

CARIBBEAN NETWORK OF FISHERFOLK ORGANISATIONS

C/O CRFM Secretariat

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**Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish) project
CNFO Leadership Institute Pilot Report**

StewardFish is focused on empowering fisherfolk throughout fisheries value chains to engage in resource management, decision-making processes and sustainable livelihoods, with strengthened institutional support at all levels in the Caribbean and North Brazil Shelf Large Marine Ecosystem (CLME+) region.



GLOBAL ENVIRONMENT FACIL
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CRFM
Caribbean Regional Fisheries Mechanism

Acknowledgements

The development of this information product has benefited from the generous support of the 'Developing Organizational Capacity of Ecosystem Stewardship and Livelihoods in Caribbean Small-scale Fisheries' (StewardFish) project of the Food and Agriculture Organization (FAO) and the Global Environment Facility (GEF). The authors would also like to express their gratitude to CNFO members in the project countries and partners, especially the Centre for Resource Management and Environmental Studies (UWI-CERMES) and Caribbean ICT Research Programme (UWI-CIRP).

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1. Introduction

The Caribbean Network of Fisherfolk Organisations (CNFO) is a partner with FAO in the implementation of the GEF funded Developing *organisational capacity for ecosystem stewardship and livelihoods in Caribbean small-scale fisheries (StewardFish)* project. The seven-country project (for Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, St. Lucia, and St. Vincent and the Grenadines) aims to empower fisherfolk throughout value chains to engage in resource management, decision-making process and sustainable livelihoods, with strengthened institutional support at all levels. This includes:

Component/Outcome/Output	Activity
<p><u>Component 1</u>: Developing organisational capacity for fisheries governance</p> <p><u>Outcome 1.1</u>: Fisherfolk have improved their organisation capacity to meet objectives that enhance well-being</p> <p><u>Output 1.1.1</u>: Leaders with strengthened capacity in management, administration, planning sustainable finance, leadership and other operational skills</p>	<p>1.1.1.3: Deliver training, network capacity builders with NFOs to form a CNFO 'leadership institute'.</p> <p>The Service Provider will:</p> <p>(a) Pilot virtual leadership institute for fisherfolk</p> <p>(b) Create awareness and promote utilization of the virtual leadership institute.</p> <p>(c) Report on awareness building and promotion of the utilization of the virtual leadership institute for fisherfolk.</p>

The CNFO has made significant progress over the years. However, there is much more to be done to satisfy the development goals of the organisation. Assessments of fisherfolk organisations (FFOs) have highlighted that a number of FFOs are dormant and many others are weak, with limited organisational capacity. The identified weaknesses, include poor management skills, weak leadership, inadequate communication and limited advocacy skills. The CNFO is actively addressing capacity development of its member in these areas. The aim is for members to contribute in a more effective manner to promote sustainable fisheries livelihoods and to participate in fisheries governance. The CNFO is seeking to address the leadership capacity gap by developing a 'Leadership Institute'. The institute is comprised of four pillars: training, mentoring, forum and a library.

This report is delivered for Activity 1.1.1.3 in Component 1, which focuses on "Developing organisational capacity for fisheries governance". The activity is to "Deliver training, network capacity building with NFOs to form a CNFO 'leadership institute'".

2. Piloting of the Leadership Institute

The Leadership Institute was piloted as set out below.

Technical Support

In the process of piloting the Leadership Institute, the CNFO received technical support from UWI-CERMES and UWI-CIRP through a series of virtual meetings as set out in Table 1 below.

Table 1: UWI-CERMES & UWI-CIRP - Technical support meetings

Date	Participants	Discussions
20 th January 2020	CNFO, CERMES	<ul style="list-style-type: none"> • Discussed using Skype as the platform for the virtual ‘leadership Training’. • Discussed different resources for training and for the library. • Discussed that the leadership guide which would be used for the training would be - Blackman, K. and S. Almerigi. 2017. Leading Fisherfolk. Centre for Resource Management and Environmental Studies, The University of the West Indies, Cave Hill Campus, Barbados. 95pp. [Available online from: www.cavehill.uwi.edu/cermes] • Discussed developing/improving marketing materials to promote the Leadership Institute.
14 th February 2020	CNFO, CERMES and CIRP	<ul style="list-style-type: none"> • Agreed that the training would be piloted on Skype. The CNFO uses this platform to conduct all executive, board and working group meetings, therefore, these fisherfolk leaders would be familiar with this platform. • Protocols to meeting would be shared with registered participants. • The meetings would be recorded, uploaded to YouTube and placed in Google Classroom. • Follow-up training would be done by WhatsApp. • Weekly tips would be posted on social media.
16 th March 2020	CNFO, CERMES and CIRP	<ul style="list-style-type: none"> • Getting the forum and mentoring launched with the training. • Getting assistance with setting up Google Classroom. • Each module would have its own classroom • A CNFO Gmail account would be used for setting up Google Classroom rather than a personal account. • All participants would need a Gmail account. • The Google Classroom would act as the library for now.
17 th March 2020	CNFO, CIRP	<ul style="list-style-type: none"> • CIRP would demonstrate the setting up of Google Classroom.
1 st April 2020	CNFO, CERMES	<ul style="list-style-type: none"> • Piloting the ‘leadership training’ - Module 1 Exploring Leadership using Skype with eight participants and FAO observer.

