

Training Resource Material

**A Holistic and Harmonious Coexistence Approach  
to Human-Wildlife Conflict Mitigation in India**

# Learning Journal

For Forest Officers



Implemented by  
**giz**  
German Development  
Cooperation GmbH



**भारतीय वन्यजीव संस्थान  
Wildlife Institute of India**



**Directorate of Forest Education**  
Ministry of Environment, Forest and Climate Change, Government of India



PHOTO: NEERAJ KHERAW GIZ

Training Resource Material

## **A Holistic and Harmonious Coexistence Approach to Human-Wildlife Conflict Mitigation in India**

# Learning Journal

**For Forest Officers**

To facilitate the participant's learning during and after the training, this learning journal has been designed to help them capture anything that is of any significance or value to them, and may help in enhancing their understanding of the human-wildlife conflict mitigation. It is a place for participants to take notes on the observations that they make on habitats, species, people and events during the training.

## Imprint

A Holistic and Harmonious Coexistence Approach to Human-Wildlife Conflict Mitigation in India:  
**Learning Journal for Forest Officers**

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On behalf of the

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**This Learning journal belongs to**

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# How to use this Learning Journal

## Dear Participant,

We take great pleasure in welcoming you to the training course on 'A Holistic and Harmonious Coexistence Approach to Human-Wildlife Conflict (HWC) Mitigation'. We greatly value your decision to give your time and energy to this very important issue of HWC mitigation.

During this training, you will be involved in a variety of different activities, and may also get an opportunity to visit field sites facing HWC, sites where some innovative, effective and wildlife-friendly HWC mitigation measures have been implemented. You will meet and exchange experiences and ideas with variety of stakeholders who are key in mitigating HWC in their respective area of influence. You will be interacting with experts from different sectors i.e., forest, agriculture, veterinary, public health, disaster management, police, media, wildlife biology, capacity development and the officers who are planning and implementing HWC mitigation measures in the field.

Being an experienced officer and wildlife manager yourself or having gone through a vast array of knowledge-exchange in sessions during your induction training so far, there will be many opportunities for you to share your knowledge with others as well. We encourage you to actively seek out and take advantage of such opportunities this training has to offer you.

To facilitate your learning during and after this training, this learning journal has been designed to help you capture anything that is of any significance or value to you, and may help in enhancing your understanding of the HWC mitigation issues. It is a place for you to take notes on the observations that you make on habitats, species, people and events during the training. You can pen down your own observations, thoughts, analysis and reflections as you move through the training, and beyond that.

This learning experience is expected to prompt you to reflect on yourself, the wildlife around us, your connect with wildlife and nature, and on issues of human-wildlife conflict. You may come across some thought provoking events or ideas which can help you explore your own perspective on issues close to your mind or close to your heart. Or it can simply provide a record of some innovative HWC mitigation ideas for you to reflect on it, and also possibly to implement at a later date.

We are confident that you will have an enriching experience and achieve the expected learning outcomes of the training and go back with an enhanced knowledge and appreciation for effective and holistic HWC mitigation, taking a harmonious coexistence approach.

With Best Wishes,

**Organizing team!**

## **SECTION 1**

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# **Overview of the Learning journey**

# 1 My expected Learning Outcomes of the training

## 1.1. Learning Outcomes for SFS Probationary Officers :

At the end of the training, the participants will be able to:

- Outline concepts and issues in wildlife management and HWC mitigation using a landscape approach
- Differentiate between different conflict scenarios on the basis of the landscape, location, species involved, and community involved
- Outline existing and potential HWC mitigation measures
- Analyse each mitigation measure on the basis of its effectiveness and wildlife-friendliness
- Describe the success factors required for receiving cooperation from other sectors and stakeholders in mitigating HWC
- Analyse legal opportunities and limitations in conflict management
- Demonstrate animal capture and rescue methods and their applicability to different species
- Demonstrate proficiency in implementing an 'early warning and rapid response system for mitigating HWC
- Appreciate their roles in mitigating HWC in their respective ranges

## 1.2. Learning Outcomes for IFS Probationary Officers

By the end of the course, the participants are able to:

- Illustrate concepts and issues in wildlife management and HWC mitigation and key drivers, pressures and prevention measures using a landscape approach
- Appraise different conflict scenarios on the basis of the landscape, location, species involved, and community involved
- Describe human-wildlife conflict mitigation in the overall development and conservation context
- Analyse the effectiveness and wildlife-friendliness of existing and potential HWC mitigation measures, and make a systematic plan for HWC mitigation in their areas
- Analyse legal opportunities and limitations in conflict management
- Outline the key elements of the guidelines and plans for HWC mitigation at the national, state and division levels
- Demonstrate (in a simulation) animal capture and rescue methods and their applicability to different species
- Demonstrate proficiency in implementing an early warning and rapid response system for mitigating HWC

- Demonstrate their leadership, consensus-building, communication, decision-making and crisis management skills in a simulated human-wildlife conflict situation
- Outline an inclusive strategy and action plan on resource management in their area of work to achieve the maximum possible efficiency and effectiveness in HWC mitigation
- Appreciate the need for their continuous self-efforts for getting future-ready vis-à-vis human-wildlife conflict mitigation in India
- Appreciate their future roles in mitigating HWC in their respective areas

### **1.3. Learning Outcomes for In-Service IFS Officers**

By the end of the course, the participants will be able to:

- describe human-wildlife conflict mitigation in the overall development and conservation context
- appraise different conflict scenarios on the basis of the landscape, location, species involved and community involved
- review existing and potential HWC mitigation measures on the basis of their likely impact on humans as well as wildlife

- develop an actionable plan to effectively engage with key sectors and stakeholders to mitigate HWC in their sphere of work
- analyse legal opportunities and limitations in conflict management
- demonstrate the skills required for promoting a shared understanding of HWC mitigation approaches among key stakeholders

### **1.4. Learning Outcomes for Decision-Makers**

By the end of the course, the participants will be able to:

- appraise HWC mitigation planning in the overall environment and development context at global, national and state levels
- appraise different conflict scenarios on the basis of the landscape, location, species involved and community involved
- review existing and potential HWC mitigation measures on the basis of their effectiveness and wildlife-friendliness
- appraise legal opportunities and limitations in conflict management
- demonstrate the leadership skills required for promoting a shared understanding of HWC mitigation approaches among key sectors and actors

# Human Wildlife Conflict Mitigation in India for Wildlife Managers



## Content Module HWC-01: An Introduction to Human-Wildlife Conflict Mitigation: Taking a Holistic and Harmonious Coexistence Approach

This module facilitates comprehension of the basic concepts of biodiversity, wildlife and ecosystem services leading to a profound understanding of the fundamentals of human-wildlife conflict (HWC), its drivers and pressures, current state and trends, impacts and current response measures. At the same time, participants will be encouraged to think and discuss a holistic approach to HWC mitigation, i.e., the drivers, prevention and reduction of impacts, traditional and indigenous measures, and the relevant sectors and key stakeholders in India. The first section facilitates the participants in getting a deeper and more comprehensive understanding of the harmonious co-existence approach, holistic approach to mitigating human-wildlife conflict and One Health. Section two of the module provides an HWC profile of selected wildlife species-in-conflict, intended to prevent accidental encounters and to design effective and wildlife-friendly mitigation measures that are aligned with animal behaviour and ecology.



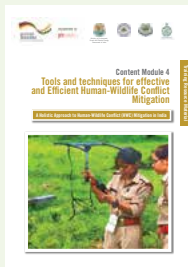
## Content Module HWC-02: The Overall Context: Understanding HWC in a Development Context

This module facilitates the participants in developing an understanding of human-wildlife conflict and its mitigation in the overall development context. The concepts and issues related to the holistic approach to HWC mitigation are presented using the DPSIR approach, i.e., drivers, pressures, state, impact and response. With this module, the participants explore the relevance of corridors and landscape connectivity as one of the HWC mitigation measures while appraising the impact of land-use change on HWC. The module facilitates discussions on the relevance and significance of cross-sector cooperation in addressing the issue of HWC. The training sessions will sensitise and equip the participants in designing holistic HWC mitigation measures, which also address the needs and requirements of the most vulnerable and socially disadvantaged groups.



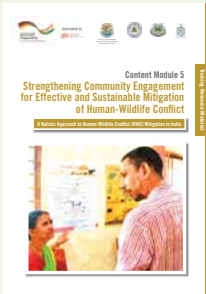
### **Content Module HWC-03: Legal, Policy, and Administrative Framework for HWC Mitigation in India**

This module facilitates a discussion on the conservation ethos of India in relation to its legal framework. It presents an outline and brief history of international conventions and treaties relevant to the conservation of wildlife and, in particular, to HWC mitigation. The primary aim of this module is to serve as a compendium of key regulations, policies, customary rules, guidelines and SOPs related to HWC mitigation in India. The module also provides an analysis of some relevant HWC cases and specific learning points from these cases. The module thus provides information and guiding questions to facilitate a discussion on the application of current legal provisions to the mitigation of HWC in India.



### **Content Module HWC-04: Tools and Techniques for Effective and Efficient Human-Wildlife Conflict Mitigation**

Mitigation and management of human-wildlife conflicts need to be addressed from multiple scales. While policies and protocols are essential at a regional scale, effective and timely monitoring, response and evaluation are essential at the local scale. This module focuses on the tools and techniques required at the fieldlevel to implement the HWC mitigation measures addressing the drivers, monitoring and patrolling and other prevention measures addressing emergency response. The module provides an overview of methods and tools used in wildlife monitoring, tracking, mapping, rescue & rehabilitation. The first section focuses on the selected tools that may be useful for HWC mitigation, and the second section focuses on selected techniques and skills that may come in handy for the field-response teams during HWC mitigation measures.



## Content Module HWC-05: Strengthening Community Engagement for Effective and Sustainable Mitigation of Human-Wildlife Conflict

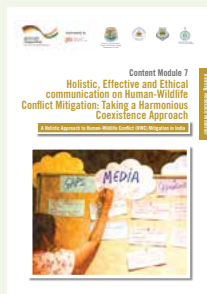
The module elaborates on the interlinkages among biodiversity and wildlife conservation; livelihood needs taking a holistic approach to HWC mitigation. It appraises the participants of HWC issues from socio-economic, psychological, ecological and cultural angles. It introduces the concept of stakeholder analysis vis-à-vis HWC conflict mitigation and equips participants with the tools, methods and knowledge necessary to conduct stakeholder analysis at a micro level and eventually link it with the larger district-, state- and national-level planning and management activities for HWC. It highlights the significance of engaging with all key stakeholders and vulnerable sections of society (women and marginalised communities) and facilitates the participants to delineate the roles of various stakeholder groups, especially village-level institutions, their capacity development needs and stakeholder-specific engagement methods.



## Content Module HWC-06: Operationalizing the Holistic and Harmonious Coexistence Approach to Mitigate Human-Wildlife Conflict through Cross-sector Cooperation

This module provides the conceptual background and introduction to the 'why' and 'how' of facilitating cross-sector cooperation and inter-agency coordination for effective HWC Mitigation. The module lays down a conceptual framework, using a systems thinking approach, to facilitate the participants in establishing the need for such cooperation and identifying key sectors and anchoring points for the required cross-sector and inter-agency coordination. The module facilitates the participants in discussing the institutional framework that enables effective and efficient cross-sector cooperation and possible areas of alignment with key sectors and stakeholders. The module takes the participants through examples of the National HWC Mitigation Strategy and Action Plan of India and 14 guidelines on HWC as key instruments to facilitate cross-sector and inter-agency coordination.





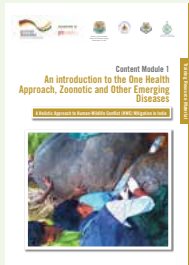
## Content Module HWC-07: Holistic, Effective and Ethical Communication on Human-Wildlife Conflict Mitigation: Taking a Harmonious Coexistence Approach

This module sets the base by providing basic information on how media works, an indication of the challenges faced by the media and forest sector in cooperating with each other. The module further facilitates a constructive debate and discussion on holistic, effective and ethical communication on HWC mitigation among participants, in line with a harmonious coexistence approach. The module provides the required information and case examples for the participants, from the forest as well as from the media sector, to identify the right media for the right message and the right audience, questioning and breaking the stereotypes and clichés and pitching HWC mitigation stories effectively. The central focus of the module is the ethical reporting and writing of the media regarding HWC and tools that aid ethical reporting and crisis communication.



## Content Module HWC-08: A Primer on Developing Leadership and Other Non-technical Competencies for HWC Mitigation

This module facilitates the participants in further strengthening their personal competencies required for facilitating stakeholder engagement, such as communication, leadership, consensus building, community engagement, empathy and self-awareness. The module facilitates hands-on sessions to facilitate the development of competencies related to workplace effectiveness, such as commitment and integrity, decision-making, result orientation, accountability, planning and coordination, resource management and crisis management. The module also facilitates the participants to foresee and be ready for future challenges through working on competencies such as pattern recognition, innovation and learning, change management and critical thinking.



## Content Module OH-01: An Introduction to the One Health Approach, Zoonotic and Other Emerging Diseases

This module brings conceptual, analytical and contextual clarity among participants on the One Health concept and approach in the overall development context. It highlights the relevance of the One Health approach in managing the protected areas and wildlife and mitigating the human-wildlife conflict. Additionally, the module provides a thorough explanation of some critical zoonotic and other emerging diseases, including their key drivers such as ecological changes, habitat loss, wildlife trade, the increased interface between human-animal, bushmeat hunting and consumption, animal husbandry practices, impacts and prevention measures. Participants will be introduced to basic concepts of cross-sector cooperation, international and national frameworks, policy and programmes on One Health.

## SECTION 2

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# Detailed observations, analysis and reflections

This section is structured to accommodate learning over a period of five-days. However, this journal can be used with equal ease for shorter or longer duration trainings. If the training is for three days, the trainer may advise you to fill the journal twice a day. For longer trainings, such as 18 months course or six-month diploma or three-months certificate course, the trainer may advise you to fill this journal can be filled on monthly or weekly basis. In all scenarios, the last section 'Personal learning review' is filled only at the end of the training course.

PHOTO: ABHIYA BISHT



## 2 Month/Week/Day One: An introduction to Human Wildlife Conflict, key Drivers, mitigation measures and legal regime

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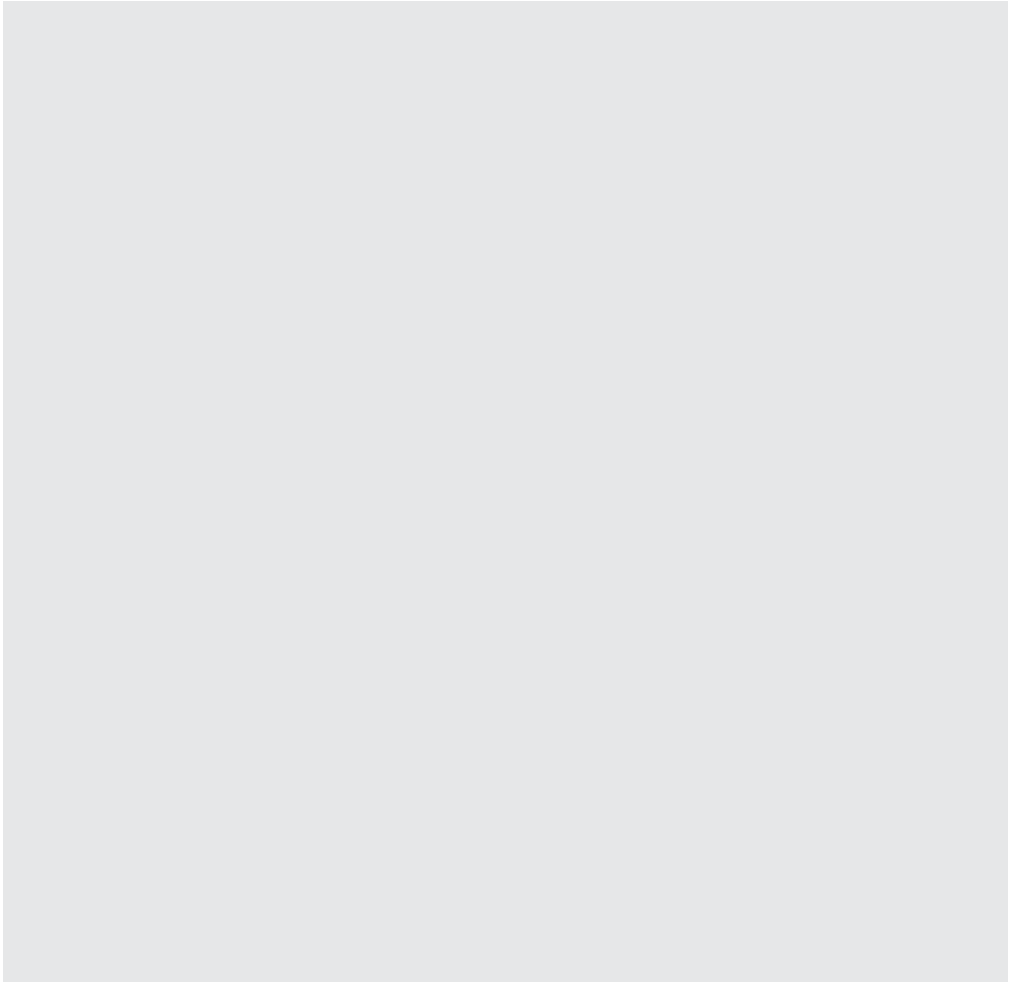
### 2.1 Learning Outcomes:

At the end of the Month/Week/Day, I will be able to

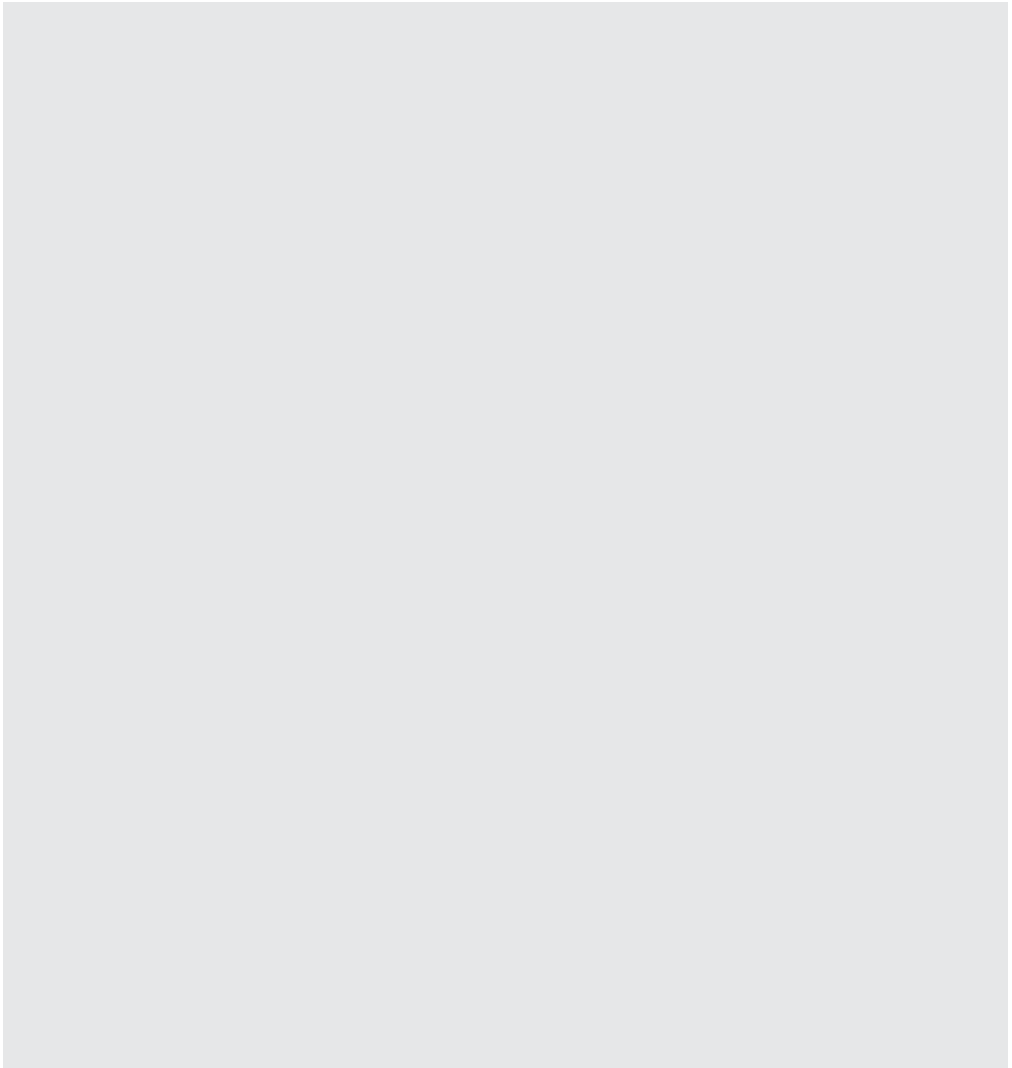
- describe the term biodiversity, and ecosystem services provided by the wildlife
- illustrate the concept of 'Human-Wildlife Conflict Mitigation'
- describe the 'landscape approach' to wildlife management and HWC mitigation
- describe the behaviour, population dynamics and ecology of key species in HWC in my relevant geographical area
- analyse different types of Human wildlife conflict
- analyse key drivers of human wildlife conflicts in specific situations
- appraise the concept of carrying capacity in the context of HWC
- describe the principles of HWC management using a holistic approach
- describe the holistic approach in context to HWC
- appraise the need for applying a holistic approach for HWC mitigation in India
- analyse the key element of a holistic approach in context to HWC
- appraise a HWC conflict situation vis-a-vis drivers, prevention measures, and measures to reduce the possible impacts on humans and wildlife
- describe human wildlife conflict in the overall development context
- discuss the conservation ethos of India
- outline key international conventions and treaties relevant to conservation of wildlife
- analyse the major regulations of the Indian legal and policy framework to be followed in the context of HWC Mitigation

## 2.2 Observations of Month/Week/Day 1

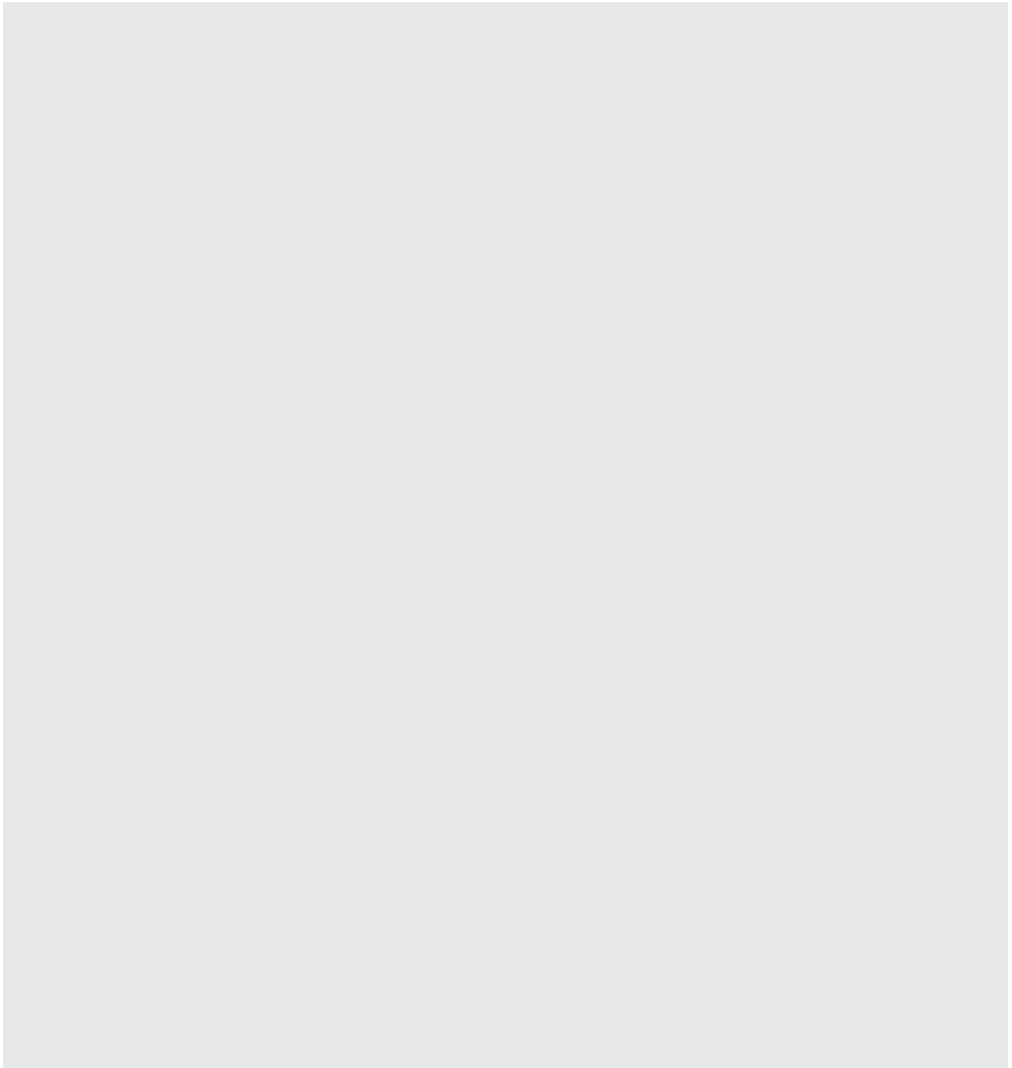
Why human wildlife conflict takes place? What are the drivers and pressures of HWC?



