



#### LIST OF PARTICIPANTS

- |                        |                               |
|------------------------|-------------------------------|
| Mr Muluken Abayneh     | Ms Laura Meinecke             |
| Ms Laura Theresa Hauck | Ms Jennifer Montoya Lopez     |
| Ms Janina Heinen       | Ms Joyce Mungure              |
| Ms Barbara Hendus      | Ms Tinh Nguyen Thi            |
| Ms Nina Hennings       | Ms Zsófia Puskás              |
| Ms Claudia Hermes      | Ms Lalatiana Randriamiharisoa |
| Ms Daphné Houiller     | Ms Lucie Scheelen             |
| Mr Kevin Ibanez        | Mr Nico Schenck               |
| Ms Janika Kerner       | Mr Dominik Schwab             |
| Ms Janina Klug         | Mr Alexander Seliger          |
| Ms Anna Küchler        | Mr Philipp Vögele             |
| Ms Aninha Lassen       | Ms Siyu Wang                  |
| Ms Barbora Lepková     | Ms Annkatrin Johanna Weber    |
| Ms Kim Lisa Marcus     | Ms Lynne Werner               |
| Ms Leonie Meder        | Ms Friederike Svenja Zenth    |

# FRANKFURT ON CONSERVATION PROJECT MANAGEMENT SPRING SCHOOL

## Programme



- 03 Editorial
- 04 Practical information
- 06 What to expect
- 10 Programme schedule
- 18 Introduction to the Frankfurt Spring School team
- 32 List of participants

*Dear participants*

**Getting you ready  
for future conservation  
challenges**

*A warm welcome to this year's Frankfurt Spring School on Conservation Project Management – a course unique to Germany for gaining the knowledge and skills which are the basis to becoming a professional project manager. After the great success of the first Spring School in 2017, we, a partnership of seven organisations linked to practical conservation, science and research or general management run and offer this course for the second time.*

*During the coming four weeks, experienced trainers and facilitators, most of them with a background in conservation, will provide you with knowledge, skills and practical experience required in the day-to-day conservation project management work.*

*This brochure serves as a guide and informs you about practical information, the detailed programme schedule including the content and objectives of each module/week as well as an introduction to the Frankfurt Spring School team of trainers and facilitators. They are professionals and practitioners of either conservation related organisations or institutions, private trainers with a background from the conservation scene and also from the Goethe University Frankfurt am Main or a variety of other institutions.*

*We hope you will enjoy the Spring School! We are already excited and very much looking forward to a wonderful four-weeks course with you!*

With support from

Gutes vermögen.  
**METZLER**  
Stiftung

 **FREUNDE**  
DER UNIVERSITÄT

Responsible for the content

*Michael Brombacher,  
Frankfurt Zoological Society*

Photos

*Jeldrik Schröer, Daniel Rosengren,  
Norbert Guthier*

Design

*atelier himmelbraun, Frankfurt*

*printed on 100% recycled paper*

**PRACTICAL INFORMATION**

Most of the modules will take place at the Goethe University Frankfurt:

**Location**

**Biologicum Uni-Campus Riedberg**  
Goethe-Universität Frankfurt am Main  
Max-von-Laue-Straße 13  
60438 Frankfurt am Main

**Rooms**

(all located in the basement)

**Hörsaal 2** (room -1.203, wing B)  
**Seminarraum 2** (room -1.301, wing C)

**Directions to the  
Goethe University Campus  
Riedberg**

**From Central Station by S- and U-Bahn:** From central station by S-Bahn to Frankfurt Hauptwache. From Hauptwache please take the U-Bahn U8 in direction to Riedberg. Please get off at Uni Campus Riedberg, which will take about 30 minutes. Ticket € 2,90. Please start your walk against the direction of travel. See map →

**From airport by S- und U-Bahn:** Please take a S-Bahn to the station Frankfurt Hauptwache. Afterwards, please follow the description above. The travel time will take about 45 minutes. Ticket € 4,65.

**From Central Station by taxi:** about 20 min, price about € 25,00.

Information on the public transport system is available on [www.rmv.de/en](http://www.rmv.de/en)

**Contact persons****Prof. Dr. Meike Piepenbring**

(overall lead on behalf of the Goethe University)  
Office: +49 (0) 69 79 84 22 22 / Mobile: +49 (0) 162 57 03 456

