

CARIBBEAN NETWORK OF FISHERFOLK ORGANISATIONS

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

The seven countries participating in the Developing Organizational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish) project – Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, Saint Lucia, St. Vincent and the Grenadines have a high dependence on fisheries resources, whether for income generation, nutrition and food security.

The CNFO will be coordinating and collaborating with UWI-CERMES in delivery of services with the latter being the lead organization in conducting the activities.

The CNFO in collaboration with partners outline the steps taken for the piloting of the “leadership Institute”.

Technical Support

A meeting was held on zoom with CNFO (Nadine), CERMES (Maria), CIRP (Dr. Kim, Kevon, Gideon and Myron) on 14th February 2020 to get technical advice on piloting the leadership training. The CIRP team advised on the below ideas.

- It was agreed that the pilot will be on SKYPE with protocols and limited number of participants (8).
- The sessions will be recorded on SKYPE and uploaded to the CNFO’s YOUTUBE channel then posted on the google classroom.
- Participants will return completed registration form by EMAIL. Remind participants to remember access credentials.
- Classified directory of participants and mentors.
- Follow-up training with WhatsApp call.
- The forum can take place via WhatsApp group (more structured use website, email or google classroom)

- Post a weekly tip on site then share from the site from Facebook and twitter. (Gideon will assist to create a post category for weekly tip)
- Training materials will be placed on google classrooms for participants to access.
- There is google classroom app.
- (Gender training can be done on the leadership institute?)
- All tools used are free, therefore there are limitations.

A meeting was held on SKYPE on 16th March 2020 with CNFO (Nadine & Mitch) and CIRP (Dr. Kim, Kevon and Gideon), (CERMES (Maria).

- CNFO is interested in getting the forum and mentoring launched with the training.
- Each module will have its own google classroom.
- CIRP will assist if needed during the next two weeks in setting up google classroom. Gideon will train Nadine to set up a google classroom, they will collaborate (CIRP and CNFO) on a google classroom guide to preparing the classroom and CIRP getting feedback.
- CNFO leadership book and modules will be sent to Gideon.
- Meetings will be recorded. Better to record with the purpose of recording compared to recording session for playback. Incorporate national organisations to have the recording repository for national trainings outside of the CNFO. Need to access the recordings for both Wi-Fi and downloadable access. (This is where the mentoring comes into play because someone can use the recording as a tool to offer one-on-one interaction.)
- Need central repository of shared content for mentors.
- **IT WAS STRONGLY RECOMMENDED THAT A CNFO GMAIL ACCOUNT AND NOT A PERSONAL ACCOUNT IS USED TO CREATE THE GOOGLE CLASSROOM.** (The storage will contribute to your personal account)
- Free google classroom: 250 participants, 15gb (google drive), 30 classes per day. A person can join 100 classes maximum.
- Each member of the classroom needs to have a gmail account to access the google classroom. CNFO (Nadine) will assist those who need help with creating accounts.
- The resources in the google classroom is the library for now. Website is good for permanent library because you can classify by theme and leave there permanently. For now, the CNFO will use 1 classroom for all the resources.

CIRP (Gideon) demo the setting up of google classroom to CNFO (Nadine) on 17th March 2020. (download recording from skype and upload to YouTube).

Registration Process

The CNFO advertised the leadership institute in its December 2019 newsletter (Appendix 1) and other platforms. The registration process for the piloting of the training with Module 1 Exploring Leadership was between 13-20 March 2020 and was advertised on the CNFO Facebook (Appendix 2), Instagram, twitter and WhatsApp. The registration form (Appendix 3) could have been downloaded from the CNFO website. All 8 persons who applied received the information about registration via WhatsApp and emailed their completed form.

Couple 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 registration form was sent to UWI-CERMES for their contribution.

Orientation

On 25th March 2020 the CNFO created a WhatsApp group with all registered fisherfolk. The original registration did not state that gmail was necessary to access the google classroom so that and other minor matters were clarified via WhatsApp.

Between 30-31 March 2020 registered persons participated in an orientation.

- They accessed the google classroom for resources (module 1 notes, PowerPoint presentation and about the leadership institute).
- They were sent the meeting protocols by WhatsApp
- They were reminded of some of the meeting protocols at a skype testing.

1. We will start 8:30 pm sharp on SKYPE
2. The call will be recorded and posted on CNFO YOUTUBE Channel.
3. Please keep a note pad and pen nearby for your personal use.
4. There will be 30 mins for open discussions.
5. Remember to join the google classroom to access meeting documents.
6. Protocols: mute mic when not speaking, keep video off, the training will be facilitated by Mitch.
7. I will test skype individually to test mic and speakers prior to meeting. We can set up at a time convenient to you between 4:00 pm and 8:00 pm Eastern Caribbean time.

Piloting of the Leadership Training

The first training was scheduled for 31st March 2020; however due to an emergency of the facilitator Mitchell Lay the training was postponed last minute to 1st April 2020. The nature of the emergency was explained to the participants via WhatsApp and all 8 persons responded positively that they were available for the new date. FAO

The meeting was recorded into three parts:

Part 1- presentation (17 minutes)

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

Part 2- participants answering questions from facilitator (22mins)

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

Part 3- question and answer (12 mins)

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

Post Leadership Training

The eight participants were asked about the format of training, the effectiveness of modules and overall impressions. 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 are looking forward to future modules.

The 8 participants in addition to the two CNFO staff members pictures and short bio was published on the CNFO Facebook page.

FAO and UWI-CERMES were asked for comments which they supplied. Between the two modules some interaction with the google classroom will take place as 1 assignment was posted to the classroom.

There has been 1 new registration submitted for the next training before its announcement. The next training is likely to take place on Tuesday 5th May 2020. This will be announced at least 2 weeks prior to the date.


APPENDIX 1

Advertisement in CNFO newsletter



WINSBERT HARRY CCFI CMA 2019 WINNER

Winsbert born 1961 started fishing when he was 15 years old. Over 10 years ago he joined the Goodwill Fishermen Cooperative. He is the current president of the National Fisherfolk Organisation in St. Vincent and Grenadines and the Fisheries Liaison Officer of the CNFO.

-  Lives in Rose Place, St. Vincent and the Grenadines.
-  In 2009 Winsbert won fisherman of year award, landing 870 lbs of fish.
-  Winsbert created the 1st national fisherfolk football team in 2016 (2016 to present)
-  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 (CCFI) 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

Registration will be free for all the members of the CNFO network who have paid their membership fee.

All Fisherfolk of the Caribbean are welcome to register.

Caribbean Network of Fisherfolk Organisations

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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

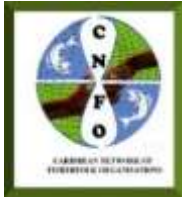
Contact Details:
Caribbean Network of Fisherfolk Organisations
Ms. Nadine Nembhard
+ 501-624-5364
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Email: nadine_nem@yahoo.com

5 likes 12 Shares

Like Comment Share

Write a comment...

APPENDIX 3



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

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	Glennevans C. Clarke	TURKS AND CAICOS FISHING CORPORATIVE, INC	NATIONAL MANAGER	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 Office r/Secretary	50+	Female	Anguilla
9. Mitchell Lay CNFO, 10. Nadine Nembhard CNFO, 11. Maria Pena UWI- CERMES 12. Terrence Phillips FAO						

APPENDIX 5



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

Brought to you by the
Caribbean ICT Research Programme
CIRP

APPENDIX 6
POWERPOINT PRESENTATION

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 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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