

Planning to Act (P2A) on ASAP! species: how do we best support those charged with getting things done?

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AIM: To identify current barriers to the implementation of species conservation plans. We will explore how we might develop new and improved avenues of support to key individuals charged with responsibility for driving action ('species champions') or for coordinating formal plan implementation. Emphasis will be placed on ASAP! species.

BACKGROUND: CPSGs remit is clearly focused around the processes and tools that enable the development of collaborative species conservation plans. ASAP!'s focus is on catalyzing conservation action for ASAP! species. Both organizations recognize that the development of effective plans can contribute to species recovery and we want to better understand the links between planning and implementation so that we can hone our planning processes. Individuals assigned responsibility either for driving or coordinating formal plans, play a pivotal role. These individuals may be referred to as 'Species Champions' or as 'Plan Implementation Coordinators' though at present these roles are not well defined or differentiated. These individuals may be more effective in their roles where they have access to particular kinds of support, including further training and provision of other tools. This working group explores what kinds of support might be of value and what roles CPSG and ASAP! might have in providing that support.

PROCESS: We will begin with scene-setting presentations followed by an open discussion on barriers to plan implementation. As a group will agree on draft definitions for a Species Champion (as distinct from a Plan Implementation Coordinator). We will then separate into two working groups:

Working Group 1: Plan Implementation Coordinators role and support needs. This group will develop a profile for an implementation coordinator, identifying the skills and any innate qualities required to carry out the role effectively and what their specific role would be. The group will dig further into some of the obstacles that specifically these coordinators may face in performing their role, and identify avenues through which support can be provided to these people through the CPSG planning process. The group will also review the DRAFT CPSG implementation tracking tool.

Working Group 2: Species Champions role and support needs: This group will define the ideal 'species champion' identifying what skills they will require and any innate qualities that might be required, as well as what their role might be. The group will then look at the broader set of conservation action obstacles faced by species champions, again identifying avenues for providing support to this group. This group will also review the DRAFT ASAP! conservation ladder.

Groups will come back together to present their findings and agree on next steps.

OUTCOMES: As a consequence of the workshop we will have:

- Identified barriers 1) to conservation action in general, and 2) to driving formal conservation plan implementation, with special focus on ASAP! species;
- Differentiated and defined the roles of 'Species Champion' and 'Plan Implementation Coordinator' (recognizing that in some cases the same individual may fill both roles);
- Developed "ideal" profiles for each;
- Produced a list of recommended areas for support to those operating in these roles, given the obstacles identified;
- Reviewed the draft CPSG tracking tool for plan implementation, and solicited feedback;
- Reviewed the ASAP! species plotting tool, and solicited feedback.