Registration Process

Advertisements: The ‘Leadership Institute’ was advertised in the CNFO’s December 2019 newsletter (Appendix 1). The registration process for the piloting of leadership training with Module 1 Exploring Leadership was between 13th -20th March 2020, which was advertised using CNFO’s Facebook (Appendix 2), Instagram, Twitter and WhatsApp.

Registration Form: A registration form (Appendix 3) was developed by CNFO, and reviewed and edited by UWI-CERMES, prior to sending it out for completion to potential participants. The registration form could have been downloaded from the CNFO website.

Registered Participants: Eight persons registered and participated in the training. Two female and six males between the ages of 23 and 70. Participants were leaders of National and Primary Fisherfolk Organisations and represented three (3) StewardFish project countries. (Full participants list - Appendix 4).

Google Classroom: On 30th March 2020, the CNFO created a Google Classroom specifically for Module 1, using the.cnfo@gmail.com account. Posted to the Google Classroom were PowerPoint presentation, information about Module 1 – Exploring Leadership, additional resources to read on the topic and a class assignment.

Orientation: On 25th March 2020, the CNFO created a WhatsApp group with all registered fisherfolk. The original registration did not state that a Gmail account was necessary to access the google classroom, so that and other minor matters were clarified via WhatsApp. On 31st March 2020, registered persons participated in an orientation that included:

- Getting to know each other.
- Ensuring everyone can access the Google Classroom. (Appendix 5)
- Sending the meeting protocols. (Appendix 6)
- Performing a Skype test.
- Reminding of meeting time, 8:30 p.m. UTC-4 on Skype.
- Informing that the training would be recorded and posted to the CNFO YouTube channel.
- Recommending that persons should have a note pad and pen for personal use.

Meeting date: A few persons questioned whether the piloting of the training would have been affected by COVID-19, however, all registered persons expressed their interest and availability to proceed. The first training was scheduled for 31st March 2020, however, due to an emergency with the facilitator Mitchell Lay the training was postponed to 1st April 2020. The nature of the emergency was explained to the participants via WhatsApp, and all eight (8) persons responded positively that they were available for the new date.

Delivery of the Leadership Training

On 1st April 2020, the leadership training was piloted on Skype with eight participants. Mitchell Lay was training facilitator, see PowerPoint presentation (Appendix 7). The training was recorded in three parts (YouTube link provided):

Part 1- PowerPoint presentation (17 minutes)

<https://www.youtube.com/watch?v=5snVY6jCYjY>.

Training facilitator made a PowerPoint presentation (Appendix 6) on Module 1 - Exploring Leadership. In this module, he shared a basic understanding about being a leader. Participants were introduced to *what is leadership, why is leadership important, who leads fisherfolk organisations and how is leadership carried out?*

Part 2- Questions and answers (22mins)

https://www.youtube.com/watch?v=z_pR5ImWacI

During the questions and answers segment the facilitator asked two questions:

(1) Do you look at leadership as social influence or as something that is mandatory or forced? Some responses were that some leaders act in a negative way to win support for their agenda. A leader needs to have participatory leadership style and preserve the organisation's culture. Yes, it is a part of social influence, but it has to be authentic.

(2) What are your thoughts of leadership as a continuum? Some responses were that the organisation should live beyond all of its members. There should always be an understudy. Leadership is necessary when working with fisherfolk.

Part 3- Discussions (12 mins)

<https://www.youtube.com/watch?v=7RINwqjE1SE&t=4s>

In this segment participants were free to ask questions. Three questions were asked:

(1) List some skills a fisherfolk leader needs to acquire to ensure sustainable fisheries. The facilitator responded stating that one skill set is to observe well and develop a response. Also, a leader must have knowledge.

(2) Are leaders born or can they be taught? The facilitator answered that it can be both either natural or work at being a leader.

(3) Is there discrimination on youth being leaders in fisherfolk organisation? Three of the youths in the training responded. They were of the opinion that youths are looked down upon sometimes, but with knowledge they gained respect.

Post Leadership Training

After the training meeting, participants and partners were asked to give impressions on the training. Some participants commented on the training. Overall, they liked the format and commented that the facilitator was very knowledgeable and engaging. The module was consistent with modern leadership theories. They felt that the training is timely and effective. Recommendations were to have follow up and practical exercises.

They indicated that they were looking forward to future modules. FAO and UWI-CERMES were asked for comments which they supplied. Overall, it went quite well considering some

technical difficulties with the connection throughout the session. CERMES further elaborated on the following:

- Ensure to promote the ‘Leadership Institute’ in the training.
- A quick round of introductions among participants should have been done, including expectations (and challenges) for the module via the Skype session and Google Classroom.
- Exploring the Google Classroom shell to emphasise that it accompanies the Skype sessions.
- The session and discussion could have been enriched if the facilitator had paused between topics and slides to ask questions, and get input from participants.
- Conduct an evaluation with participants.
- Ensure that everyone understands the meeting protocols and how to use Skype chat.

