



FRANKFURT SPRING SCHOOL

ON CONSERVATION PROJECT MANAGEMENT

Programme

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Stiftung



Responsible for the content

*Michael Brombacher, Stephanie Kalberer
Frankfurt Zoological Society*

Photos

*Kirstin Ulrichs, Ronja Brockhagen,
Jeldrick Schröer*

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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 that 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, research, and general management, run and offer this course for the fourth time.

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

This brochure serves as a guide to inform you of practical information and provides you with a detailed programme schedule, including the content and objectives for each module/week. Moreover, it introduces you to the Frankfurt Spring School partner organisations and 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 conservation background, from the Goethe University Frankfurt am Main, or a variety of other institutions.

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

Your Frankfurt Spring School Team

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 1 (room -1.202, wing B)**Seminarraum 2** (room -1.301, wing C)**Directions****From Frankfurt Main Train Station (Hauptbahnhof) or Frankfurt**

Airport: Travel by any S-Bahn or U-Bahn line bound for the city centre up to the station Frankfurt "Hauptwache". Change here to the underground line U8 in the direction of "Riedberg". Depart at the stop "Uni Campus Riedberg", which will take about 30 minutes to reach from "Hauptwache". Start your walk towards the Biology building which is against the direction of train travel. See map on the opposite page.

You can also travel by taxi from the central station which will cost ~ €25.00



Location

Haus Metzler

Alt Bonames 6
60433 Frankfurt-Bonames

Directions

The nearest U-Bahn station is "Kalbach" which is served by the U2 with the direction to "Gonzenheim".

Take the U-Bahn line U6 in the direction of "Praunheim Heerstraße" or U7 in direction of "Hausen" up to the station "Hauptwache". Change here onto line U2 in the direction of "Gonzenheim and get off at "Kalbach". Start your walk as indicated on the map below.



PRACTICAL INFORMATION

Some modules will take place at the premises of the KfW Development Bank:

Location

KfW IPEX-Bank GmbH
Zeppelinallee 8
60325 Frankfurt am Main

Directions

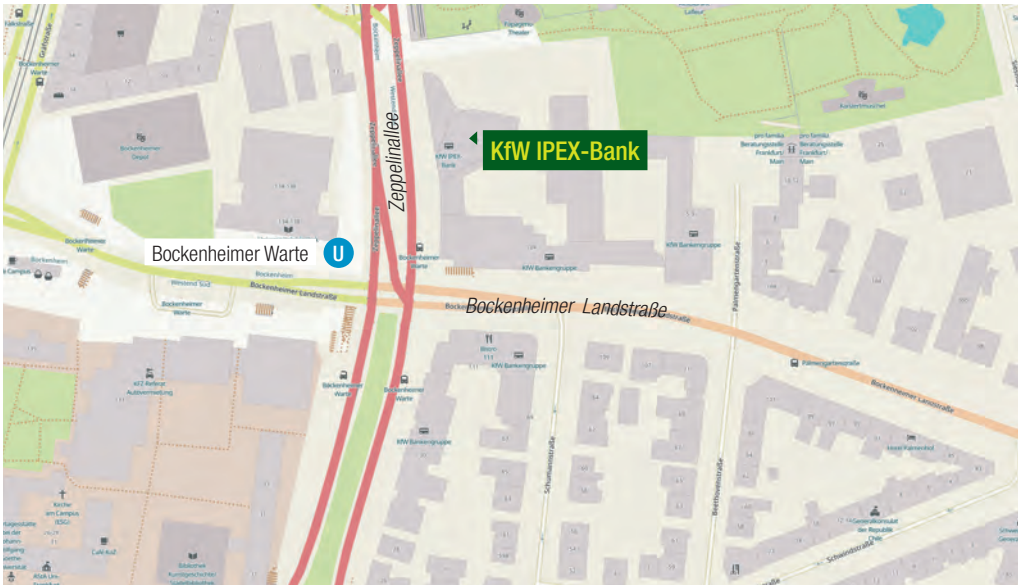
The closest station to the KfW premises is “Bockenheimer Warte” which is served by the Underground Lines U4, U6 and U7.

From Frankfurt Main Train Station (Hauptbahnhof) or Frankfurt Airport:

Take the S-Bahn lines S8 or S9 in the direction of “Offenbach” or “Hanau”, three stops from Frankfurt Airport to Frankfurt Hauptbahnhof. At Hauptbahnhof, take the U-Bahn line U4 in the direction of “Bockenheimer Warte”, which you will reach in two stops.

