
Lessons Learned from IDLO's Blended Learning Approach

“Establishing Measures to Implement the Nagoya Protocol” Course



Convention on
Biological Diversity



Why build capacity?

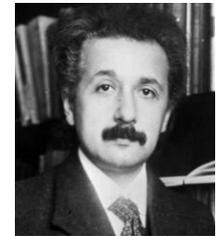
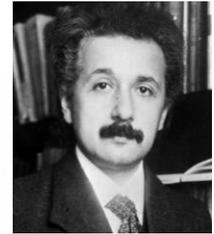
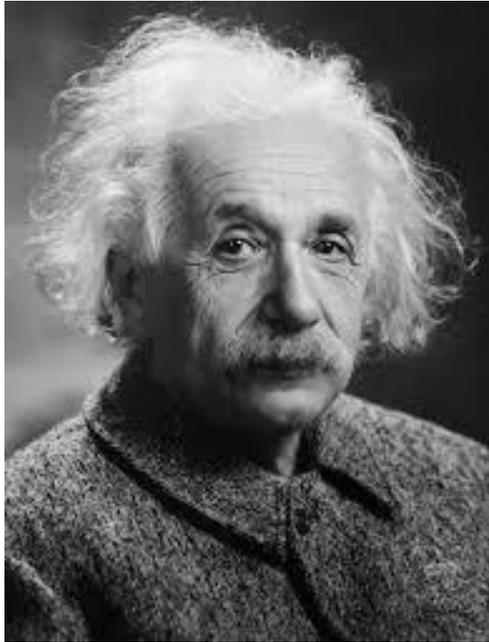
The challenge:

- **New international treaty, Nagoya Protocol on access and benefit-sharing (ABS)**
- **Not a typical “environmental” law – deals with genetic resources, indigenous rights, intellectual property, requires collaboration from ministries not used to working together**
- **Few ABS legal experts exist, so need to build up a “new generation of ABS lawyers”**
- **No model ABS law exists, so peer-to-peer sharing key for rapid innovation**

Lessons learned from past capacity building experiences under the CBD:

- **Workshops allowed learning or consultation but little time for knowledge application, skills-building and commitment to concrete plans and partnerships**
- **Trained officers moved to other positions soon after being trained**
- **One trainee per country still meant they had little leverage once back home**
- **Enthusiasm for continued peer-to-peer sharing but HOW?**

Vision



Blended learning approach

DESIGN AND PREPARATION

1. Recruitment

- Global call for applications (Jan 2016)
- Selection Committee to identify two participants per country (1 policy, 1 legal)

2. Design

- Needs assessment and knowledge survey (March 2016)
- Identification of:
 - Leading country experiences;
 - Themes for expert sessions;
 - Participant facilitators

CAPACITY BUILDING STEPS

1. E-learning

- Acquisition of core knowledge concepts
- 4 weeks (June in English, August in Spanish)

2. Face-to-Face workshop

- Focus on challenging issues, peer-to-peer sharing, knowledge application and commitment to next steps
- 3 workshops in Hague, Bali, Antigua

3. Networking

- Keep updated on latest news and access to specialized resources for members

Acquiring core knowledge through e-learning



Outlines core requirements



Lessons learned on ABS country experiences to date



Step-by-Step approach



Freely accessible



Available in English, Spanish and French

COURSE OVERVIEW

What you will learn



Designing ABS measure - An Introduction

Module 1: Legal Reform

What are early steps to support the design of ABS measures?

Module 2: Policy-Setting

Module 3: Institutional Arrangements

What are the core elements of ABS measures?

Module 4: Access to Genetic Resources

Module 5: Benefit-sharing

Module 6: Compliance

Module 7: Indigenous and Local Communities

How to build ABS measures that work?

Module 8: Supportive Measures

Deepening knowledge, skills and commitment through workshops

DIG DEEPER
Face-to-Face Workshops

Know the
Challenges

2

3

Share
Experiences

5

Plan
Next Steps

1

Learn
the basics

Communicate
ABS

4

a) Learning the basics



Methodology:

Pub Quiz (in groups with prizes)

Lessons learned

- Can be adjusted to existing level of knowledge (open-book or closed-book);
- Enables all participants to quickly form a common base of knowledge;
- Good facilitation is key to draw out experience sharing from participants;
- Experts sit in groups with participants, putting experts and participants at equal ground early on;
- Builds up relationships between participants early, with discussions continuing in breaks.

b) Know the challenges



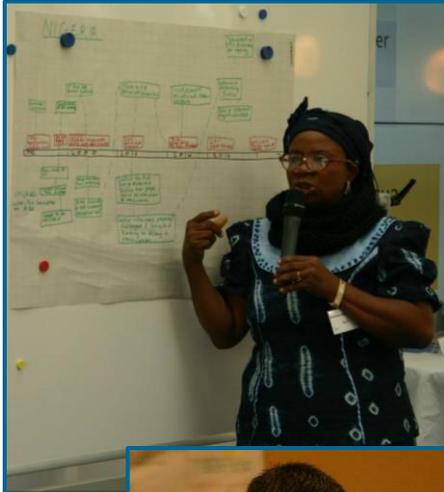
Methodology:

World Café

Lessons learned

- Opening pitch (2-3 mins)
- 20 min small group discussions led by experts, with poster marked up by all and report back at end of session;
- 4-6 people per group
- Themes chosen by participants through the needs assessment questionnaires;
- Tailored to each workshop to ensure highest relevancy;
- One of most popular sessions

c) Share experiences



Methodologies:

Life Map, World Café, Panels

Lessons learned

- Life Map presented by all participants to share both the highs and lows of the ABS legal reform process (overcomes tendency to share only good news);
- Allows participants to identify common experiences and challenges, and interesting experiences amongst themselves;
- Ensure participants are ready to place their learning into national context;
- World Cafes highlight leadership and expertise of participants themselves.