Delivery of Module 2 - Module 8

The CNFO purchased a Zoom one year subscription, based on a recommendation given by CERMES, and utilized this platform for the remainder of the Modules (2-8).

The same process as the pilot was used for: advertising, registering, orientation and google classroom for Modules 2-8. The google classroom is currently the Leadership Institute library where resources, YouTube link and PowerPoint presentations can be found.

GOOGLE CLASSROOM CODES AND YOUTUBE LINKS:

Google Classroom: Student Access

You must be logged into your Google Account to access Google Classroom.

JOIN A GOOGLE CLASSROOM

1. Go to your Apps Launcher and select classroom or go to Classroom at classroom.google.com.
2. Click the + in the upper right corner of the screen.

Table 2: Access a classroom [Enter a class code provided and click **JOIN.View**]

Modules Date/Facilitator	Google Classroom Code	YouTube Links
<i>Module 1</i> <i>Exploring</i> <i>Leadership</i>	jry3xfd	https://www.youtube.com/watch?v=5snVY6jCYjY , https://www.youtube.com/watch?v=z_pR5ImWacI https://www.youtube.com/watch?v=7RINwqiE1SE&t=4s
<ul style="list-style-type: none"> • 1st April 2020 • (Mitchell Lay) 		
<i>Module 2</i> <i>Working with</i> <i>Groups</i>	2b4hdbt	https://youtu.be/H0-UwLPprms https://youtu.be/w4TFzc9eCfE https://youtu.be/JnacmAGoM8s

<ul style="list-style-type: none"> • 3rd June 2020 • (Mitchell Lay) 		
<p>Module 3 Facilitating the development of group vision, mission and goals</p>	gi4kvwr	https://youtu.be/EMtX7Q8eUO8
<ul style="list-style-type: none"> • 1st July 2020 • (Winsbert Harry) 		
<p>Module 4 Advocacy, representation, negotiation and conflict resolution</p>	x7rfylz	https://youtu.be/IJs7d5FoPYw
<ul style="list-style-type: none"> • 5th August 2020 • (Kaygiana Toussaint) 		
<p>Module 5 Relationship management</p>	ohjqedx	https://youtu.be/Te4FuP5wyko
<ul style="list-style-type: none"> • 2nd September 2020 • (Tylon Joseph) 		
<p>Module 6 Communications and Networking</p>	n4jl2zp	https://youtu.be/KeGZSxrInK8
<ul style="list-style-type: none"> • 7th October 2020 • (Nadine Nembhard) 		
<p>Module 7 Institutional identity and integrity</p>	la6k5b5	https://youtu.be/fA6R38zp3Zo

<ul style="list-style-type: none"> • 4th November 2020 • (Sylvia White) 		
Module 8 Administration and operation	mhzgmxp	https://youtu.be/WiBjJHtwCE4
2 nd December 2020 (Susan Hodge)		

Modules 3 to 8, incorporated a mentoring component, where Mitchell Lay trained leadership institute members to facilitate a session. All Modules have a Google classroom where the PowerPoint presentation and the YouTube link are attached for members. Optional classroom work is place in Google classroom. Most discussions happen in the Leadership Institute WhatsApp group.

Mentoring

CNFO Programme Coordinator mentored 6 persons to facilitate the trainings. He facilitated the first two sessions and then for the remaining sessions followed the methodology below:

- At minimum of four hours per mentee.
 - A session, minimum of 1 hour, to brief mentee about understanding the topic, giving resources and guidance on what to research. Mentee is given a few days to prepare powerpoint presentation.
 - A session, minimum 1 hour, to review and offer comments to presentation preapred by mentee.
 - A session, near the day of presentation, to refine and finalise presentation and answer questions.
 - A session, after the presentation ,to defrief the mentee on areas of strengths and weaknesses.
 (Appendix 8 for list of facilitators).

The training session were 1-hour sessions held once a month on topics: Exploring Leadership; Working with groups; Facilitating the development of group vision, mission and goals; Advocacy, representation, negotiation and conflict resolution; relation management, communications and networking; institutional identity and integrity; and administration and operation. 30 persons participated including 15 men and 15 women. Twelve participating member states were Anguilla, Antigua and Barbuda, Bahamas, Barbados, Grenada, Guyana, Jamaica, Saint Lucia, St. Vincent and Grenadines, St. Kitts and Nevis, Trinidad and Tobago, Turk Caicos. The CNFO will host another series later in 2021, dates will be announced on its social media pages.

3. Operationalization of the Leadership Institute

Following on the launching of the CNFO Virtual Leadership over the period January to December 2020, the CNFO and regional partners have been using the Institute in the delivery of capacity development activities under a CNFO led project *Promoting fisher-led Implementation of the SSF Guidelines in the Caribbean Region* and *StewardFish*, respectively, as set out in Table 3 below.

