

An underwater photograph of a vibrant coral reef. The scene is filled with various types of coral, including branching and fan-like structures in shades of white, orange, and red. Numerous small, colorful fish are swimming around the reef. The water is clear and blue, with a few larger fish visible in the distance.

Leadership & Fundraising for Conservation – Learning Event

Indonesia, June 2025



**CONSERVATION
LEADERSHIP
PROGRAMME**



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CONSERVATION LEADERSHIP PROGRAMME



Executive Summary

From **16–20 June 2025**, The Conservation Leadership Programme (CLP), in partnership with the Rufford Foundation, hosted a **Leadership and Fundraising Workshop** in Bogor, Indonesia. The event brought together 20 early-career conservationists from six countries across Asia. Alumni of both CLP and the Rufford Foundation represented this diverse range of countries, cultures, and the conservation challenges faced.

The workshop aimed to strengthen participants' leadership and fundraising skills—two critical areas for driving effective conservation action. Through expert facilitation, peer-to-peer exchange, and practical exercises, participants gained tools to lead teams, engage stakeholders, and secure sustainable funding for their projects. The results were evident as participants shared that they plan to take more leadership action within their institutions following this event.

Training topics included:

- **Leadership qualities, models, and self-assessment**
- **Diversity, Equity and Inclusion in conservation**
- **Structured decision-making and conflict management**
- **Donor research, eligibility, and relevant grants for early-to-mid career conservation**
- **Good donor stewardship and relationship building**

Sessions were delivered by three experienced facilitators from Indonesia and Sweden. They combined various training methods, such as interactive presentations, case studies, role-play scenarios, and peer-to-peer feedback.

To inspire connection and mutual learning, the event included networking activities, collaborative problem-solving, and informal events outside the classroom. This provided space for participants to share their career journeys, successes, and challenges, while forming lasting relationships across the region – *84.62% of respondents reported that they have established one or more collaborative relationships through this training (See Annex 1).*

By the end of the workshop, participants reported increased confidence in their ability to lead their teams, communicate effectively with stakeholders, and build sustainable donor relationships. The training influenced a clear shift from passive to proactive leadership: Participants left the program ready to implement what they learned back in their home countries, extending the impact of the event far beyond Bogor.

This workshop was made possible with generous support from The Rufford Foundation, whose ongoing commitment to capacity building is helping early-career conservationists amplify their impact in protecting biodiversity.

If you would like more information on this report, please contact Eleanor Glass at eleanor.glass@fauna-flora.org

"This CLP training has been a life-changing experience. As a young conservationist from West Kalimantan, Indonesia, opportunities like this are extremely rare. Being part of this network has truly opened doors I never imagined possible. I'm deeply grateful to CLP and Rufford for investing in early-career conservationists like me." – Amat Ribut, West Kalimantan, Indonesia



Background and Objectives

Conservation work faces growing urgency and complexity; from protecting species and critical habitats on the brink of extinction, to supporting Indigenous stewardship and tackling climate change, the challenges are vast—and the stakes are high. Yet even the most passionate and well-designed conservation projects can struggle to succeed without two key aspects: strong leadership and sustainable funding.

This training aimed to bridge the gap in leadership and fundraising experience for early-to-mid career conservationists based in the Asia region.

Two core objectives of the workshop included:

1) To strengthen the capacity of conservationists from the CLP and Rufford Foundation networks by equipping them with leadership skills, practical tools, and essential knowledge to effectively lead conservation initiatives in their region.

2) To strengthen connections among grantees by fostering a collaborative network and providing a platform to share lessons learned, best practices, and insights from their projects, ultimately enhancing collective impact and increasing innovation across the networks.

The 4-day workshop took place in Bogor, West Java, known as Indonesia's "Rainy City of Gardens". This made for an inspiring and peaceful location to host the training, surrounded by tropical landscapes, away from the hustle and bustle of the city.