**Ms Ronja Brockhage**

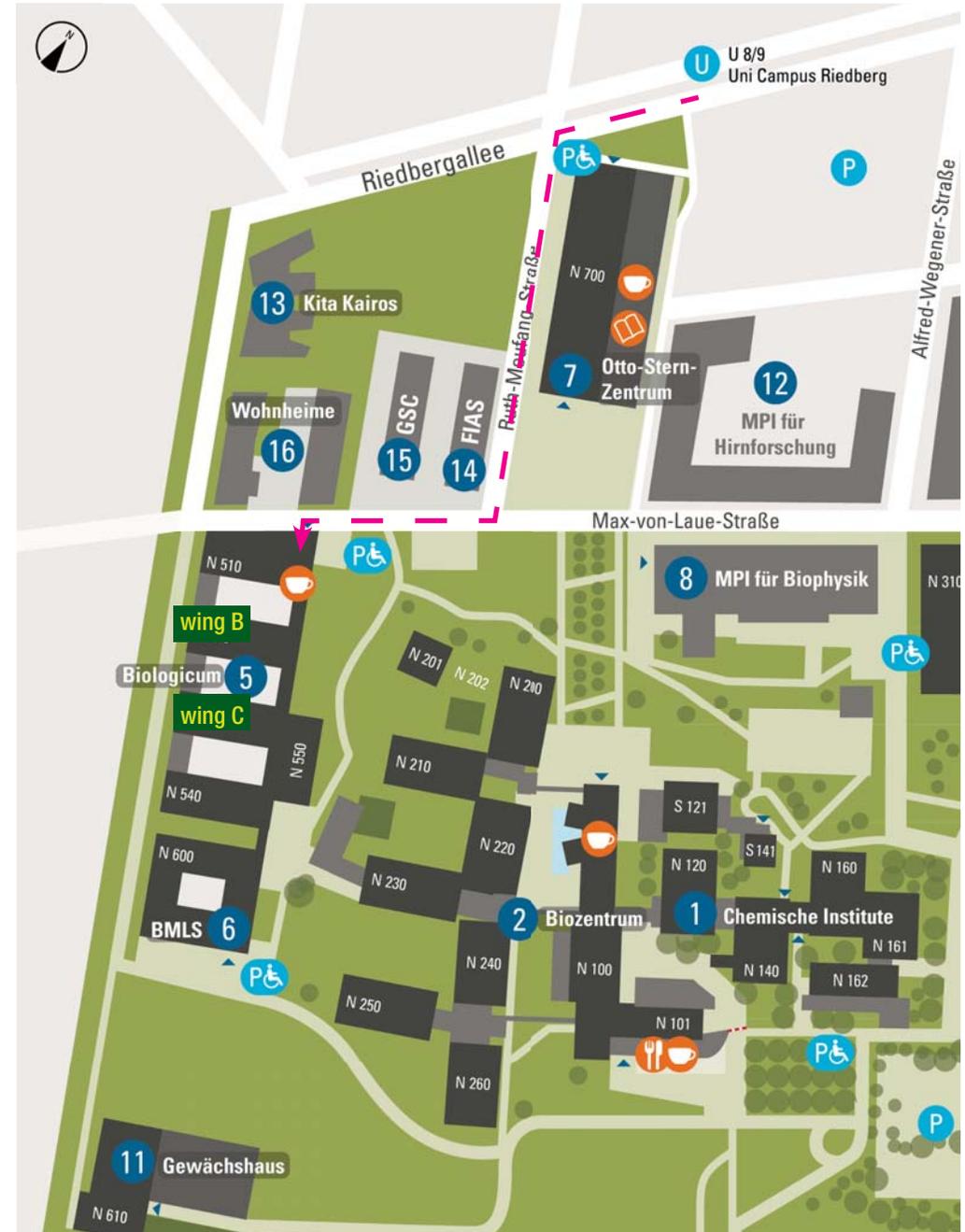
(organisational and logistical matters on behalf of the Goethe University)  
Mobile: +49 (0) 152 24 80 47 75

**Mr Michael Brombacher**

(overall coordination of the course, Frankfurt Zoological Society)  
Office: +49 (0) 69 94 34 46 33 / Mobile: +49 (0) 172 59 26 424

**Ms Pia Puljanic**

(coordination of the scholarship programme of KfW Foundation)  
Office: +49 (0) 69 74 31 39 96 / Mobile: +49 (0) 171 27 53 923





## WHAT TO EXPECT

The Frankfurt Spring School comprises many different modules on project management within the field of conservation. It provides you all the necessary skills to be a successful and professional future manager and leader of conservation projects.

The main teaching modules are:

- **Project management** (how to plan a project through log frame development, proposal writing, fundraising, reporting, monitoring & evaluation)
- **Human resources & personnel management** (overall staff management principles, leadership, recruitment, performance management, conflict mediation)
- **Financial management** (financial administration, accounting, how to read a balance sheet)
- **Performance skills** (workshop facilitation, time- and self-management)
- **Communications and PR** (principles and element of good communication and public awareness in relation to your project)
- **Organizational development** (strategic and operational planning and why this is important)

In addition to these modules, research teachers from Goethe University will present findings from their applied biological research and studies. An excursion to the Kellerwald National Park will provide a first-hand experience of wilderness conservation.

**As well as the technical input provided, there is enough time to get to know and learn from each other.**

Six participants of the Spring School are part of the fellowship programme of the KfW Foundation. They come from overseas (Africa, South East Asia and South America) and will prepare a specific project proposal (later to be potentially funded by the KfW Foundation). They will present the stages of the project development to all participants for discussion and reflection of the lessons learnt from the modules.

**WEEK 1**

The first week of the Frankfurt Spring School begins with an introduction and get-together sessions. From Tuesday onwards, you can expect a very hands-on workshop on project planning and management – based on the logical frameworks approach. Further, budgeting, reporting and finance management as well as proposal writing and fundraising will be dealt with as part of this long but important module.

**At the end of the first week, you will know:**

- How to identify the real issue/problem you need to solve in a conservation project
- How to develop a targeted list of activities you need to pursue to have the right impact in a conservation project
- How to structure this list and how to transfer this into a project proposal
- How to develop a budget using your logframe as a basis
- How to use the project logframe to plan your work and use it to evaluate success of your project (Monitoring and Evaluation)
- What are the principles of good project management

**WEEK 2**

In the second week, you will get to know other methods and approaches of project planning and management. These sessions will be followed by an introduction to the KfW Development Bank – the world's largest financier of protected areas and partner to the Spring School- and several modules on human resources management including line management and recruitment procedures. In between, six scholars of the KfW Foundation's fellowship programme will provide insights into the conservation projects which they develop as part of the Spring School. One whole day will be dedicated to a series of lectures on latest applied nature conservation research. The week ends with a module on time-, self- and conflict-management – all among the crucial skills needed to be a professional project manager.