Table 3: Utilization of the CNFO Virtual Leadership Institute in Capacity Development of FisherFolk Leaders

Project	Collaborating Partner	Course	Period: From - To	Participants: (m); (f)
Promoting fisher-led Implementation of the SSF Guidelines in the Caribbean Region	-	Fisheries Policy and the Caribbean Community: Understanding the SSF Guidelines and CCCFP	1 December 2020 – 19 January 2021	32 fisherfolk participants (18 males, 14 females)
StewardFish	UWI-CIRP	Piloting ICT for Governance: Module 1: ICT for FFO Governance & Module 2: Information Management and Record-Keeping	October – November 2020	21 participants (10 males, 11 females) from 11 FFOs.
StewardFish	UWI-CERMES	UWI-CERMES Policy Engagement training	Please include period	99 participants (42 males, 57 females)
StewardFish	UWI-CERMES	UWI-CERMES Women and Youth Training	From April – May 2021	43 Participants (14 males, 29 females)

4. Conclusion

The CNFO has made significant progress over the years. There is much more to be done to satisfy the development goals of the organisation. With the launching of the

Virtual Leadership Institute, during the COVID 19 pandemic, the CNFO has been contributing to building the capacity of fisherfolk leaders (including women and youth), within FFOs in the seven project countries and beyond, to better participate in organizational and fisheries governance as well as livelihood activities. This collaboration with regional executing partners (UWI-CERMES, UWI-CIRP), under StewardFish, has enabled to CNFO to fulfill one of its key ambitions of developing a leadership institute to facilitate ongoing capacity building of its membership. . The CNFO will continue the work started with plans to host additional capacity building activities under StewardFish, in collaboration with regional executing partners, and repeat the leadership training course later in 2021.

APPENDIX 1

Advertisement in CNFO edition 32, newsletter
<https://cnfo.fish/fisherfolk-net-nov-to-dec-2019/>



WINSBERT HARRY

GCFI GMA 2019 WINNER

Winsbert born 1981 started fishing when he was 15 years old. Over 10 years ago he joined the Goodwill Fisherman Cooperative. He is the current president of the National Fisherfolk Organisation in St. Vincent and the Grenadines and the Fisheries Liaison Officer of the CNFO.

 Lives in Rose Place, St. Vincent and the Grenadines.

 Winsbert created the 1st national Fisherfolk football team in SVG (2014 to present).

 In 2009 Winsbert won fisherman of year award, landing 870 lbs of fish.

 He is an advocate for safety at sea.

MAJOR MILESTONES IN 2019

 He received the Gladding Memorial Award. The annual award is presented at the Gulf and Caribbean Fisheries Institute (GCFI) Conference to select fishers who demonstrate a significant commitment to the sustainable use of marine resources in the Gulf and Caribbean region.

 The Ministry of Sustainable Development recognized the NFO and its leadership on World Oceans Day.

 There is a port development that will displace the people of Rose Place. Goodwill Fisherfolk Coop is the only cooperative operating in this area. As the director of this organisation, and a fisher living in this community, Winsbert is very active and vocal about the need to preserve this area for the fishing community. 45 boats are going to be removed and about 80 people will be relocated.





MARK YOUR CALENDAR

- Safety at sea, Saint Lucia, Jan 20-24, 2020 (CC4FISH)
- Climate Change Adaptation for Eastern Caribbean Fisheries (CC4FISH) Project. The CNFO will be hosting a meeting in Dominica, Feb 2020
- International Women's Day, March 8, 2020 #EachforEqual
- Caribbean Fisheries Forum April 23-24, 2020
- Caribbean Fisherfolk Day June 29, 2019

CARIBBEAN NETWORK OF FISHERFOLK ORGANISATIONS

COMING IN 2020!

CNFO VIRTUAL LEADERSHIP INSTITUTE

Monthly one (1) hour online sessions in English!

PARTICIPATE WITH THE FISHING AND CULTURE DEPARTMENT OF THE UNITED NATIONS FAO (FAO) THROUGH THE CNFO.

All fisherfolk of the Caribbean are welcome to register.

Caribbean Network of Fisherfolk Organisations

C/O CRFM Secretariat, Princess Margaret Drive, Belize City, BELIZE

Tel: 501-223-4443 Ext 225 Email: cnfo_cu@yahoo.com Website: <https://cnfo.fish/>

Facebook: www.facebook.com/CNFO17 Twitter: @fisherfolknetwork Instagram: CNFO17

APPENDIX 2

Registration Announcement on the CNFO through social media

StewardFish – Developing Organisational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish) project supporting the CNFO to organise a Leadership Institute. The 1st online training will be on 31st March 2020 and facilitated by Mr. Mitchell Lay.

Click for information note on online training 31st March: <https://cnfo.fish/?mdocs-file=2277>

Click for registration form: <https://cnfo.fish/?mdocs-file=2275>

REGISTER TODAY

Leadership Training

FREE online sessions

Contact details:
Caribbean Network of Fisherfolk Organisations
Ms. Nadine Nembhard
+ 501-624-5364
skype: nembhardnadine501
Email: nadine_nem@yahoo.com

Caribbean Network of Fisherfolk Organisations

March 13

StewardFish – Developing Organisational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish) project supporting the CNFO to organise a Leadership Institute. The 1st online training will be on 31st March 2020 and facilitated by Mr. Mitchell Lay.