This training opportunity welcomed Rufford and CLP alumni from across the Asia region. Two non-alumni were also included in the aim of expanding networks and supporting regional conservation efforts.

The countries represented at the event included **Indonesia, Vietnam, Laos, Thailand, Cambodia and the Philippines**. In total there were eleven Rufford alumni present, seven CLP alumni, and two external participants from conservation organisations within Indonesia. *For further information on participants and facilitators see Annex 2.*



The Workshop

Programme Overview

Event Dates: 16 – 20 June 2025

Date	Topics Covered
15 th June	Arrivals Welcome Dinner
Day 1: 16 th June	Welcome and setting the scene. Personal Competence: Develop self-awareness, in particular by developing awareness of personal values, leadership styles, personal strengths, areas for development, and recognising these in others.
Day 2: 17 th June	Social Competence (theory): Develop communication skills to work effectively with others, DEI in conservation, identifying stakeholders positions and interests. Stakeholder mapping. Cultural Evening – cultural exchange event
Day 3: 18 th June	Day trip to Bogor Botanical Gardens Social Competence (practise): Practice and demonstrate communication skills, including active listening, asking effective questions, while applying the empowering conversation model.
Day 4: 19 th June	Fundraising for Conservation: Understanding the donor landscape for early-mid career conservation. Eligibility criteria and good practise when applying for grants. Building and stewarding donor relationships. Elevator pitch – practise communicating projects effectively. Social Competence: Conflict management with different stakeholders. Decision analysis – how to structure decision making. Final Dinner
20 th June	Departures

Daily Sessions

Each training day focused on the practise of theory, and inspiring meaningful discussion among participants. The emphasis was on depth of learning rather than quantity, ensuring that concepts could truly resonate and be applied in reality.

Every morning began with an opening circle—a grounding exercise that included breathing techniques, gentle movement and tools to help participants arrive fully in the present moment. Similarly, each day closed with a reflection circle, providing space for participants to share their thoughts and feelings about the sessions and to connect as a group.

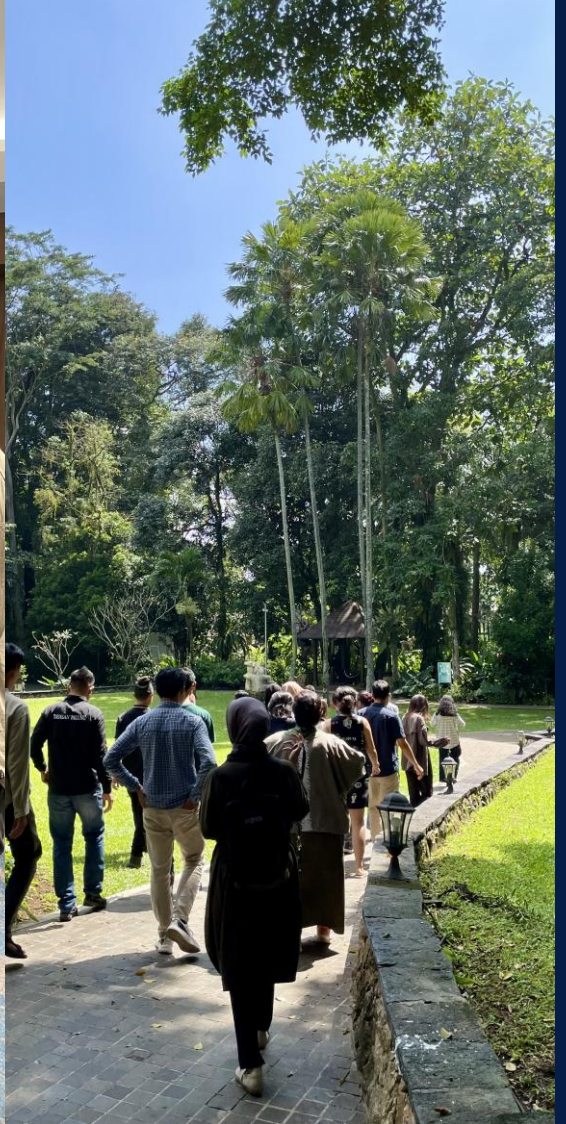
Day 1

Formal sessions began on Monday, 16 June, with a warm welcome and introductions during the morning circle. Eleanor Glass, CLP Programme Officer, provided an overview of the week's programme, outlining the purpose of the training, the reason for hosting it in Indonesia, the expectations of CLP and Rufford, and the agenda for the days ahead.