**At the end of the second week, you will know:**

- Which other/alternative project planning methods are used
- What KfW and its global role in conservation is about
- How important various elements of human resources and team management are
- How recruitment functions in the conservation sector
- How to better organize yourself
- How to deal with conflicts and how to solve them in a team context

**WEEK 3**

Theory and practical sessions on financial management and reporting are the main focus in the third week. If you want to work in international project context, the module on intercultural competence will provide you the needed knowledge and skills. The excursion to a German National Park will be one of the many highlights during the Frankfurt Spring School. On the last day of the third week, you will learn how to make a meeting or workshop “work” for you.

**At the end of the third week, you will know:**

- What the important elements of your project's or organizational financial management are
- How financial reporting functions
- How to read a balance sheet
- How you deal with corruption in the project context
- Were you need to be careful with public donors when it comes to financial reporting and management matters
- How a German National Park functions and how important wilderness is
- How to facilitate a workshop so that you get out of it what you want

**WEEK 4**

The last week of the Frankfurt Spring School will cover modules on public relations and communications as well as on organizational development. In order to get ready for the final exam on Thursday, you get one day off for preparation. On the last day you will get to know how to match entrepreneurial activities and nature conservation management in the real practical context, before the Frankfurt Spring School will come to an end. The closing event will take place in Frankfurt Zoo – while watching gorillas ... or while they watch you!

**At the end of the fourth week, you will know:**

- Why you need good project communication and why
- What elements of good project communication are and how you develop and apply them
- How to develop a strategy for your organization and why this is very important to have
- What are the steps of strategy development
- How you apply all your newly learnt skills in a large scale practical conservation project.

## WEEK 1

Monday, 19 <sup>th</sup> February		Lead/Facilitator/Speaker	Institution
09:00–12:00 GU Biologium Hörsaal 2 (-1.203)	<b>Kick-off meeting</b>		
09:00–9:20	Presentation of the Frankfurt Spring School (GU: FB 15)	Prof. Dr. Meike Piepenbring	GU: FB 15
09:20–9:25	Welcoming speech from the Faculty of Biosciences at GU	Prof. Dr. Ernst Stelzer	GU: FB 15
09:25–9:30	Presentation KfW	Uwe Klug	KfW
09:30–9:35	Presentation KPMG	Dennis Hillemann	KPMG
09:35–9:40	Presentation	Joachim Gottschalk	WWF
09:40–10:30	Coffee Break		
10:30–11:45	Key-note speech FZS	Christof Schenck	FZS
13:00–15:00 GU Biologium Seminarraum 2 (-1.301)	<b>Get-together</b> Getting together as a team Introduction to the programme	GU Michael Brombacher	GU + participants
15:30–18:30	<b>Get-together and introduction into Frankfurt</b> Guided tour through the city of Frankfurt and all participating institutions	GU	GU + participants
18:30 Premises of KfW, Foyer Haupthaus, Eingang von der Palmengartenstraße 5–9	<b>Short presentation about KfW Foundation</b> Evening event with all participating institutions Hosted by the KfW Foundation*	Dr. Bernd Siegfried	KfW Foundation KfW, GU, BioFrankfurt, FZS, WWF, KPMG
Tuesday, 20 <sup>th</sup> February		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–17:45 GU Biologium Seminarraum 2 (-1.301)	<b>Project planning and management</b> Project planning methods & tools (here: logical frameworks)	Martin Davies Nick Folkard	external facilitator

Wednesday, 21 <sup>st</sup> February		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–16:00 GU Biologium Seminarraum 2 (-1.301)	<b>Project planning and management</b> Project planning methods & tools (here: logical frameworks)	Martin Davies Nick Folkard	external facilitators
Thursday, 22 <sup>nd</sup> February		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–17:45 GU Biologium Seminarraum 2 (-1.301)	<b>Project planning and management</b> Project planning methods & tools (here: logical frameworks)	Martin Davies Nick Folkard	external facilitators
Friday, 23 <sup>rd</sup> February		Lead/Facilitator/Speaker	Institution
09:00–12:00 GU Biologium Seminarraum 2 (-1.301)	<b>Budgeting, reporting and finance management</b> Budget planning for a conservation project	Martin Davies Nick Folkard	external facilitators
13:00–16:00 GU Biologium Seminarraum 2 (-1.301)	<b>Proposal writing and fundraising</b> General introduction into proposal writing and third party fundraising, how to write a good funding application, practical session about proposal writing	Martin Davies Nick Folkard	external facilitators