From Goethe University Campus Riedberg:

Take the U-Bahn line U8 in the direction of Südbahnhof up to the station “Hauptwache”. Change here onto line U6 in the direction of “Praunheim Heerstraße” or U7 in the direction of “Hausen”, travelling three stops on either line.



Some modules will take place at the FZS office:

Location

FZS European Office

Bernhard-Grzimek-Allee 1
60316 Frankfurt

Please enter through the main gates of the Zoo and then go through the door on the right side of the zoo building and follow the signs.

Directions

From Frankfurt Main Train Station (Hauptbahnhof) or Frankfurt Airport:

Take any S-Bahn or U-Bahn line bound for the city centre up to the station “Konstablerwache”. Change here (same platform but opposite track) to the Underground Lines U6 (direction “Frankfurt Ost”) or U7 (direction “Frankfurt Enkheim”). Both lines stop at the station “Zoo”, which is right in front of the Zoo entrance.

From Goethe University Campus Riedberg:

Take the U-Bahn line U8 in the direction Südbahnhof up to the station “Hauptwache”. Change here to the Underground Lines U6 (direction “Frankfurt Ost”) or U7 (direction “Frankfurt Enkheim”). Both lines stop at the station “Zoo”, which is right in front of the Zoo entrance.



PRACTICAL INFORMATION

The closing event will take place at the Borgori Forest, Frankfurt Zoo:

Location

Borgori forest

is the home of Frankfurt zoo's great apes. The entrance is located on Rhönstraße, which can be accessed from Waldschmidtstraße or Am Tiergarten (see the map below).

Directions

The nearest metro stops are "Zoo" or "Waldschmidtstraße". The nearest U-Bahn stations are "Zoo" or "Habsburgerallee".

From Frankfurt Main Train Station (Hauptbahnhof) or Frankfurt Airport:

Take any S-Bahn or U-Bahn line bound for the city centre up to the station "Konstablerwache". Change here (same platform but opposite track) to the Underground Lines U6 (direction "Frankfurt Ost") or U7 (direction "Frankfurt Enkheim"). Both lines stop at the station „Zoo“. If on the U7, continue one stop to "Habsburgerallee".

From Goethe University Campus Riedberg:

Take the U-Bahn line U8 in the direction of Südbahnhof up to the station "Hauptwache". Change here to the Underground Lines U6 (direction "Frankfurt Ost") or U7 (direction "Frankfurt Enkheim"). Both lines stop at the station "Zoo". If on the U7, continue one stop to "Habsburgerallee".



Schedule

For Schedule please see <https://www.rmv.de/c/en> and insert the stations you require into the “from” and “to” categories. The key stations for you are: “Airport Frankfurt”, “Frankfurt (Main) Zoo”, “Frankfurt (Main) Uni Campus Riedberg”, “Frankfurt (Main) Hauptwache”, and “Frankfurt (Main) Habsburgerallee”

Costs

When travelling between the airport and Frankfurt city, at the ticket machines select tickets either to “Frankfurt City” or from 5090 / Frankfurt (Main) Flughafen Regionalbahnhof to 5000 / Frankfurt (Main) Zoo, or the opposite when travelling in the reverse direction.

(Fare: single journey € 4.95; day ticket € 9.65)

If travelling between stations within the central Frankfurt fare area such as Goethe University Campus Riedberg, Hauptwache, or Frankfurt Zoo select “Single Ticket Frankfurt” for € 2.75, or “Day Ticket Frankfurt” for € 5.35.

You can also travel between all of the mentioned locations by taxi, but this can be expensive and will cost you ~ € 25.00 per journey.

Contact persons

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

Dr. Stephanie Kalberer

(Spring School Coordinator, Frankfurt Zoological Society)

Office: +49 (0) 69 94 34 46 33 / Mobile: +49 (0) 170 50 58 440

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 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



**ZOOLOGISCHE
GESELLSCHAFT
FRANKFURT**

www.fzs.org



www.bio.uni-frankfurt.de

Frankfurt Zoological Society (FZS) is an international conservation organisation based in Frankfurt, Germany. Founded by citizens of Frankfurt to initially establish and run the Frankfurt Zoo in 1858, FZS was re-established by Bernhard Grzimek in the 1950s as a conservation organisation. FZS is committed to preserving wildlands and biological diversity in the last remaining wilderness areas on the planet and focuses on large, biodiversity-rich areas in east Africa, in central South America and south-east Asia, and also in central and eastern Europe. FZS is proud to be one of the initiators of the Frankfurt Spring School and to contribute to the education of our future conservation project managers – because “education is the most powerful weapon you can use to change the world” (Nelson Mandela).

