



AFRICAN CONSERVATION LEADERSHIP NETWORK

STRONGER LEADERS. GROWING ORGANIZATIONS. TRANSFORMATIVE IMPACT.

Overview

Today and tomorrow's conservation leaders need to drive systemic change by building organizations and networks far greater than the sum of their parts. Conservation needs leaders who can address local and global challenges, build collaborations and movements, and build and manage outstanding teams of diverse and talented individuals. We need outstanding leaders who can help secure the future of African conservation.

In 2016, Maliasili in partnership with The Nature Conservancy launched the African Conservation Leadership Network. Since piloting the program in 2016, ACLN has been adapted and run with three cohorts, and we have just launched a fourth.

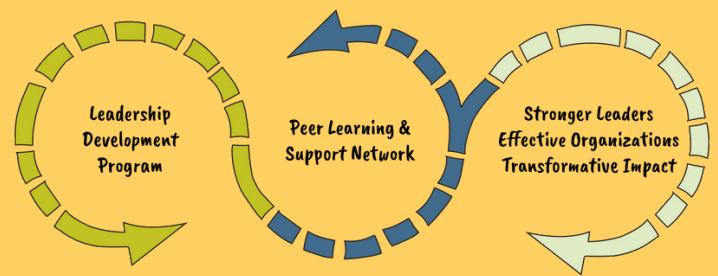
ACLN now includes 65 leaders from 33 organizations across 10 countries in east and southern Africa. ACLN works to strengthen and develop a rising generation of African conservation leaders and their organizations.

"ACLN has greatly helped me in building on my leadership skills, including understanding my strengths and weaknesses, how to manage teams and understanding team dynamics."

–DANIEL SOPIA, CEO, Maasai Mara Wildlife Conservancies Association

ACLN's leadership development program has 3 defining features:

1. A carefully selected annual cohort of 8 to 9 leading African conservation organizations. Each sends their top two leaders to participate. Cohorts are sourced in part through recommendations from previous cohorts and their networks.
2. A peer-to-peer learning and facilitation approach that fosters new relationships and a support structure for the participants.
3. A curriculum that integrates personal, organizational, and systems-level approaches to leadership development.



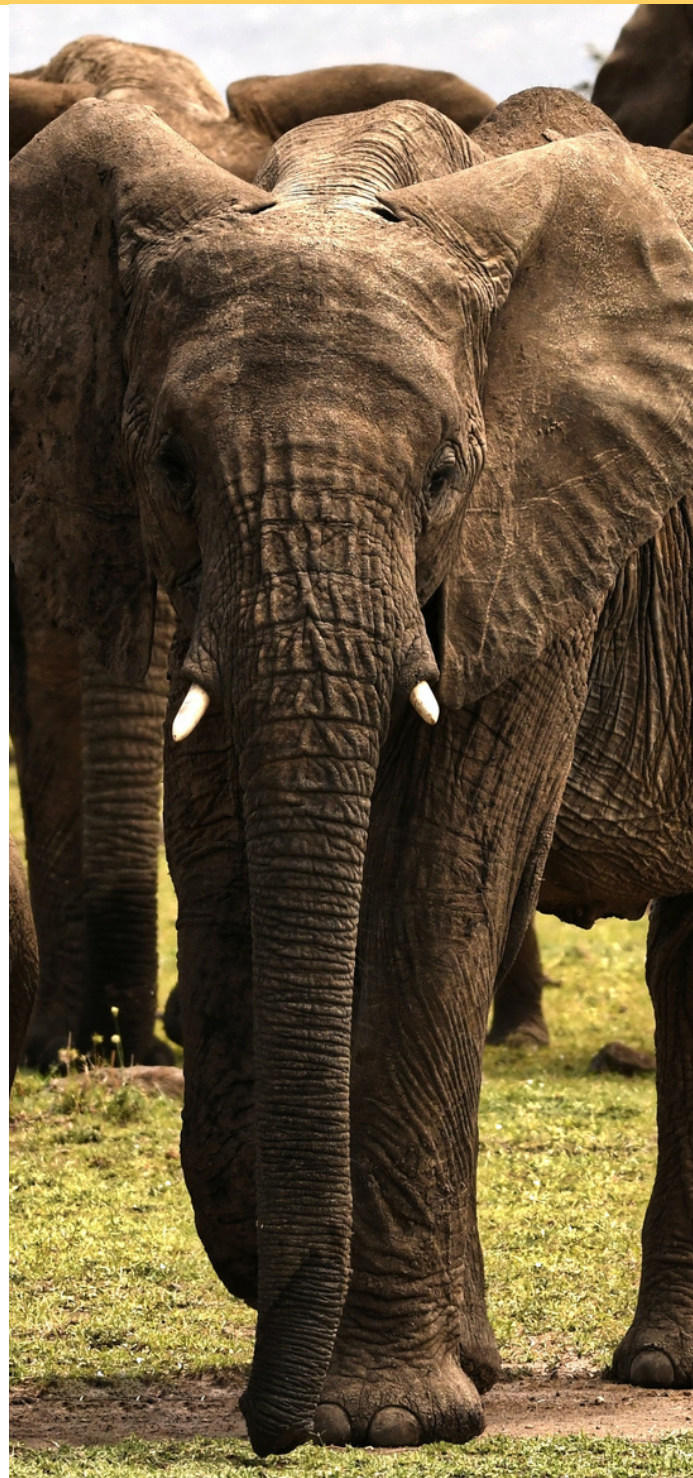
Objectives and Outcomes

ACLN aims to:

- Bring together a cohort of emerging, exceptional conservation and natural resource organizational leaders in a process of peer learning and exchange
- Provide an action-learning curriculum for strengthening local organizational management and leadership, customized to the regional context and local organizational leaders' needs and priorities;
- Create a nascent network of organizational leaders in the natural resources and conservation field that enables the greater exchange of diverse practices and experiences, and enhances the potential for future collective action in relation to external common challenges; and
- Create a model for leadership development that can be replicated by the cohort at different scales, within their organizations and their work.

For the participants in the program, the expected outcomes include:

- Increased self-awareness and improved communication skills;
- Access to a range of practical tools, techniques, and models to apply to organizational leadership and management; and
- Establishment of an initial peer network of leading regional organizations, with new possibilities for future collaborations, initiatives, and exchanges.

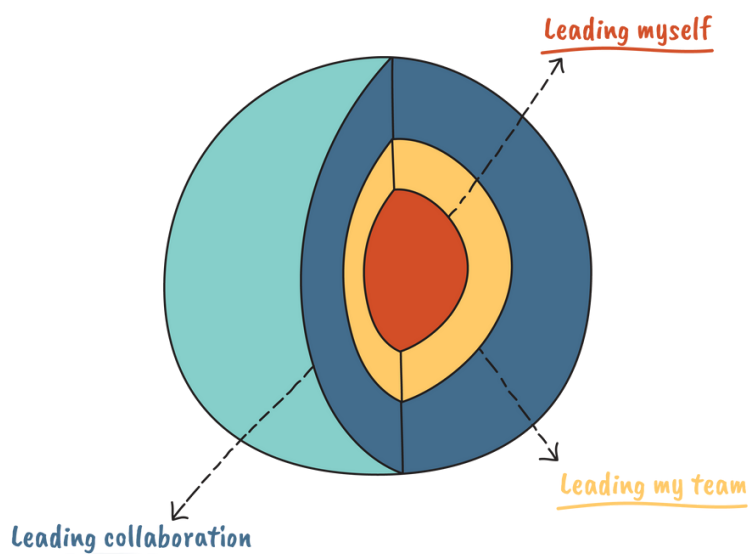


Program Design

The program is designed to improve participants' individual leadership abilities and influence within their organizations and wider networks and systems. It is delivered through a mixture of peer exchange, exposure to leading ideas and practices, provision of practical tools and methods, and group exercises and applications.

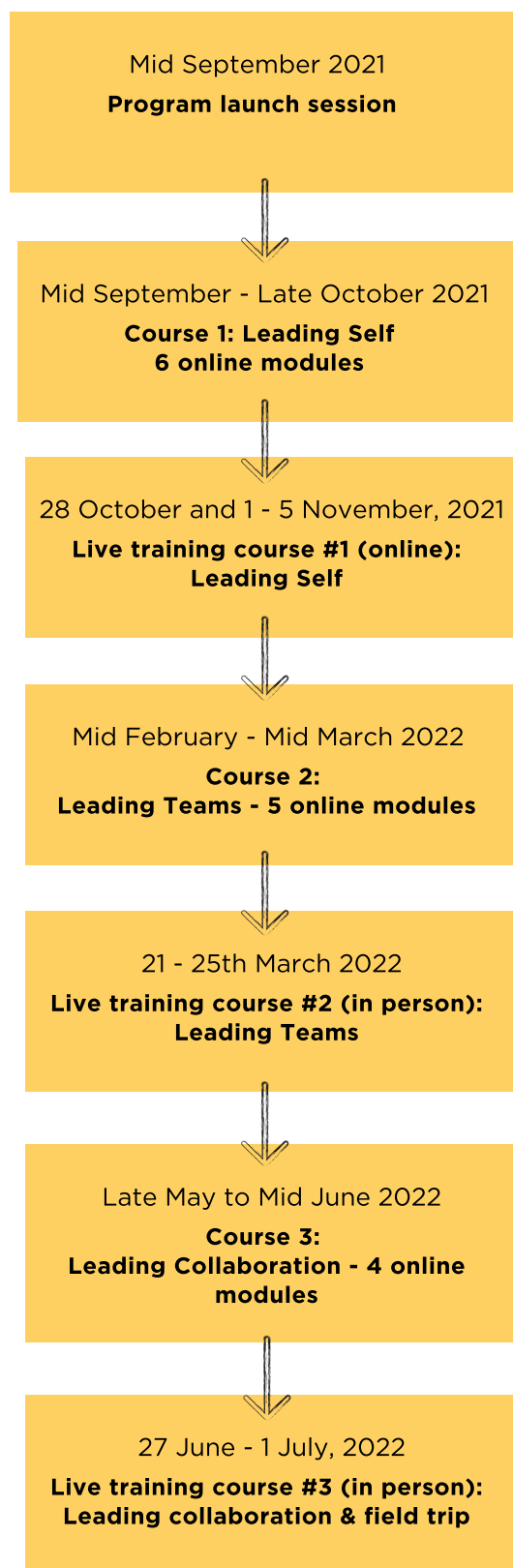
The overall design of the program is based on building and exercising leadership at three distinct, expanding, scales (as illustrated in the diagram below):