## WEEK 2

Monday, 26 <sup>th</sup> February		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Project planning and management – other methods and approaches</b> Open Conservation Standards	Katjuscha Dörfel Katharina Schmidt	WWF Germany
13:00 – 16:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Project planning and management – other methods and approaches</b> Theory of Change – what is this?	Katjuscha Dörfel Katharina Schmidt	WWF Germany
16:30 – 18:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Transfer projects potentially funded by KfW Foundation – presentations</b> Scholars of KfW Foundation – first presentation of their project proposal drafts	Dr. Tobias Garstecki	KfW Foundation (external facilitator)
Tuesday, 27 <sup>th</sup> February		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 KfW	<b>Human resources in the project context</b> General introduction to human resources (main principles, roles and constellations of contracts in the project context, recruitment, line management etc.)	Uwe Klug Claudia Volk	KfW
13:00 – 16:00 KfW	<b>KfW – a key player in international conservation</b> Excursion to KfW, introduction to the KfW Development Bank and conservation projects funded through KfW	Uwe Klug	KfW
16:30 – 18:00 KfW	<b>Transfer projects potentially funded by KfW Foundation – presentations</b> Scholars of KfW Foundation – first presentation of their project proposal drafts	Dr. Tobias Garstecki	KfW Foundation (external facilitator)
Wednesday, 28 <sup>th</sup> February		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Social styles</b> A leading model to improve leadership, communication and management performance	Alina Vennekötter, Laura Katharina Knuppertz	KPMG
13:00 – 16:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Recruitment, job interviews and what is important about it?</b> Theory and practical sessions	Michael Brombacher	FZS

Thursday, 1 <sup>st</sup> March		Lead/Facilitator/Speaker	Institution
9:00 – 17:00 GU Biologikum Hörsaal 2 (-1.203)	<b>Lecture series on nature conservation research</b>	Prof. Dr. Meike Piepenbring	GU
09:00 – 9:50	<b>Lecture</b> Human populations in the past and the present and their effects on biodiversity	Prof. Dr. Bruno Streit	GU
10:00 – 10:50	<b>Lecture</b> Is pollination at risk? Current threats to and conservation of bees and insects	Prof. Dr. Bernd Grünewald	GU
11:00 – 11:50	<b>Lecture</b> Habitat mapping Frankfurt/Main – Biodiversity monitoring as a basis for urban development and nature conservation	Prof. Dr. Georg Zizka	GU
12:00 – 12:50	<b>Lecture</b> Conquering the world – Fungi as global players	Mag. pharm. Hermine Lotz-Winter	GU
14:00 – 14:50	<b>Lecture</b> Fungi and nature conservation in the tropics	Prof. Dr. Meike Piepenbring	GU
15:00 – 15:50	<b>Lecture</b> Herpetological research in Latin America: taxonomy, monitoring and conservation	Prof. Dr. Gunther Köhler	GU
16:00 – 16:50	<b>Lecture</b> Animal movements: From individual behaviors to biodiversity conservation	Prof. Dr. Thomas Müller	GU
Friday, 2 <sup>nd</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Project management and soft skills</b> Time management and self-management	Rob Thompson	GU (external facilitator)
13:00 – 16:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Project management and soft skills</b> Conflict management	Rob Thompson	GU (external facilitator)

## WEEK 3

Monday, 5 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 FZS Bernhard-Grzimek-Allee 1 1 <sup>st</sup> Floor	<b>Financial management and reporting</b> Excursion to the finance department of Frankfurt Zoological Society Finances in a non-profit organization - duties and responsibilities (structure, stakeholder, rules and regulations, income and expenditures)	Florian Becker-Gitschel	FZS
13:00 – 16:00 FZS Bernhard-Grzimek-Allee 1 1 <sup>st</sup> Floor	<b>Financial management and reporting</b> Procurement, control systems, corruption Practical Session/Workshop: Project expenditure report Foreign Exchange rates/currency management Practical Session/Workshop: Workshop FX rates	Florian Becker-Gitschel	FZS

Tuesday, 6 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 11:45 FZS Bernhard-Grzimek-Allee 1 1 <sup>st</sup> Floor	<b>Financial management and reporting</b> How to read a Balance Sheet, basic financial key figures, financial risk planning Practical session/Workshop: Balance Sheet“	Florian Becker-Gitschel	FZS
13:15 – 16:00 GU Biologicum Seminarraum 2 (-1.301)	<b>Financial management and reporting</b> Public funds for conservation projects – legal, financial and practical aspects and lessons learnt	Dennis Hillemann	KPMG

Wednesday, 7 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 16:00 GU Biologicum Seminarraum 2 (-1.301)	<b>Intercultural competence</b> Living and working in an international project context – intercultural competences (Africa, South-East Asia, South America, Eastern Europe)	Prof. Dr. Christian Schuchardt Michael Brombacher	Hochschule Bremen FZS

Thursday, 8 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
7:45 – 19:00 Treffpunkt: GU Biologicum	<b>Excursion to Kellenwald-Edersee National Park</b> Non-intervention management versus conservation management, environmental communication, tourism in a national park	Manuel Schweißer Kirstin Ulrichs	GU (logistics) FZS (technical input)
Friday, 9 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 16:00 GU Biologicum Seminarraum 2 (-1.301)	<b>Workshop facilitation – how to make a workshop “work“</b> How to manage a group process, how to facilitate discussions and keep them on track, how to ensure broad participation, how to arrange the follow up of a workshop	Dr. Barbara da Costa Pinto Oliveira	external facilitator

## WEEK 4

Monday, 12 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 16:00 GU Biologikum Seminarraum 2 (-1.301)	<b>PR and communications in a project context</b> What does a communication strategy look like? Why do I need it? Who is my target audience? When do I need a crisis communication plan? Using social media in the project context? Why we should think about a crisis communication plan. Dos and Don'ts for journalist interviews. Practical exercise: the interview situation	Dagmar Andres-Brümmer	FZS
Tuesday, 13 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 16:00 GU Biologikum Seminarraum 2 (-1.301)	<b>Organisational development and strategies</b> What is an organisational strategy, how do you develop it and why is it good to have one?	Anne Harley	external facilitator
Wednesday, 14 <sup>th</sup> March			
	Day off / preparation for exam		
Thursday, 15 <sup>th</sup> March			
10:00 – 12:00 GU Biologikum Hörsaal 2 (-1.203)	Final exam		