Goethe University of Frankfurt (GU) is a large university in the heart of Europe offering undergraduate and advanced degrees in all traditional faculties. Students who study biology or ecology at the GU, receive theoretical knowledge of biodiversity, ecology, evolution, and nature conservation and practical training in the field as well as in laboratories. However, to successfully implement projects in nature conservation, students also need skills in project development and management, human resources, and intercultural competences, among further soft skills. By participating in the Frankfurt Spring School on Conservation Project Management, students learn these skills from international trainers. Goethe University is one of the key players of the Frankfurt Spring School and most of the lectures take place at the Riedberg Campus.

KfW STIFTUNG

www.kfw-stiftung.de

KfW Foundation engages directly with the major challenges our world is facing – globalisation, environmental protection, and climate and demographic change. KfW Foundation funds Frankfurt Spring School scholarships for six dedicated employees from national park authorities or park managers from Latin America, Africa, and Asia. The scholars participate in the programme and, additionally, they develop a proposal for funding a conservation project in their park or authority. The finalised project proposals are assessed by a jury at the end of the course. Up to three conservation projects receive financial support to implement their goals.

KfW Development Bank has been helping the German Federal Government to achieve its goals in development policy and international development cooperation for more than 50 years. It is both an experienced bank and a development institution with many years of national and international financing expertise and profound knowledge of development policy.



www.kfw-entwicklungsbank.de

KPMG is one of the leading auditing and consulting companies not only in Germany but also worldwide. KPMG not only bears responsibility for their customers and the long-term assurance of their economic success, but also has an entrepreneurial and social responsibility for their employees and the society.



www.kpmg.de

WWF Germany aims at stopping the degradation of the planet's natural environment and to build a future in which people live in harmony with nature. WWF Germany do so by conserving the world's biological diversity, ensuring that the use of renewable natural resources is sustainable, and promoting the reduction of pollution and wasteful consumption. This is well possible and numerous conservation projects by a multitude of organizations around the world provide ample proof every day. The key to success is professional conservation project management – jointly with people and for people.



www.wwf.de

The **BioFrankfurt** network was founded in 2004. Currently, it comprises 12 member institutions as well as additional associated partners. All work together in the field of biological diversity, education, conservation, and development cooperation. The goal is to develop innovative strategies that help preserve the natural wealth of our planet. BioFrankfurt wants to share their knowledge, as a joint effort is essential to preserve biodiversity successfully in the long run. Our future viability does not only depend on a sustainable economic development, but also on the possibility to continuously resort to, and learn from, biodiversity.



www.biofrankfurt.de



1. PROGRAMME SCHEDULE

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** (an overview of theoretical project management, how to plan a project through logframe development, proposal writing, fundraising, reporting, monitoring, & evaluation)
- **Human resources & personnel management** (staff and team management, leadership, recruitment, performance, and conflict management)
- **Financial management** (financial administration, accounting, and how to read a balance sheet)
- **Performance skills** (workshop facilitation, time- and self-management, and personal impression)
- **Communications and PR** (principles and elements 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, scientists from Goethe University will present findings from their applied biological research and studies. An excursion to the Kellerwald-Edersee National Park will provide 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 come from overseas (Africa, South East Asia, and South America). They are part of the fellowship programme of the KfW Foundation and each of them will prepare a specific conservation project proposal (later to be potentially funded by the KfW Foundation). All Spring School participants will support them in developing their project proposals and will thus apply the lessons learnt from the modules to a real conservation project.



WEEK 1

The first week of the Frankfurt Spring School begins with an introduction and get-together sessions. On Tuesday, there will be a general introduction to theoretical project management, which then turns into a very hands-on workshop on project planning and management from Wednesday onwards – based on the logical frameworks approach. Furthermore, budgeting, 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:

- Different techniques in project management
- 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 it 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 the principles of good project management are

Recommendation for additional reading will be provided during the different sessions.



WEEK 2

In the second week, the six scholars of the KfW Foundation will present their conservation projects and you will use your new-found planning knowledge to support them with their project proposals. A chance to examine and modify a real-life conservation plan. We will then shift focus to the world of finances. Good reporting and financial management are critical for success in any conservation project. Our experts from FZS will guide you through talks and practical workshops on the intricacies of acquisition, expenditure, and budgeting. Once again, the opportunity to apply this financial planning ability to the six conservation initiatives will arise.

