

CPSG COURSE

Facilitating Species Conservation Planning Workshops for AZA Professionals

SPECIAL OPPORTUNITY

For leaders, advisors, committee members, and partners working with AZA SAFE or other species conservation programs, TAGs, or SSPs.



“AZA enlisted the IUCN/SSC Conservation Planning Specialist Group to provide this training to SAFE program leaders in the past and is grateful that IMLS funding will expand this partnership. The training fulfills priorities of AZA’s Wildlife Conservation and Professional Development committees, and will strengthen SAFE species programs and their impact on animals around the world.”

Shelly Grow,
Vice President Conservation and Science
Association of Zoos & Aquariums

LEARNING OUTCOMES

This is a foundational course in species conservation planning. By the end, participants will be able to:

- Apply the CPSG Species Conservation Planning Principles and Steps to the design and facilitation of planning processes involved in SAFE and other species conservation programs, TAGs and SSPs.
- Demonstrate the role of the facilitator in consensus-based decision making.
- Select facilitation tools to help groups solve problems, make decisions, and develop plans.
- Apply interpersonal skills to improve relationships and resolve conflicts.



James Danoff-Burg

"My training from CPSG...enabled me to quickly step into facilitating projects for two exceptionally different taxa. The tools and approaches were extremely helpful to ensure that everyone could participate, that all were able to comfortably express themselves, and that the best ideas were advanced and improved."

*Dr. James A. Danoff-Burg
 Vice President of Conservation The Living Desert*



"This training has been instrumental in how I facilitate meetings, help prioritize species conservation goals, and mediate potential conflict when multiple stakeholders with divergent skill sets are involved."

Dr Lisa Kelley

AZA's Vice-Chair of SAFE, Executive Director of the Saint Louis Zoo WildCare Institute.

INTRODUCTION

AZA member institutions have identified a need for training in conservation planning to support their commitments to species recovery in the wild, and their sustainable stewardship ex situ. The IUCN SSC Conservation Planning Specialist Group (CPSG) has been supporting zoos, aquariums and botanic gardens for more than 40 years to develop collaborative plans that contribute to these species-related goals.

With funding from the Institute of Museum and Library Services (IMLS), CPSG is offering **full scholarships to 300 AZA US member institution staff and 150 places for field partner staff** over the next three years for its highly successful ***Facilitating Species Conservation Planning Workshops online training course***.

This course leads participants through a series of planning principles and steps, providing facilitation and collaborative process design tips and tools to guide their implementation. The course equips participants with the skills and knowledge needed to guide plan development, build effective partnerships, and produce collaborative, implemented plans that benefit the species in the wild and in their care.

COURSE AIM

The training will support the development of more, and more effective, SAFE (and other) conservation plans and so improve the stewardship of species of concern.

CPSG's priority audience is SAFE program leaders and their colleagues across AZA institutions, and their partners within and beyond the US.

The training is also relevant to Animal Program leaders, TAG chairs, SSP coordinators, Education Advisors and Liaisons, and their colleagues, running other zoo, aquarium or botanic garden-related species management programs.

CORE COURSE FACULTY



JAMIE COPSEY

Is the Director of Training at CPSG. He has been working in the field of capacity building for species conservation for more than 20 years. He has extensive experience in the design and delivery of training programs for conservation professionals, from junior staff through to senior leadership. He regularly facilitates planning workshops and publishes on topics such as conservation management and leadership, as well as on more biologically-related themes.



PHIL MILLER

Joined the CPSG staff in 1994 and is now Director of Science: Single-species Planning for the organization. He specializes in developing and applying complex risk assessment methods to species conservation planning projects across a wide range of endangered species, and against diverse human socio-cultural backgrounds. Recently, he began working extensively with Federal and local authorities in North America to develop robust recovery plans for a variety of endangered species.



CAROLINE LEES

Joined the CPSG staff in 2011 and is now the Director of Science: Multi-species Planning. Before joining CPSG, she worked with zoos in Australasia to plan and coordinate the management of captive populations of threatened wildlife. Since joining CPSG, her primary focus has shifted to supporting planning for species conservation in situ, with a particular emphasis on cases where ex situ management plays a key role. She has contributed to the work of species recovery programs across Australia and New Zealand and is CPSG's Australasian Regional Resource Center convenor.

ADDITIONAL CONTRIBUTORS



CHRISTINA DEMBIEC

Christina Dembiec joined the CPSG staff in 2024 and is the Training Program Officer. As part of her role, she is responsible for the implementation of the IMLS grant which provides funding for this course for AZA program staff, and she provides coordination and administration for the course trainees. Christina has extensive experience working within the AZA community as well as expertise in leadership development, facilitation, and instructional design.

Species conservation planning experts from across the IUCN SSC and beyond will provide input to the course through recorded interviews, webinars and online discussions to help you broaden your exposure to conservation planning processes, tools, and facilitation skills.



"The online training ...allowed me to delve deeper...and has been a great asset in guiding me during my first marine conservation planning project. With how many imperiled marine species there are, it's a great skill to have to try and move the needle in a positive direction."

Katelyn Herman

Manager of Conservation Programs IUCN Center for Species Survival, Georgia Aquarium

This course, delivered through www.conservationtraining.org consists of pre- recorded lectures, reading, problem solving activities, 'live' webinars, and discussions.

COSTS

Participants selected as part of the IMLS-funded cohorts will receive a full scholarship. Scholarship priority will be given to SAFE program representatives and those individuals who can illustrate how the training will influence conservation planning in which they are involved. **We encourage SAFE program representatives to share course information with field partner organizations.** Additional places are available for relevant field partner staff. We welcome multiple applications from related program personnel (such as steering committee members, education and engagement personnel, etc.) for the same iteration of the course. If you would like to discuss this opportunity, or have other questions, please contact: christina@cpsg.org

COURSE DURATION

The course lasts for seven weeks and involves approximately 4-6 hours of work per week. All materials can be worked through in your own time, apart from the live webinars which will be scheduled each week. Recordings of the live webinars will be made available on the course website for those unable to attend synchronously.

The course will remain open for one month after the official end date, to allow for participants who may require more time to complete it.

COURSE DATES

The course is held multiple times a year.

CERTIFICATION

Participants successfully completing the course will receive a Certificate of Completion.



ADDITIONAL OPPORTUNITIES

For those completing this course, there will be the opportunity to join additional online training, and a select few will be considered for participation in CPSG's Mentorship Development Program for AZA professionals.

For more information about the mentoring opportunity, please contact: christina@cpsg.org

To apply for the course, please click [here](#).

Participant selection will take into account priority target groups (SAFE, TAG, SSP, and other species conservation programs), and an illustration of how the skills and knowledge developed will be put into practice to benefit species of AZA member institution concerns.

For further information, please contact:

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