**What is Human-Wildlife Conflict (HWC)? What are the types of HWC?**

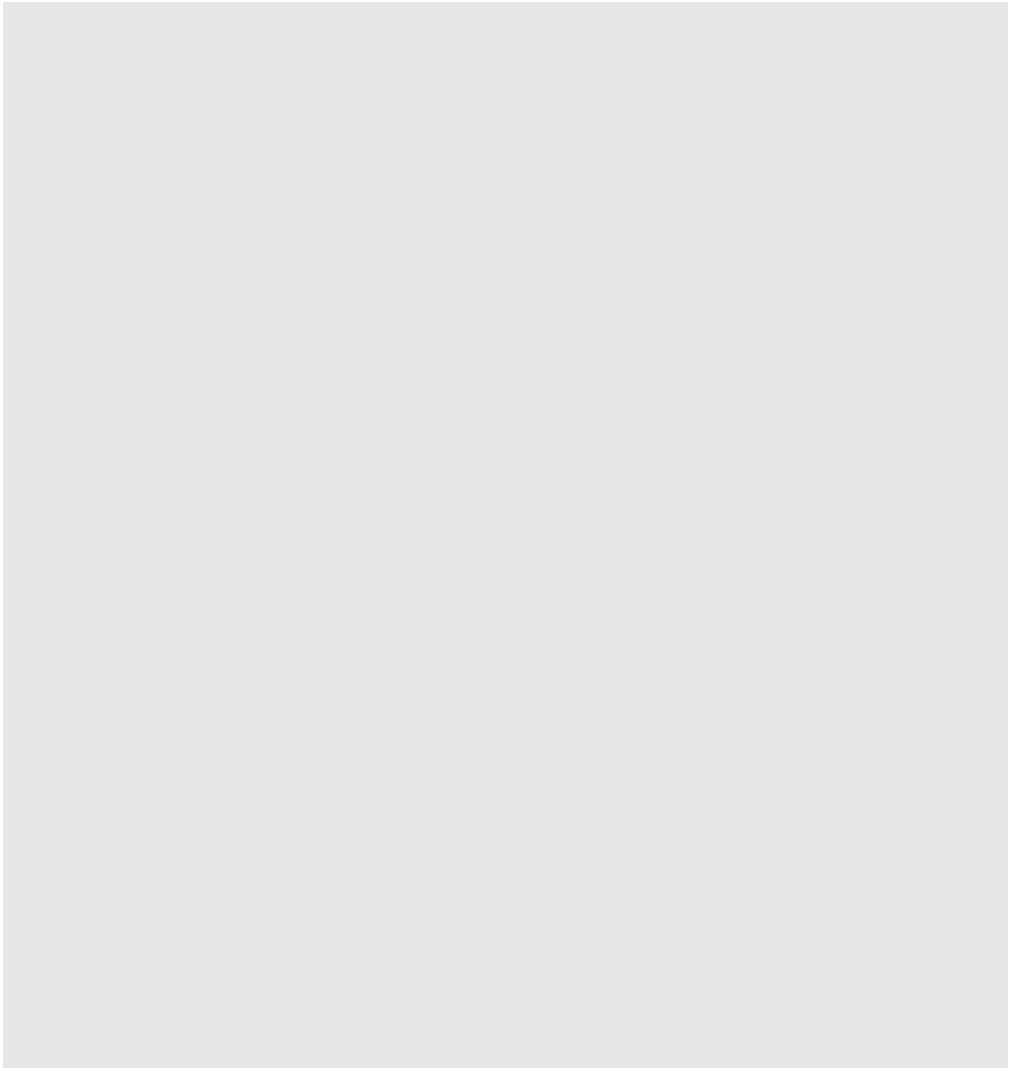


**Which law, policies and guidelines exist/ being developed to mitigate HWC?**





List of some of the successful HWC mitigation measures I learnt today?





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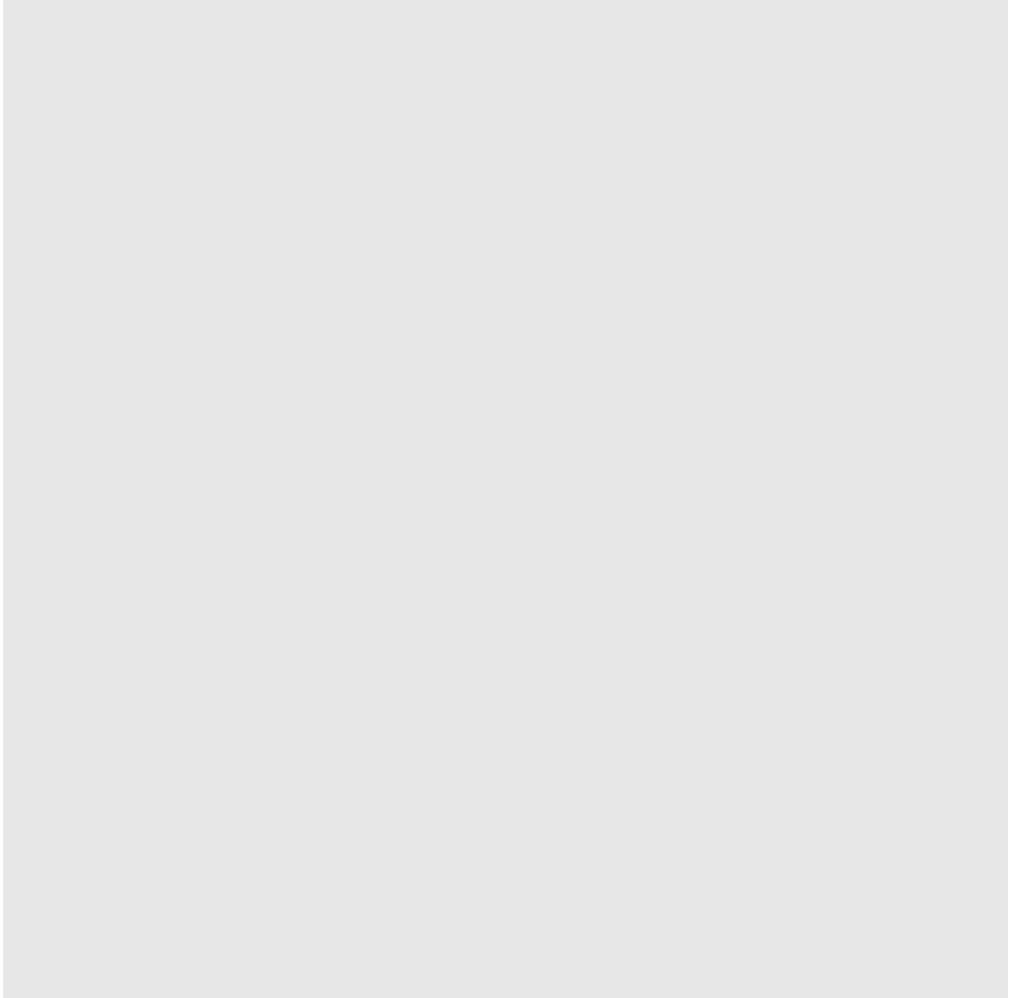




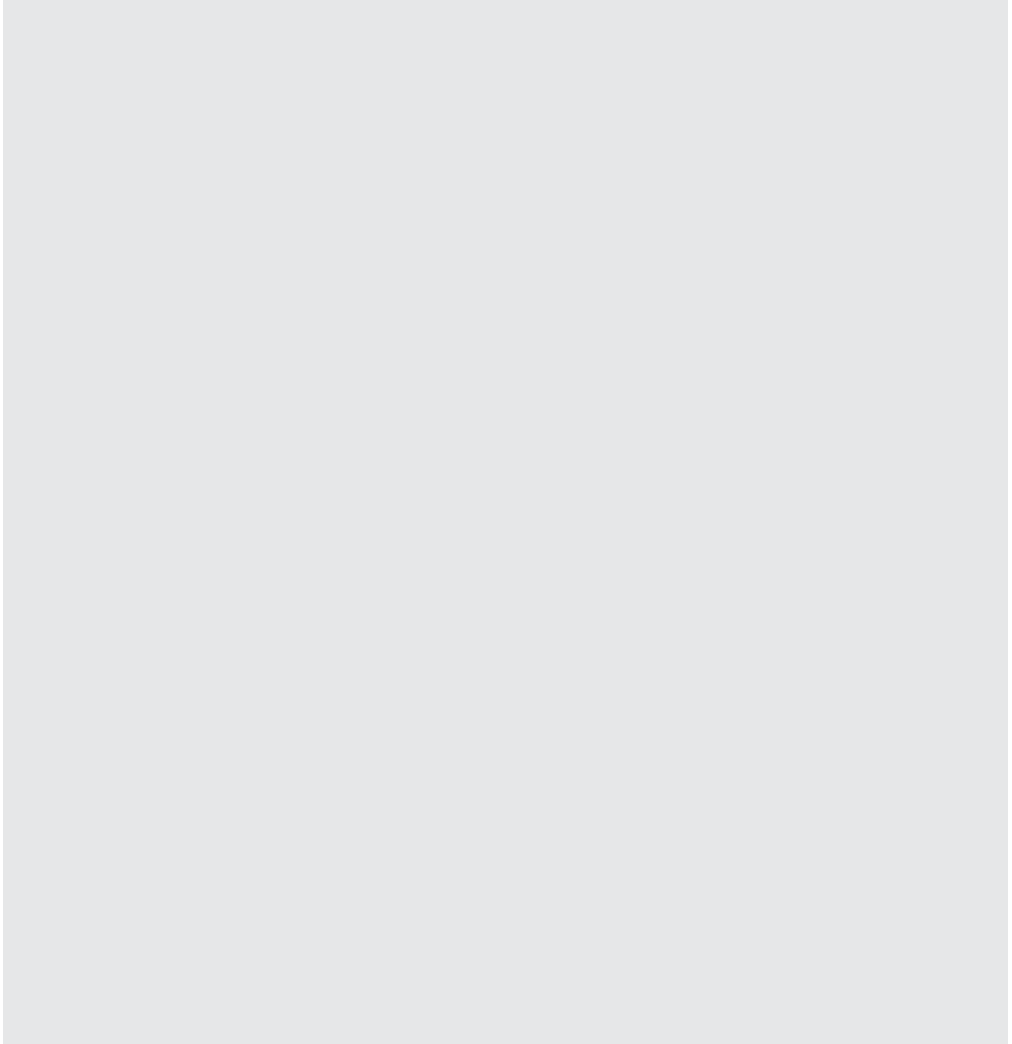
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## 2.3 Analysis of Month/Week/Day 1:

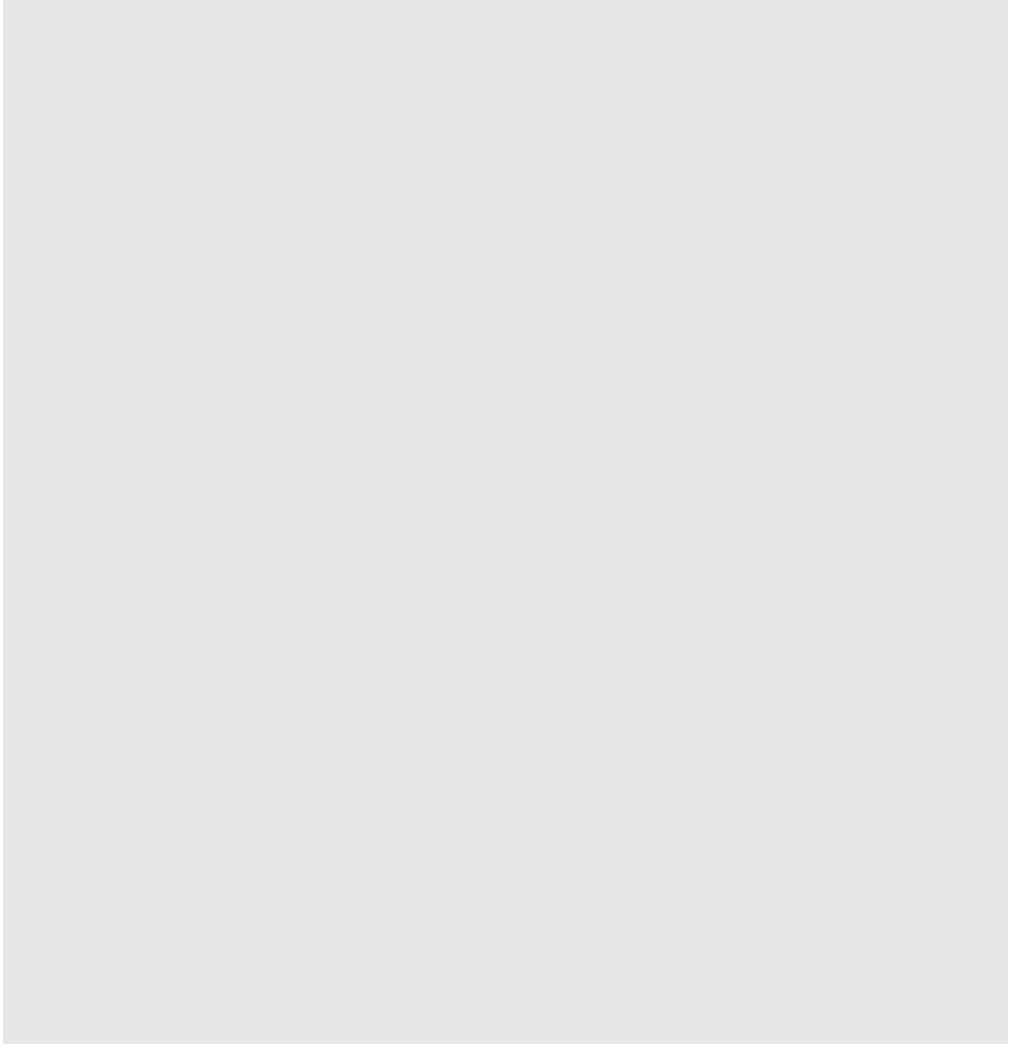
What is my understanding of the holistic approach to HWC mitigation?



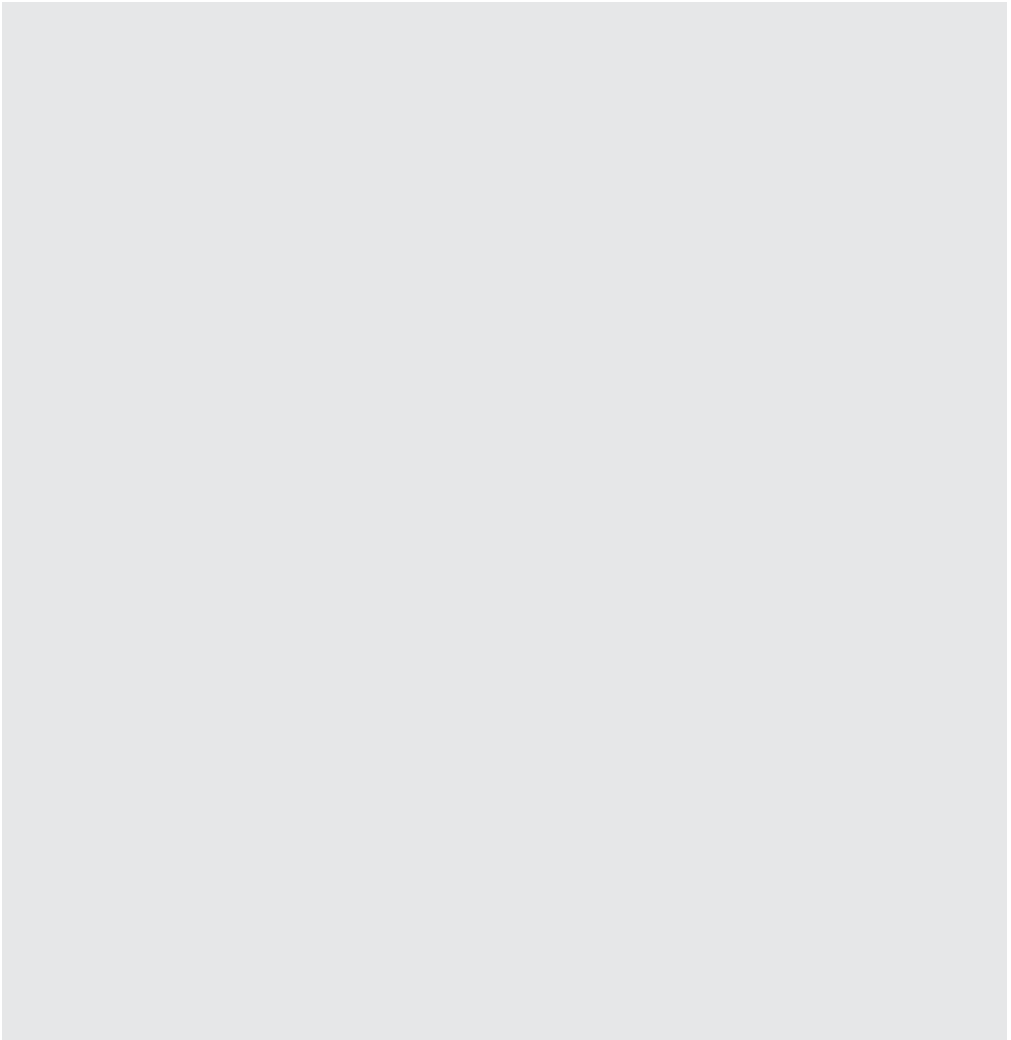
**What is my understanding of the harmonious coexistence approach to HWC mitigation?**



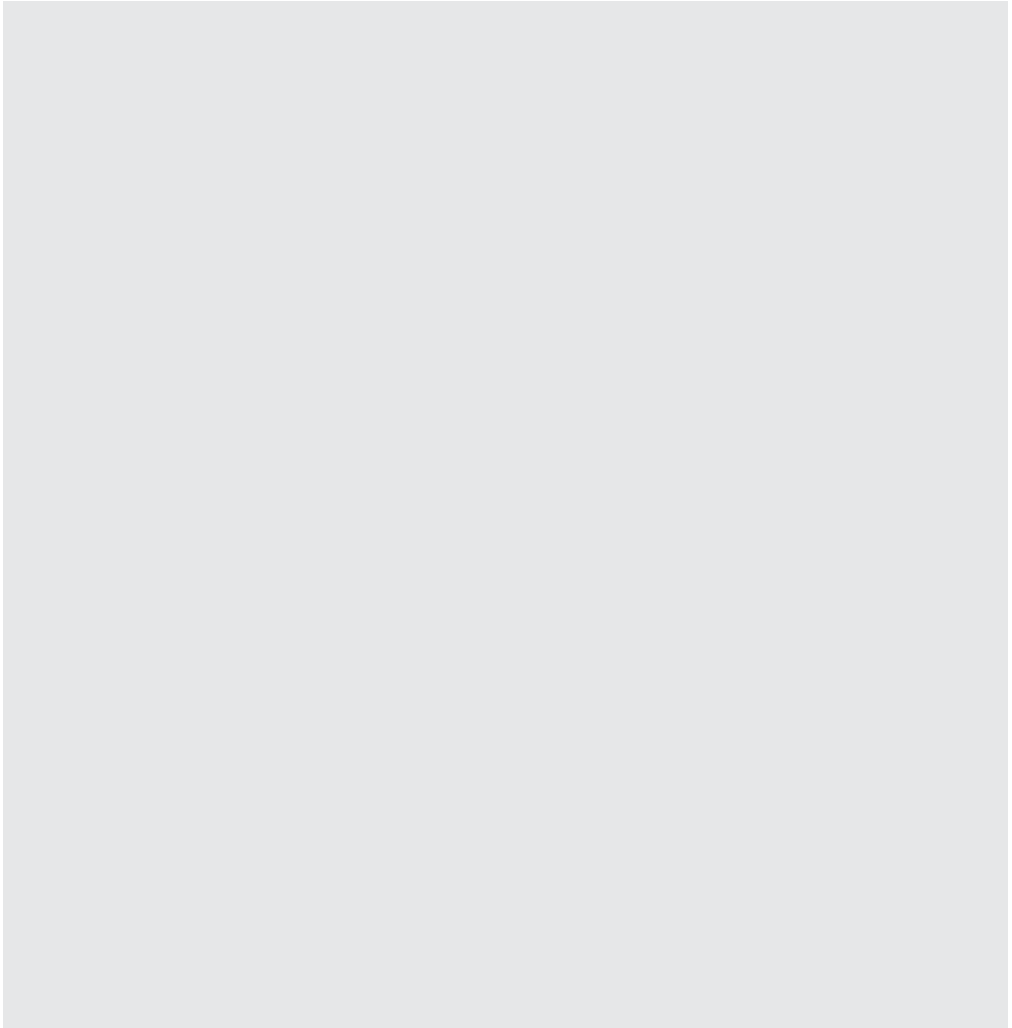
**What are my capacity needs to effectively implement the National HWC Mitigation Strategy and Action Plan and the guidelines in my area of work?**



**How will a division-level HWC Management Action Plan help me/other officers in consolidating the national and state plans and guidelines in one single instrument?**

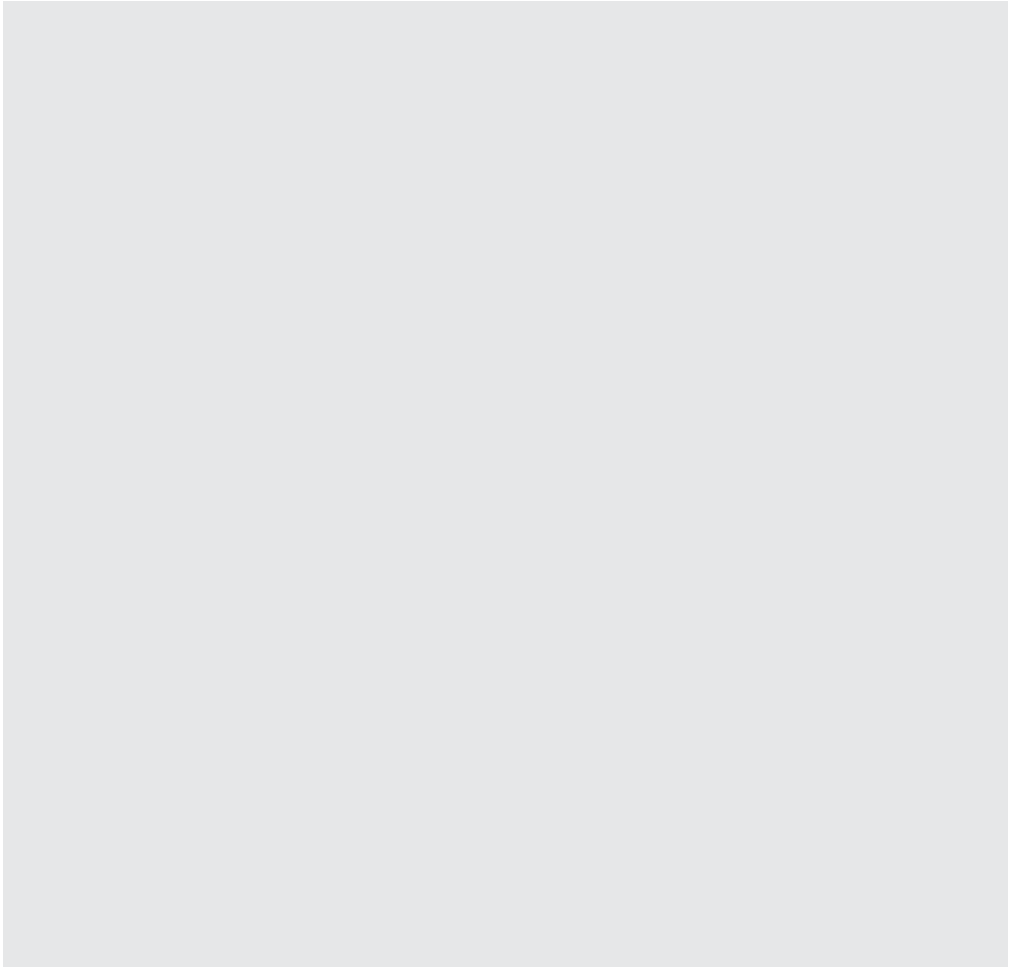


**How will the 'National Knowledge and Data Portal on HWC Mitigation' help me in my decision-making on HWC mitigation in the coming ten years?**

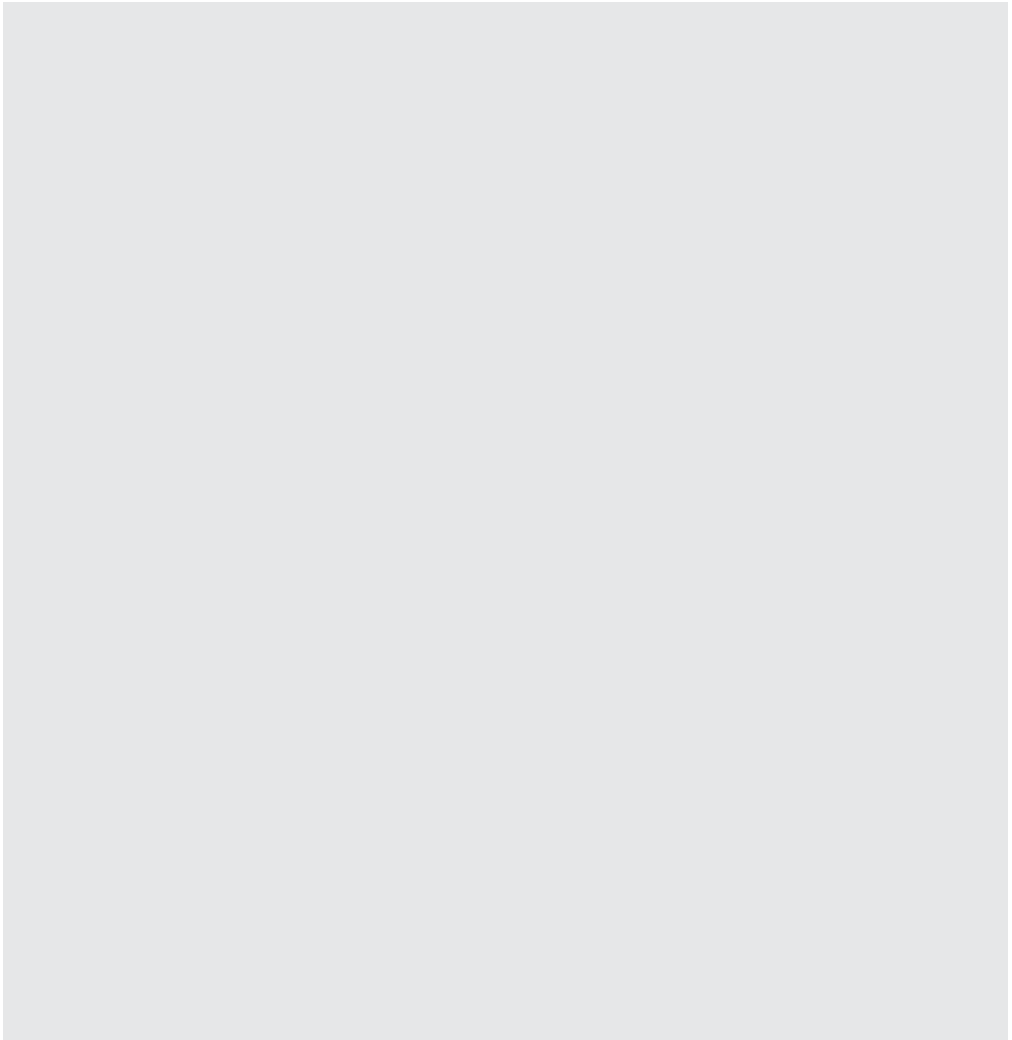


## 2.4 Reflection: Month/Week/Day 1

How would the understanding of species behavior and ecology help me in effectively mitigating HWC in my area?