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

- The important elements of project financial management
- How financial reporting functions
- How to read a balance sheet
- How to deal with corruption in the project context
- How to apply your knowledge to real-world conservation scenarios
- How to set up a well-functioning project structure and team

Recommendation for additional reading will be provided during the different sessions.



WEEK 3

The third week is quite diverse. It will begin with an insight into environmental and social safeguards, a crash course in organisational development and strategy, and legal issues. From Wednesday onwards, it will shift to the organisation of, and communication with, people. One day will deal with conflict management and the personal communication skills needed in a project context. To clear your heads a bit, an excursion to Kellerwald- Edersee National Park follows on Thursday. It is an opportunity to see and hear first-hand how a conservation strategy is enacted, from the professionals who enact it. We end the week with a workshop on planning and leading workshops.

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

- What you have to keep an eye on environmentally and socially when running a project
- Why you need to be careful with public donors when it comes to financial reporting and management matters
- Why an organisational strategy is crucial to success and how to develop one
- How to communicate effectively and achieve the aims of a meeting
- Why conflicts arise and how to manage and cope with them
- How a German National Park functions and how important wilderness is
- How to facilitate a workshop so that you get out what you want from it

Recommendation for additional reading will be provided during the different sessions.



WEEK 4

The last week of the Frankfurt Spring School will cover modules on public relations and communications, as well as a general introduction to the world of human resources. Tuesday sees theory and practical sessions on how to carry out the recruitment process and job interviews. On Tuesday, we will also have an introduction to the KfW Development Bank – the world's largest financier of protected areas and partner to the Spring School. In order to get ready for the final exam on Thursday, you get one day off for preparation. Following the exam, we will wind down with a short course on personal impression. On the last day, you will get to know how to bring social entrepreneurship 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
- The details of human resources and the processes involved in this department
- How to carry out a successful and professional recruitment process
- What elements of good project communication are and how you develop and apply them
- How you come across and the impact of your vocal and body language
- How you apply all your newly learnt skills in a large-scale practical conservation project

Recommendation for additional reading will be provided during the different sessions.

WEEK 1

Monday, 24 th February		Lead/Facilitator/Speaker	Institution
09:00–12:00 GU Biologium Hörsaal 1 (-1.202)	Kick-off meeting		
09:00–9:20	Presentation of the Frankfurt Spring School	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	Karen Möhring	KfW
09:30–9:35	Presentation KPMG	Dennis Hillemann	KPMG
09:35–9:40	Presentation WWF	Katjuscha Dörfel	WWF
09:40–10:30	Coffee Break		
10:30–11:45	Key-note speech FZS	Dr. Christof Schenck	FZS
13:00–16:00 GU Biologium Seminarraum 2 (-1.301)	Get-together and introduction to the programme Getting to know each other and together as a team, introduction to the overall programme and the modules	GU Michael Brombacher Stephanie Kalberer	GU + participants
17:00–18:30 City center	Guided tour through the city of Frankfurt and all participating institutions	FZS	FZS + participants
19:00 Villa 102, Bockenheimer Landstraße 102	Evening event with all participating institutions Hosted by KfW Foundation	KfW Foundation	KfW Foundation GU, BioFrankfurt, FZS, WWF, KfW, KPMG
Tuesday, 25 th February		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–17:00 GU Biologium Seminarraum 2 (-1.301)	Theoretical Project Management Tools and techniques of project management, how to create a robust planning to manage your project and the difference between agile and phased based approaches	Prof. Dr. Lars Baumann	external facilitator

Wednesday, 26th February			Lead/Facilitator/Speaker Martin Davies	Institution external facilitator
09:00 – 12:00 13:00 – 17:00 GU Biologium Seminarraum 2 (-1.301)	How to plan a successful conservation project Introduction to the logical framework approach, how to conduct a comprehensive situation analysis and turn this into a functioning, effective and efficient project			
Thursday, 27th February			Lead/Facilitator/Speaker Martin Davies	Institution external facilitator
09:00 – 12:00 13:00 – 16:00 GU Biologium Seminarraum 2 (-1.301)	How to plan a successful conservation project Introduction to the logical framework approach, how to conduct a comprehensive situation analysis and turn this into a functioning, effective and efficient project			
16:30 – 17:15 GU Biologium Hörsaal 1 (-1.202)	Lecture Learning from set-aside areas: key lessons for evidence-based biodiversity conservation	Dr. Claus Bässler	GU	
Friday, 28th February			Lead/Facilitator/Speaker Martin Davies Nick Folkard	Institution external facilitators
09:00 – 12:00 GU Biologium Seminarraum 2 (-1.301)	Budgeting of a conservation project How a budget is structured and drawn up to be realistic and to match the project's objectives and activities			
13:00 – 17:00 GU Biologium Seminarraum 2 (-1.301)	Proposal writing and fundraising General introduction into proposal writing and third party fundraising and how a good funding application shall be written including a practical session about proposal writing	Martin Davies Nick Folkard	external facilitators	