Click for information note on online training 31st March: <https://cnfo.fish/?mdocs-file=2277>

Click for registration form: <https://cnfo.fish/?mdocs-file=2275>

5 12 Shares

Like Comment Share

Write a comment...

APPENDIX 3

Taken from the draft prospectus

CNFO LEADERSHIP INSTITUTE

Promoting, supporting and developing leaders in Caribbean fisherfolk organisations by providing tools and services.

The CNFO has made significant progress over the years. There is much more to be done to satisfy the development goals of the organisation. Assessments of fisherfolk organisations (FFOs) have highlighted that a number of FFOs are dormant and many others are weak with limited organisational capacity. The identified weaknesses include, poor management skills, weak leadership, inadequate communication and limited advocacy skills. The CNFO is actively addressing capacity development of its member in these areas. The aim is for members to contribute in a more effective manner to promote sustainable fisheries livelihoods and to participate in fisheries governance. The CNFO seeks to address the leadership capacity gap by developing a LEADERSHIP INSTITUTE. The institute is divided into four pillars: training, mentoring, forum and a library.

CNFO Mission: To improve the quality of life for Fisherfolk and develop a sustainable and profitable industry through networking, representation and capacity building.

Leadership Training

Building the capacity of SSF fishers in a challenging environment

Promoting FFOs effectiveness and credibility.

Enhancing advocacy and representation skills.

Promoting the inclusion of Fisher knowledge, skills and experience in responsible fisheries.

Leadership Mentoring

Providing space and resources for group mentoring of leaders.

Facilitating peer to peer mentoring.

Developing leaders to deliver training.

Leadership Forum

Question and answer forum board

Continuous learning on weekly tips board

Open platform for sharing experiences

Leadership Library

Providing access to leadership materials.

Repository for Leadership training course materials.

Leadership directory

Dynamic FFO learning library

LEADERSHIP TRAINING

Leadership Training tailored to meet the needs of FFOs.

Objectives:

1. To provide leadership training that is relevant to fisherfolk organisations.
2. To facilitate the sharing of experiences, knowledge and skills among FFO leaders.
3. To provide a platform to facilitate collective or interactive leadership support.

Duration: Monthly one (1) hour online sessions (8 Months)

- 15 minutes topical presentation on some aspects of leadership
- 15 minutes question and answer
- 30 minutes discussion on current issues faced, sharing of lessons skills and experiences

Additionally, participants will be guided on how to utilize a google classroom to access training materials and assignments.

Eight Modules:

Training Module 1: Exploring leadership

Training Module 2: Working with groups

Training Module 3: Facilitating the development of group vision, mission and goals

Training Module 4: Advocacy, representation, negotiation and conflict resolution

Training Module 5: Relation management

Training Module 6: Communications and Networking

Training Module 7: Institutional identity and integrity

Training Module 8: Administration and operation

Eligibility: Current and aspiring FFO leaders

How to participate? Fisherfolk will be required to fill out a course registration form. The online platform will be announced during the course registration period. It is expected that most online courses will be conducted using skype, in this case, fisherfolk skype address will be required. In addition, fisherfolk will require a Gmail account to access the google classroom which will house training materials and assignments.

The requirement to receive a participation certificate is that the fisherfolk must have completed all eight (8) training courses. To complete all eight training courses the fisherfolk would have spent one (1) hour monthly for eight consecutive months or if a fisherfolk missed a course then during the next cycles that person would be eligible to register for missing module(s).

Skype recordings will be uploaded to the CNFO YouTube channel.

LEADERSHIP MENTORING

CNFO Leadership Mentoring Program:

- Providing space for dynamic collective learning on world-wide web.
- Connecting leaders for peer to peer support and mentoring.
- Developing a cadre of leadership trainers.

A classified list of mentors and contacts will be posted on the CNFO website: cnfo.fish



Pictured: CNFO's 1st elected Executive

LEADERSHIP FORUM

- A place for open discussion.
- Providing ongoing tips for more effective leadership.
- Questions and answer board

The google classroom will be the platform for the leadership forum. Discussions will be reinforced in a WhatsApp chat group that will be created for participants. Weekly tips will be posted on the CNFO website and then shared on the CNFO social media pages.