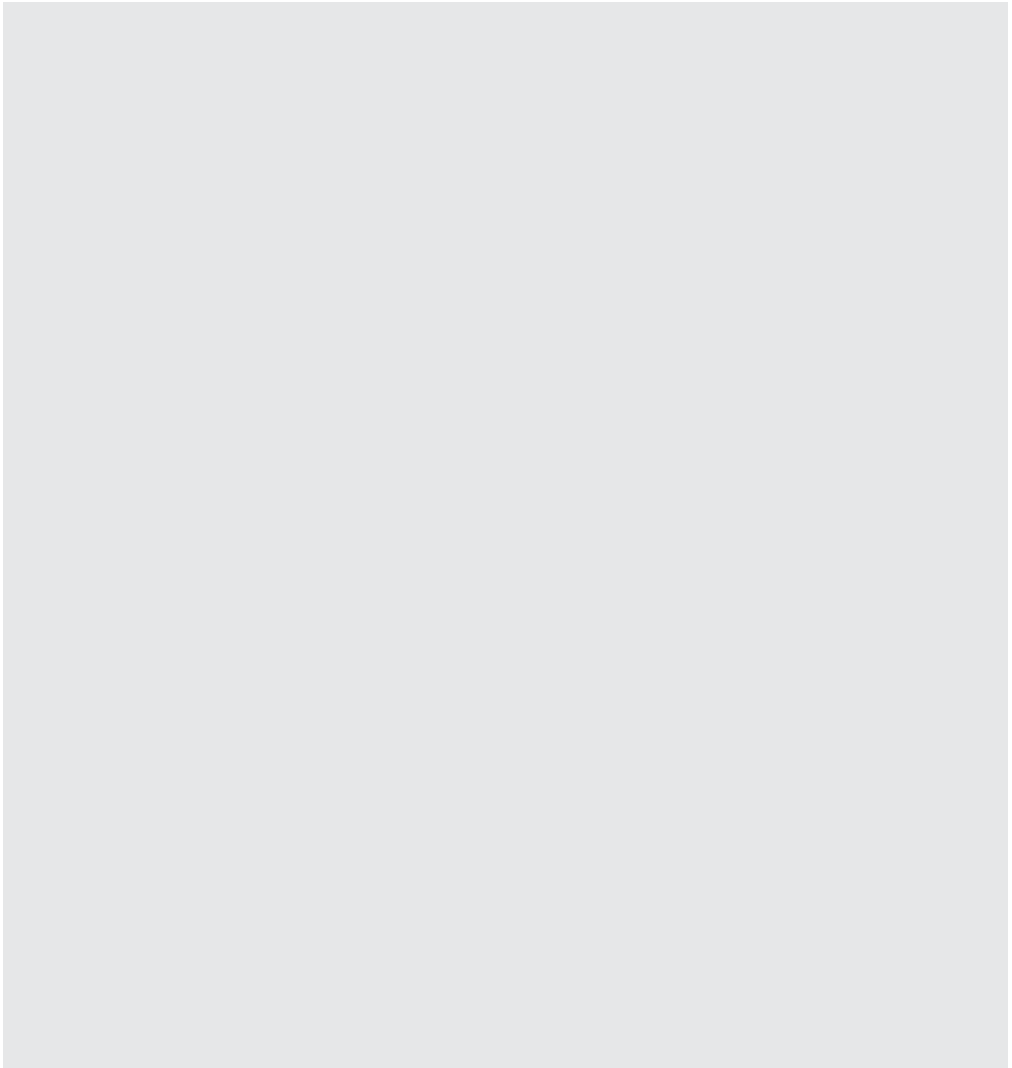


**Have I been able to successfully reflect upon the issue of HWC in a holistic manner?**





**How do I see my role in mitigating HWC in my area?**



**Which competencies would need to be developed by me to be able to contribute to the field of HWC mitigation in an effective manner?**

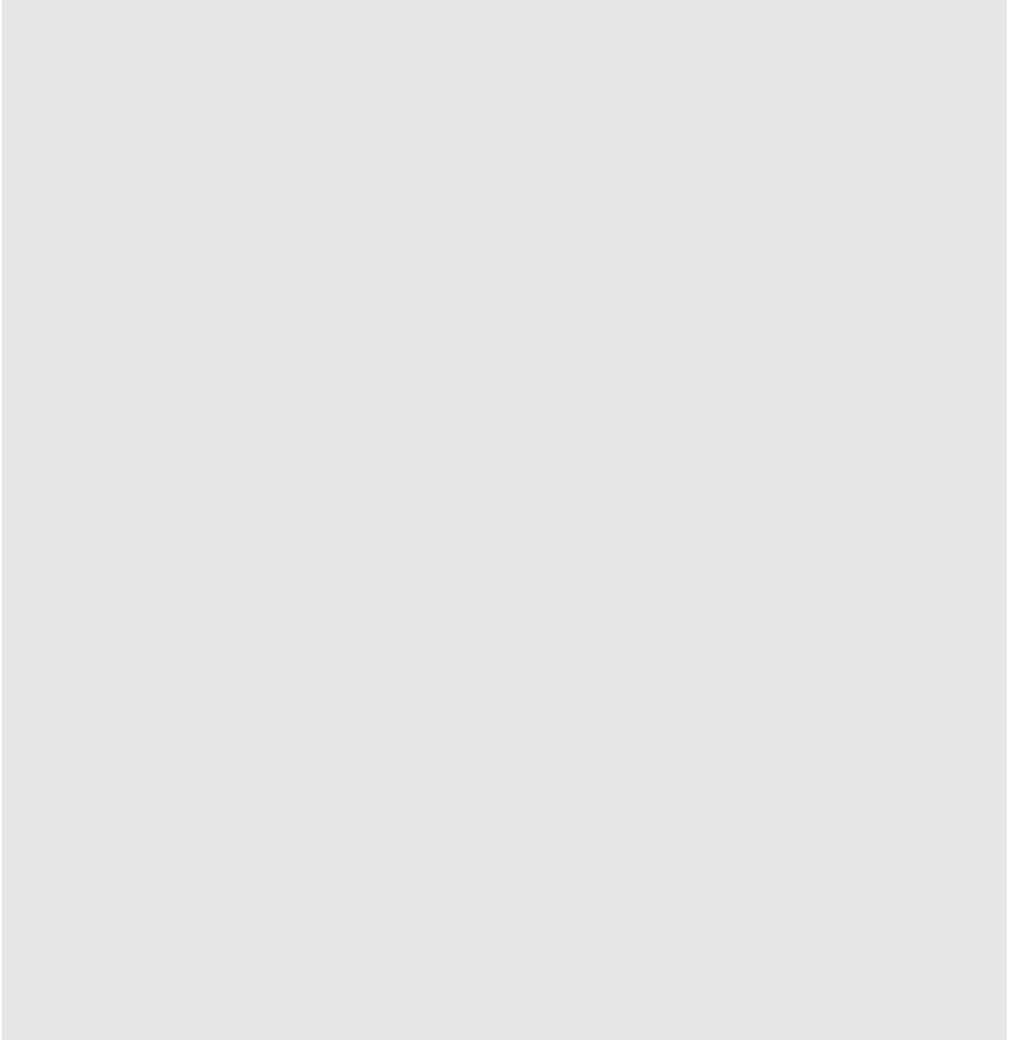




PHOTO: NEERAJ KHERA / GIZ



# 3 Month/Week/Day two: Key species involved in HWC and an overview on the Tools and Techniques for HWC mitigation

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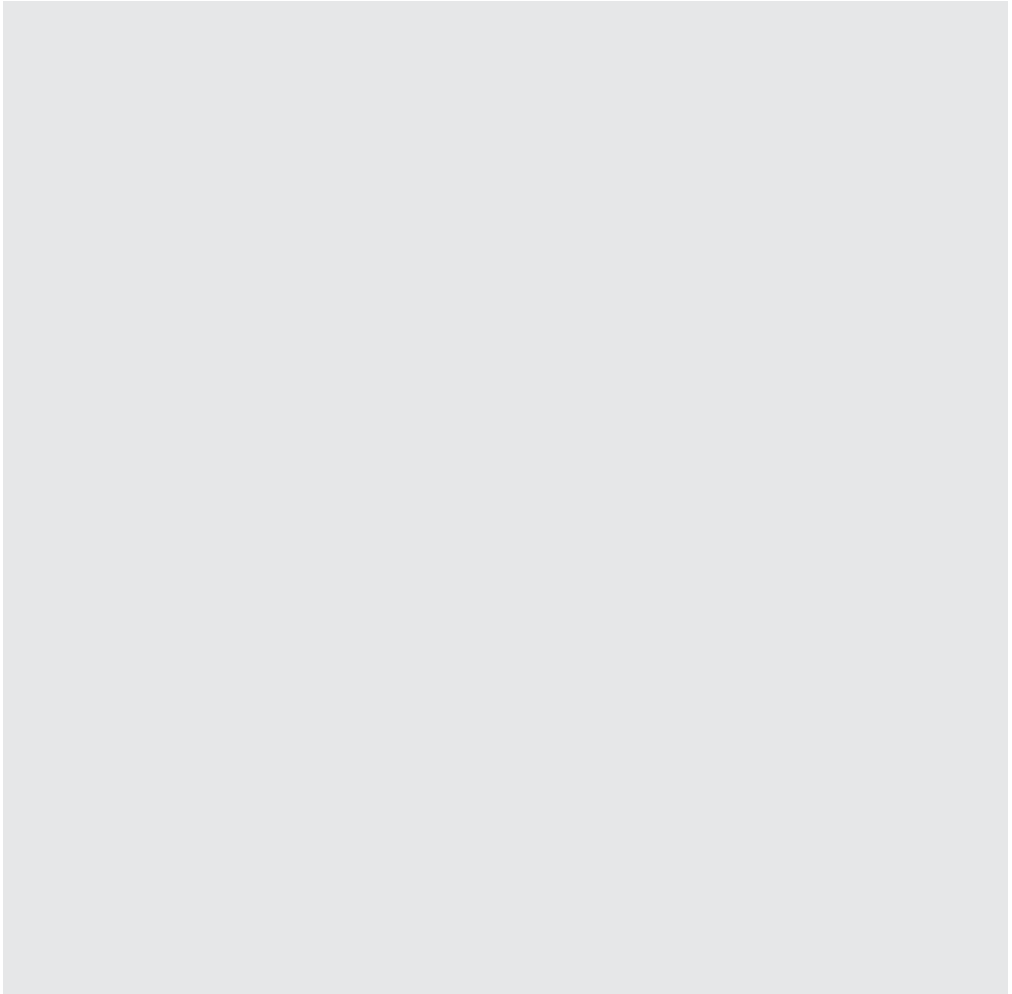
## 3.1 Learning Outcomes

At the end of the Month/Week/Day, I will be able to

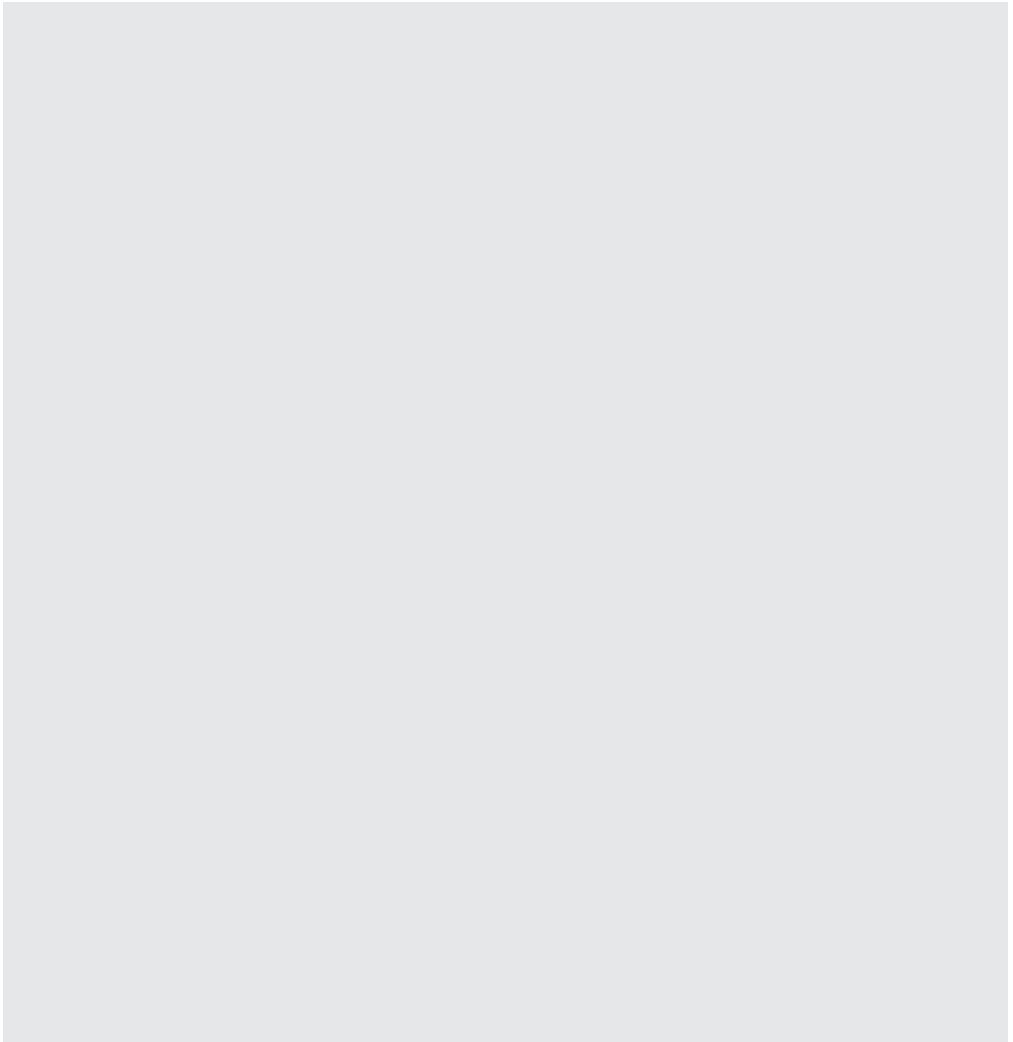
- illustrate the landscape approach to mitigate human wildlife conflict
- describe the historical and geographical context of human wildlife conflict in my respective area
- use the DPSIR framework (Drivers, Pressure, State, Impact, Response) in HWC context
- appraise the significance of corridors and connectivity for wildlife as the key HWC mitigation measure
- outline the key elements for a HWC Management Action Plan for my respective areas of work
- outline key ecological sampling techniques used in the process of HWC assessment and monitoring

## 3.2 Observations of Month/Week/Day 2

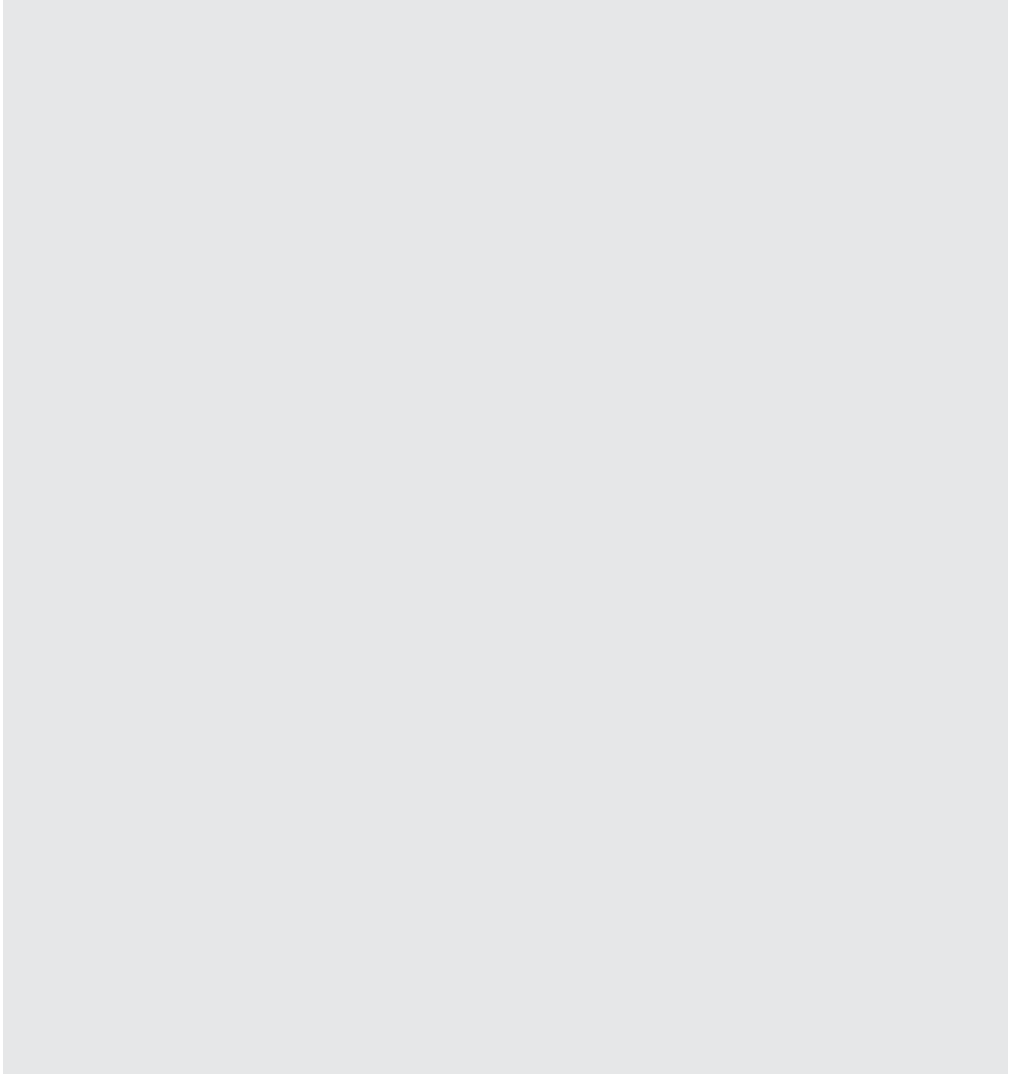
Which are the key species involved in HWC? or species-in-conflict



**Why are certain wildlife species more frequently involved in HWC situations than other wildlife species?**

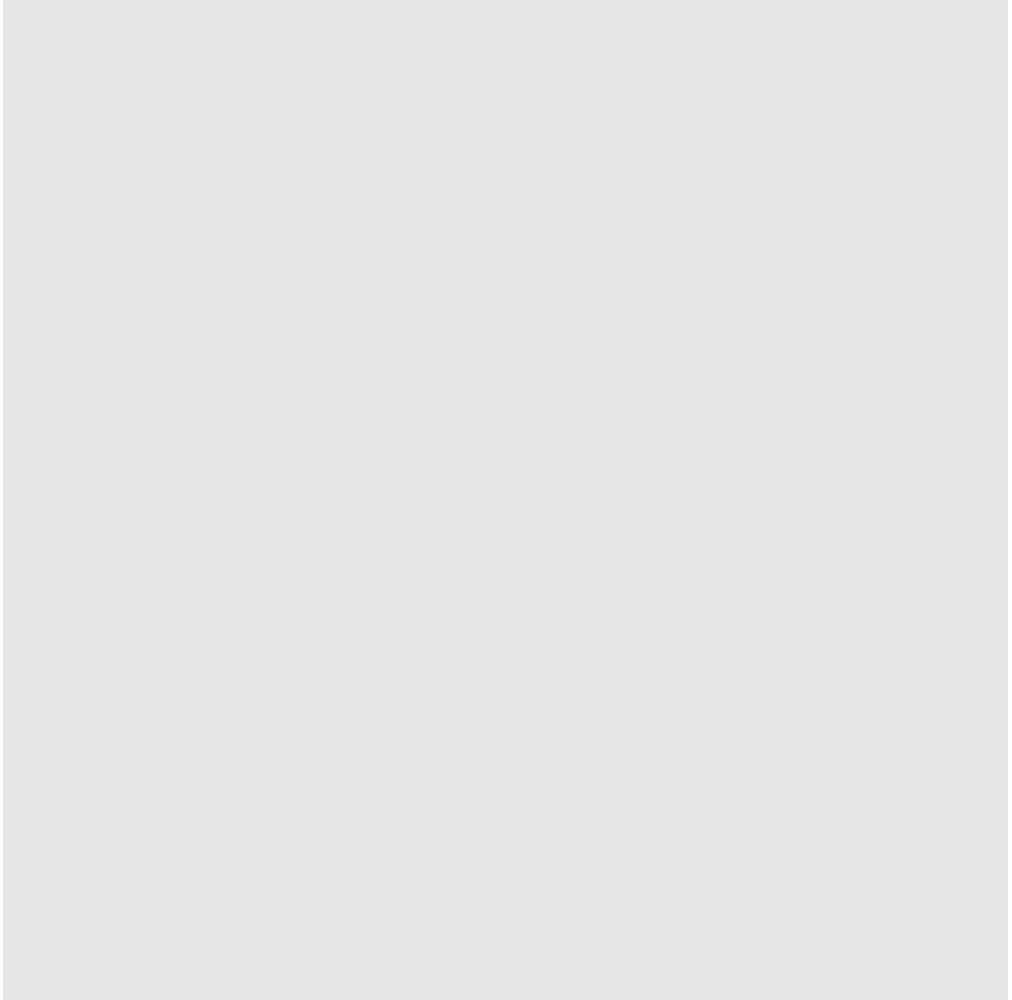


## What is a landscape approach?





**How can I use new technology and instruments such as radio collars, drones, movement sensors, Geographical Information System, and other new technologies to effectively address HWC in a landscape?**