WEEK 2

Monday, 2 nd March			Lead/Facilitator/Speaker	Institution
09:00 – 12:00 GU Biologium Seminarraum 2 (-1.301)	<i>Presentations of six projects potentially funded by KfW Foundation</i> Scholars of KfW Foundation - first presentation of their projects		Martin Davies Nick Folkard	external facilitators
13:00 – 17:00 GU Biologium Seminarraum 2 (-1.301)	<i>Development of the project proposals of the six Spring School real world conservation projects</i> Practical group work: Revision of the problem tree of the project's logframes		Martin Davies Nick Folkard	external facilitators
Tuesday, 3 rd March			Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 16:00 GU Biologium Seminarraum 2 (-1.301)	<i>Development of the project proposals of the six Spring School real world conservation projects</i> Practical group work: Revision of the problem tree of the project's logframes		Martin Davies Nick Folkard	external facilitators
16:30 – 17:15 GU Biologium Hörsaal 1 (-1.202)	<i>Lecture</i> Animal movements: From individual behaviors to biodiversity conservation		Prof. Dr. Thomas Müller	GU
Wednesday, 4 th March			Lead/Facilitator/Speaker	Institution
09:00 – 12:00 FZS Bernhard-Grzimek-Allee 1 60316 Frankfurt	<i>Financial management and reporting</i> Excursion to the finance department of Frankfurt Zoological Society. Introduction into the world of finance, charity and non-profit organization management. What are the duties, responsibilities, rules and regulations of finance management, and how is it structured? What kind of income and expenditures exist and how do we deal with them? Practical Session/Workshop: How to complete an expenditure report		Florian Becker-Gitschel	FZS

13:00–16:30 FZS Bernhard-Grzimek-Allee 1 60316 Frankfurt	Financial management and reporting Which control systems are essential? How does procurement work? How to deal with corruption in the project context? What is the role and importance of foreign exchange (fx) rates and currency management? Practical Session/ Workshop: Impacts of fx rates at different project stages and how to handle them.	Florian Becker-Gitschel	FZS
18:30 Haus Metzler Alt Bonames 6 60433 Frankfurt-Bonames	Speed dating Hosted by Metzler Stiftung	FZS	KfW Foundation, GU, BioFrankfurt, FZS, WWF, KfW, KPMG
Thursday, 5th March		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–16:00 FZS Bernhard-Grzimek-Allee 1 60316 Frankfurt	Financial management and reporting How to read a balance sheet? What are the basic financial key figures of a non-governmental organisation? How do I structure a financial risk planning? What kind of financial audits are possible, how do they work? Practical session/ Workshop: How to read a balance sheet?	Florian Becker-Gitschel	FZS
16:15–17:00 FZS Bernhard-Grzimek-Allee 1 60316 Frankfurt	Getting a project started How do I set up a well-functioning project structure, how do I set up teams? Which tools can be used?	Michael Brombacher	FZS
Friday, 6th March		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–16:00 GU Biologium Seminarraum 2 (-1.301)	Development of the project proposals of the six Spring School real world conservation projects Group work: Revision of the draft project budgets	Martin Davies	external facilitator

