



Human-Wildlife Conflict Collaboration (HWCC)

**Conservation Conflict Resolution:**  
**Transforming Conflict to Create Sustainable Solutions for People and Wildlife**

**4 Day HWCC Training – November 1-4, 2011, Hawai‘i**

**Kilauea Military Camp, Hawaii Volcanoes National Park, The Big Island**

**Cost: \$1200 per person**

**Deadlines: Early Registration: May 31<sup>st</sup> – Late Registration: Sept 30<sup>th</sup>**

*Visit: [www.humanwildlifeconflict.org](http://www.humanwildlifeconflict.org) for more details about the course and registration  
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Wildlife professionals continually deal with the complexities of human conflict in their efforts. Conflicts that are seemingly between people and wildlife are more often conflicts between people *about* wildlife. Too often sound conservation programming falters because it fails to address or ignores the multiple levels of conflict and the complex web of entrenched interests common to most conservation contexts. Thus, it is critical that we advance wildlife conservation professionals proficient in analyzing and addressing complex conservation conflicts.

**The Training:**

HWCC's collaborative learning process addresses the theory, principles and practice of transforming complex conservation conflicts. Participants will draw on best practices from both conservation and identity-based (deep-rooted) conflict resolution, and as such will improve their capacity to analyze complex conflict dynamics, anticipate and address conflicts as they arise, and address long-standing conflicts that may impede new progress. By accurately analyzing conflicts and facilitating appropriate processes for addressing them, professionals can determine root causes, build a foundation for trust and respect among stakeholders, and unearth fertile ground for sowing and cultivating sustainable conservation solutions.

This four day, intensive training course draws upon the best practices for addressing complex conservation conflicts and cultivating sustainable conservation solutions. The training is tailored to the participants and culminates in the development of individual Conservation Conflict Intervention Plans (CCIPs) with which participants address a key conservation conflict they face in their work. The planning process will begin with a thorough grounding in the conceptual and practical skills and strategies of conservation conflict, while also providing for a cooperative and supportive environment. Participants will learn how to apply a variety of tools to conduct a multi-level conflict analyses and will demonstrate those tools using tailored case studies. Participants will learn essential theory, skills, strategies and processes, all of which are critical to dealing effectively with a variety of conflict situations. Participants may learn how to design and lead multi-stakeholder decision making processes and will be afforded opportunities to test their learning and practice in a supportive setting. They will also investigate the principles of designing long term conservation conflict transformation strategies. This will include exploring how to use interventions addressing conservation conflict as entry points to transform the longer-term, structural and systemic conflicts that may undermine conservation goals. Even though the roots of these conflicts may have their beginnings in other sectors of society, their impacts are felt profoundly in conservation realities. Participants will leave this training with an individual Conservation

Conflict Intervention Plan (CCIP) to address both the immediate conflict intervention and longer-term strategic vision and goals for their work.

**The Evidence:** To date, the average participant score for satisfaction (with 5 being the highest score) is 4.75 out of 5. In a recent survey assessing the long term, field-based impact and value of the HWCC training for past participants, 100% of respondents said that every conservation professional, no matter their role or rank, needed deep-rooted conflict prevention and reconciliation training and that such skills and knowledge need to be included in every conservation professional's toolbox. Over 95% of respondents reported sustained, long-term improvement in their ability to address conservation conflicts as a direct result of the training.

#### Four Day Course Agenda

Day 1 8am-5pm	<ul style="list-style-type: none"><li>• Introduction of Course Case Study and third party neutral concept and approach</li><li>• Tools for Conservation Conflict Analysis</li><li>• Foundations of a Conflict Resolution Process</li><li>• Essential Skills of Conciliation and Role Play</li><li>• Introduce CCIP and begin individual case study conflict analyses</li></ul>
Day 2 8am-5pm	<ul style="list-style-type: none"><li>• Overview of Mediation Process</li><li>• Advanced Third Party Neutral principles</li><li>• Mediation Role Play</li><li>• Improving Advocacy through Neutrality</li><li>• CCIP small group work</li></ul>
Day 3 8am-5pm	<ul style="list-style-type: none"><li>• Engaging in difficult conversations and role play</li><li>• Principles for designing a long term Conservation Conflict Strategy (CCS)</li><li>• Developing a strategic vision and strategy for site-specific conflict situations</li><li>• Developing a Framework for Designing a CCIP</li></ul>
Day 4 8am-5pm	<ul style="list-style-type: none"><li>• Small group work: Designing entry point CCI</li><li>• Final preparations for CCIP</li><li>• Presentations, Collaborative Feedback and Evaluations of CCIP</li><li>• Closing exercises</li></ul>

#### ***Read what professionals like you are saying about the course:***

"You don't realize how much you need this training until you've taken it!" – Nancy Gloman, VP Field Operations, Defenders of Wildlife

***"I wish I had this training thirty years ago! Thank you so much. It was terrific. I learned more than I can say. The interactions with other participants were fascinating and the trainer's ability to guide the group was amazing to see."*** – Marshall Jones, Senior Conservation Advisor, Smithsonian Conservation Biology Institute and former Deputy Director of the US Fish and Wildlife Service

"How could ANYone with blood running through them NOT benefit from this??" – USGS Senior Staff

"In my 20 year career, this is the best training I've ever attended" – Senior Staff, US State Fish and Game Agency

***"US National Park Service participants of a recent HWCC training reported that this was among the best trainings they attended and that they wanted to use the training to 'change the culture of the Park Service.'" -- Kirsten Leong, NPS***

"I feel much more confident about doing research that involves HWC... Had I not received this training I might have missed key components of the developing social conflict that threatens 40 years of biodiversity conservation surrounding endangered species on an island in the Caribbean. Using HWCC training not only was my research improved, I was able to make a valuable contribution towards the management of a developing phenomenon... I cannot emphasize more how critical this training was for my research. I would strongly recommend it to anyone pursuing graduate research related to human conflict involving any aspect of biodiversity conservation and natural resources management." -- Leo Douglas, PhD Candidate, Columbia University

***"The workshop was one of the most pertinent workshops I have been privileged to attend...This is a powerful tool to add to any conservationists' toolkit, no doubt."*** - Monica Wrobel, Wildlife Conservation Society (WCS)