## NOTES

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# NOTES

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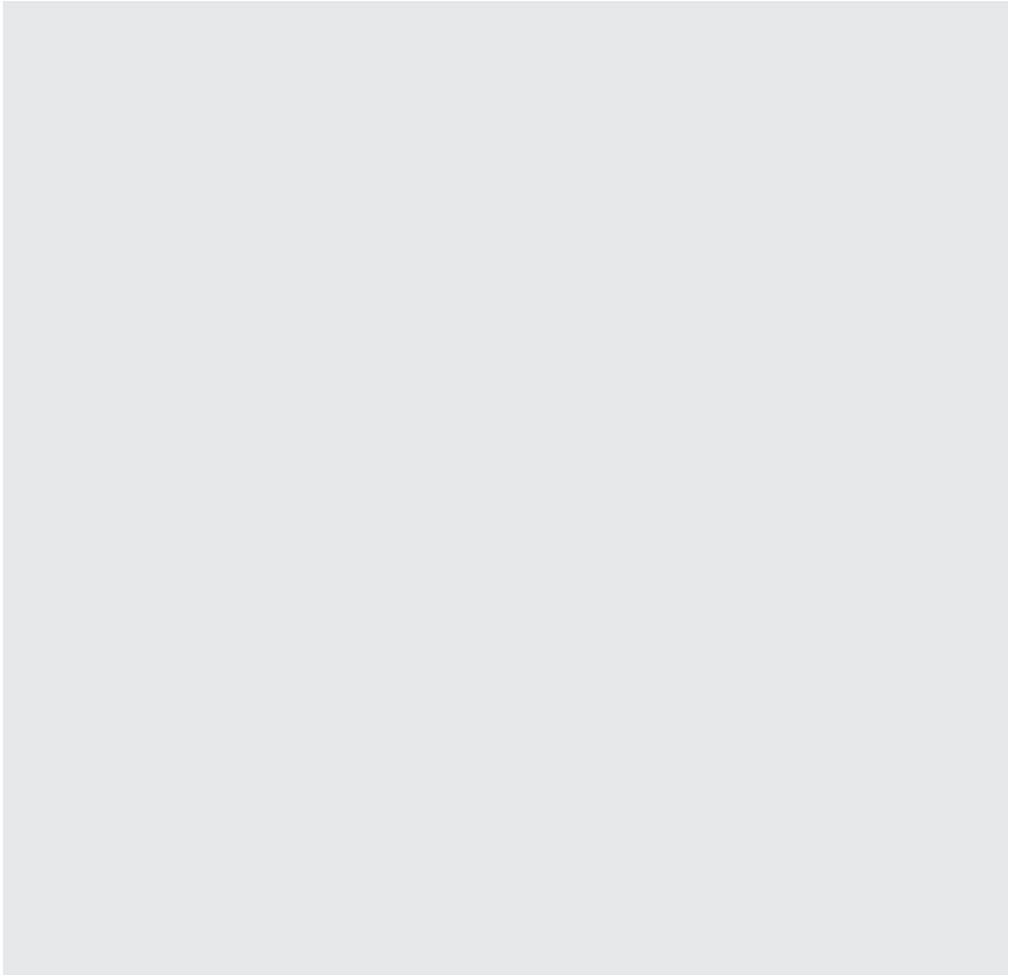




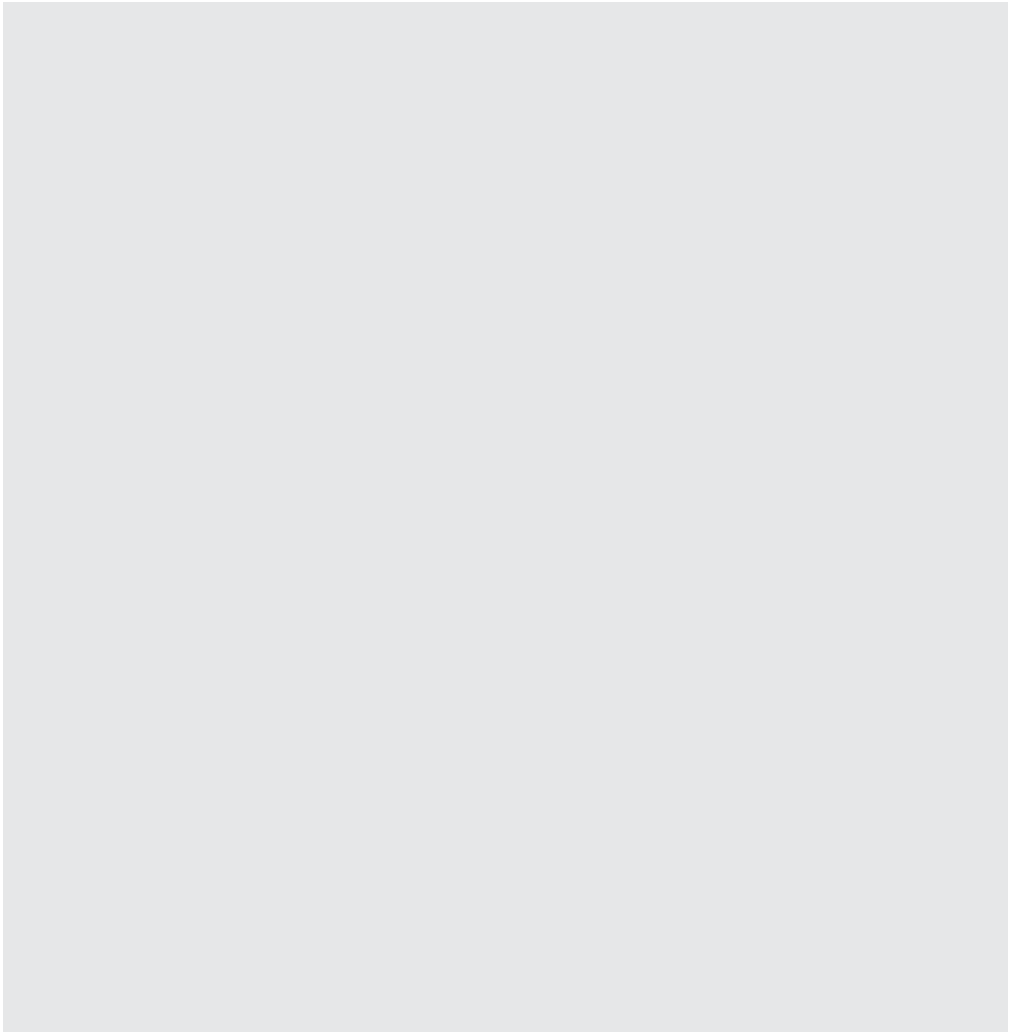
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### 3.3 Analysis of Month/Week/Day 2

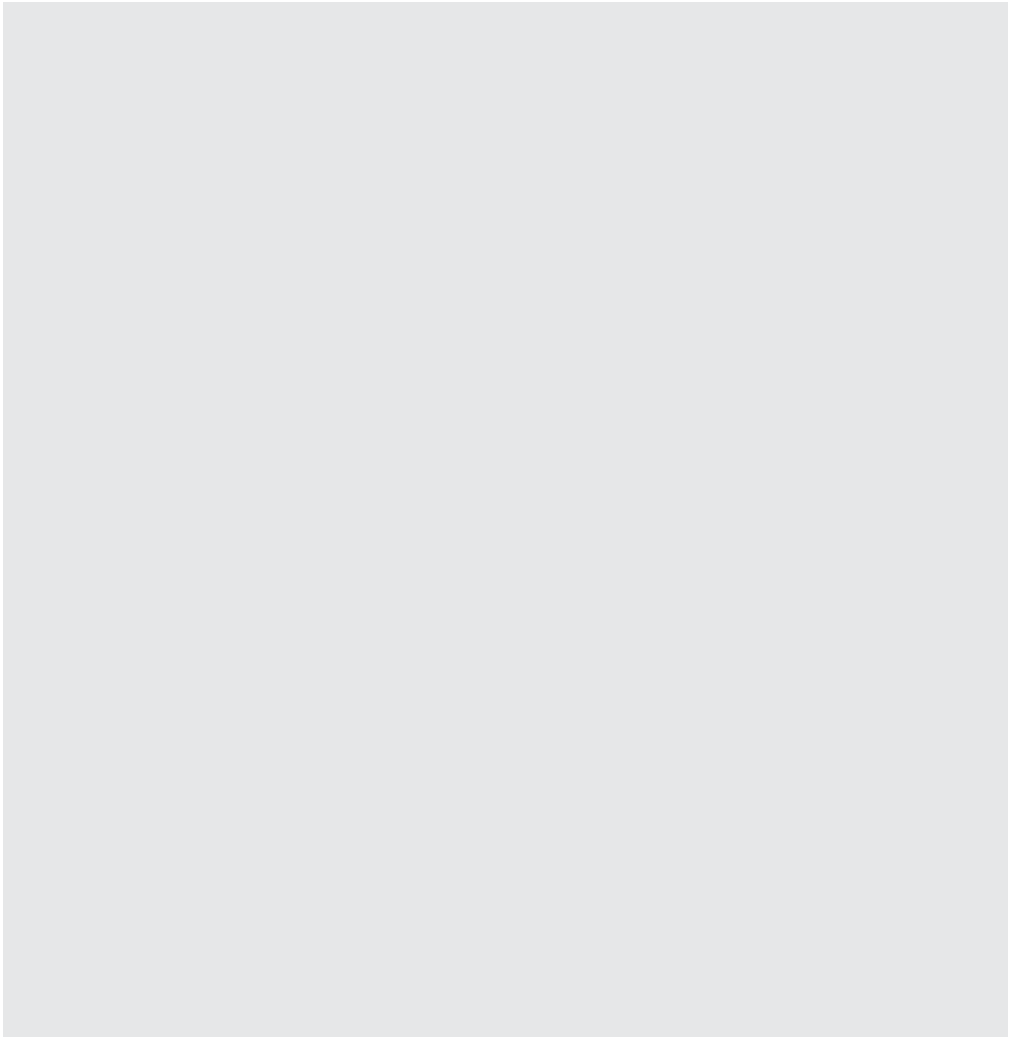
What are the drivers of HWC and how do i plan to address these drivers in my area of work?



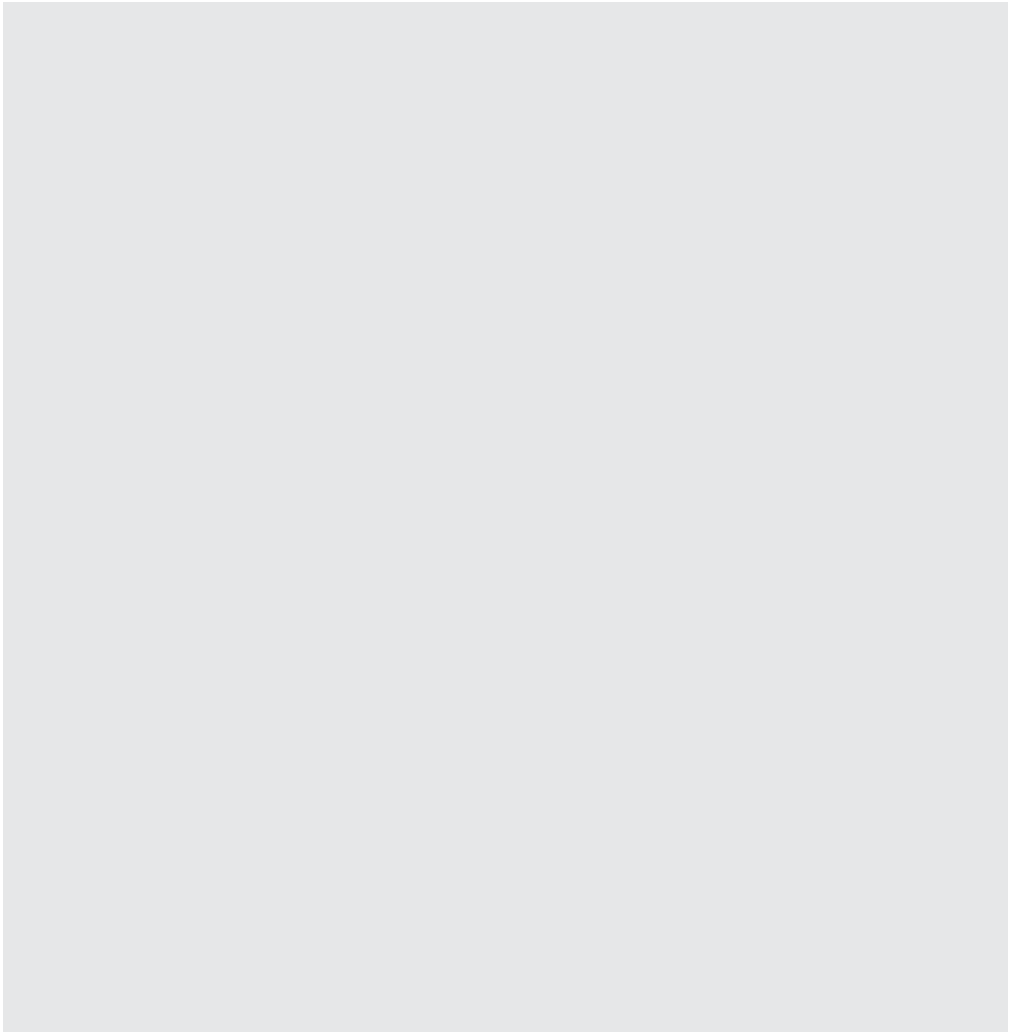
**Which are the ecological and behavioral factors that bring wild animals and humans in conflict with each other?**



**How is the magnitude and incidence of HWC affected by infrastructure development activities in the landscape being used by the wild animals?**

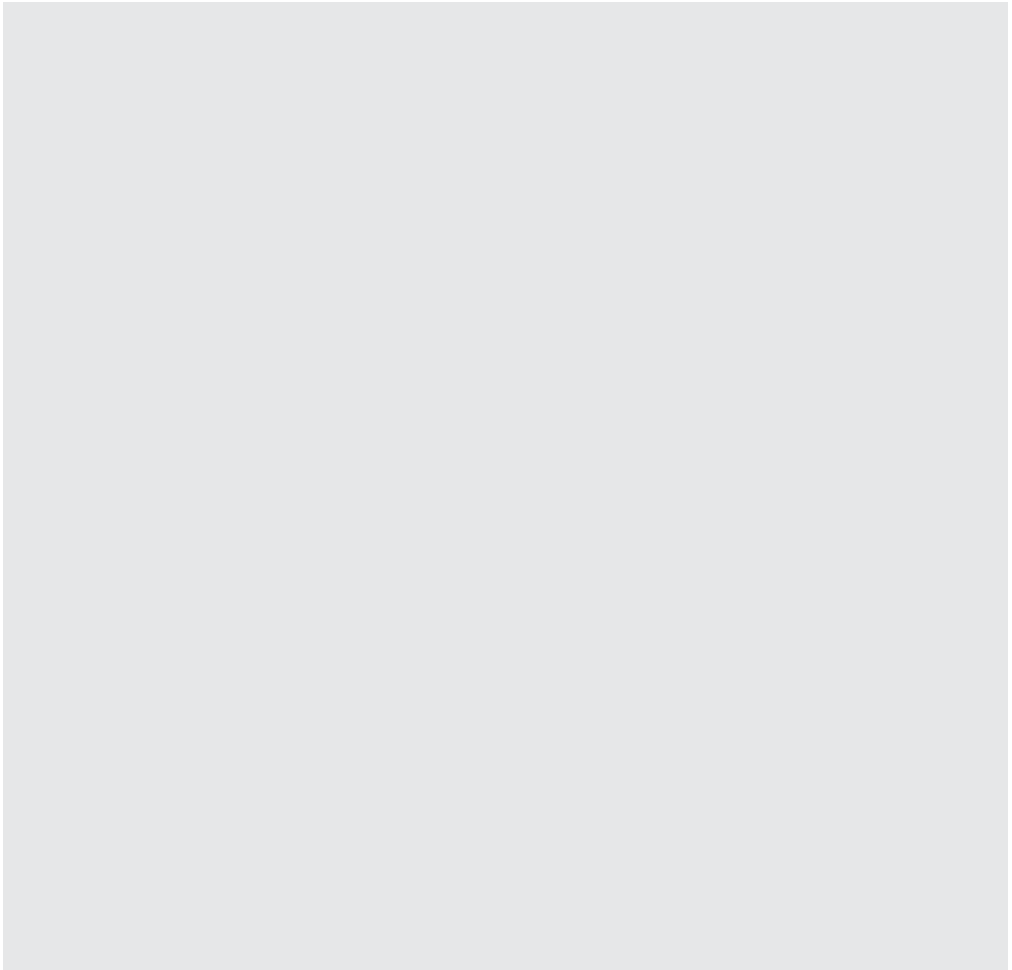


**How do I apply the systems thinking approach using Drivers-Pressures-Impact-State-Response (DPSIR) model for addressing HWC in my area of work?**

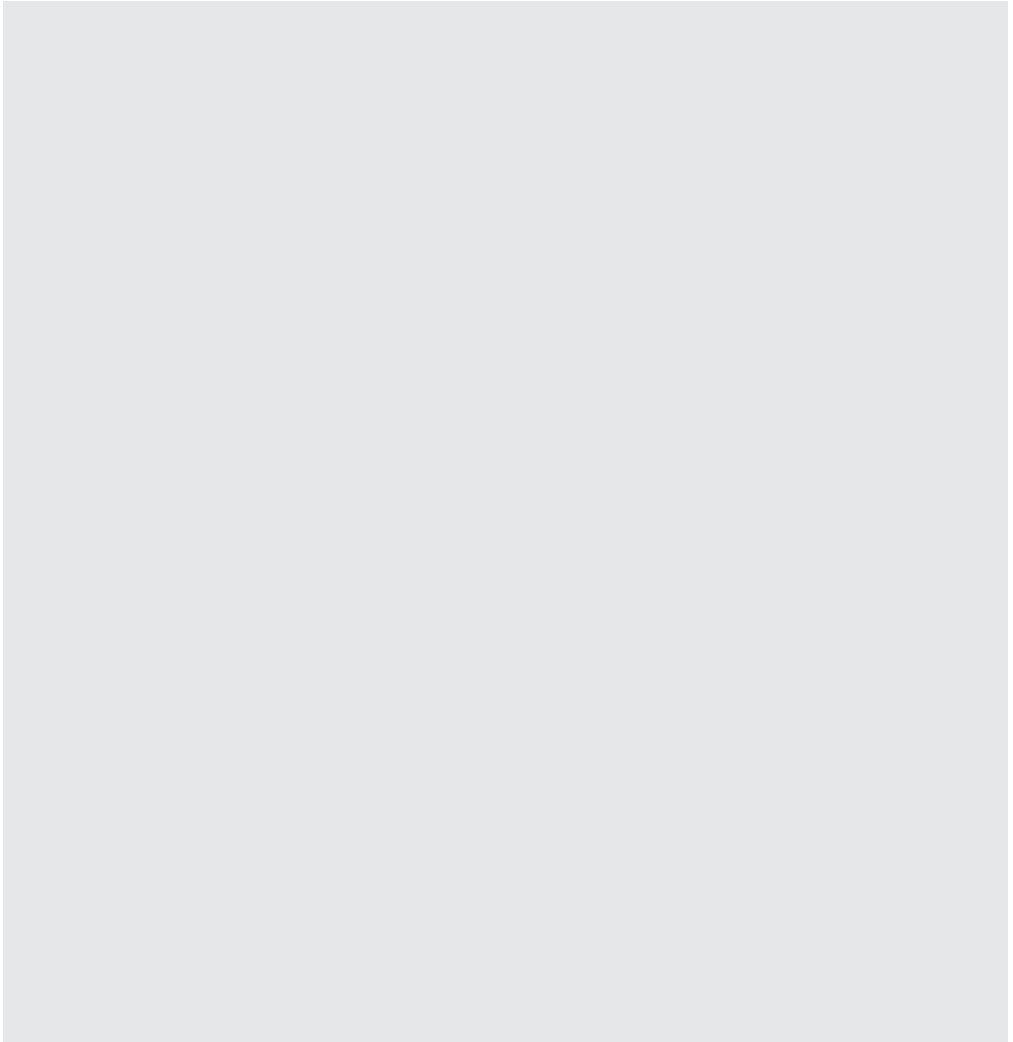


### 3.4 Reflection: Month/Week/Day 2

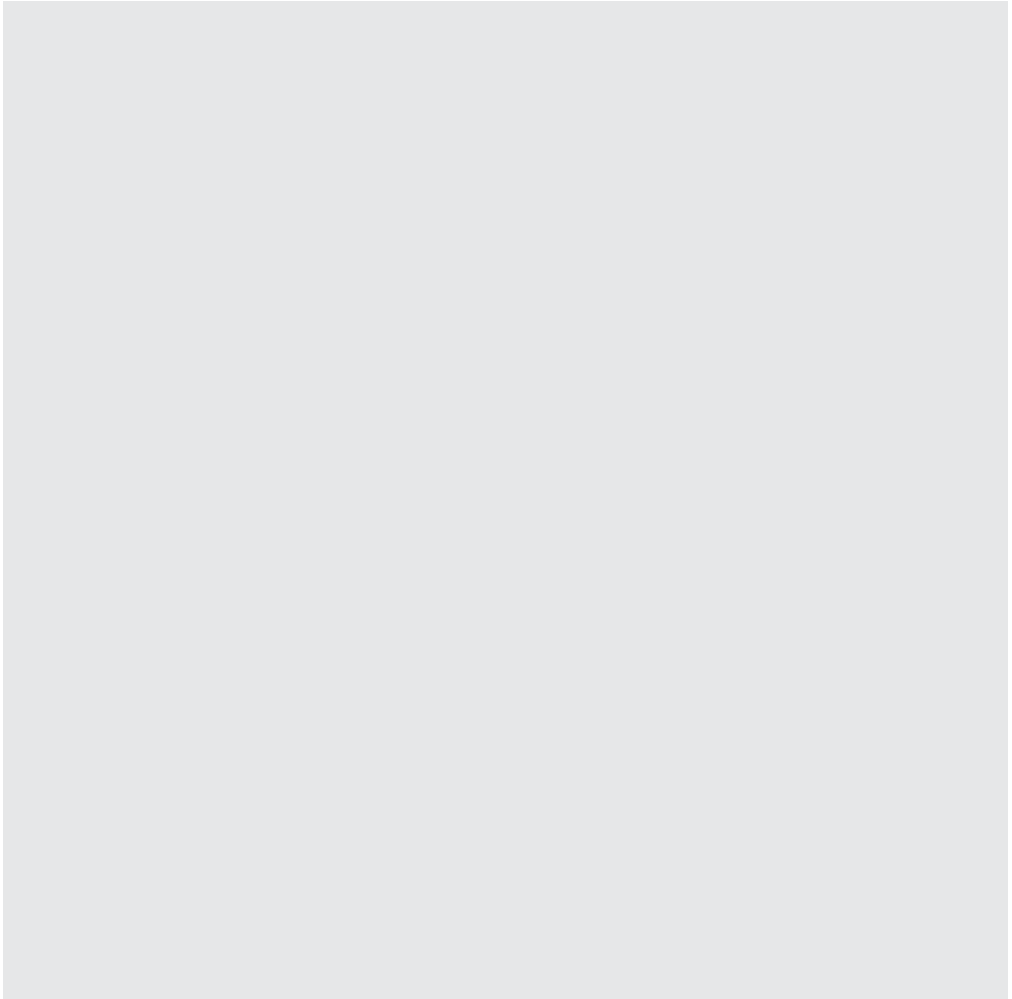
Which are the areas where existing mitigation measures need to be improvised to make these more effective and wildlife-friendly



**How do I, as a forest officer, manage my information sources and available resources for effectively addressing species-specific conflicts?**



**How will I work towards ensuring consolidation of information, data, good practices and capacity needs from my staff and other stakeholders from my area of work, so that I am able to make informed decisions?**









## 4 Month/Week/Day Three: Experiential learning on planning, implementing and reporting HWC mitigation measures: engagement of stakeholders, wildlife management, capture and monitoring techniques

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### 4.1 Learning Outcomes:

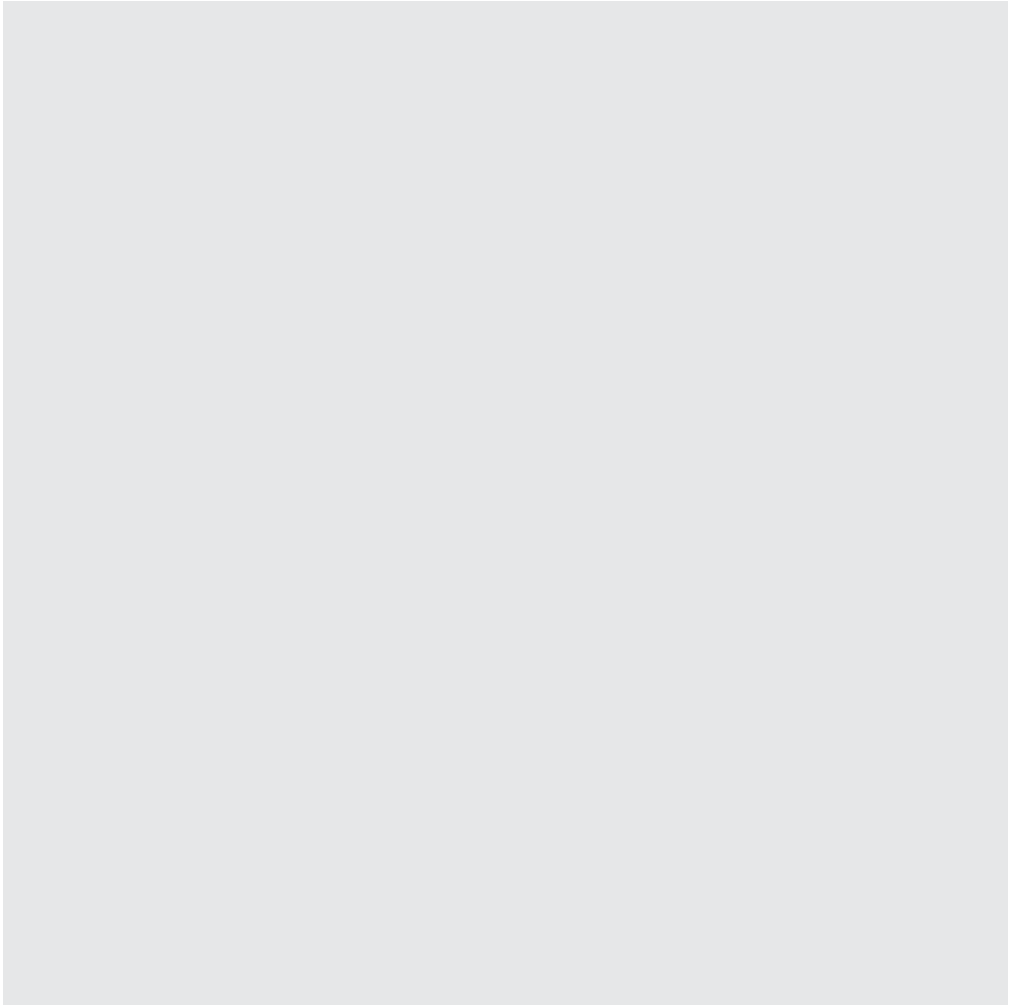
At the end of the Month/Week/Day, I will be able to