WEEK 3

Monday, 9th March			Institution
09:00 – 17:00 GU Biologikum Seminarraum 2 (-1.301)	<i>Environmental and Social Safeguards in the project context</i> The application of safeguards in project and program management, its challenges and opportunities	Dominique Reinke Katharina Schmidt	WWF Germany
Tuesday, 10th March			Institution
09:00 – 12:00 GU Biologikum Seminarraum 2 (-1.301)	<i>Management of Public and Private Funding in conservation projects</i> Management of Public and Private Funding in conservation projects	Dennis Hillemann	KPMG
13:00 – 17:00 GU Biologikum Seminarraum 2 (-1.301)	<i>Organisational development and strategies</i> What is an organisational strategy, how to develop it and why it is important to have one	Anne Harley	external facilitator
Wednesday, 11th March			Institution
09:00 – 12:00 GU Biologikum Seminarraum 2 (-1.301)	<i>Personal communication skills in the project context</i> How to communicate effectively, how to make informal / smaller meetings work and how to achieve the aims of a meeting etc.	Cordula Goj	external facilitator
13:00 – 16:00 GU Biologikum Seminarraum 2 (-1.301)	<i>Conflict management in the project context</i> Why and how do conflicts arise, and how to manage and cope with them?	Cordula Goj	external facilitator
16:30 – 17:15 GU Biologikum Hörsaal 1 (-1.202)	<i>Lecture</i> Fungi in nature conservation	Prof. Dr. Meike Piepenbring	GU

Thursday, 12 th March		Lead/Facilitator/Speaker	Institution
07:30 – 19:00 Treffpunkt: GU Biologikum	Excursion to Kellerwald-Edersee National Park Non-intervention management versus conservation management, environmental communication, tourism in a national park	Manuel Schweißer	FZS
Friday, 13 th March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 17:00 GU Biologikum Seminarraum 2 (-1.301)	Workshop facilitation – how to make a workshop „work“ The art and science of facilitation: how to structure workshops and meetings effectively, how to lead group discussions and engage participants, practice of moderation tools, possibility to get individual feedback on facilitation skills.	Anneke Dubbel Anna-Sophie Lührs	KPMG

WEEK 4

Monday, 16 th March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 13:00 – 17:00 FZS Bernhard-Grzimek-Allee 1 60316 Frankfurt	PR and communications in a project context 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? How to use social media in the project context? Dos and Don'ts for journalist interviews. Practical exercise: the interview situation	Dagmar Andres-Brümmer Katharina Hensen Nils Elbert	FZS
Tuesday, 17 th March		Lead/Facilitator/Speaker	Institution
09:00 – 12:00 KfW IPEX-Bank GmbH Zeppelinallee 8 60325 Frankfurt am Main	KfW – a key player in international conservation Excursion to KfW, introduction to the KfW Development Bank and conservation projects funded through KfW	Karen Möhring	KfW
13:00 – 17:00 KfW IPEX-Bank GmbH Zeppelinallee 8 60325 Frankfurt am Main	Human resources in the project context General introduction to human resources (main principles, roles and constellations of contracts in the project context, recruitment, line management etc.)	Michael Brombacher	FZS
Wednesday, 18 th March			
	Day off / preparation for exam		
Thursday, 19 th March			
10:00 – 12:00 GU Biologikum Hörsaal 1 (-1.202)	Final exam		
13:00 – 16:00 GU Biologikum, Seminarraum 2 (-1.301)	Personal Impression How do I come across? How can I use my voice and language effectively? What does my body language transmit?	Wolfgang Lühtrath	external facilitator

Friday, 20 th March		Lead/Facilitator/Speaker	Institution
09:00–12:00 13:00–16:00 GU Biologicum, Seminarraum 2 (-1.301)	Integration of social entrepreneurship in modern nature conservation management Integration of social entrepreneurship in modern nature conservation management – a lesson from the field	Andrew Zaloumis	external facilitator
16:15–18:15 GU Biologicum Seminarraum 2 (-1.301)	Overall evaluation	Michael Brombacher Stephanie Kalberer	FZS
19:00–21:00 Frankfurt Zoo Borgori forest, Entry from Rhönstraße	Closing event Hosted by FZS	Michael Brombacher Stephanie Kalberer	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**Prof. Dr. – Ing. Lars Baumann***Professor, Faculty for Economics and Computer Science, University of Applied Sciences and Art Hannover and Co-founder and Co-CEO of probusiness group, Coach and Consultant*

Lars Baumann is a tenure track professor in the field of project management researching about agile project teams and intercultural workgroups and currently the associate dean at the faculty for economics and computer science at the university of applied sciences and art Hannover (Hochschule Hannover). He is also the Co-founder and Co-CEO of probusiness group and works as coach and consultant. He teaches practices, and consults companies in project management and organizes workshops to transform the organization by applying agile and lean management methodologies.

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.