Friday, 16 <sup>th</sup> March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 16:00 GU Biologikum, Seminarraum 2 (-1.301)	<b>Integration of social entrepreneurship in modern nature conservation management</b> Matching entrepreneurial activities and park management	Andrew Zaloumis	external facilitator
16:15 - 18:00 GU Biologikum Seminarraum 2 (-1.301)	Overall evaluation	Michael Brombacher	FZS
19:00 - 21:00 FZS Bernhard-Grzimek-Allee 1 Borgori Wald	Closing event Hosted by FZS	Michael Brombacher	FZS

Facilitator

**Dagmar Andres-Brümmer***Head of Communications, Frankfurt Zoological Society*

Dagmar Andres-Brümmer studied biology at Mainz University with a focus on zoology. Following a trainee position at the Stuttgart Museum of Natural History, she has been active in the field of communicating science and biological issues to a wider audience. Since 2001, Dagmar Andres-Brümmer has been in charge of the communications department of Frankfurt Zoological Society.

Facilitator

**Florian Becker-Gitschel***Head of Finance, Frankfurt Zoological Society*

Florian Becker-Gitschel has a degree in business management from Justus Liebig University, Gießen. He is certified as a European Financial Analyst (CEFA), International Investment Analyst (CIIA) and an executor of legacies.

Since 2011 he has been Head of Finance at Frankfurt Zoological Society (FZS). Additionally, he administrates the main supporting foundation of FZS, "Stiftung Hilfe für die bedrohte Tierwelt", as well as other independent foundations, trust foundations and trust funds. Before joining FZS, Florian Becker-Gitschel worked as a management consultant in the field of financial treasury and controlling for German DAX companies, and as an investment consultant for institutional clients and high-net-worth individuals for about a decade.

**Michael Brombacher***Head of Europe Department, Frankfurt Zoological Society*

Michael Brombacher graduated with a degree in geocology from Potsdam University. He is a qualified project manager with more than 15 years of work experience in the field of nature conservation, mainly in Germany, Ukraine, Belarus and Central Asia. Today, Michael Brombacher is the Head of Europe Department at Frankfurt Zoological Society. He focuses on safeguarding large-scale wilderness areas in temperate regions of Europe. Furthermore, he is actively involved in the design and development of several training programmes for young conservationists and he has been a trainer with the Klaus-Töpfer-Fellowship Programme.

Facilitator

**Dr. Barbara da Costa Pinto Oliveira***Executive Director – The Collab and Ecosynergy, São Paulo, Brazil*

Dr. Barbara Oliveira is a process designer, trainer, facilitator, mediator, change agent, strategic negotiator and host of meaningful conversations. Throughout her career, Barbara built capacity and fostered collaborative decision making among more than 2000 leaders worldwide on issues of climate change, biodiversity, sustainable agriculture and forestry, clean energy futures, sustainable mining and company community relations. Barbara is a renowned expert in achieving results in complex environments, using systemic approaches such as the Art of Hosting, Integral Facilitation, Deep Democracy and the Thinking Environment, and Mutual Gains negotiations/mediation. She co-founded the Collaboration Laboratory and founded Ecosynergy – Facilitation and Capacity Building for Sustainability to promote organizational and systems transformation through dialogue and dialogical leadership with NGOs, businesses, government agencies, the UN system, and academia. Having trained as a lawyer, Barbara has a BA, LLM and PhD in Law and an MBA in Responsible Leadership.

Facilitator



Facilitator

**Martin Davies***Director, Parides Ecological and Training Consultancy Ltd*

Martin Davies worked for RSPB (the BirdLife Partner organisation in the UK) for over 35 years, initially in Regional Offices, then in their International Division. He took early retirement in 2010, but prior to that led the RSPB's International Funding Unit for many years, raising income from international sources to support projects within RSPB and throughout the BirdLife Partnership. He is an acknowledged expert in logical frameworks. He particularly enjoys the process of helping people in conservation to formulate coherent, well-focused project plans, so that they can secure the necessary funding and put their plans into action. Martin Davies is a co-founder of the Birdfair in the UK. Based in Cambridgeshire, he now runs his own small company, specialised in project planning, workshop facilitation, training, events, lectures and surveys for the conservation movement. He is a zoologist by training, a keen all-round naturalist, great traveler and photographer. After his children, butterflies are his second love, he travels the world in search of them (the butterflies that is)!

Facilitator

**Katjuscha Dörfel***Programme Officer Policy and Public Sector Partnerships, WWF Germany*

In her current position as Officer for Policy and Public Sector Partnership at WWF Germany, Katjuscha Dörfel is in charge of developing and coordinating grant applications for public funding programmes as well as engaging with key public donors and partners such as ministries, federal implementing agencies and foundations. Her responsibilities include supporting project development, facilitating workshops and assuring quality standards for proposals and strategies, guided by WWF Standards of Conservation Project and Programme Management. Before joining WWF in 2014, Katjuscha Dörfel worked for NABU for five years where she gained substantial knowledge on international conservation policies with a focus on climate and biodiversity protection. At NABU, she was responsible for the acquisition and management of forest protection projects in Indonesia. She holds a master's degree in History and North American Studies.