- Individual leadership: Strengthening individuals' personal skills and characteristics as leaders, developing self-awareness of personal preferences and tendencies, managing relationships, personal wellness.
- Organizational leadership: The program focuses on topics including managing for results; building, managing, and retaining teams; organizational strategy; communications and fundraising.
- Systems leadership: This is leadership that reaches beyond one's own organization to interact with the multiple actors critical to scaling up environmental work. This requires leadership that can bring together a range of stakeholders to achieve common goals. This is difficult, but essential to achieving the desired environmental protection goals.



ACLN Cohort 4 - Program Schedule

On September 20th we launched the fourth cohort of ACLN. This program consists of a series of self-led, online modules and three week-long workshops spread out over nine months ending in July 2022. Cohort members will also receive individual coaching after each workshop to help them progress on their personal leadership challenges and goals.



The Participants

The fourth cohort of ACLN is composed of 18 participants from 9 leading local organizations across East and Southern Africa. Two leaders from each organization have been invited to participate in ACLN to reinforce the efficiency and sustainability of the training. This approach also increases the chances of building a learning community rooted in trust that can grow and evolve over time. The cohort participants are:

ACADIR (Angola)



- António Chipita - Executive Director
- José Américo Filipe - Project Coordinator/Admin Manager

CLAWS (Botswana)



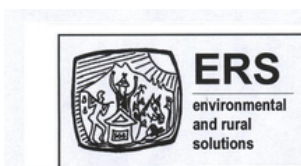
- Andrew Stein - Executive Director
- Dr Edwin Mudongo - Research Coordinator and Herder Training Program Manager

Conservation Through Public Health (Uganda)



- Gladys Kalema Zikusoka - Executive Director
- Richard Bagyenyi - Program Coordinator

Environmental Rural Solutions (South Africa)



- Nicky McLeod - Co-Director
- Tsoanelo Shota - Projects Coordinator

Landscape and Conservation Mentors Organisation (Tanzania)



- Jonathan Kwiyege - Executive Director
- Emmanuel Stephen - VIMA Manager

Niassa Carnivore Project (Mozambique)



- Agostinho Jorge - Conservation Director
- Benvindo Napuanha - Projects Coordinator

Tsavo Trust (Kenya)



- Richard Moller - Chief Executive Officer
- Joseph Kyalo - Pilot and Head of Monitoring

Wildlife Conservation Action (Zimbabwe)



- Moreangels Mbizah - Founder/Executive Director
- Simbarashe Pride Chatikobo - Wildlife & Habitat Conservation Manager

Zambia Carnivore Project (Zambia)



- Matt Becker - Executive Director
- Kachama Banda - Ecologist and Education Coordinator

Funding Request

In order to conduct the ACLN 4, we are seeking additional resources. The full budget for the course, with two week-long training sessions, is detailed below. Maliasili and TNC have committed resources to the course and we are seeking an additional US\$ 45, 000 to be able to complete the course as planned.

ACLN 4 Leadership Development Training budget

Expenses (USD \$)	TNC	Maliasili	TBD	Total
Personnel		45,000	6,900	51,900
Workshop 1: JHB venue (travel & accommodation)	46,000	0	0	46,000
Workshop 2: KAZA venue (travel & accommodation)	34,000	0	38,100	72,100
TOTAL	80,000	45,000	45,000	170,000

Per person cost (18 pax) - \$9,444

This provides for two in-person training sessions at a venue in KAZA & near Johannesburg.



I never thought I was the leader that I am. I only thought I was somewhere within the vehicle, I didn't know if I was driving or being driven.

Within two sessions, I realized my importance in the organization and why I really have to make use of myself for the betterment of our vision. The practical tools, techniques and models of planning are things we can carry and apply to managing meetings, staying focused, relating to others and thinking about strategy. The whole package is something that I feel we need as an organization.

-BUPE BANDA, National Administrator, Zambia National Community Resource Board Association



"ACLN has become this space for me where I come and engage with like-minded leaders in a free environment where I can ask questions that otherwise I would not get the ability to ask in any other forum."

-JOHN KAMANGA, Director, South Rift Association of Land Owners (SORALO)

"Everything I have learned, all the skills, all the tools, all the leadership qualities everything that we have done, I have been able to pass back to my team in Samburu, so the training has not just been impactful for me but has made a difference to a whole team in northern Kenya."

-SHIVANI BALLA, CEO, Ewaso Lions, Kenya