- Demonstrate a systematic approach for planning, implementation, monitoring and evaluation of HWC assessment and monitoring measures.
- Outline the key economic and social techniques and methods for assessing and monitoring the economic and social impacts of HWC
- demonstrate the integration of key ecological sampling techniques and advanced methods, including early warning and rapid response, into the 'HWC Management Action Plans'.
- appreciate the need for regular training of the front-line staff in conventional field craft such a elephant tracking
- demonstrate developing HWC Management Action Plans for my division, based on the holistic approach
- demonstrate the skills for systematic assessment of existing and potential HWC mitigation measures
- demonstrate stakeholder mapping and actor analysis vis-à-vis HWC conflict mitigation
- appraise the socio-economic, psychological, ecological and cultural aspects of HWC vis-à-vis key stakeholders in my area of work
- appraise cultural and traditional practices and my usefulness in mitigating human wildlife conflict in specific areas

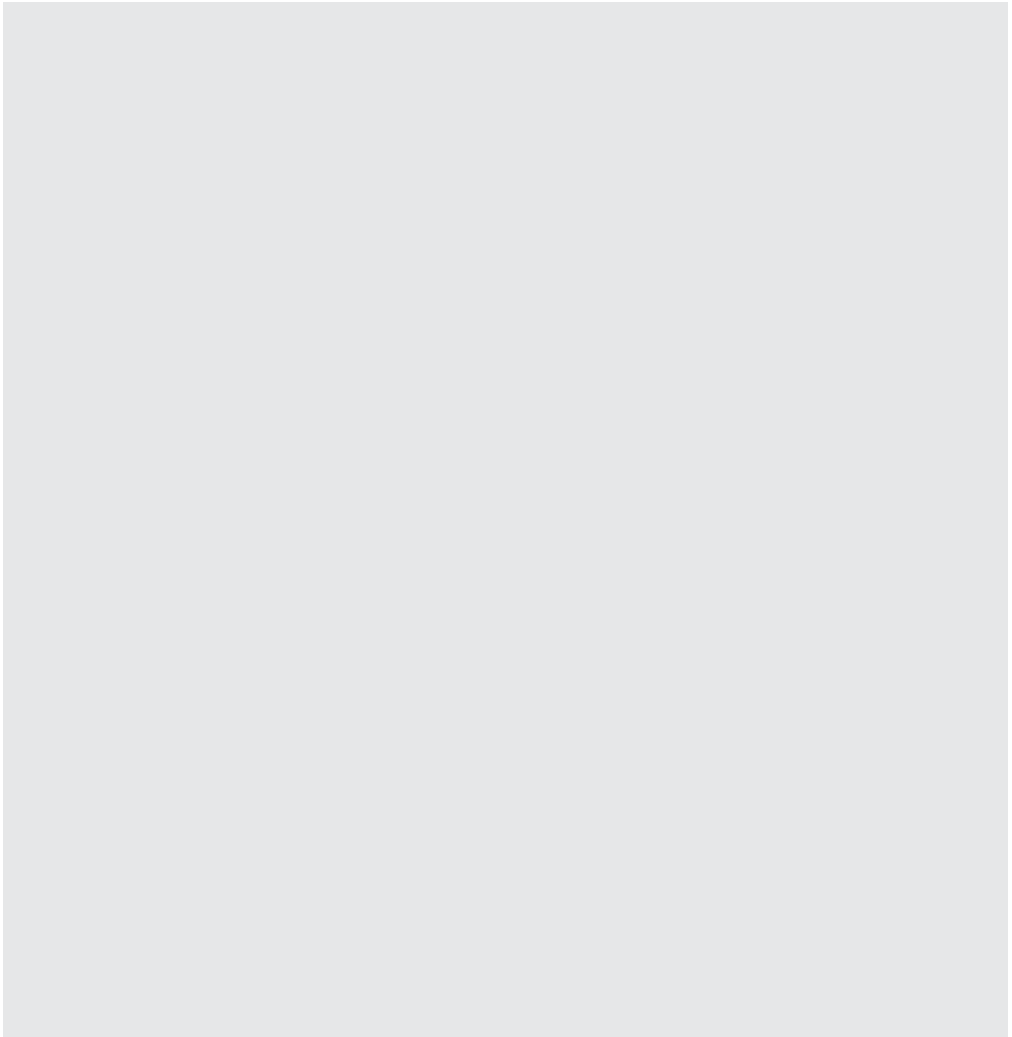
- appreciate active engagement of key stakeholders, especially local communities, for ensuring success of HWC mitigation measures in the field
- demonstrate methods of proactive engagement with local communities
- delineate the role of village level institutions and institution building process for effective management of HWC
- outline the key steps and methods to ensure that HWC mitigation measures are gender-inclusive
- demonstrate methods for engaging local community, including as Primary Response Teams, in monitoring and maintenance of HWC mitigation tools and practices

## 4.2 Observations of Month/Week/Day 3:

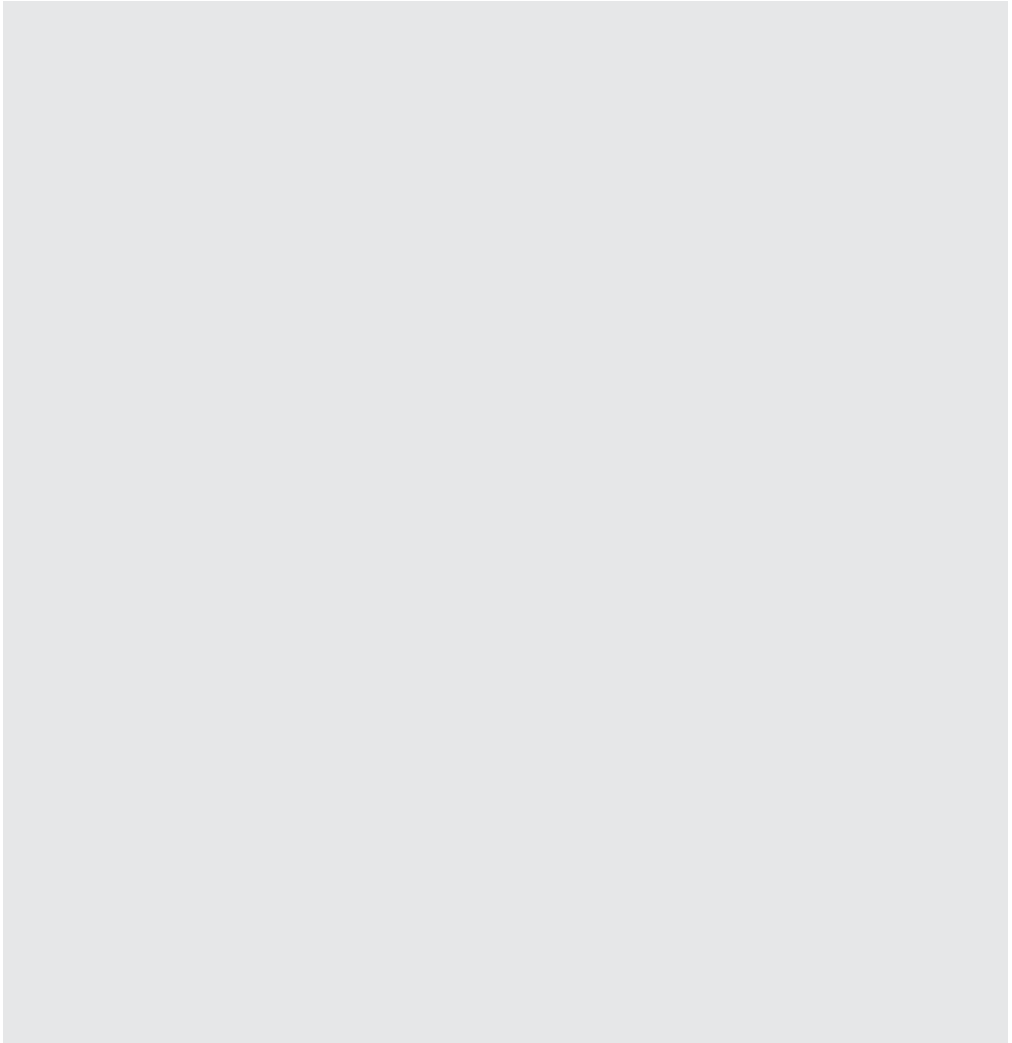
Which equipment /instruments and tools I observed this month/week/today?



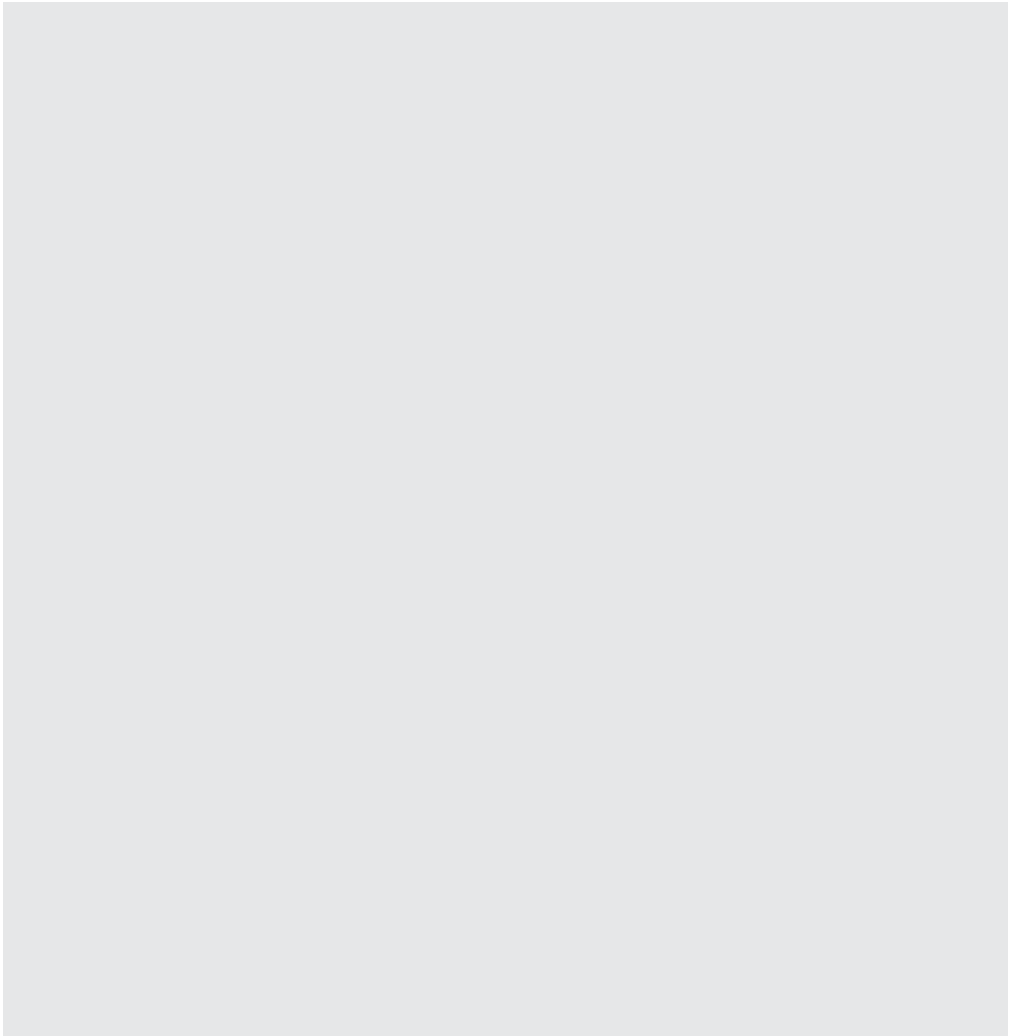
**What are six HWC mitigation instruments that are implemented to ensure a holistic approach? How are these instruments applied in the field situations?**



**What are the steps involved in capture and translocation of wildlife species-in-conflict that I observed/discussed this month/week/today?**

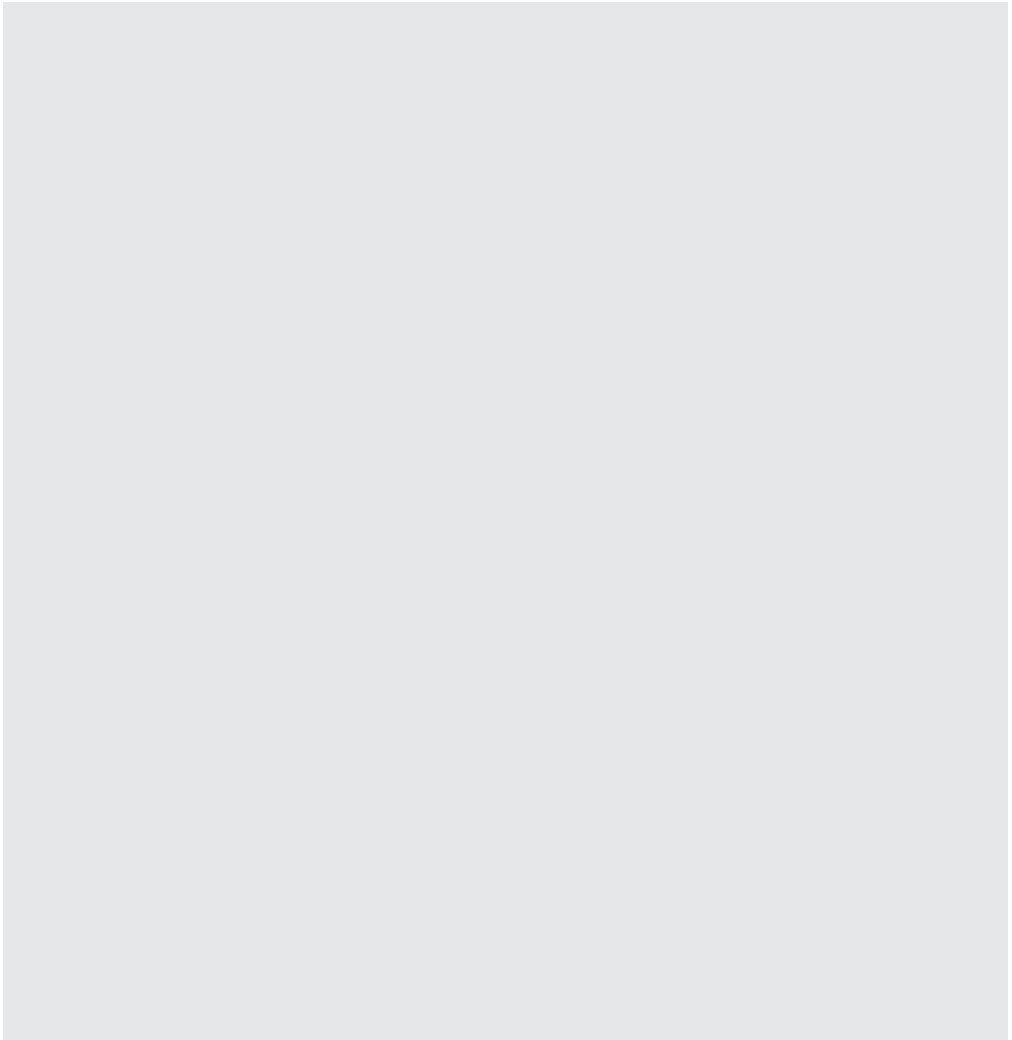


**What are the steps involved in ensuring health and safety of the wildlife species-in-conflict that I observed/discussed this month/week/today?**





**What are the different traditional methods being used by community for mitigation of HWC and what is there effectiveness?**









# NOTES

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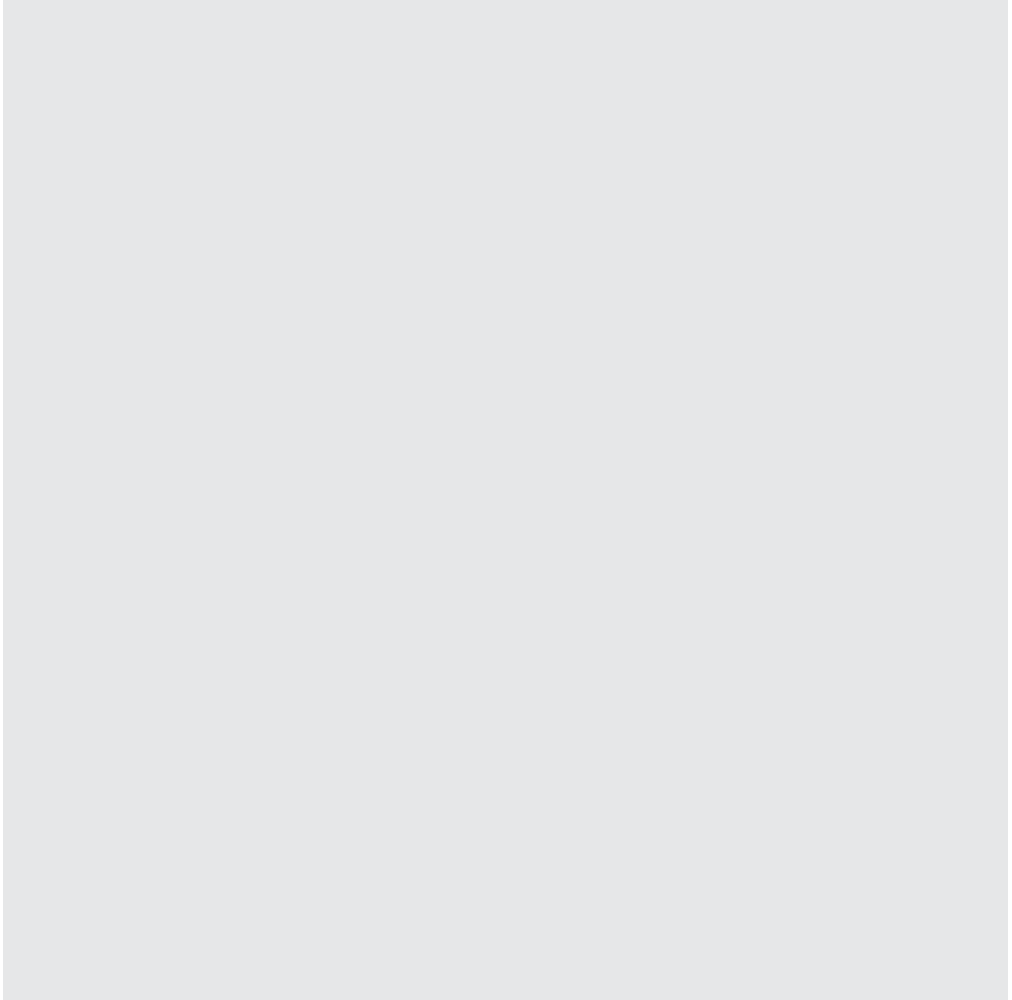




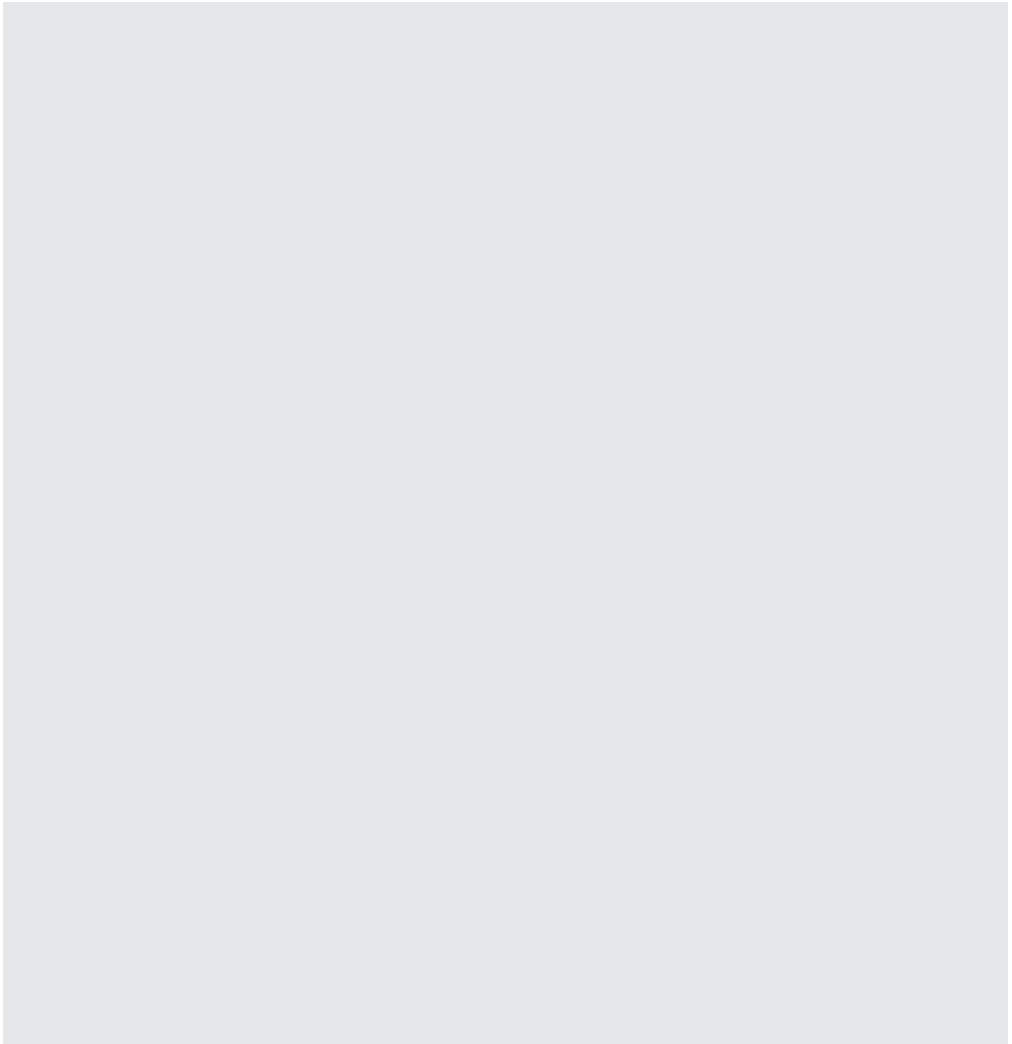


## 4.3 Analysis of Month/Week/Day 3:

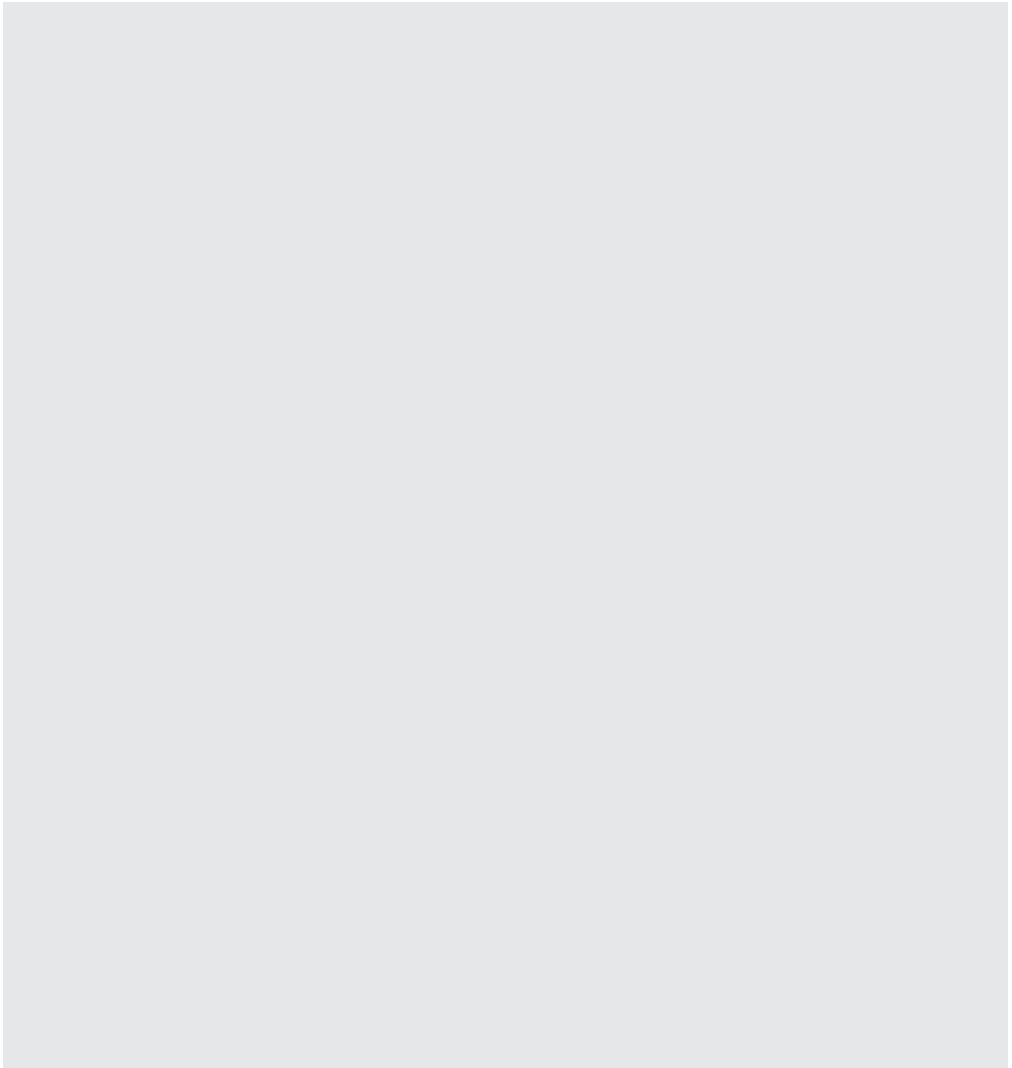
What are the key success factors for an early warning and rapid response system?



