



TROPICAL BIOLOGY ASSOCIATION



## TBA INTEGRATED TRAINING

a flexible, tailored approach  
to building the capacity of  
conservation project managers

Our most innovative and effective way to build capacity combines practical training courses with learning exchanges, where conservation managers visit successful projects to learn from best practice in action.

This approach is extremely effective because it provides far more than a single training course can ever deliver.

### The need for integrated training

Conservation project managers need a broad range of skills, knowledge and experience in order to meet the multiple challenges they face, and to have real impact on the ground.

Such wide-ranging requirements call for a creative approach to make sure that investment in building capacity is as effective as it can possibly be.



### What we provide

TBA integrated training offers a tailored response to the specific needs of conservation organisations, to raise the capacity of project managers working on the ground.

We design and deliver a package of related training activities, enabling participants to build their skills sequentially and to forge close links with other organisations that share common goals.

In addition to short courses and master classes, our integrated programmes include on-site learning exchanges. These give managers with common goals direct insight into successful projects and the opportunity to share experiences, face to face.

It is this combination of activities that makes our integrated programmes so effective. In addition they foster networks, which encourage ongoing collaboration and continued exchange of ideas.

***“The course was well designed from desk talks to field visits where we visited different types of forest restoration systems and management.”***

Dominique Bikaba,  
Democratic Republic of Congo



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## Key components

Organisations and funders increasingly ask TBA to design integrated training programmes that are adapted to meet the specific needs of managers to achieve their conservation goals. Our packages may include:

- Short courses – designed to teach relevant skills that are key to project success, such as project design and management, strategic planning, monitoring and evaluation, and communication.
- Master classes – in-depth, individual support on monitoring and evaluating the impact of managers' own projects.
- Learning exchanges – strategically planned site exchanges to give managers direct experience of successful, related projects. Exchanges provide a valuable opportunity to share knowledge and skills that are not easily transferable in a class.
- Developing networks – to build collaborative support between managers with shared interests.

## Track record

***“The Master Class made me realise the importance of having a monitoring and evaluation system for my project.”***

Shakira Msusa, Action for Environmental Sustainability, Malawi



The TBA designed and delivered an integrated training programme for managers working in the Eastern Afro-montane biodiversity hotspot, funded by Critical Ecosystem Partnership Fund (CEPF).

Over three years, we provided short courses, a master class and ten learning exchanges. In all, more than 60 managers from 11 countries in the hotspot gained new skills which they are now applying.

The TBA is now running a similar programme in Madagascar and the Indian Ocean Hotspot.

***“I am going to develop a concept on integrating our (restoration) work with a business model for sustainability.”***

David Kihagi, Kenya

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