The first session was led by Sarilani Wirawan, focusing on personal competencies and leadership in relation to the self. This proved to be an insightful and emotion stirring session, encouraging participants to reflect deeply—something not often prioritised in professional environments. A highlight was the discussion on core values: identifying which values participants held most important, and considering whether these were fully integrated into both their personal lives and professional work.

During Day 1, the groundwork was laid for the Team Challenge, an activity running throughout the workshop. Participants were divided into teams and tasked with preparing a creative four-minute presentation to showcase what they had learned during the training. The format was open—song, dance, theatre, any approach—encouraging creativity and collaboration. Beyond being a fun exercise, the challenge provided a meaningful way to reinforce key learnings, build teamwork, and ensure the workshop concluded with a memorable celebration of participants' growth.

Day 1



Daily Sessions

Day 2

Day two of the workshop focused on Social Competencies—how participants communicate and collaborate with colleagues, communities, and other stakeholders.

The morning began with a role-play exercise in which participants acted as two doctors with different interests in a rare fruit: one aimed to use it to cure disease, the other to reduce biological warfare risks. The purpose of the exercise was to help participants uncover the underlying interests of each party. Through effective communication, they could discover that each doctor required different parts of the fruit for their respective goals—meaning conflict could be avoided through communication and collaboration. This activity set the stage for a wider discussion on the importance of distinguishing between peoples' positions and interests as a key tool for addressing and resolving conflict.

Next, participants explored Diversity, Equity, and Inclusion (DEI) in conservation. A “power walk” activity encouraged participants to step into the experiences of people from different demographics, highlighting marginalised groups and power structures within communities. The session underlined the importance of considering all stakeholders' interests to design impactful conservation projects.

In the afternoon, the focus shifted to “Empowering Conversations”, including facilitation, mentoring, and coaching techniques. Participants practiced active listening, giving constructive feedforward*, and asking effective questions—preparing them to apply these skills in practical contexts on Day Three.

The day concluded with a cultural festival, where participants and facilitators shared elements of their home culture and traditions, exchanging stories and cultivating connection.

“It [the workshop] was a good mix of lectures, peer learning and field day. I like how it provided us a space for fellow conservation peers across regions to be able to exchange best practices and relate on the challenges in our line of work.” - Sue Ong, Philippines

*Feedforward: a future-oriented communication approach that provides suggestions and guidance for improvement, rather than focusing on past mistakes.

Day 2



Empowering Conversation Approaches		
FACILITATION <ul style="list-style-type: none">• Utilizes to help groups develop processes that are effective as a series of interconnected desired outcomes.• Conducted in group/team setting.	MENTORING <ul style="list-style-type: none">• An approach in which an experienced individual provides guidance, support, and advice to help another person develop their knowledge, skill, & personal growth in a specific area or context.• Individual or team setting.	COACHING <ul style="list-style-type: none">• An approach that seeks out resources to support potential and professional growth of individuals through providing thinking and creative processes.• Individual or group/team.



Cultural Festival



Daily Sessions

Day 3

Day three took place at the Kebun Raya Bogor (Bogor Botanical Garden), providing an immersive natural environment for participants to apply and consolidate their communication and leadership skills.

The day began with an outdoor circle time, grounding participants in nature and reinforcing key lessons from previous sessions, ensuring that foundational concepts were actively connected to practice.

Rahayu Oktaviani, a former Rufford grantee and current Whitley Awardee, joined the group to share her conservation story with participants, sharing real-world insights into effective conservation leadership. This was a truly inspiring moment for the group.