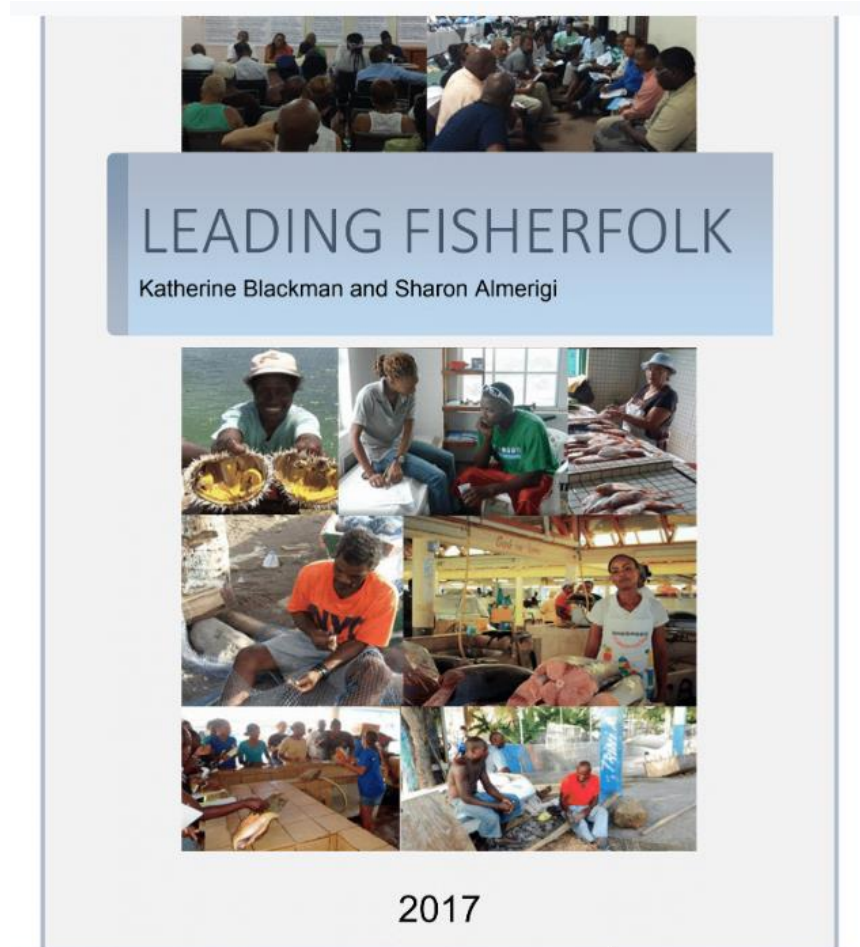
LEADERSHIP LIBRARY

CNFO Leadership Library:

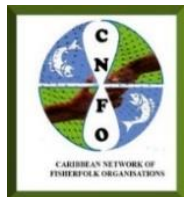
- Providing access to leadership materials.
- Repository for Leadership training course materials.
- Leadership directory
- Dynamic FFO learning library

The resources will be placed in google classroom for participants to access. Most popular document that will be used is:

Almerigi, S and Blackman, K. 2017. Leadership for Fisherfolk. CARICOM Fisheries Research Document



Registration Form for First Leadership Training



Leadership Training for Fisherfolk CNFO Leadership Institute

CNFO “Leadership for Fisherfolk” Course Registration Form

Module: Exploring Leadership

31st March 2020, 8:30 p.m. – 9:30 p.m. UTC-4

Hosted on Skype: <https://join.skype.com/epFHHIP5yLkf>

Name of participant:	
Name of fisherfolk organization:	
Position in organization:	
Age:	
Gender:	
Home address:(street, parish/district/city, country	
*Email addresses: (a Gmail required)	
*Skype name: (required)	
Phone number:	
WhatsApp Phone number:	

Return completed form by 20th March 2020 to:

*Administrative Officer of CNFO, Ms. Nadine Nembhard nadine_nem@yahoo.com
copied to cnfo_cu@yahoo.com or*

WhatsApp Phone (501) 624-5364, Skype: nembhardnadine501

Limited spaces available! Selection process may require an interview.

APPENDIX 4

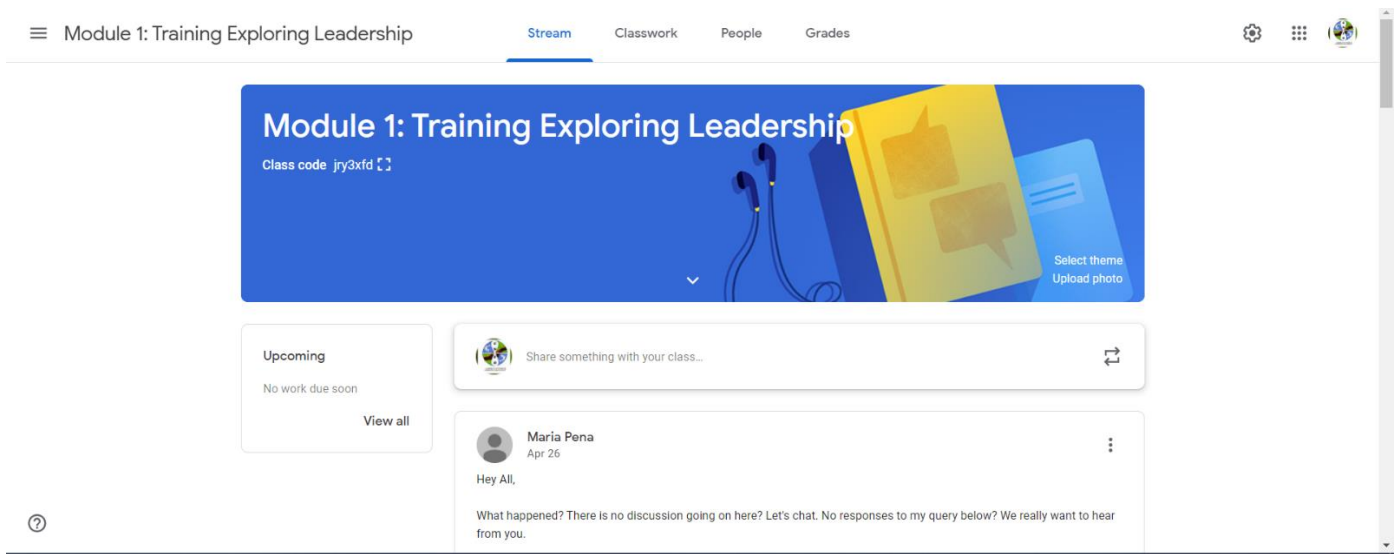
Participants List (Pilot/Module 1)