d) Communicate ABS

Methodologies:

- Stakeholder analysis,
- Communication skills,
- Ignite! Presentations

Lessons learned

- Emphasizes problems are not just technical, but political as well;
- Builds skills to tailor messages to different stakeholders;
- Exposes existing limits and strengths in listening, speaking, and leading;
- Ignite! - Pushes participants “out of their boundaries” to try new skills (most popular session of workshop)



e) Plan next steps



Methodologies:

- **Worksheets (review, apply, plan)**
- **Problem Tree (ABS policies)**
- **Review sessions**
- **Commitment circle**

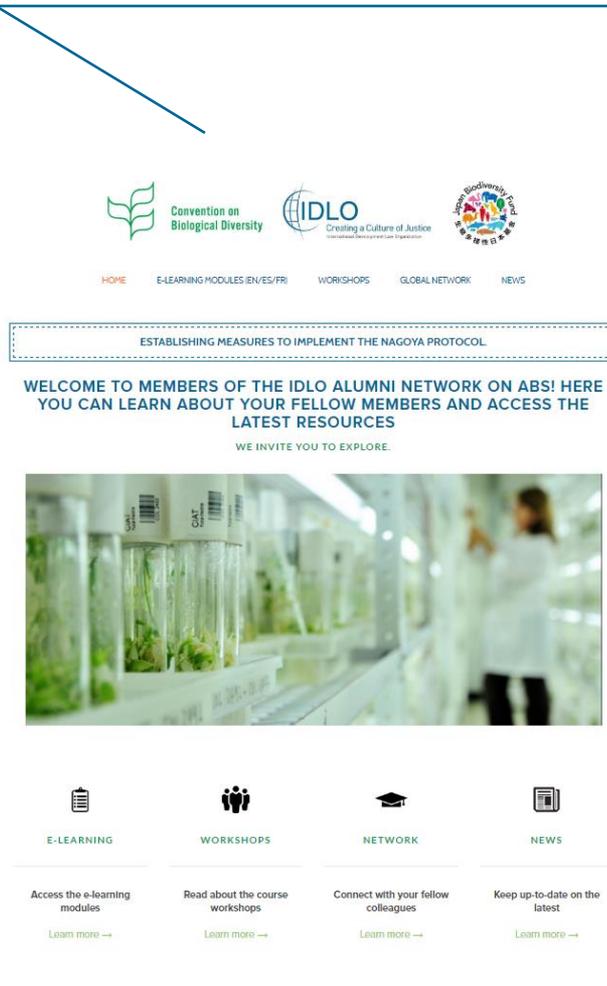
Lessons learned

- **Sets out time for a guided application of knowledge through worksheets in all three stages (review, apply, plan);**
- **Allows for feedback from experts and fellow participants on feasibility of plans, and potential for collaboration;**
- **End workshop with commitment circle where participants voice plans and others commit to support.**

Lessons learned

- **Select candidates committed to issue and in position to make a difference**
- **E-learning development takes time and extra funds, but results in cost-savings in workshop costs and provides a rich source of content (best made publicly available)**
- **Import to build in peer-to-peer sharing early on and throughout workshop, to build connections amongst participants and gather new knowledge for future courses;**
- **Tailored thematic sessions and worksheet materials enable participants to quickly engage and see relevancy of each session;**
- **Leadership and communication skills key in these cross-cutting areas of law and policy, because building buy-in can be more difficult than writing a great law;**
- **Partnering with a local organization key for cost-effectiveness and sustainability (in Bali – Universitas Indonesia, in Antigua – AECID)**
- **Organizers need to show commitment to participants, prior, during and after the course so that the participants make commitments back and feel part of a larger effort.**

Keeping updated through networking



The screenshot shows the IDLO website header with logos for the Convention on Biological Diversity, IDLO (Creating a Culture of Justice), and the Biodiversity Fund. Navigation links include HOME, E-LEARNING MODULES (EN/ES/FR), WORKSHOPS, GLOBAL NETWORK, and NEWS. A highlighted section titled "ESTABLISHING MEASURES TO IMPLEMENT THE NAGOYA PROTOCOL" contains the text: "WELCOME TO MEMBERS OF THE IDLO ALUMNI NETWORK ON ABS! HERE YOU CAN LEARN ABOUT YOUR FELLOW MEMBERS AND ACCESS THE LATEST RESOURCES. WE INVITE YOU TO EXPLORE." Below this is a photograph of a laboratory with glass containers. At the bottom, there are four columns: E-LEARNING (Access the e-learning modules), WORKSHOPS (Read about the course workshops), NETWORK (Connect with your fellow colleagues), and NEWS (Keep up-to-date on the latest).

Methodologies:

- **Mailing list**
- **Facebook group (closed)**
- **Newsletters/webinar**
- **Website**

Lessons learned

- **Need to offer different means as each has their own preference;**
- **Good to encourage informal networks (Whatsapp Group for LAC participants)**
- **In early stages, core support to keep the momentum going is vital or network will die despite enthusiasm;**
- **Support for social media type communications and videos**

Feedback and Next Steps

What next: 60 officers trained in 40 countries

- **Feedback remarkable on the innovative methodology**
 - “First time I realized capacity building means more than sitting and listening to people talking to you”
 - “It was great to realize how much expertise we had within ourselves and to share with colleagues”
- **CBD Parties have formally requested 8 new training courses at the CBD COP 13, with five more planned in 2017/18. Timely to expand methodology to other thematic areas.**





The International Development Law Organization (IDLO) enables governments and empowers people to reform laws and strengthen institutions to promote peace, justice, sustainable development and economic opportunity.

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