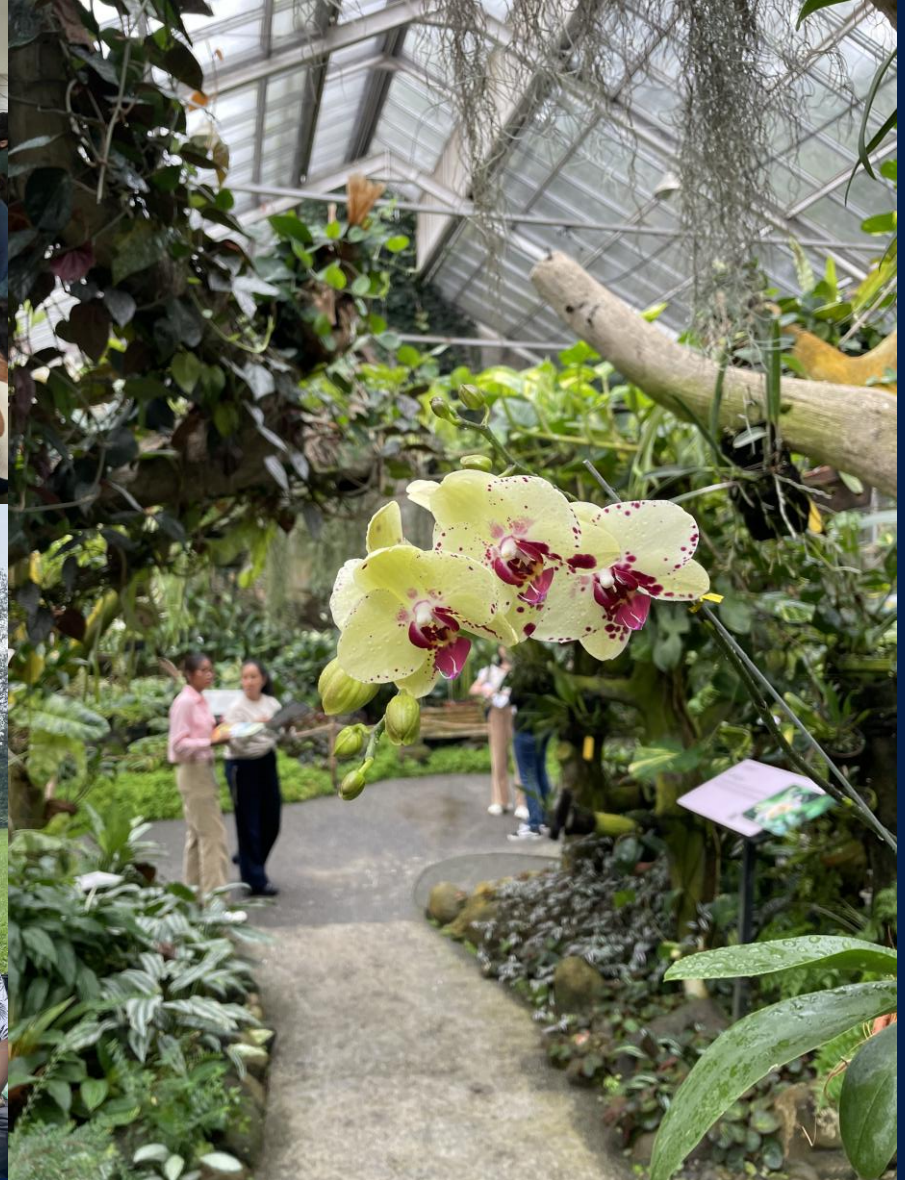
The introduction and demonstration of the GROW coaching mode, guided by Sylvina Savitri, equipped participants with a structured framework for guiding conversations, setting goals, and guiding self development in others. Through paired exercises following the GROW model, participants translated theory into practice, that will directly enhance their ability to lead and collaborate.