Anyone older than 60 is placed in the 60+ category.

	Name	Name of fisherfolk organisation	Position in organisation	Age	Gender	Location
1	Kaygianna Toussaint Charlery	Goodwill Fishermen's Cooperative	Operations Manager	30-35	Female	Saint Lucia
2	Tylon Joseph	Gouyave Fisherman cooperative Society Ltd	Member	20-25	Male	Grenada
3	Glennevas C. Clarke	TURKS AND CAICOS FISHING CORPORATIVE, INC	NATIONAL MENTOR	60+	Male	TURKS AND CAICOS ISLANDS
4	Pamashwar Jainarine	Guyana National Fisherfolk Organisation	President	50-55	Male	Guyana
5	Joslyn Lee Quay	Trinidad and Tobago United Fisherfolk	Chairman	60+	Male	Trinidad and Tobago
6	LUIS ACOSTA	GRENVILLE FAD FISHERS ORGANISATION	MEMBER	30-35	Male	GRENADA
7	Garry Gore	Antigua & Barbuda Fishermen Co-operative Society Ltd.	Secretary	50-55	Male	Antigua and Barbuda
8	Susan Hodge	Anguilla Fisher Folk Association	Public Relations Officer/Secretary	50+	Female	Anguilla
9	Mitchell Lay	Caribbean Network of Fisherfolk Organisations (CNFO)	Program Coordinator		Male	Antigua and Barbuda
10	Nadine Nembhard	CNFO	Administrative Officer	36	Female	Belize
11	Maria Pena	UWI-CERMES	Project Officer		Female	Barbados
12	Terrence Philips	FAO	Regional Project Coordinator		Male	Barbados


APPENDIX 5

Google Classroom





Module 1: Training Exploring Leadership


Stream Classwork People Grades

 **Kaygianna Toussaint Charlery**
Mar 31
Good day all. Looking forward to class later today

1 class comment

 **Cnfo All** Mar 31
Thanks. Chat soon!

 Add class comment...

 **Cnfo All** posted a new assignment: Activity – What is a leader? Fisherfolk leader?
Mar 30

2 class comments

APPENDIX 6

Skype Meeting Protocols

Getting the best out of your virtual meetings

Virtual meetings, for example with Skype or Zoom, are more pleasant when we all follow these guidelines.
Try making them a part of your online habits.

Before joining a Virtual meeting...

- I try to find a quiet spot with very little noise and distractions
- I use my headset for good quality; and test my mic & speaker
- I prepare some points and questions to share with others

When joining a Virtual meeting...

- I wait to see if others are already engaged in discussions
- When the opportunity arises, I greet everyone briefly & confirm that they can hear or see me
- I turn off my video & mute my mic when I am not speaking

During the Virtual meeting...

- I check the chat for messages; and post to it if necessary when someone is speaking
- I turn on my video and mic only when I need to speak
- When I must interrupt the speaker I do so respectfully

When leaving a Virtual meeting...

- If I need to leave before the meeting is over, I type my reason for leaving in the chat
- When the meeting is over I bid farewell respectfully
- I select the control to terminate the call

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APPENDIX 7

PowerPoint Presentation (MODULE 1 – PILOT)

LEADERSHIP INSTITUTE

Exploring
Leadership in
Fisherfolk
Organisations



EXPLORING LEADERSHIP

What
is Leadership?

Why
is Leadership important?

Who
Leads fisherfolk organisations?

How
is leadership carried out?



WHAT IS LEADERSHIP

What are we talking about?

Let's look it up!



Lead = Be in charge or command of; organize and direct; set a process in motion; take someone or something all the way to a destination

Leader = Person who leads or commands a group, organization, or country

Leadership = Action of leading a group of people or an organization, or the ability to do this

•“Leadership is influence, nothing more, nothing less” John C. Maxwell

•a process of social influence in which a person can enlist the aid and support of others in the accomplishment of a common task.

•A process of social influence by a person, or a group of persons, to enlist the support of others to achieve a shared goal or objective.