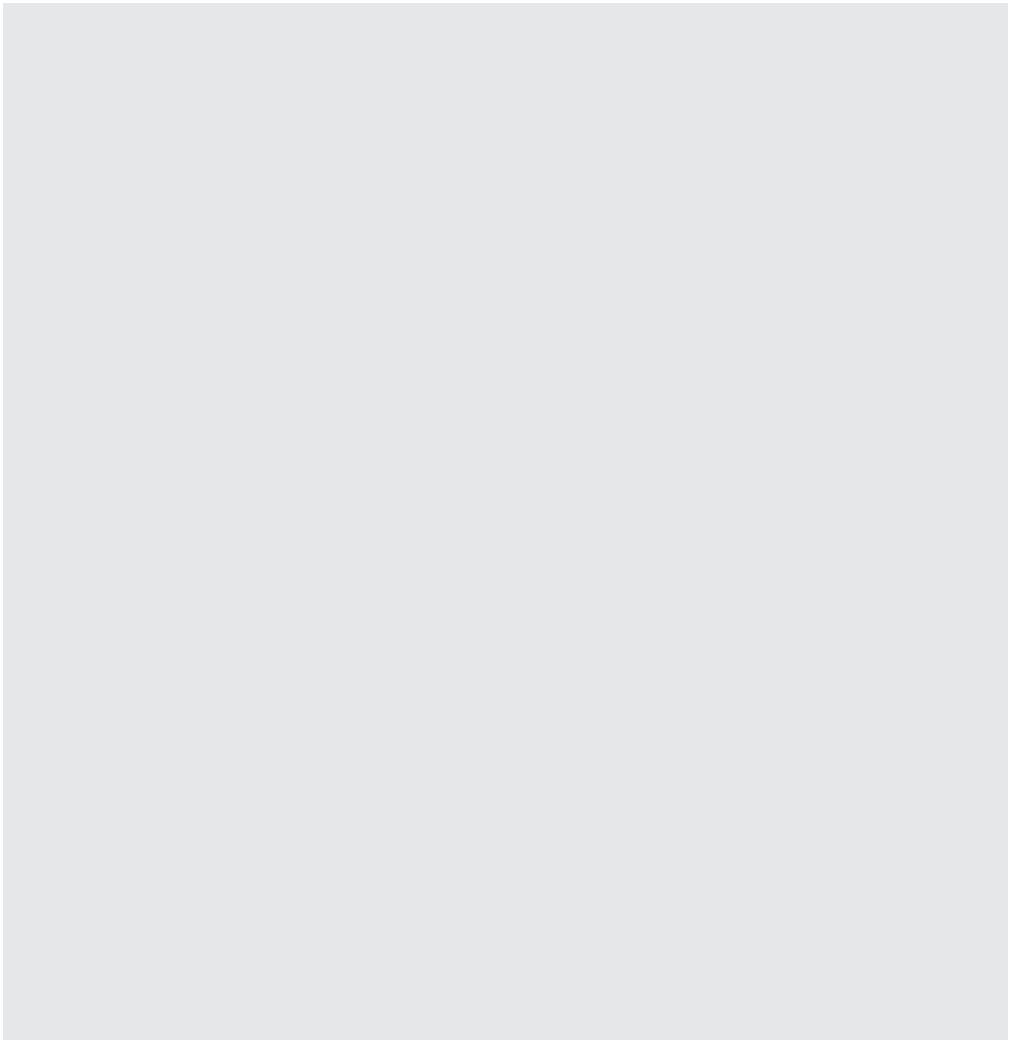
**What are key features of the mitigation measures observed by me this month/week/  
today?**



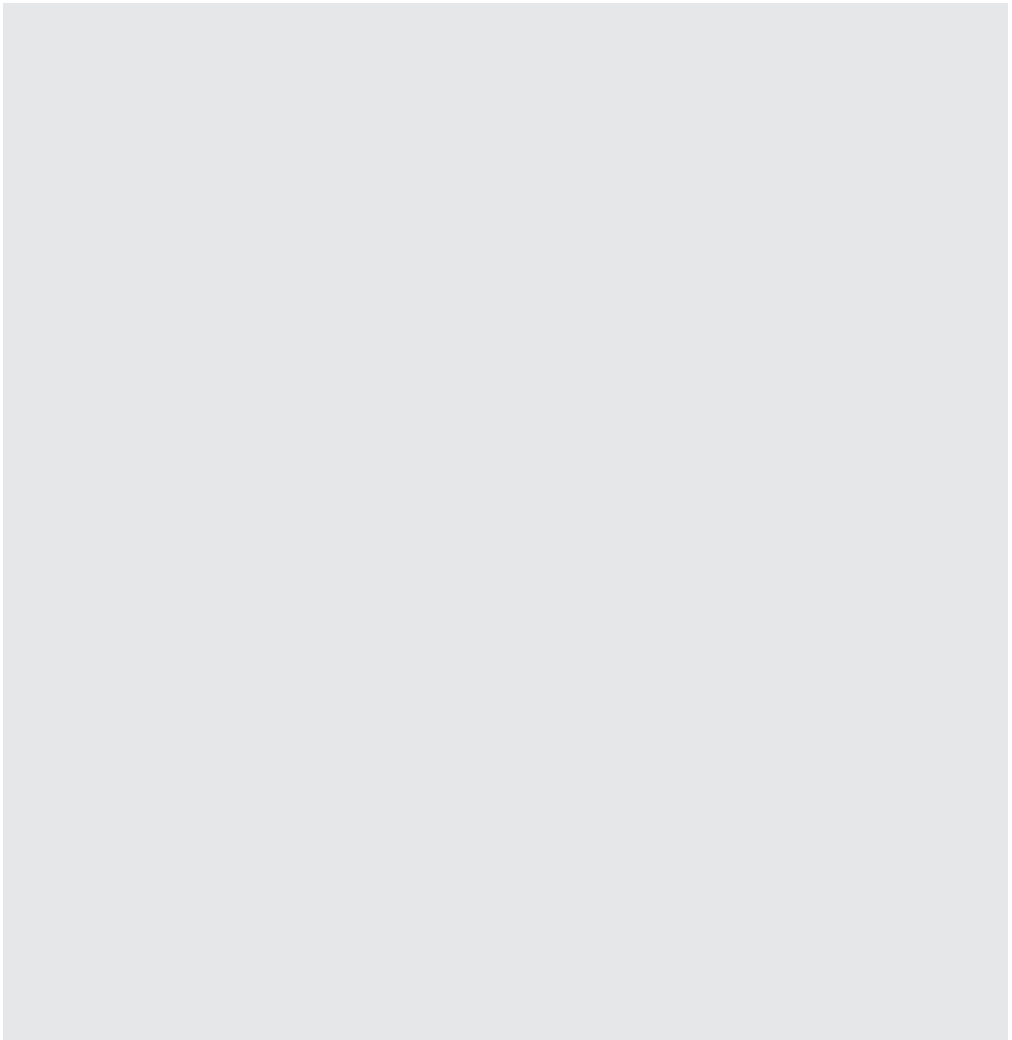
**How can we effectively involve the local communities for HWC mitigation?**



**What is the role of veterinary experts in successful implementation of HWC mitigation measures?**

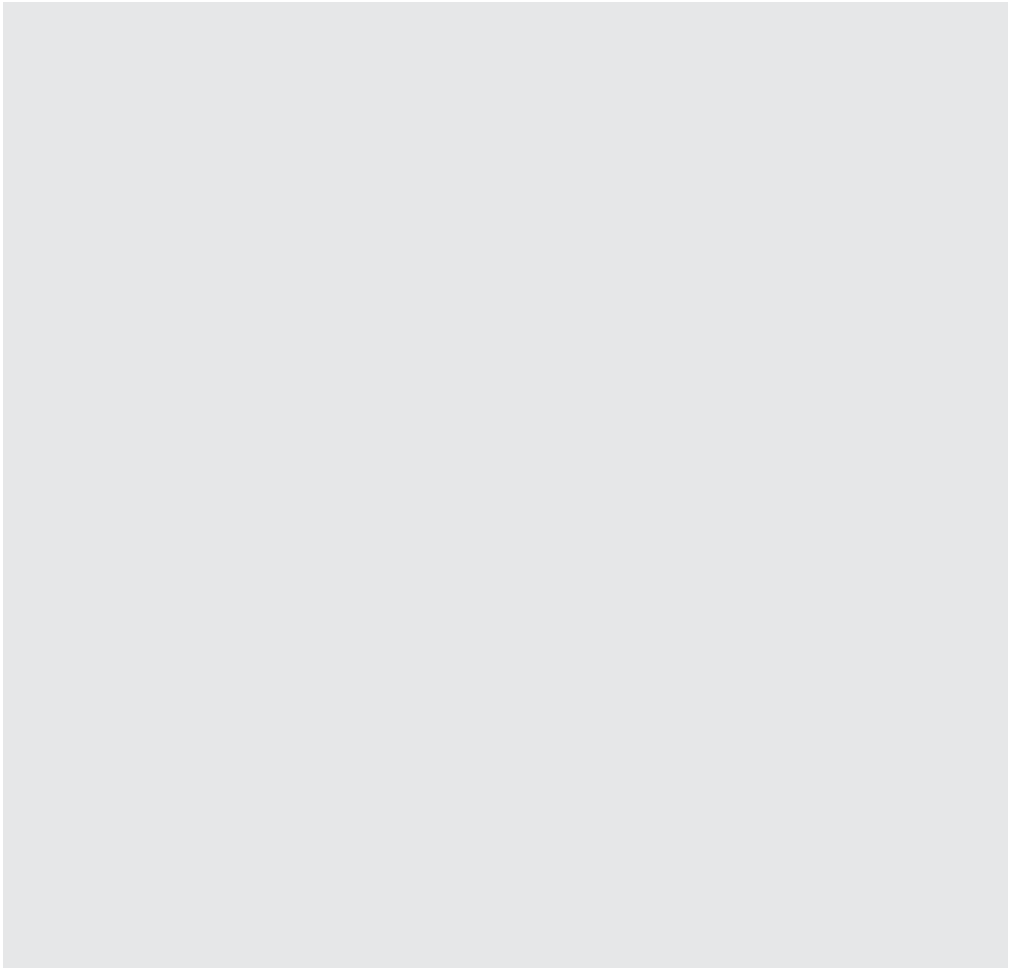


**How do we ensure that the HWC mitigation plans and guidelines are implemented in a gender-inclusive manner?**

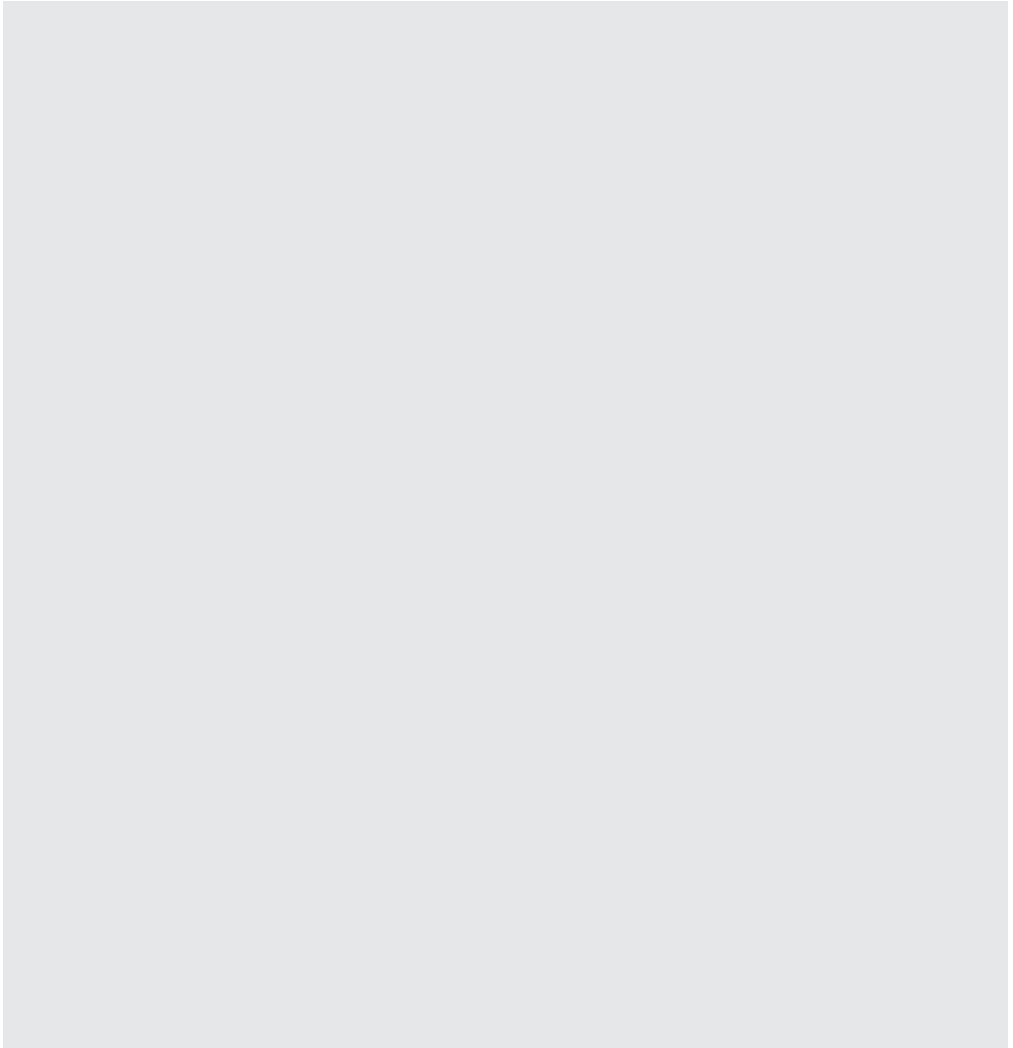


## 4.4 Reflection of Month/Week/Day 3:

How do I see myself advising/overseeing/leading a rapid response mission. How will I prepare myself, and execute the operation?

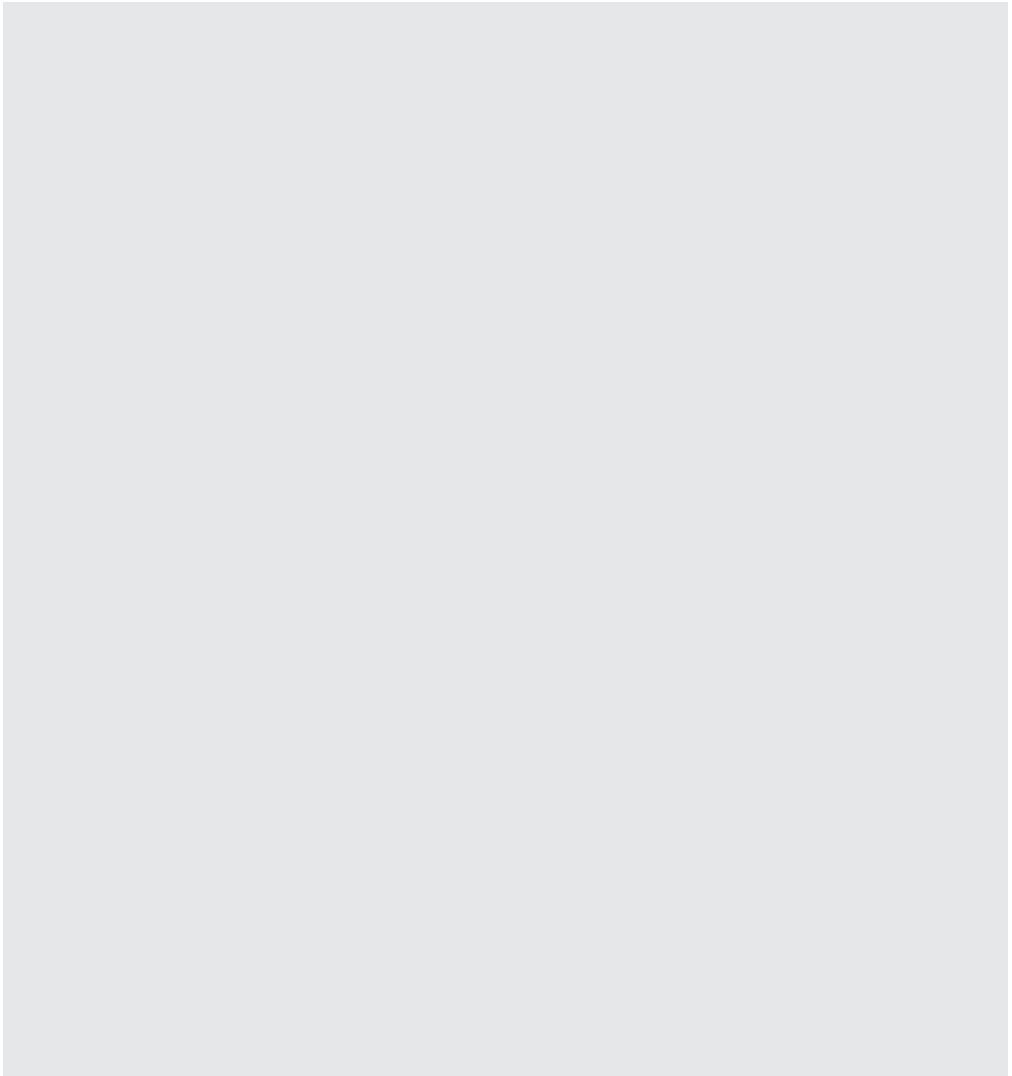


**How do I see myself handling a situation where a wild animal-in-conflict has entered a high-density human-habitation area?**

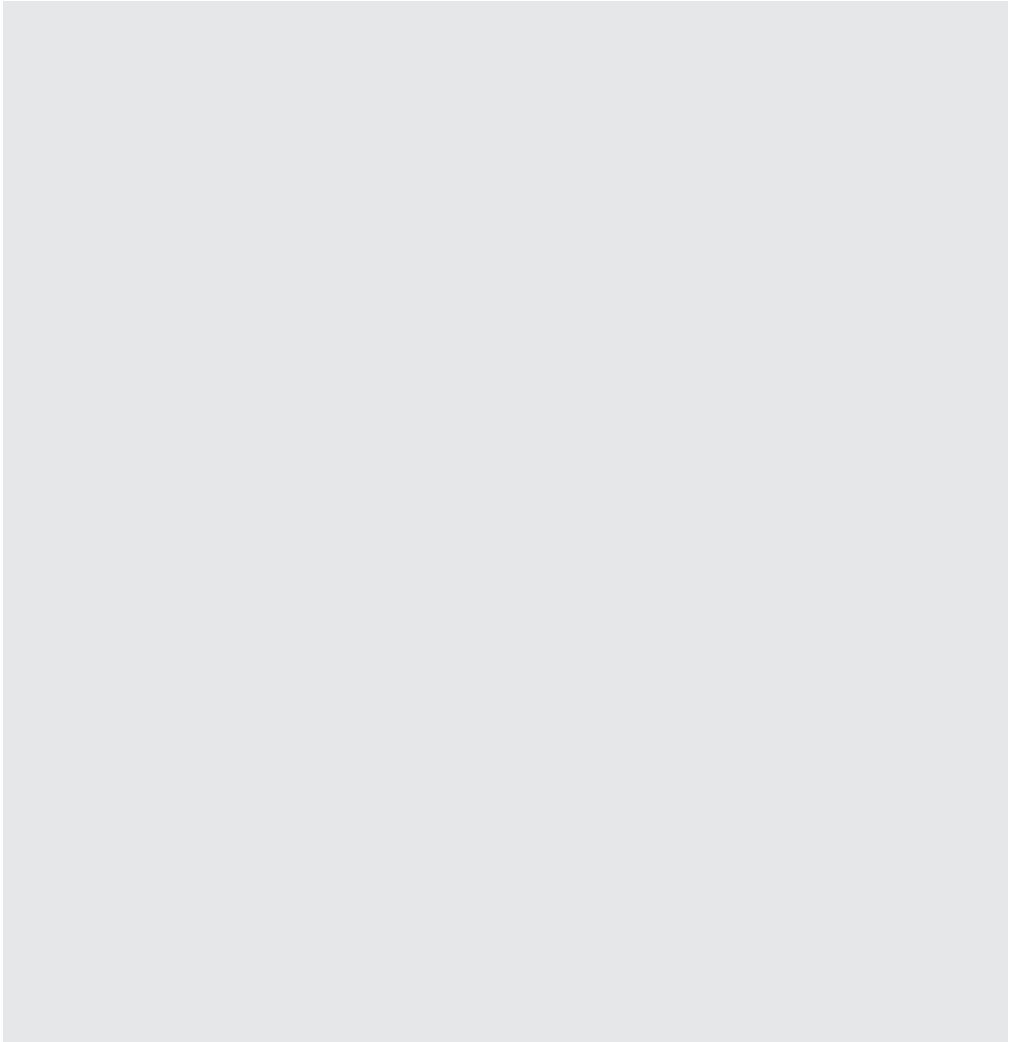




**How do I identify which individual wild animal is involved in conflict?**



**How do I plan to engage local community and Media, during and after a conflict situation? what challenges I foresee? Where should I look for help?**



**NOTES**

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PHOTO: NEERAJ KHERRA/GIZ



## 5 Month/Week/Day Four: Taking Charge of the situation: Leadership, reflection, communication skills & media engagement by Forest officials

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### 5.1 Learning Outcomes:

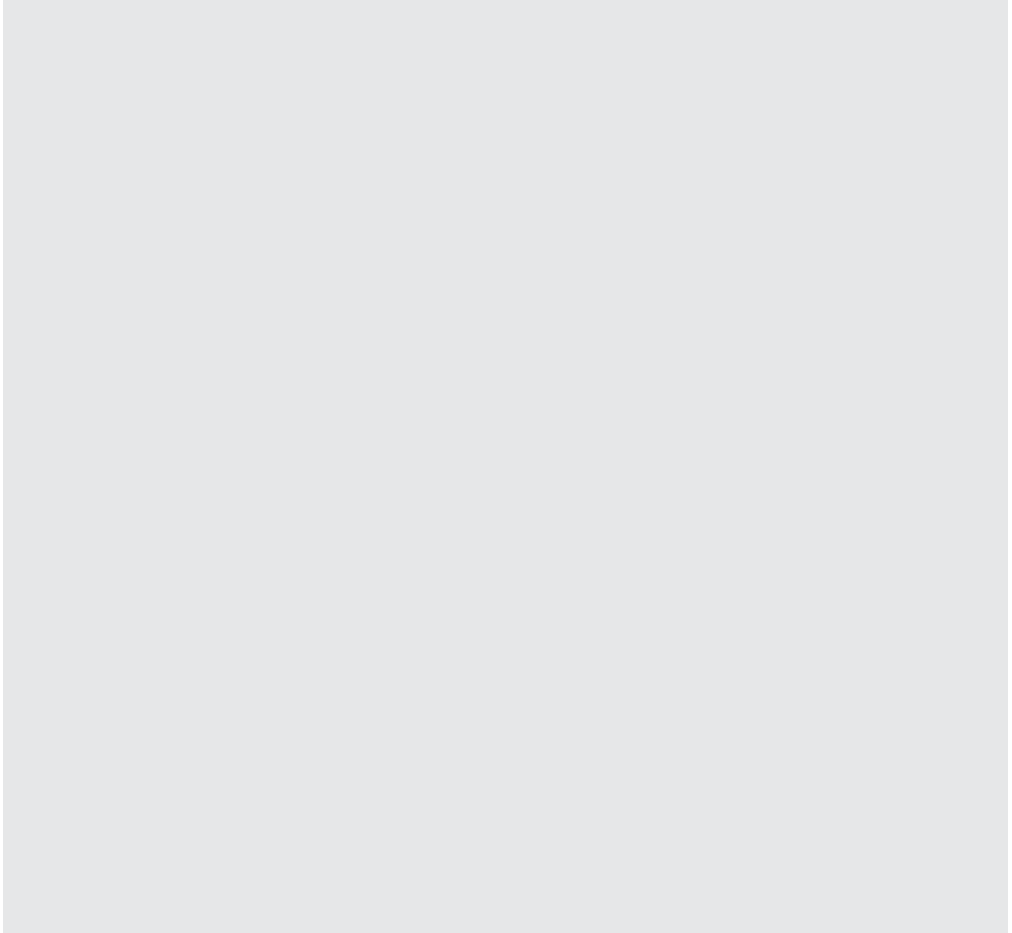
At the end of the Month/Week/Day, I will be able to

- outline the most relevant media for communicating on human wildlife conflict mitigation issues
- analyse the potential impact of different types of Media in putting forward an information
- demonstrate the application of HWC mitigation knowledge and skills to communicate effectively while engaging with Media
- demonstrate an approach to receive effective cooperation from Media in long-term
- appreciate the need for specialised communication training for front-line staff
- appreciate the role that Media can play in mitigating human wildlife conflict through creating mass awareness
- appraise the existing and potential human wildlife conflict mitigation measures for my long -term effectiveness
- appreciate the need for integrating gender perspective into HWC mitigation plans and strategies

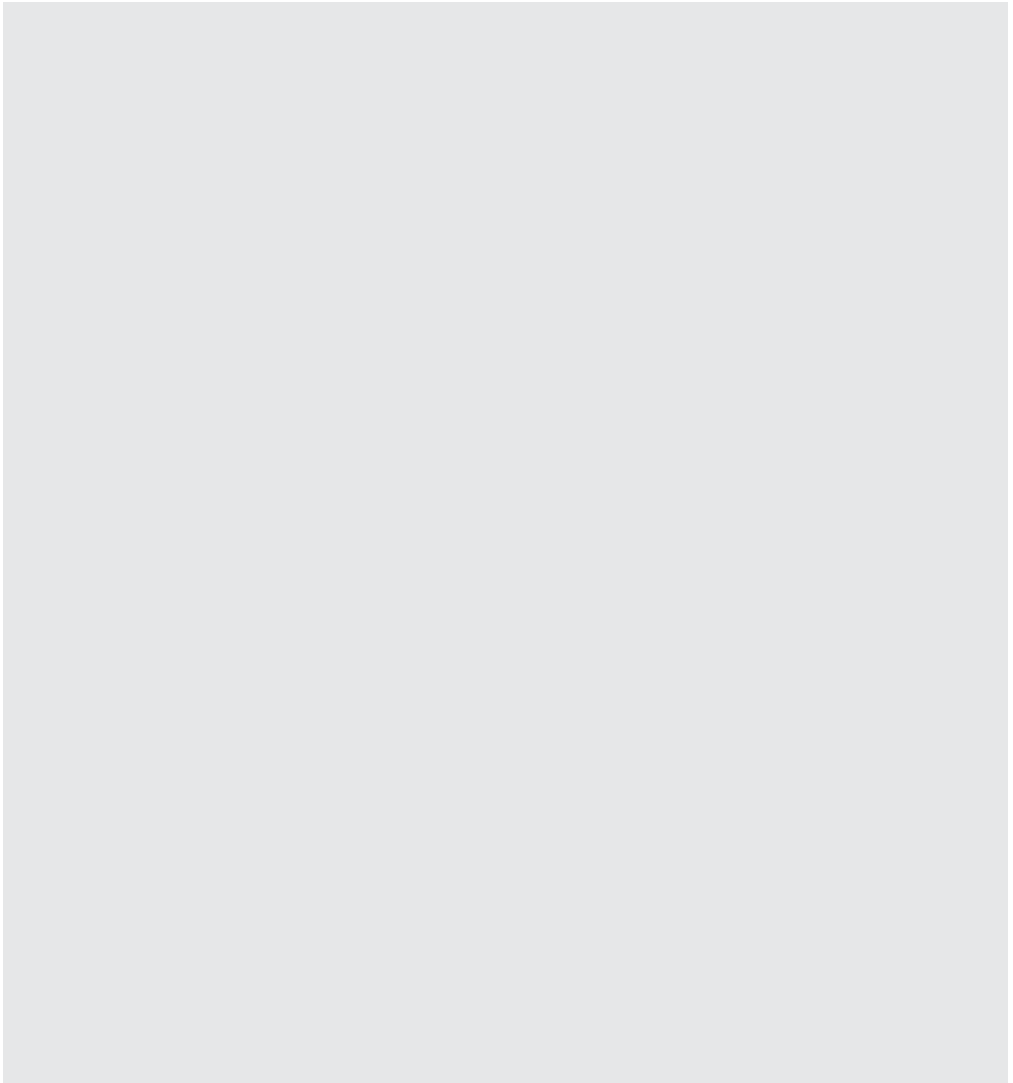


## 5.2 Observations of Month/Week/Day 4:

What are my learnings from the past month/week/yesterday? Was I able to successfully share those learnings with other participants? if not, what was my challenge?