An exploration walk through the Botanical Garden offered a unique opportunity for experiential learning. Participants practiced communication techniques, reflected on their leadership styles, and captured personal insights through journaling, including a “Postcard to My Future Self.” This activity reinforced self-awareness, reflective thinking, and strategic planning—key competencies for effective conservation leadership. Afternoon reflections drew analogies between the garden walk and participants’ own professional journeys, helping them identify actionable steps to strengthen their leadership impact.

The day concluded with a closing circle, consolidating learning outcomes and providing a summary of the days developments.

By the end of Day Three, participants had enhanced their practical communication and facilitation skills, and gained tools to apply personal and social competencies effectively when engaging stakeholders.

Day 3



Daily Sessions

Day 4

The fourth and final day of the workshop focused on strengthening participants' personal action plans and fundraising skills essential for securing funding for their conservation initiatives.

The morning sessions introduced participants to the donor landscape, including an interactive donor mapping activity that enabled them to identify potential funding sources and understand donor priorities. Through discussions on grants available for early- and mid-career conservationists, participants explored eligibility criteria, donor expectations, and strategies for successful applications, equipping them with knowledge to access future funding.

Participants then worked in pairs to craft and deliver elevator pitches, improving their ability to communicate their projects succinctly and persuasively—an essential skill to attract support and build partnerships. This was followed by a session on donor relationship-building, where participants learned five key steps for effective solicitation and stewardship.

During the afternoon, teams finalised and presented the Team Challenge - teams presented their key learnings from the workshop through various creative means - rap, song, dance and some theatrical performances! This really reinforced their collaborative skills, reflective thinking, and the ability to convey complex ideas in a compelling manner.

The day concluded with a Leadership Development Action Planning session using visual cards ("Point of You"), enabling participants to identify growth opportunities, and set concrete next steps for their personal leadership development following the training. A celebration circle and peer-to-peer sharing closed the formal program.

"The training used a variety of innovative and engaging approaches, making it both highly useful and enjoyable—it never felt boring or repetitive." - Anonymous

Day 4



Learning Outcomes and Impact

The Leadership & Fundraising for Conservation Training delivered significant and measurable improvements in participant confidence, capacity, and commitment to conservation leadership across Asia.

A mixed-methods approach – combining pre- and post-training surveys, real-time observation, and documenting qualitative reflections – revealed personal and professional transformation across participants. Participants have emphasised that this learning event served as a turning point in how they see themselves as leaders, fundraisers, and change agents. Participants can choose to remain anonymous when completing post-training surveys, to encourage answers to be as honest as possible.

By the close of the workshop, core outcomes included:

1. Strengthened Leadership Capacity

- 100% of respondents reported increased confidence in their leadership abilities.
- 100% of respondents plan to take more leadership action within their institutions.
- Survey data showed a measurable increase in self-assessed capability in strategic thinking, rising from 2.6 to 3.4 out of 4 – a meaningful shift toward confident, proactive leadership.

“Before the CLP training, I saw myself mainly as a researcher... But this experience shifted something in me. It challenged me to step into leadership, not by being the loudest in the room, but by listening deeply.”
- Anonymous

Learning Outcomes and Impact

Participants gained:

- A deeper understanding of their leadership style
- Tools for decision-making, communication, and conflict resolution
- Increased confidence to lead diverse teams and influence stakeholders

2. Practical Facilitation and Communication Skills

- Participants gained hands-on skills in active listening, inclusive meeting facilitation, and the GROW coaching model.
- All survey respondents shared that they plan to apply these facilitation tools in their work.
- A participant has reported implementing the GROW facilitation techniques during meetings with local stakeholders, and reported improved trust and rapport as a result. (See Annex 3.)