**Nick Folkard***Head of Project Development and Support Unit, Royal Society for the Protection of Birds*

Nick Folkard holds a BSc Hons degree in Biology and a MSc by Research degree in Ecology. He has worked for the Royal Society for the Protection of Birds in the UK since 2003, and now heads the Project Development and Support Unit within the Society's Global Conservation Directorate. His responsibilities include project planning, fundraising and capacity-building, and he works both in the UK and internationally.

Facilitator

**Dr. Tobias Garstecki***Freelance consultant, trainer & facilitator*

Dr. Tobias Garstecki is an independent consultant, trainer and facilitator, a member of Conservation Coaches Network Europe and of IUCN WCPA. He assisted the International Academy for Nature Conservation of the German Federal Agency for Nature Conservation during the design of the Klaus Töpfer Fellowship Programme, a training programme for emerging nature conservation leaders from Central and Eastern Europe, the Caucasus and Central Asia, and facilitates the training modules of this programme. Dr. Garstecki also works as a freelance consultant for biodiversity conservation and natural resources management in the EECCA region. He has designed and implemented projects for international organisations (e.g. IUCN, UNDP, UNEP) and GIZ. Before this, he coordinated the development of an IUCN Programme for the Southern Caucasus as a CIM Integrated Expert. He holds a Diploma in Biology from Freie Universität Berlin and a PhD in Zoology from the University of Cologne.

Facilitator



Facilitator

**Joachim Gottschalk***Director Policy and Public Sector Partnerships,  
WWF Germany, WWF Frankfurt Office*

Joachim Gottschalk studied political science and economic geography at Hamburg University, London School of Economics and Kings College London and holds a degree in political science. After his post-graduate training at the German Development Institute he worked in international development cooperation from 1987 to 1996, partly in Indonesia, Thailand and India, focusing on socio-economic and political issues. He joined WWF Germany in 1996 and established the cooperation with public institutions. He has been director policy and public sector partnerships since 2004. The department is in charge of organizing the strategic cooperation with public sector partners – including major foundations – on regional, national, European and international levels. A central element of this work is mobilising public funds for national and international programmes/projects of WWF Germany and the global WWF Network.

Facilitator

**Anne Harley***Voluntary Consultant*

Anne Harley qualified as a social worker and worked with children and families before moving into staff training. She joined RSPB (The BirdLife Partner in the UK) in 1989 to take the lead on staff training and organisational development, a post she held for six years. After a short period as head of Environmental Education, Anne was appointed as Director of Human Resources at RSPB. Besides carrying responsibility for all staffing matters, Anne participated in strategic planning exercises and developed knowledge and skills in the governance of NGOs. After retiring from full-time work, Anne wrote a booklet on Governance for BirdLife Partners and has worked with many NGOs in the UK, Europe and worldwide.

**Dennis Hillemann***Senior Manager at KPMG Law Rechtsanwalts-gesellschaft mbH,  
German attorney-at-Law*

Since graduating in 2006 after passing both German legal bar exams, Dennis Hillemann has been working as attorney-at-law. His main fields of expertise are German and European science law and the law of public funding, where he has gained deep insights into funding mechanisms and best practice procedures.

Facilitator

**Uwe Klug***Principal Economist Biodiversity, KfW Development Bank*

Uwe Klug studied political sciences and geography. For over 25 years, he has been working in nature conservation and development cooperation mainly in West, Central and East Africa, both for governmental and non-governmental organizations. He also works as an independent consultant. In 2009, he joined KfW Development Bank as a Senior Project Manager with a focus on natural resource management, biodiversity conservation and conservation finance. He served as a board member of various African conservation trust funds. Since 2017 he has held the position of a principal economist for biodiversity.

Facilitator



Facilitator

**Laura Katharina Knuppertz***Learning & Development Specialist,  
KPMG Law Rechtsanwaltsgesellschaft mbH*

Laura Katharina Knuppertz holds a degree in business psychology from the University of Vienna. As a member of the KPMG business unit "Learning and Development" she is responsible for strategic human resources development, project management and the conception and implementation of innovative workshop and training formats.

Facilitator

**Dr. Christof Schenck***Executive Director, Frankfurt Zoological Society*

After graduating in biology at Freiburg University in 1988, Dr. Christof Schenck worked as a free-lancer for Munich Wildlife Society in various scientific and conservation projects. In 1990, he got involved with FZS for the first time in the framework of his PhD thesis in biology/zoology (Ludwig Maximilian University Munich). Together with his wife, he launched the Giant Otter Project in Peru. Until 1995, they worked together in very remote areas of the Manu and Madre de Dios watershed. Following this period of intensive field work, Dr. Christof Schenck started to work as scientific assistant to Dr. Richard Faust, who was FZS president at that time. By the end of 2000, he assumed the management of FZS. In 2001, the foundation "Help for Threatened Wildlife" was established, for which he also acts as executive director. Dr. Christof Schenck oversees the multifaceted conservation programme of FZS in 18 countries, constantly shaping FZS and its strategic approach, and facilitating organisational growth.

**Katharina Schmidt***Programme Officer Policy and Public Sector Partnerships,  
WWF Germany*

As Officer for Policy and Public Sector Partnership at WWF Germany, Katharina Schmidt is in charge of developing and coordinating grant applications for public funding programmes as well as engaging with key public-sector donors and partners like ministries, federal implementing agencies and foundations. Her responsibilities comprise project design and development, facilitating workshops and assuring quality standards for proposals and strategies. Before joining WWF in 2016, Katharina Schmidt worked for the United Nations Environment Programme (UNEP) in Geneva as research fellow and consultant as well as for Civic Consulting in Berlin as a project manager. She holds a master's degree in environmental governance, a B.A. in political science and a B.Sc. in economics.