Facilitator**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 16 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

*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***Anneke Dubbel***Learning Professional,
KPMG AG Wirtschaftsprüfungsgesellschaft*

Anneke studied Psychology in Freiburg, Münster, Cracow and Berlin. She deepened her knowledge as a researcher and lecturer at the department of Work, Social and Organizational Psychology at the Technische Universität Braunschweig. She has 10 years of experience as a trainer for soft skills and as a facilitator for workshops and different meeting formats. She recently obtained a degree as Integral Business Coach. Since 2015 Anneke is a member of the Learning & Development team as part of the HR Function at KPMG Germany. Her main tasks include creating innovative learning concepts, facilitating workshops as well as various soft skill trainings. She works as a strategic consultant for business units to develop effective learning and coaching solutions. Anneke is known for her authentic and motivating facilitation style that focuses on structure and collaboration.

Nils Elbert

Online Communications Officer, Frankfurt Zoological Society

Nils Elbert studied Online-Journalism in Darmstadt. Following freelance work for a daily newspaper in Frankfurt, he joined the Hessian Broadcasting Corporation, which is a member of the German public broadcast network ARD. There, he was working in the Multimedia department as content editor, requirements engineer and project lead. Since 2015 he has been part of the communications department of Frankfurt Zoological Society, maintaining digital communications.

Facilitator

**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



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

Dr. Tobias Garstecki is an independent organizational development consultant, facilitator and trainer, and also a keen member of the Conservation Coaches Network Europe. He has helped set up and facilitated various training programmes for young conservationists, including the Klaus Toepfer Fellowship Programme of the German Federal Agency for Nature Conservation. Tobias Garstecki has supported governments, NGOs and international organizations as a technical consultant on protected areas management and monitoring, natural World Heritage, and ecosystem-based adaptation to climate change. His geographical focus comprises the countries of central and eastern Europe, the Caucasus and Central Asia. Before going freelance, he spent a few field seasons with the British Antarctic Survey and coordinated the development of an IUCN Programme for the Southern Caucasus. He holds a PhD in Zoology from the University of Cologne. During the Spring School, Tobias will support the six KfW Foundation Fellows during the elaboration of their project proposals.

Facilitator**Cordula Gojy*****Business Coach, Consultant and Trainer***

Cordula Goj holds diplomas in music therapy (University of Applied Sciences in Heidelberg) and in Interdisciplinary French Studies (France Centre of Albert-Ludwigs-University in Freiburg i.Br.). She has been working as a freelance consultant with Goj Beratung Coaching Mediation in English, French and German since 2002. Her passion is to build bridges in business, between people and departments, generations and hierarchy levels. Cordula Goj is convinced that successful (project) communication is only possible with the help of self-knowledge and self-reflection.

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.

Facilitator**Katharina Hensen*****Communications Officer, Frankfurt Zoological Society***

Katharina Hensen has a Master's degree in Science Communication from the University of Applied Sciences in Bremen and another one in German & English studies and biology didactics from Passau University. She has been working for Frankfurt Zoological Society's communications department since 2012 where she combines her passion for nature with her love for language: Katharina Hensen is convinced that successful and sustainable nature conservation is not possible without audience specific communication.

Facilitator

*Facilitator***Dennis Hillemann***Partner at KPMG Law Rechtsanwaltsgesellschaft mbH*

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***Wolfgang Lühtrath***Expert for personal impact, Artist, Actor*

Wolfgang Lühtrath is an expert for personal impact and effectiveness. Since 2007 he is helping people perform their tasks with confidence, competence and authenticity. He is teaching decision-makers, executives, experts and teams to be successful by being themselves in meetings, talks, presentations, competitions, fundraisings, tenders and assessment centers. He is deeply convinced that every human is unique. As founder of THE KOENIGS, a theater company specialized in improvisational theater in business and public contexts, he performed at more than 1000 events. He published screenplays and television formats, staged and coached decision-makers and actors both in front of and behind the camera. a

Anna-Sophie Lührs

*Learning Professional,
KPMG AG Wirtschaftsprüfungsgesellschaft*

Anna-Sophie Lührs graduated with a degree in Psychology at the Humboldt-University in Berlin and Guericke-University in Magdeburg with a focus on occupational- and work-psychology. She started her career working in talent management for the German aerospace center to develop high potentials in future skills. As facilitator for assessment centers she trained and accompanied managing board members of KPMG to identify talents by using diagnostic approaches. In her current role as trainer for leadership skills, her main tasks include creating training concepts, facilitating workshops as well as trainings and internal consulting in matters of learning and developing new skills. Anna enjoys discussing future skills and focusses her work on building a diverse leadership culture. The upskilling of emotional intelligence in times of digitalization is another important topic for her.