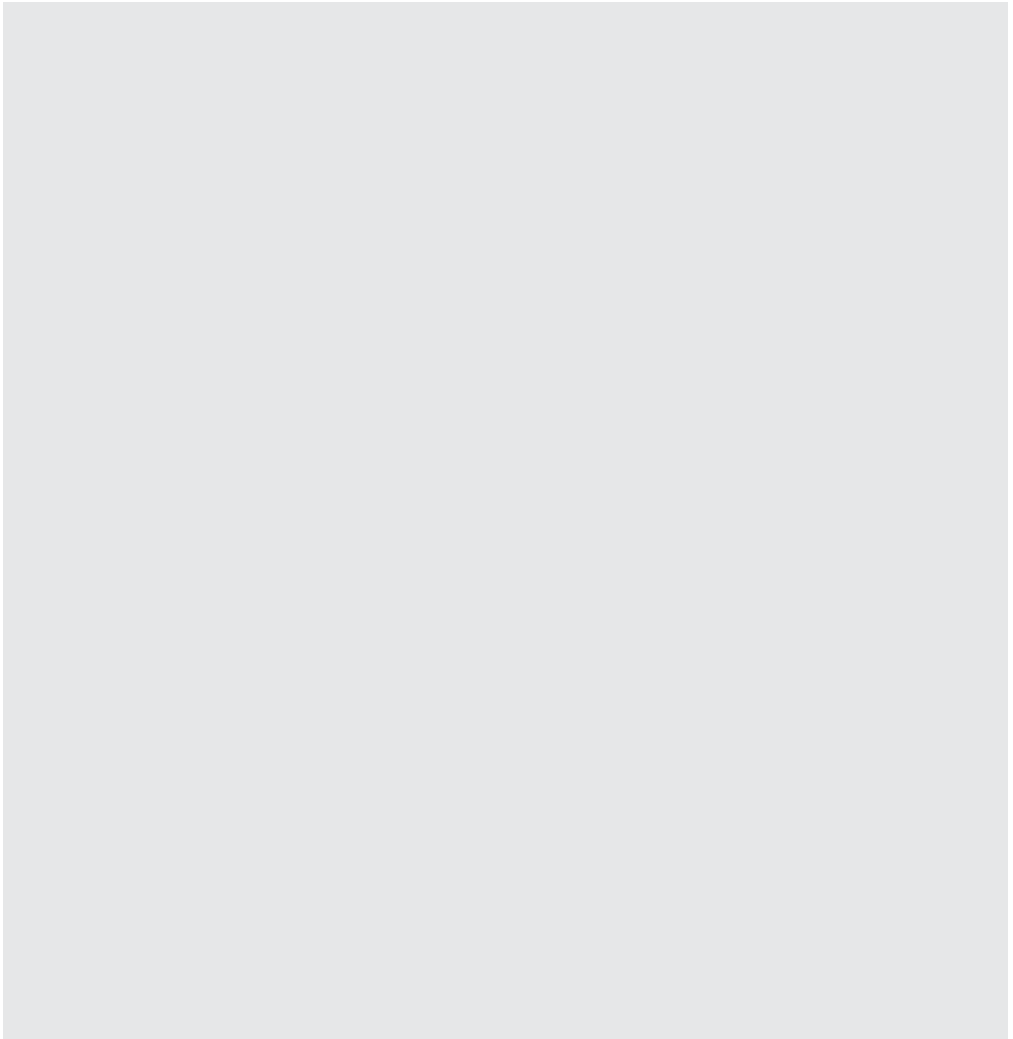


**What are the ways in which the HWC mitigation measures can be inclusive?**





**What are some of the recent innovations to bring a positive change in people's attitude towards wildlife**



## NOTES

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**NOTES**

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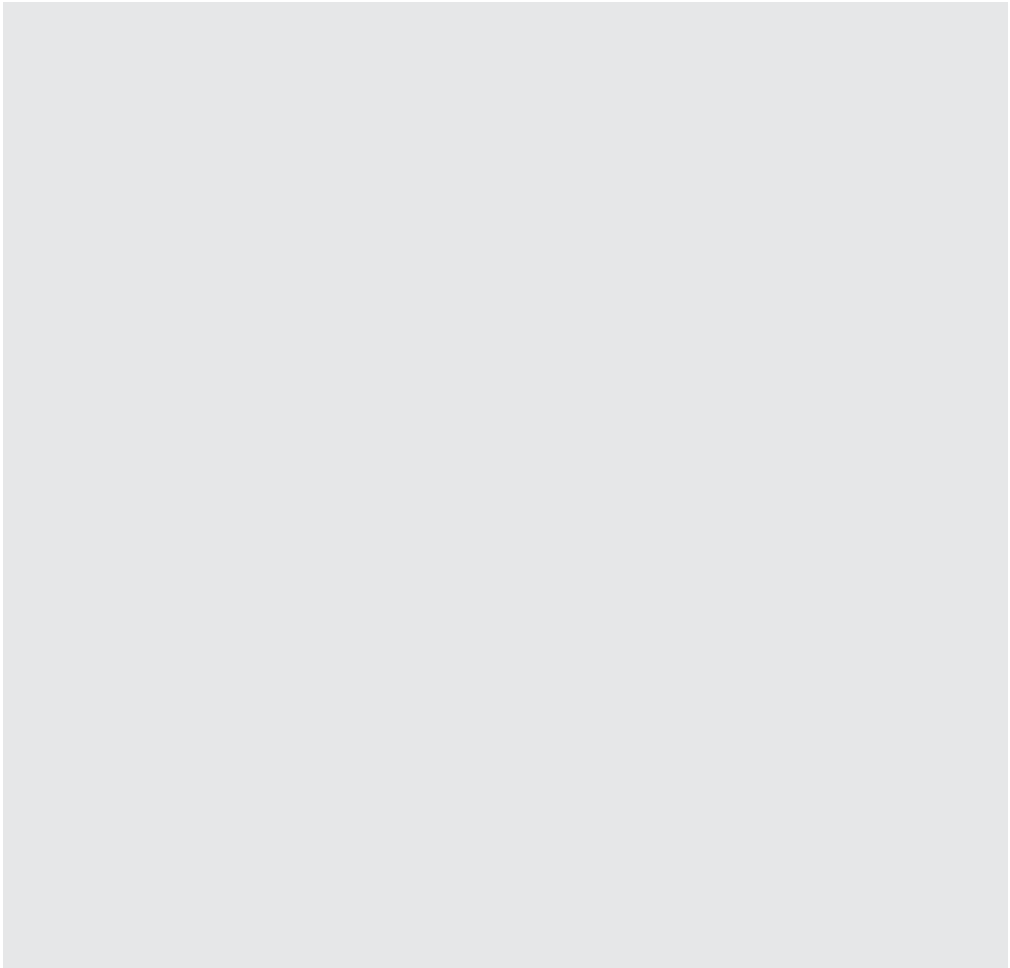




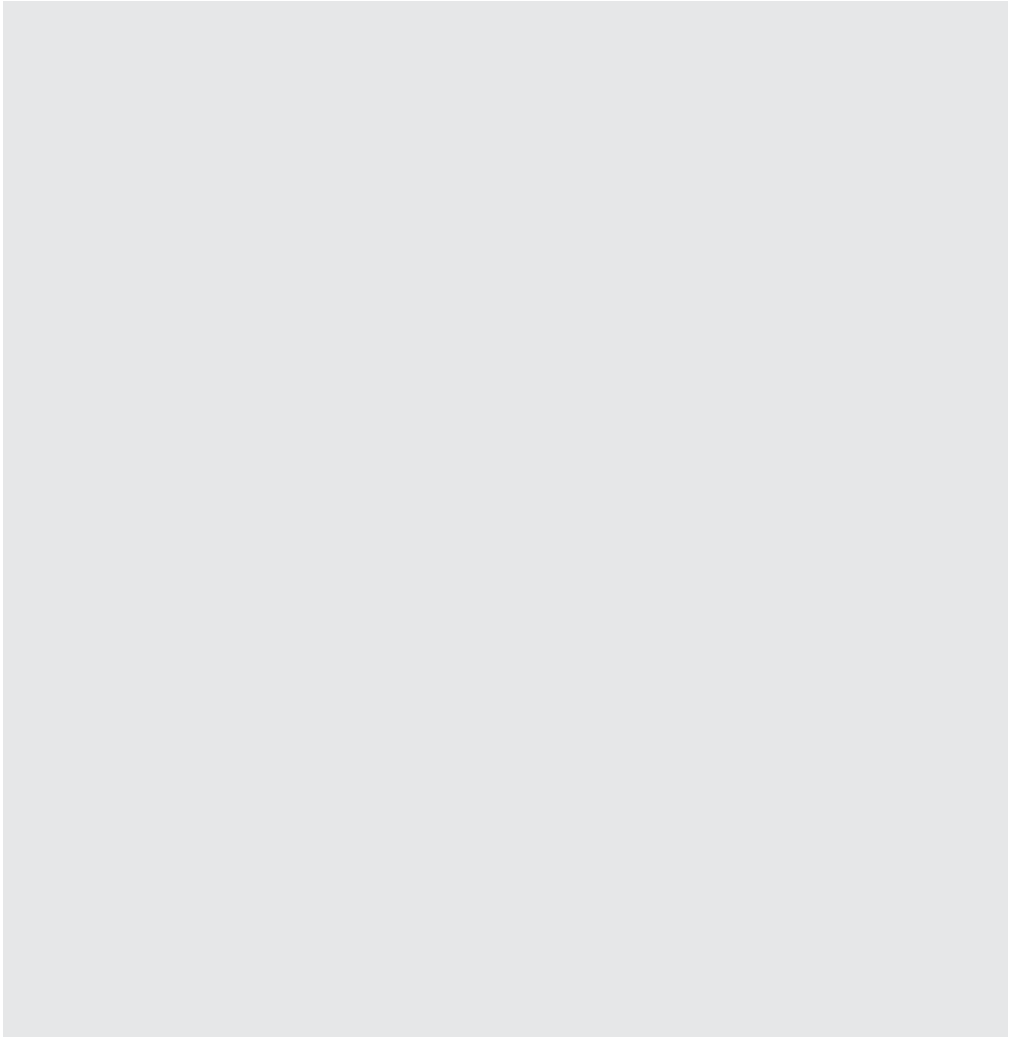
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## 5.3 Analysis of Month/Week/Day 4:

How do I ensure that I choose the right mode of communicating with key sectors and stakeholders? How do I ensure appropriate flow of information?

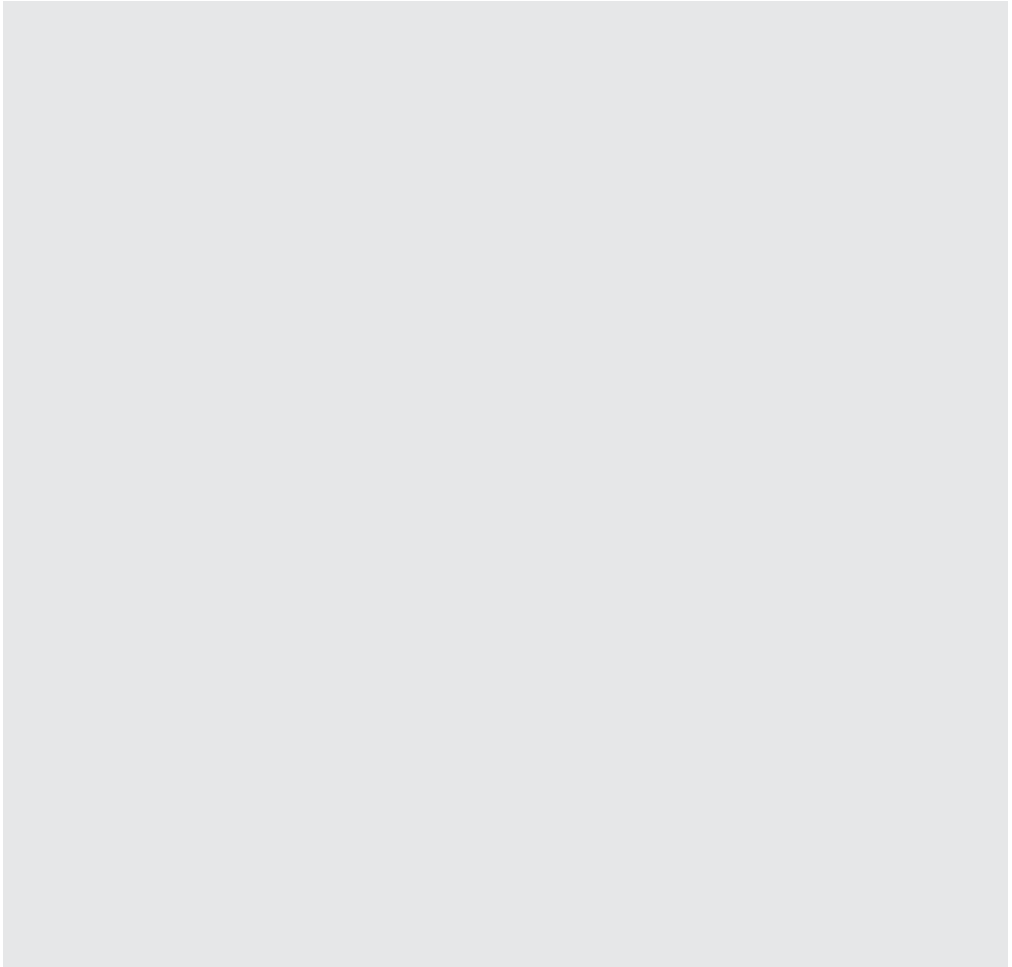


**What role Media can play in catalysing policy change contributing to HWC mitigation, in my area? Which are the specific issues where I can engage Media?**

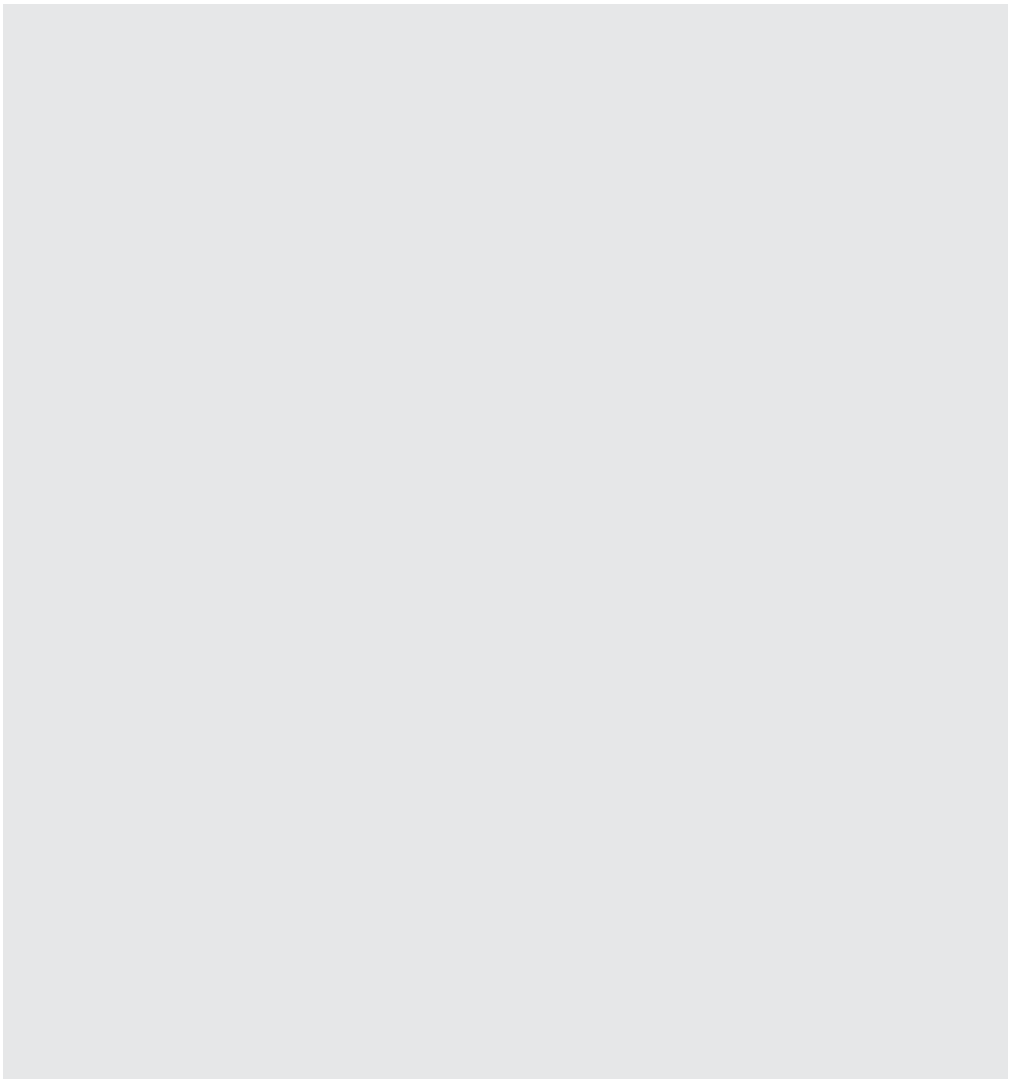


## 5.4 Reflection- Month/Week/Day 4

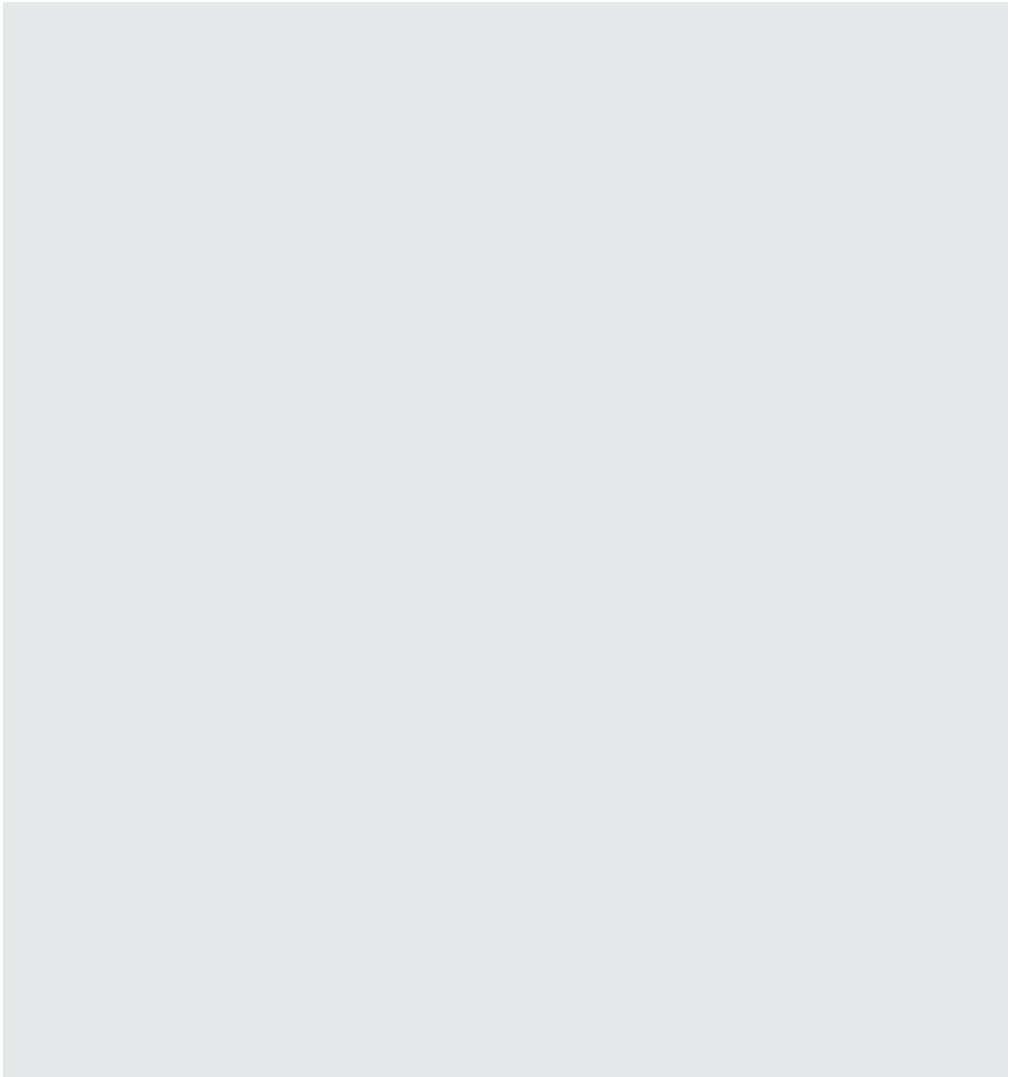
What has been my biggest highlight of this month/week/today? What made it a highlight?



