of products and times suitable for their use.
2. Agree the key elements and principles that need to be drawn from the E-EAFM Course that are most relevant for the various EAFM LEAD products identified in number 1 above.
3. Agree on a timetable, funding sources and organizational responsibilities for the further development of the revised EAFM LEAD sessions.
4. Agree on a mechanism for finalizing and piloting the revised EAFM LEAD sessions.
5. Develop recommendations relating to E-EAFM Course implementation and application.

Agenda:

Monday 6th April; DAY 1: EAFM LEAD: Targets and Products.		
08.30	Agree agenda and ways of working over next 3 days	Chris: IMA
08.45	Expectations from agencies represented: <ul style="list-style-type: none"> • your expectations • your involvement in E-EAFM to date • what you bring to LEAD workshop • how you plan to use LEAD • how you will promote LEAD 	Chris: IMA
09.15	Update on status of E-EAFM Training in the region and link to need for EAFM LEAD	Jarin: BOBLME
09.45	COFFEE BREAK	
10.15	'The need for LEAD' from a policymaker's perspective	Chumnarn: SEAFDEC
10.45	Brainstorm 1: WHY we need LEAD; for WHOM (audiences); identify KEY ELEMENTS we want in it (i.e. what from E-EAFM course and what else).	Chris: IMA
11.30	Discussion on potential LEAD products: e.g. <ul style="list-style-type: none"> • short, (30 minute) EAFM LEAD awareness session for top level planners and policy makers • half day/one day EAFM LEAD sensitization session for senior planners and policy makers • 2-day LEAD workshop 	Derek: FAO
12.30	LUNCH BREAK	
13.30	Presentation on status and content of current EAFM LEAD materials; lessons learned so far.	Supin/Rusty: NOAA
14.30	Discussion on pooling knowledge, experience and personal influence to identify: <ul style="list-style-type: none"> • key influencers in the region • lobbying channels in the region • entry points (national and regional) 	Rudi: BOBLME
16.00	TEA BREAK	
16.15	Summary of Day 1 progress and recommendations for Day 2.	Chris: IMA

Tuesday 7th April: DAY 2: EAFM LEAD Strategies and Workplans		
09.00	Review of main recommendations from Day 1. Time for further discussion on any issues carried over from Day 1.	Chris: IMA
09.45	COFFEE BREAK	
10.15	Discussion and recommendations for strategies and approaches for finalizing and piloting revised EAFM LEAD products and then delivering, promoting and ensuring quality in the Region.	Supin/Rusty: NOAA
12.00	LUNCH BREAK	
13.00	Developing a timetable for further EAFM LEAD development; identifying funding sources; and assigning organisational Roles and Responsibilities	Chris: IMA
15.00	Review of Day 2 and recommendations for Day 3	Chris: IMA
15.30	Close of Day 2	
16.00	TEA BREAK	

Wednesday 8th April: DAY 3: The E-EAFM Course		
09.00	Review of main recommendations from Day 2.	Chris: IMA
09.20	Some weaker issues as identified from the E-EAFM Survey	Jarin: BOBLME
09.45	COFFEE BREAK	
10.15	Discussion on revising and strengthening the E-EAFM Course including: <ul style="list-style-type: none"> • maintaining integrity and quality; • selection of E-EAFM trainees and TOT trainees; • strengthening the socio-economic elements; • integrating EAFM into national & sub-regional planning frameworks; • the establishment of national EAFM working groups; • 'Institutional homes' for the E-EAFM course in Asia; • What has already changed? • Others; e.g. E-EAFM future courses for freshwater and aquaculture 	Chris: IMA
12.00	Close of Workshop	Chris: IMA

Your expectations

Theme 1: Agreeing a planned way forward

- At the end of workshop, know what to do by whom and when
- Working plan + actions
- By day 2 we agree why, what, for whom and way forward
- Understand EAFM concept and implement it

Theme 2: The curriculum and what to include

- Course curriculum for LEAD
- Effective/ appropriate EAFM-LEAD
- Set of products with the right messages for the audience
- A concise curriculum
- Devise a suite of tools to reach LEADs
- To find a way to reach policy makers with E-EAFM messages

Theme 3: How EAFM LEAD will support the rollout of E-EAFM in the region

- Clear way forward for LEAD/EAFM Development
- LEAD will lead to E-EAFM roll out
- How to Deal with policy makers

Theme 4: Better understanding through translation

- Require to EAFM to facilitate translation

Your involvement in EAFM to date

Theme 1: Design

- Served as technical expert and supported further development & training
- Pilot E-EAFM Delivery
- Collaboration on E-EAFM development
- Co-developed
- EAFM 101
- Essential EAFM
- Providing key materials
- E-EAFM design team
- 25 years –Australia, FAO, APFIC, BOBLME
- NOAA technical lead for EAFM CTI (2011-present)

Theme 2: Delivery

- Involve as a trainer in EAFM courses
- TOT design and delivery
- Part of the team of trainers

Theme 3: Support

- Observing at E-EAFM training
- No of EAFM training/feedback

- Supporting EAFM TOT course

Theme 4: EAFM Action

- Development of FMPs in Indonesia EAFM process

What you bring to LEAD Workshop

Theme 1: Delivery skills

- E-EAFM and TOT delivery
- Facilitation
- Some EAFM training with related to LEAD

Theme 2: Practical experience

- Personal experience
- Hands-on experience in EAFM, 10 years advisor to LEAD
- E-EAFM development experience
- The view from Japan
- Experience of community based planning for NR management
- Decades of fisheries experience
- Understanding and experience with balance of concept and practice

Theme 3: Passion

- Passion
- HOPE

How you plan to use LEAD

Theme 1: Deliver

- Run it with leaders of partner countries
- Piloting LEAD (2015)
- How to provide support for E-EAFM training
- I would like to be involved as a consultant

Theme 2: Inspire

- Inspire/motivate leaders to implement EAFM
- Involved with head of department meetings & workshops
- Informal discuss As a guidance

Theme 3: Proposal writing

- Using EAFM LEAD principles in project proposal writing

Theme 4: Adoption

- To facilitate EAFM adoption

How you will Promote Lead

Theme 1: Awareness raising

- Use in discussions with policy makers and planners
- Raise awareness during meeting
- Create awareness among all groups I work with
- Assist in providing LEAD information

Theme 2: Inspire

- Inspire for implementation
- Encourage LEADs to learn, motivate and inspire

Theme 3: Material development

- Providing key, material for delivery
- Help to disseminate materials

Theme 4: Support and Delivery

- Support to organise LEAD workshop
- Support the delivery process
- By conducting LEAD workshop