Facilitator

**Prof. Dr. Christian Schuchardt***Senior Professor at HS Bremen: Vice Dean IGC International  
Graduate Center, Board Member ZIM Zentrum für Inter-  
kulturelles Management*

Prof. Christian Schuchardt graduated in 1987 from a combined engineering and management programme at TU Berlin and UBC Vancouver, Canada. In 1994 he completed a PhD on German-Chinese Joint Ventures with a major emphasis on intercultural issues. Since then, he conducted research and provided consulting and training in the fields of international marketing, management and intercultural communication in China, Asia, Eastern Europe, Africa and the Arab world. He has published a variety of articles and books related to these topics, for example intercultural training manuals for Berlitz Business Seminars Germany. Since 1996, he has been holding a professorship with HS Bremen. He is frequently involved in providing consulting and training for private and public institutions within and outside of Europe.

Facilitator



Facilitator

**Manuel Schweiger***Wilderness Coordinator, Frankfurt Zoological Society,  
Europe Department*

Manuel Schweiger graduated in landscape ecology and planning at Munich Technical University in 2007. Subsequently, he worked for a nature conservation consultancy. Since 2014, he has been the Wilderness Coordinator in the Europe Department of FZS. He supervises FZS projects in Germany, supports interest groups aiming at establishing wilderness areas (esp. national parks), and coordinates NGO activities in wilderness projects and helps to streamline their communication. Manuel Schweiger also supports wilderness research and monitoring (e.g. in the scientific board of the natural forests academy in Lübeck/Berlin). As a member of the Wilderness Working Group of Wild Europe Initiative, he is an expert for criteria and quality standards for wilderness in Germany as well as in all of Europe.

Facilitator

**Rob Thompson***Workshop Trainer*

Rob Thompson has worked both in the industry and with research scientists. He has gained experience in helping groups to improve their soft skills for more than 15 years. His multidisciplinary experience means he is well-placed to bring the most appropriate practices to the scientific arena. By combining his extensive knowledge of effective techniques with his experience in training and leading groups, Rob gives workshops to help scientists boost their productivity through optimising their working practices, interpersonal communication and relationships.

**Alina Vennekötter***Learning & Development Specialist,  
KPMG Law Rechtsanwaltsgesellschaft mbH*

Alina Vennekötter studied psychology and business psychology at the universities of Osnabrück and Mannheim. She is a member of the KPMG business unit "Learning and Development". Besides strategic human resources development she is responsible for the conception and implementation of innovative workshop and training formats.

Facilitator

**Claudia Volk***Senior Expert, KfW Development Bank*

Claudia Volk graduated with a degree in business sciences, with a focus on human resources (HR). She has built years of experience as a HR professional and coach in the areas of HR development and management. General principles & procedures regarding financial cooperation, training & enabling, professional orientation & career planning, application processes & job interviews, communication, and coaching form Claudia Volk's diverse repertoire of fields of competency. Her main tasks at KfW include creating training concepts, facilitating workshops and training, internal consulting in matters of principles & procedures of financial cooperation.

Facilitator



Facilitator

**Andrew Zaloumis***Founder and previous CEO iSimangaliso Wetland Park Authority, South Africa*

Andrew Zaloumis is the founder and previous CEO of the iSimangaliso Wetland Park Authority. Under his leadership, the 330,000-hectare iSimangaliso Wetland Park was proclaimed and listed as South Africa's first UNESCO World Heritage site. His work has resulted in the re-wilding and economic turnaround of the park with meaningful empowerment and benefits to local communities as well as more sustainable conservation practices. He previously managed the development of the Lubombo Spatial Development Initiative, a transfrontier conservation area initiative across three African nations. He holds degrees in economics as well as town and regional planning, and he is currently completing a master's degree in sustainability leadership at Cambridge University. He is a recipient of several conservation awards, including the 2015 WWF Living Planet Award and the KfW-Bernhard-Grzimek-Preis 2017.

Lecturer

**Prof. Dr. Bernd Grünewald***Professor, Institute of Cell Biology and Neuroscience; Goethe-University; Head of the Honeybee Research Center Oberursel of the Polytechnische Gesellschaft*

Prof. Bernd Grünewald studied biology at the University of Regensburg. In 1995, he completed his PhD thesis on the role of feedback neurons in honeybee odor-learning at the Freie Universität (FU) Berlin. With a postdoctoral fellowship from the German Research Foundation (DFG) he studied hormonal control of ionic currents in hawkmoths at the University of Arizona in Tucson, USA. Back in Germany, he established his own research group at FU Berlin in 1997. In 2005, he received his habilitation in zoology. Three years later, he was appointed endowed professor of neurobiology at the Department of Biosciences of Goethe University Frankfurt, funded by Polytechnische Gesellschaft. Since then, he has also been head of the Oberursel Bee Research Institute. In his group, he combines beekeeping practise with applied and basic research. Studies on insecticides bridge the gap between neurophysiological mechanisms and the risks posed by intensive agriculture.