[Adapted from Oxford Dictionaries online]



KEY ASPECTS OF THE “WHAT” OF LEADERSHIP IN FFOS

- Influencing people (fishers)
- Inspire
- Motivate
- Participation

- Participation
- Activity
- Collaboration

- Goal, Objective
- Vision
- Mission

WHY IS LEADERSHIP IMPORTANT TO SMALL-SCALE FISHERFOLK

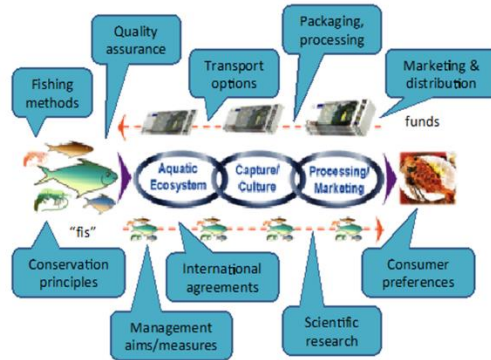
- Small scale fishers are important, and need to be secure
- Societal importance (way of life, food providers, livelihoods)
- Skills, knowledge and experiences can promote sustainable fisheries
- Fishers face threats to their livelihoods from competing interests:
 - Tourism
 - Conservation
 - Oil and gas
 - Blue economy initiatives
- Vision of sustainable fisherfolk livelihoods require leadership to get there.



Fisherfolk are impacted by many other players. Leadership secures interests

- Value chain players from differing perspectives can negatively impact fishers:
- Economics – Prices and equity
- Environmental and conservation
- Management and international agreements
- Climate change and scientific research

“Value chain” — from hook to cook



WHO LEADS FISHERFOLK ORGANISATIONS?

The person or persons who uses their influence to enlist the support of others to achieve a shared goal or objective.

1. Groups with poor leadership may have several differing leaders.
2. Good leadership focuses the entire group on shared goals.

Desired Leaders

- Movers and shakers – excite others with a vision.
- Get members to commit to group goals.
- Work with and align people to group aims.
- Caretakers of group culture, values and goals

HOW IS LEADERSHIP CARRIED OUT?

- Authoritarian (autocratic) - The leader tells the group what to do, and how to do it without getting advice from the members.
- Participative (democratic) - The leader includes one or more members in deciding what to do, and how to do it.
- Delegative (free reign) - The leader allows the members to make the decisions, while providing overall guidance.





LEADERSHIP TODAY

- Share power with the group
- Collaborative
- Expresses the organisation's values
- Pull together strengths and talents of the team
- Have a caring and positive attitude toward people
- Are open about their weaknesses and are willing to admit their mistakes

When is Leadership needed?



·Leadership is a continuum

- Visioning and communications
- Inspiring
- Motivating
- Stewards/caretakers
- Monitoring
- Adaptive management
- Advocacy
- Representation
- Leadership is always needed for the promotion of group success.

Thank You



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Acknowledgements extended to The University of the West Indies, Centre for Resource Management and Environmental Studies (CERMES).

Appendix 8

CNFO LEADERSHIP TRAINING (STEWARDFISH PROJECT) Eight Modules hosted on ZOOM

Modules	Title	Date	Facilitator	Man/Woman	# of fisherfolk in training*
Training Module 1	Exploring leadership	1 st April 2020	Mitchell Lay (Antigua and Barbuda)	M	8 (6 males, 2 females, from 8 fisherfolk organisations in 7 member states)
Training Module 2	Working with groups	3 rd June 2020	Mitchell Lay (Antigua and Barbuda)	M	11 (7 males, 3 females from 10 fisherfolk organisations and 1 Fisheries Division in 10 member states)
Training Module 3	Facilitating the development of group vision, mission and goals	1 st July 2020	Winsbert Harry (St. Vincent and Grenadines)	M	13 (7 males, 4 females from 11 fisherfolk organisations and 2 Fisheries Division in 10 member states)
Training Module 4	Advocacy, representation, negotiation and conflict resolution	5 th August 2020	Kaygianna Charlery (Saint Lucia)	W	14 (8 males, 4 females from 13 fisherfolk organisations and 2 Fisheries Division in 9 member states)

Training Module 5	Relation management	2 nd September 2020	Tylon Joseph (Grenada)	M	19 (12 males, 5 females from 15 fisherfolk organisations and 2 Fisheries Division in 11 member states)
Training Module 6	Communications and Networking	7 th October 2020	Nadine Nembhard (Belize)	W	8 (6 males, 2 females, from 8 fisherfolk organisations in 7 member states)
Training Module 7	Institutional identity and integrity	4 th November 2020	Sylvia White (Barbados)	W	11 (7 males, 3 females from 10 fisherfolk organisations and 1 Fisheries Division in 10 member states)
Training Module 8	Administration and operation	2 nd December 2020	Susan Hodge (Anguilla)	W	13 (7 males, 4 females from 11 fisherfolk organisations and 2 Fisheries Division in 10 member states)

**participants excluding CNFO staff members (Nadine Nembhard and Mitchell Lay) and partners (FAO, CERMES, CIRP and CANARI).*