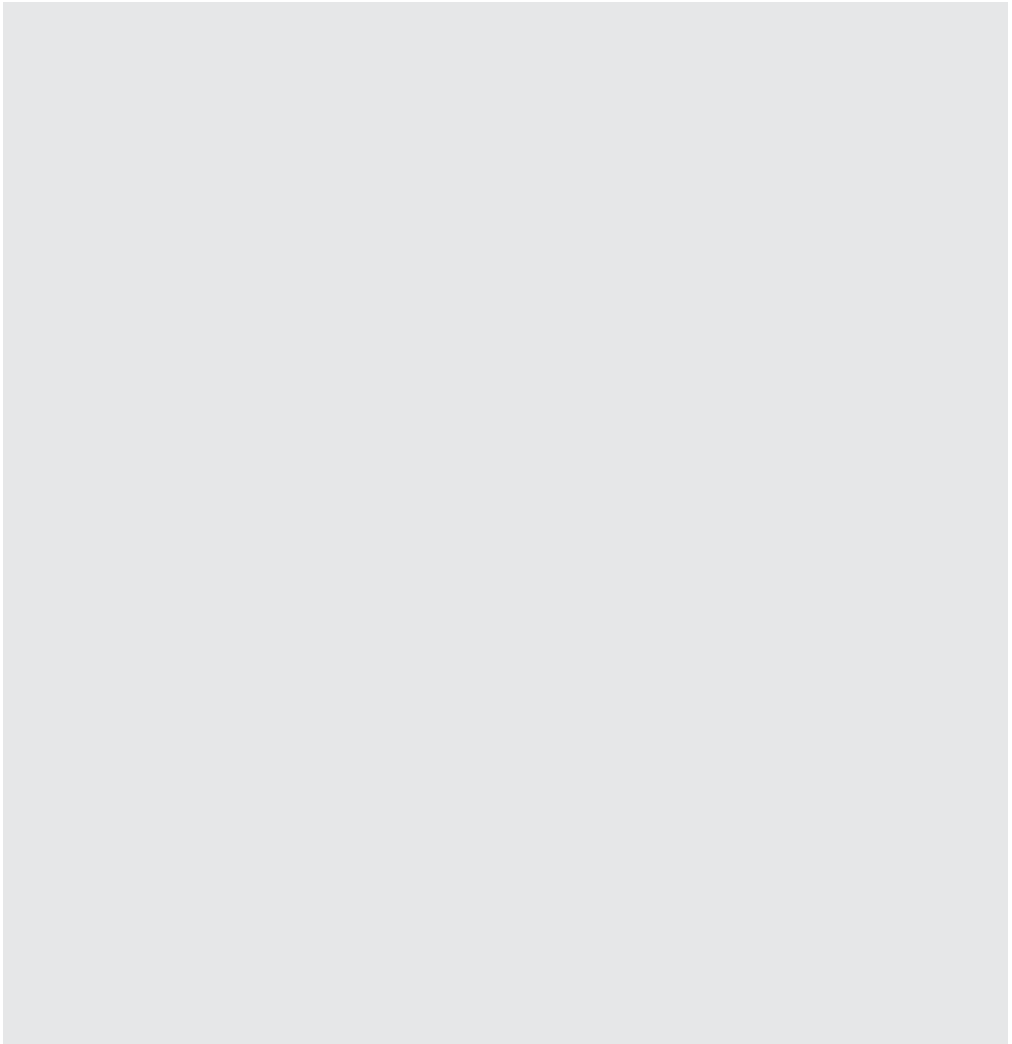
**What has been my biggest challenge? What made it a challenge?**



**How do I build trust with community in my area of work?**



**What are my key challenges in implementing the desired HWC mitigation measures in my area of work?**







## 6 Month/Week/Today five: Experiencing execution of HWC mitigation measures with cross-sector cooperation; feedback and reflection, Way forward

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### 6.1 Learning Outcomes

At the end of the month/week/day, I will be able to

- explain the key concepts and elements of mainstreaming HWC
- appraise the need for mainstreaming human wildlife conflict in different sectors and development programmes
- demonstrate the use of tools such as environmental impact assessment (EIA), strategic environment assessment (SEA) and land-use planning
- critically analyse existing efforts and impacts of mainstreaming human wildlife conflict mitigation into sectoral and cross-sectoral strategies, plans and programmes
- prioritize sectors, on the basis of my understanding, where mainstreaming of human wildlife conflict mitigation is of utmost importance.
- outline an operational plan to facilitate cross-sectoral cooperation for human wildlife conflict mitigation, in my area of work
- demonstrate the required competencies to liaise with key decision-makers of other sectors
- articulate technical information to others in language that is clear, concise, and easy to understand
- demonstrate my leadership, communication and consensus building skills in a simulated situation on human wildlife conflict
- demonstrate decision-making and crisis management skills in a simulated crisis related to HWC
- outline a strategy and action plan on resource management in my area of work, to achieve the maximum possible efficiency and effectiveness to mitigation HWC
- appreciate the need for my continuous self-efforts for getting future ready vis-à-vis human wildlife conflict mitigation in India

# NOTES

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Blank page with horizontal dotted lines for writing.



A large area of the page containing multiple horizontal dotted lines, intended for writing or drawing.





Handwriting practice lines consisting of 20 horizontal dotted lines.

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PHOTO: NEERAJ KHERA/ GIZ



## SECTION 3

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# Personal learning review

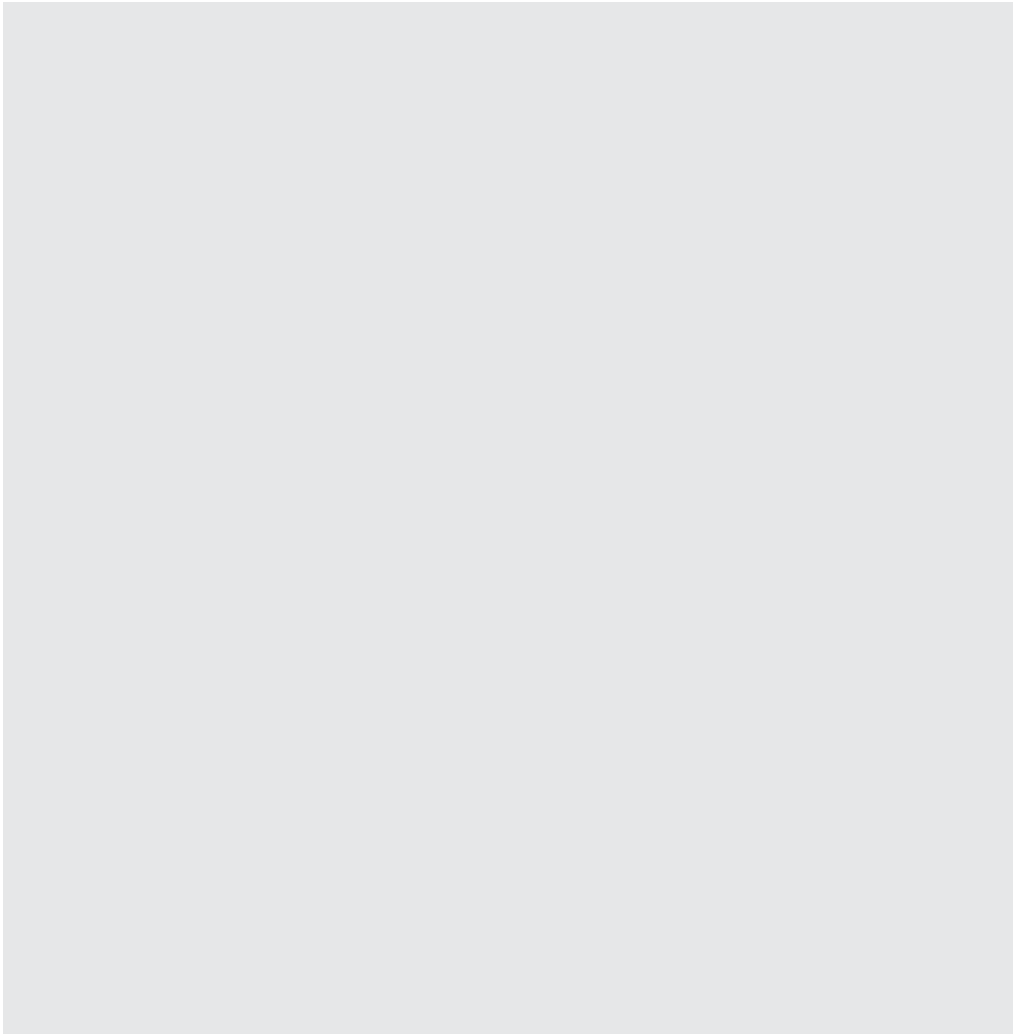
**Guide for participants:**

An integral part of any learning programme is the opportunity to stop for a moment and reflect on everything we have learnt so far: so we recommend that you take stock of your learning to date and think about what you want after you go back from this training programme.

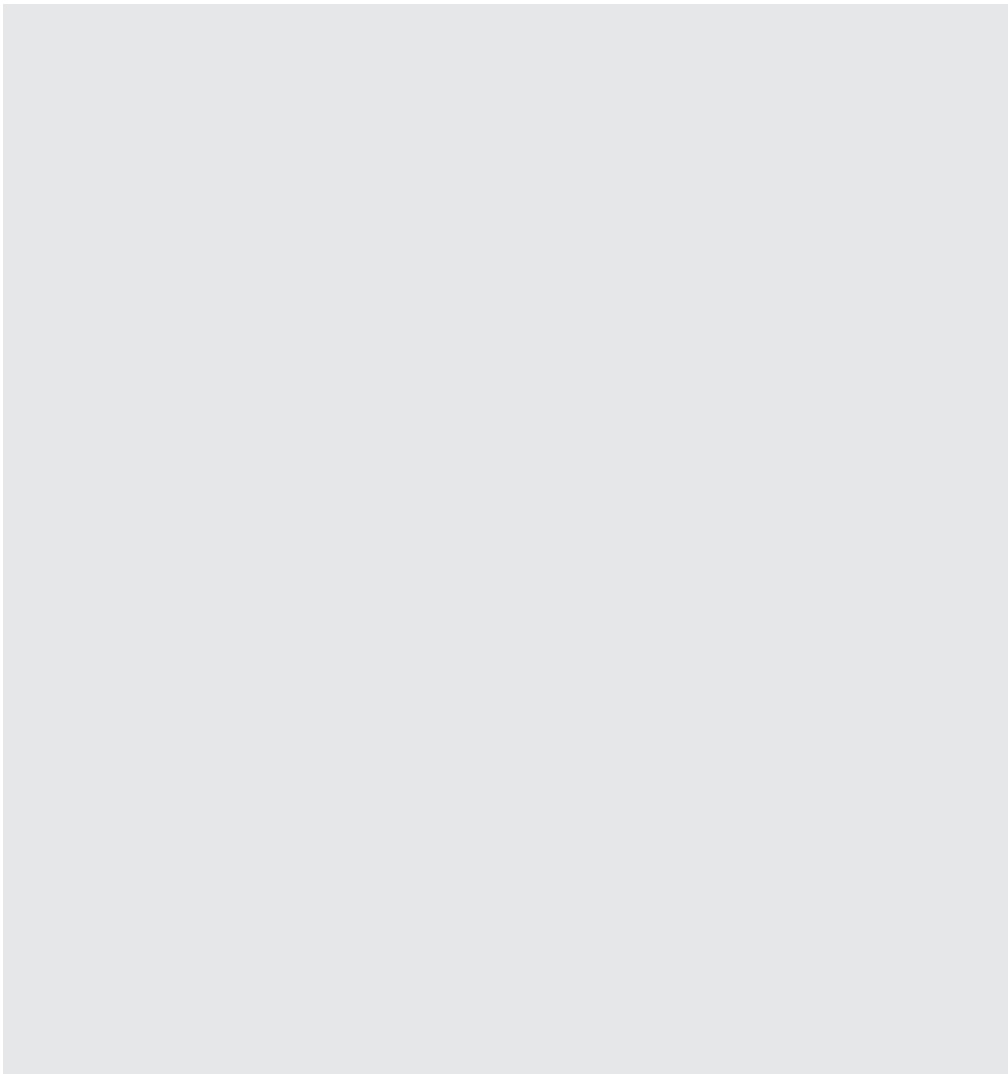
You may wish to involve other people. Having someone else ask you questions offers different perspectives and can help you elicit your learning and insights, challenge your assumptions, make new connections and identify areas to stretch yourself. You could ask different people, depending upon what you need, i.e. one person may give you encouragement and build your confidence around something, whereas someone else may challenge you to really stretch yourself and go beyond what you thought was possible. Yet another person could give you a totally different way of seeing things. Think about what would best support your learning and seek out people accordingly.

The following questions are set out as a guide for your reflection. They should be helpful, not restrictive, and you may wish to consider other questions as well along the way.

**What experiences during the training had the greatest impact on me? What stands out? What will I remember most?**

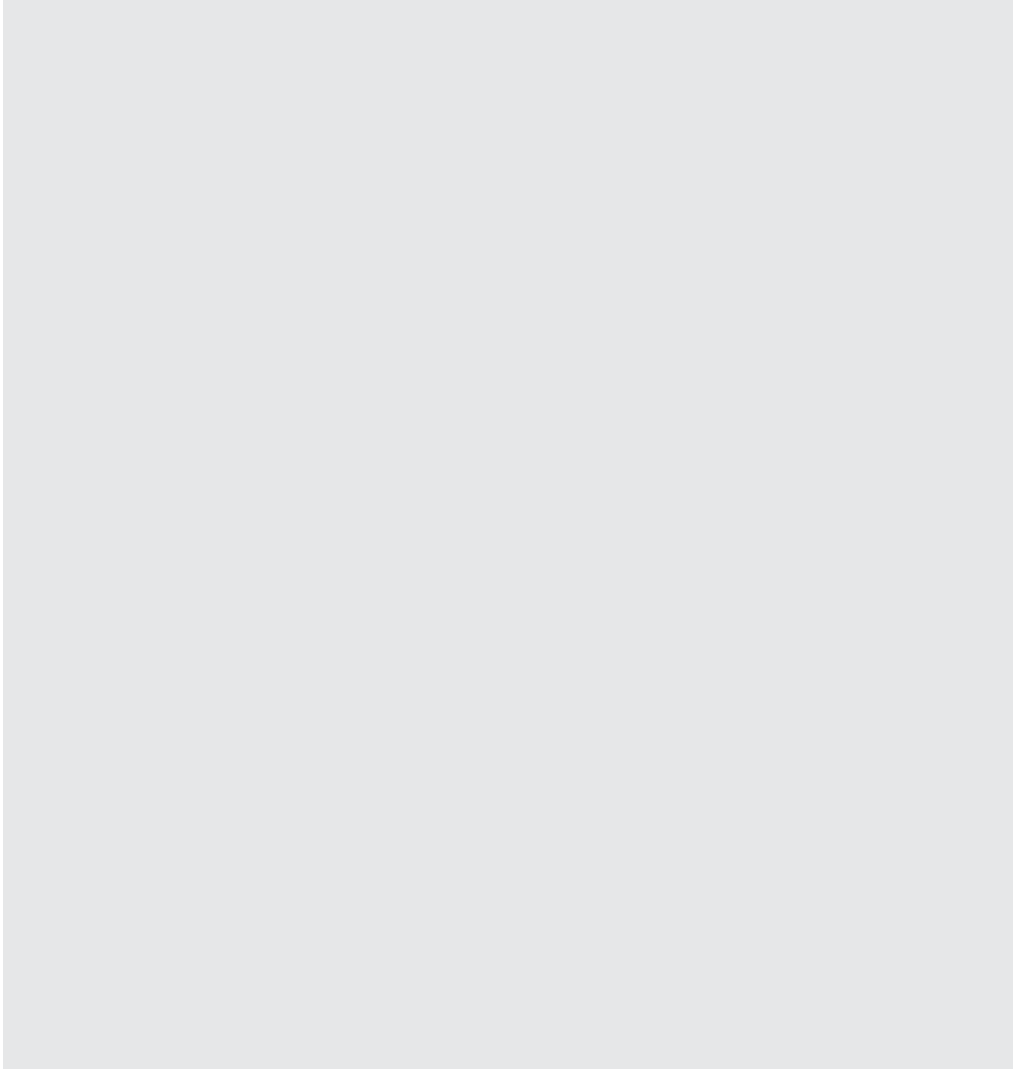


**What has been my biggest challenge? What made it challenging? What happened?**





**When was I inspired most? What inspired me?**

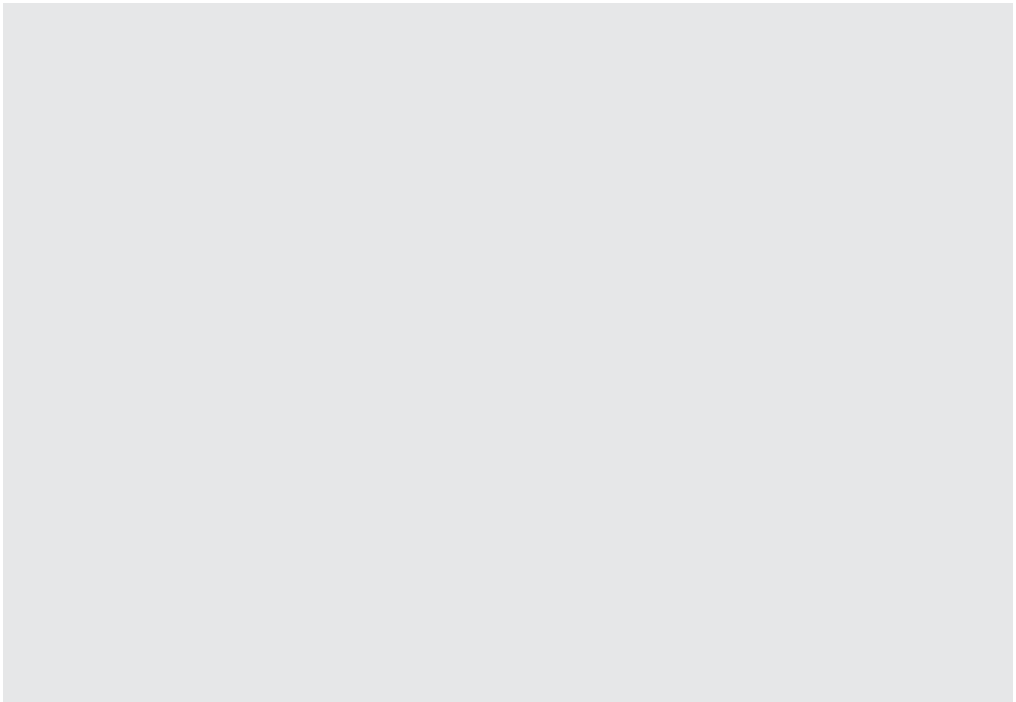


## Looking into the future

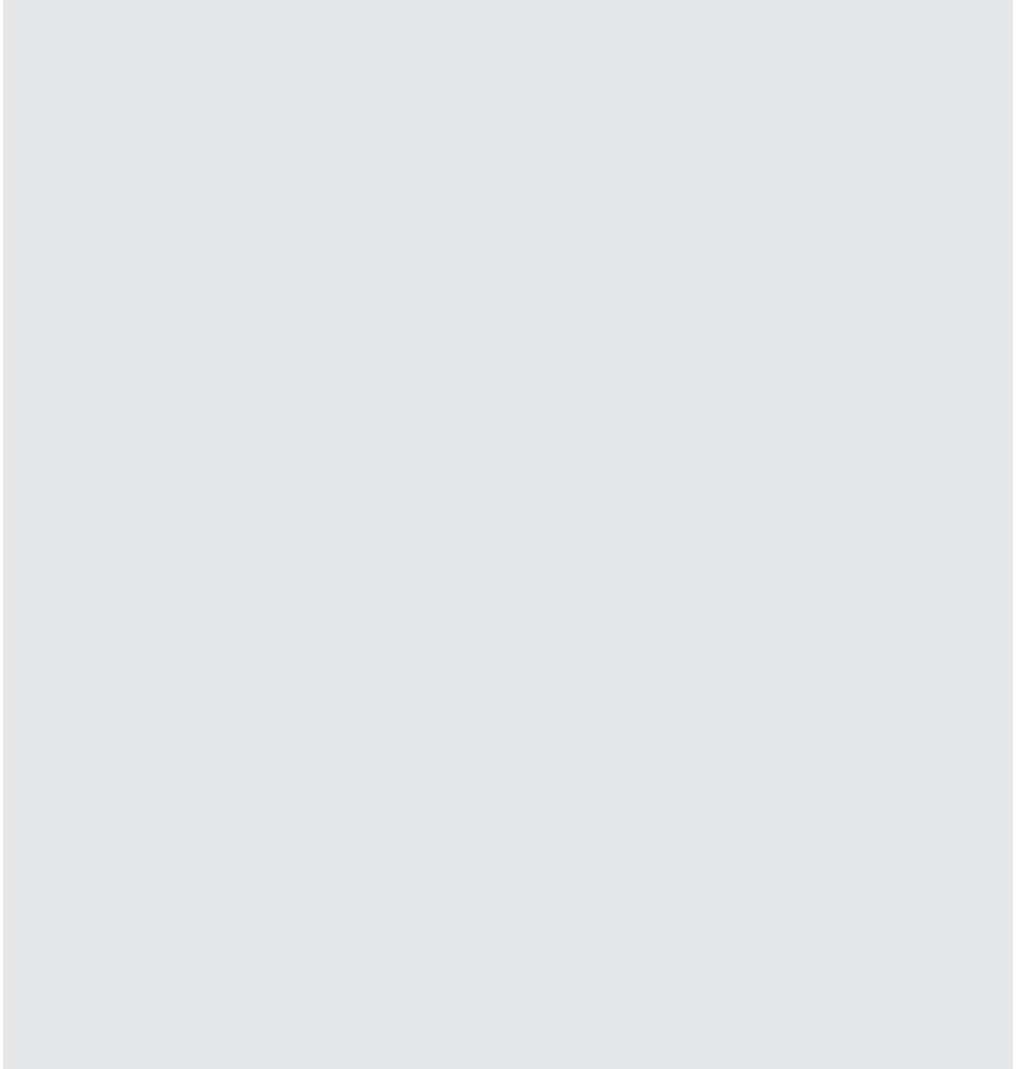
### Objectives of this exercise:

- Explore what being an informed Forest officer with specialization in human-wildlife conflict mitigation means.
- Generate ideas and possibilities for your actions towards mitigating human wildlife conflict mitigation in future.

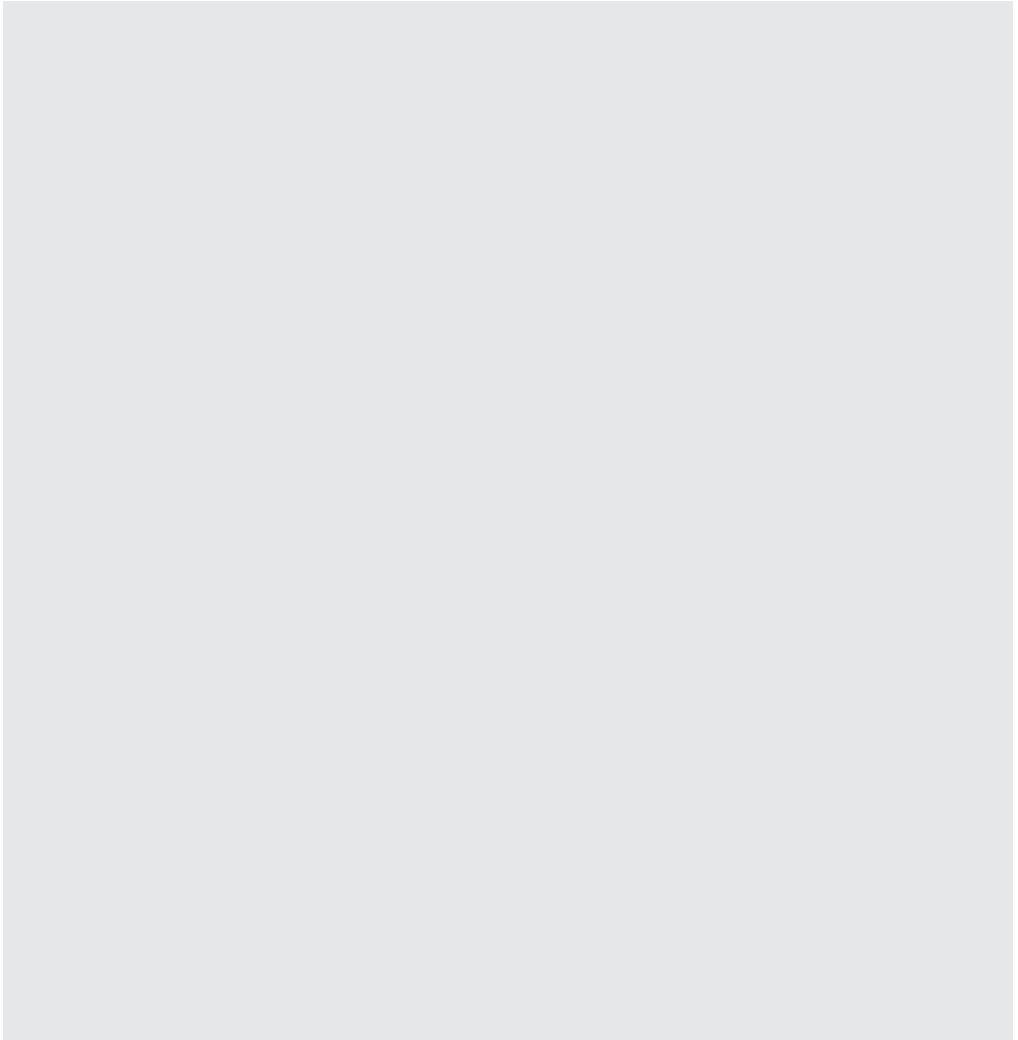
**My vision for mitigating human-wildlife conflict, as a forest officers, in my area of influence?**



**Why is it important for me to work in the area of HWC mitigation?**



**What could be my unique contribution to mitigating human-wildlife conflict in my area of influence?**



# Human-Wildlife Conflict Mitigation champions in action

Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world.

– Joel Barker

## Objectives of this exercise:

- Set your personal goals as a HWC Mitigation champion.
- Build an action plan to achieve your goals.

## Setting smart goals

S	Specific
M	Measurable
A	Achievable
R	Realistic
T	Timely

## My top three goals for achieving my vision

Use the boxes below to write down your SMART goals for next 6 months, matching actions that you plan to take up towards HWC mitigation in your area of influence, an idea of the timelines (by when will you start working on this action, and when are you likely to finish). Please use the space for structuring your own story of achieving your goals.

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2

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