**Prof. Dr. Gunther Köhler***APL Professor, Institute of Ecology, Evolution and Diversity, Goethe University Frankfurt  
Curator of Herpetology, Senckenberg Forschungsinstitut und Naturmuseum Frankfurt*

Prof. Gunther Köhler holds a degree in veterinary medicine (German state examination) from Gießen University, Germany. In 1995, he received a doctoral degree from Goethe University Frankfurt. Since then, he has been Curator of Herpetology at the Senckenberg Research Institute in Frankfurt. Since 2017, he has also been holding an APL professor at Goethe University. His main research interest is the neotropical herpetofauna. For more than three decades he has conducted field studies in Central and South America, Mexico, and, more recently, in the Antilles. To date, Prof. Köhler has authored or co-authored 27 books and 218 research papers on amphibians and reptiles.

**Hermine Lotz-Winter***Ph.D. student in the group of Prof. Dr. Meike Piepenbring, Goethe University Frankfurt*

Hermine Lotz-Winter received a Magister diploma in Pharmaceutical studies in Graz, Austria, 1979. Since then she has held a number of different positions and freelance work in the pharmaceutical industry. She has extensive experience in the field of mycology: education and exam as adviser for mushroom-poisoning of the German Mycological society (DGfM), courses in microscopy, morphology, biodiversity and toxicity of fungi in different institutions, and since 2013 assistant at mycological practical courses at Goethe University. Hermine Lotz-Winter has taught as part of a DAAD-programme on fungi in Panama in 2014 and 2015. She is coordinator and co-lecturer of the curriculum "Fachberater für Mykologie univ. gepr.". Since 2005 she has co-authored the red list of macrofungi for Germany, which was published in 2016. Today Hermine Lotz-Winter holds the positions of coordinator of fungi monitoring at the German mycological society in Hesse and member of the committee on nature protection and monitoring of the DGfM.

Lecturer



Lecturer



**Lecturer Prof. Dr. Thomas Müller**

*Professor at Senckenberg Biodiversity and Climate Research Institute (BiK-F) and at Goethe University Frankfurt*



Prof. Thomas Müller is a professor of movement ecology and biodiversity conservation at BiK-F and Goethe University Frankfurt. He is also a research associate at the Smithsonian Conservation Biology Institute. His projects range from theoretical approaches to better understand movement behaviour to applied questions regarding the effect of anthropogenic development on ecosystem functions provided by migrating animals. Prof. Müller earned a Diploma degree in biology at Phillips University Marburg and a PhD at University of Maryland, USA. In 2013, he was awarded the Robert Bosch Junior Professorship for his research in “Sustainable development and long-distance animal movements”. This research focuses on the rapidly changing steppe landscape of eastern Mongolia, one of the last temperate migration systems with more than one million animals still roaming the ecosystem.

**Lecturer Prof. Dr. Meike Piepenbring**

*Professor, Institute of Ecology, Evolution and Diversity, Goethe University Frankfurt*



Prof. Meike Piepenbring earned a Licence des Sciences Naturelles (1990, Clermont-Ferrand, France), a master's degree in biology (1991, University of Cologne) and a doctor's degree in biology/mycology (1994, University of Tübingen). Since 2002, she has been a professor at Goethe University Frankfurt. From 2008 till 2009 she was a guest professor at Universidad Autónoma de Chiriquí, Panama (DAAD long-term scholarship). Prof. Piepenbring's research interests and expertise are diversity, ecology, morphology, and systematics of plant parasitic microfungi, tropical mycology, fungal diversity and tropical botany. With teaching mycology, she aims at contributing to understanding ecosystem functions, highlighting the need of habitat conservation, promoting sustainable use of non-wood forest products and furthering education at universities in developing countries.

**Prof. Dr. Bruno Streit**

*Senior Professor, Institute of Ecology, Evolution and Diversity, Goethe University Frankfurt; Spokesman of the BioFrankfurt Network*

Prof. Streit graduated from the universities of Basel/Switzerland (Diploma) and Konstanz/Germany (PhD) in biology and limnology. He then worked as a researcher and as an assistant professor, again in Konstanz and Basel. In 1982, he moved to Stanford University, California, where he focused on population biology. In 1985, he became a full professor of ecology and evolution at Goethe University Frankfurt. Since 2013, he has been holding a senior professorship. During his career, professor Streit conducted research in limnology, energy flow and carbon cycling in food chains, in ecotoxicology and population biology. Since approx. 2000, he has been focusing on evolutionary biology and biodiversity in the context of global change. Currently, one of his major research interest is the interaction between human cultures and their impact on nature, both in the past and in the present.

**Prof. Dr. Georg Zizka**

*Professor, Institute Ecology, Evolution and Diversity, Goethe University; Head Department “Botany and molecular Evolution” with Herbarium Senckenbergianum (FR) and Grunelius Möllgaard Laboratory, Senckenberg Research Institute*

Prof. Georg Zizka studied biology at the universities of Frankfurt and Vienna and wrote a dissertation at the Department of botany/palaeobotany of the Senckenberg Research Institute. For eight years, he was a research associate and curator at the Palmengarten in Frankfurt. One year after his habilitation at Goethe University, he was appointed as professor of special botany in 1995. At the same time, he became head of the Department of Botany and Molecular Evolution of the Senckenberg Research Institute with the Herbarium Senckenbergianum. From 2007 to 2012, Prof. Zizka has been a member of the board of directors of the Senckenberg Gesellschaft für Naturforschung. Since 2016, he has been deputy Director of the Senckenberg Research Institute Frankfurt. His primary research interests are the diversity, systematics and evolution of higher plants (especially of the families Bromeliaceae and Poaceae) and the changes of diversity through the impact of man and climate.

**Lecturer****Lecturer**