“I have already applied practical tools and approaches directly to my work, especially in engaging with different stakeholders, equipping me to guide conversations more effectively - applying the GROW model in my interactions.” – Sue Ong, WCS Philippines

3. Improved Fundraising Competence

- Participants were equipped with practical fundraising strategies; identifying suitable donors, pitching their projects and tips to steward donor relations towards sustainable funding for their projects.
- Participants described gaining the confidence to communicate their work to donors with structure, clarity and intention.
- During discussions we uncovered the common conception that donors are seen as distant people who you couldn't strike up a conversation with – this was an eye opening moment for many – donors are people too! and it is like any relationship, built on trust and collaboration.

Learning Outcomes and Impact

“Before this training I didn’t realise that there are many donors and categories we can apply to for conservation projects. I also learned how important it is to build connections with funders—as Eleanor said, friendraising instead of fundraising!” - Anonymous

Broader Impacts:

4. Relevance and Real-World Application

- All respondents rated the modules as “Very Relevant” or “Relevant” to their current work (see Annex 2).
- The training was directly applicable to the conservation projects participants are leading, spanning from community engagement, working closely in teams, navigating various stakeholders and maintaining relationships with donors who support their work.

5. Community Building and Collaboration

- Stronger networks across Asia: Participants deeply valued the opportunity to network, share experiences, and build a sense of solidarity.
- 76.92% of respondents have plans of future projects, and other forms of collaboration with other participants - A collaborative programme has already formed between the Anambas Foundation and Thresher Shark Indonesia.

“What made me happy was the 19 other outstanding leaders involved. We have built strong relationships, and are committed to supporting each other through sharing opportunities and collaborative programmes, such as the one I am currently working on with the Anambas Foundation.” – Yodhikson Marvelous Bang, Thresher Shark Indonesia.

Learning Outcomes and Impact

6. Confidence to Take Action

- The training influenced a clear shift from passive to proactive leadership: Participants left the program ready to implement what they learned and share this knowledge with their teams.
- As mentioned, participants have already hosted, or plan to host trainings and knowledge sharing in their home institutions, multiplying the impact of this training.

“I feel more confident to take on greater leadership responsibilities at my institution. I plan to initiate more planning within our projects, leading team discussions with clearer decision-making processes. I will also mentor junior team members by sharing the skills gained. This training has not only expanded my leadership toolkit but also inspired me to step up and lead with purpose and clarity.” - Anonymous



Challenges and Lessons Learned

This outlines the challenges faced and lessons learned across the whole process of the training; from the logistics process pre-training, challenges that arose during the training, conservation challenges voiced by participants, and finally post-training admin.

Pre-training Code of Conduct:

Facilitators reflected on the importance of setting clear expectations from the outset. To avoid misunderstandings, future trainings will ensure that the Code of Conduct is clearly communicated and discussed during participant onboarding, rather than once the training has already begun.

Travel Logistics:

Several participants faced challenges with international travel arrangements. This affected the gender balance due to last minute changes in participants attending. The ratio attending was 45% female to 55% male instead of >50% female as initially proposed. Stronger coordination, including clearer communication with local partner offices would have helped to address these issues earlier and reduce stress for all involved.

Post-training Surveys:

Two post-training surveys were circulated—one from CLP and one from the lead trainer. This may have created confusion for participants and likely contributed to a lower response rate than expected (70%) to the CLP survey. In future, a single, streamlined survey will be used to maximize clarity and participation. Participants will also be asked to complete surveys before departing the training – this is usually the protocol, however we ran out of time during the final session.

Career Crossroads for Conservationists:

A recurring theme during discussions was the difficult choice many early-career conservationists face: whether to pursue better-paying jobs outside the sector or remain in conservation despite financial insecurity. This highlights the ongoing need for stronger institutional support, mentorship, and career pathways in conservation.

Participant Feedback and Recommendations

Feedback gathered from surveys, open comments, and facilitator reflections highlighted several areas to strengthen future trainings.