Facilitator

**Karen Möhring**

*Sector Economist for Biodiversity,
KfW Development Bank*

Karen Möhring is Sector Economist for Biodiversity at KfW Development Bank, where she helps spreading the word that biodiversity matters in all sectors of development cooperation – by organizing workshops and conferences as well as advising internal and external clients including the German Ministry of Economic Development and Cooperation (BMZ). Since joining KfW more 13 years ago, Karen has accumulated experience in managing biodiversity conservation and forestry projects in West Africa and China. As part of the Spring School, Karen will lead an excursion to KfW.

Facilitator



*Facilitator***Dominique Reinke**

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



As Officer for Policy and Public Sector Partnership at WWF Germany, Dominique Reinke 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. Dominique Reinke holds a master's degree in Biology with focus on Ecology. She has worked as a research assistant with Hamburg University and the Department for Conservation and Environment Reinickendorf / Berlin.

*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 Safeguards, WWF Germany***

As Officer for Safeguards at WWF Germany, Katharina Schmidt is in charge of the implementation of the WWF Environmental Social Safeguards Framework at project and program as well as organizational level. Her responsibilities comprise the integration of Safeguards into internal processes of the organization, internal capacity building, knowledge management, mentoring for projects teams in the application of safeguards and assuring quality standards for proposals and programs. 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**Manuel Schweiger*****Head of Germany Programme, Frankfurt Zoological Society***

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 joined 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), supports wilderness areas through his advocacy work and policy advice (e.g. as a member of the advisory council of the Hessian Ministry of Environment) and is an expert for criteria and quality standards for wilderness in Germany as well as in all of Europe (e.g. as a member of the Wilderness Working Group of Wild Europe Initiative).

Facilitator

Facilitator**Andrew Zaloumis**

*Founder and former CEO iSimangaliso
Wetland Park Authority, South Africa*

Andrew Zaloumis was the founder CEO of the iSimangaliso Wetland Park Authority. He was instrumental in the establishment and listing of the Park as South Africa's first World Heritage Site. Under his leadership for 20 years, the 330,000 hectares increased its extent to 1.4 million hectares. His work has resulted in the ecological restoration, 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 spearheaded the Lubombo Spatial Development Initiative, a transfrontier conservation area initiative across three African nations. After leaving iSimangaliso he went on to establish Wild Equity, a foundation which works for justice for nature and people, building ecological resilience and social prosperity in Southern Africa. He is currently the founder CEO of a new 2 million hectare protected area in the Middle East which is being set up from first principles, rewilding, restoring and conserving original natural and 12 000-year-old cultural landscapes.

Lecturer**Dr. Claus Bässler**

*Deputy Head, Conservation and Research Department,
Bavarian Forest National Park and Lecturer,
Goethe University Frankfurt*

Dr. Claus Bässler is a conservation biologist and community ecologist. He is working with different taxonomic groups and particularly in forest ecosystems. His main interest is to gather a deeper understanding of the effects of land use and climate change on different facets of biodiversity and related ecosystem processes. Thereby he is using survey and experimental data. The studies are motivated to derive concrete management recommendations to maintain biodiversity in times of heavy land use and climate change.

Prof. Dr. Thomas Müller

Professor of movement ecology and biodiversity conservation, Senckenberg Biodiversity and Climate Research Institute (BiK-F) and Goethe University Frankfurt

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.

Lecturer

LIST OF PARTICIPANTS

Mr Mohd Asmat
Ms Cecilia Bardier
Ms Silja Blechschmidt
Mr Julian Bludau
Mr Christof Bodenburg
Ms Paula Boixeda
Mr Felix David
Mr Malte Glock
Mr Maximilian Graefen
Ms Kathrin Helsper
Ms Irina Kashpei
Ms Katharina Kasper
Ms Nikalaeva Katsairyna
Mr Christian Kemnade
Ms Iryna Kostenko

Mr Rinzin Lama
Ms Aurelia Laubscher
Mr Francis Mapenga
Ms Simone Markoff
Mr Lloyd Nzombane
Ms Fenna Otten
Ms Monica Paredes
Mr Kidan Patanant
Ms Alexandra Puchtel
Ms Patricia Roche
Ms Miriam Simon
Ms Nora Tesch
Mr Edmund Tobico
Ms Sarah Urban
Mr Binh Vuong
Ms Silja Zimmermann