A consistent theme was the desire for **more time**. 84.62% of respondents felt that the four-day format was “too short,” and recommended extending the training overall. Others noted that additional time for practice, reflection, and role-play—such as the GROW coaching model and elevator pitch exercise would help them apply the content more effectively. Journaling and reflection moments were especially valued, with some suggesting these be expanded.

Participants also requested that certain modules—particularly fundraising and facilitation—be lengthened. A few recommended balancing this by shortening sessions such as DEI, to allow more space for hands-on leadership practice and donor engagement content. Related to this, participants noted that fundraising sessions could be strengthened with more real-world examples, for example, examples of successful project proposals.

Looking beyond the immediate workshop, some participants expressed interest in post-training support, such as mentoring or follow-up opportunities, to help sustain their growth after the event. Others encouraged CLP and Rufford to replicate the training in other countries across Asia where access to leadership development opportunities are limited.

Finally, participants highlighted the value of peer-to-peer learning and cultural exchange. While this was a core part of the workshop, many expressed that they would have appreciated even more opportunities to share experiences and learn from one another.

In summary, with time being a limiting factor, it appears to be a positive take-away, that participants would like more of this kind of training opportunity going forward.

Participant Testimonials

Statements from participants collected through the CLP post-training survey. Participants could add their name here or remain anonymous if desired.

“Participating in the CLP training has been a life-changing experience. It not only strengthened my leadership and communication skills, but also connected me with a global community of conservationists who share the same passion and challenges. Through this training, I’ve gained practical tools and renewed motivation to lead our conservation efforts more effectively and sustainably. The supportive environment, inclusive learning, and global exchange have made me feel part of something much bigger—one that truly inspires hope for the future of biodiversity conservation. As a young conservationist from West Kalimantan, Indonesia, opportunities like this are extremely rare. Being part of CLP’s global network has truly opened doors I never imagined possible, and I’m deeply grateful to CLP and its donors for investing in early-career conservationists like me.” – Amat Ribut, West Kalimantan, Indonesia

“This was my first time joining a leadership training program. Before this, my team and I often struggled to effectively communicate our program to relevant stakeholders, as resistance from the community still persisted. After joining this program, I now see a seed of hope a clearer path to better engage with local communities and make our project more impactful.” – Anonymous

“I’m thrilled to have been part of this training! One thing I realized during this training is how important leadership is for a project’s sustainability. Even though we think we’re good, there’s still a lot we can improve. ” – Anonymous

Participant Testimonials

"Before the CLP training, I saw myself mainly as a researcher—quietly working behind the scenes to understand and protect Rafflesia. But this experience shifted something in me. It challenged me to step into leadership not by being the loudest in the room, but by listening deeply, speaking with intention, and creating space for others. The environment felt safe and empowering, and being surrounded by friends—fellow passionate conservationists from across Southeast Asia—made me feel truly seen and supported. We were walking similar paths and facing almost similar problems with our work. I returned not just with new skills, but with a sense of belonging, a stronger voice, and the courage to keep walking this path with purpose" – Anonymous

"I am proud to have participated in this training, which provided me with the opportunity to learn many things. I learned how to be a disciplined, empathetic leader, continuously willing to learn, and become a leader who influences the team to achieve the program targets we work on. What made me happy was not only the activities, materials, and facilitators, but also the 19 other outstanding leaders involved. I also learned a lot from them. We have built strong relationships and communication, and we are committed to continuing to support each other and share information about potential funding, fellowship programs, or collaborative programs, such as the one I am currently working on with the Anambas Foundation." – Yodhikson Marvelous Bang, Thresher Shark Indonesia

Participant Testimonials

“The CLP training has given me invaluable experience in developing my fundraising and critical thinking skills. Through this training, I not only learned to write effective proposals, but also increased my confidence and expanded my network which is very helpful in fundraising activities. This experience opened new horizons and strengthened my commitment to contribute more to conservation programs. I believe that support from donors is crucial for the sustainability of this training, as the benefits are tangible and far-reaching for the participants and the community.” – Anonymous

“I believe it is really important to invest in enhancing our soft skills alongside our technical expertise. While science is crucial for the conservation of our species and ecosystems, it is also equally important to build the "connections" and strengthen relationships with our stakeholders towards working together with a shared conservation goal and achieving a more sustainable and lasting conservation outcome to our conservation efforts.” - Sue Ong, WCS, Philippines



Mukhlis Jamal Musa Holle • 1st

Assistant Professor in Terrestrial Ecology at UGM

1mo • 

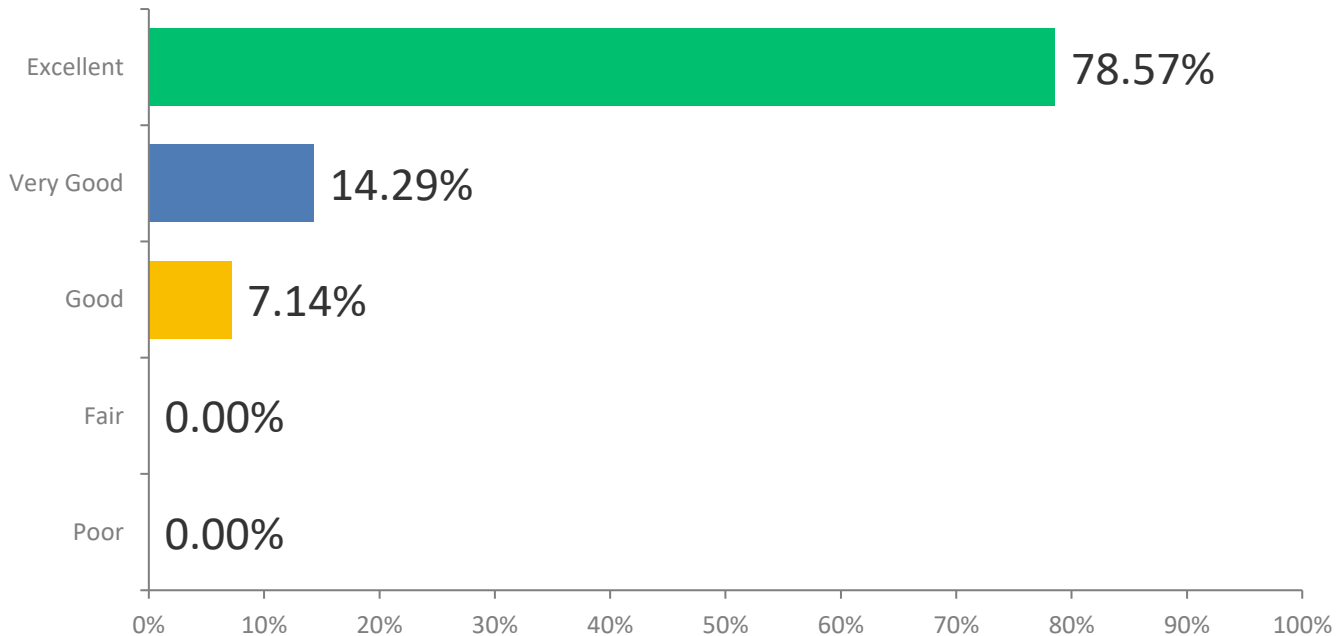
I cannot summarise the whole experience during the training in one post so this post does not do it justice. The training and everyone in it were truly inspiring! I was overwhelmingly grateful and privileged for attending such a transformational leadership training. Thank you [Conservation Leadership Programme](#) and [The Rufford Foundation](#), represented by the one and only [Eleanor Glass](#), for organising the training! Also hats off for [Sarilani Wirawan, MSi., ACC, ACTC](#) and [Sylvina Savitri, PCC](#) for seamlessly delivering the training. I believe that if every leaders in the world have opportunity to talk to them, this world could be a way much better place. By the end of the training, I felt that my heart, my mind, and my tummy was full and energised.

APPENDICES

ANNEX 1

Post-training survey results

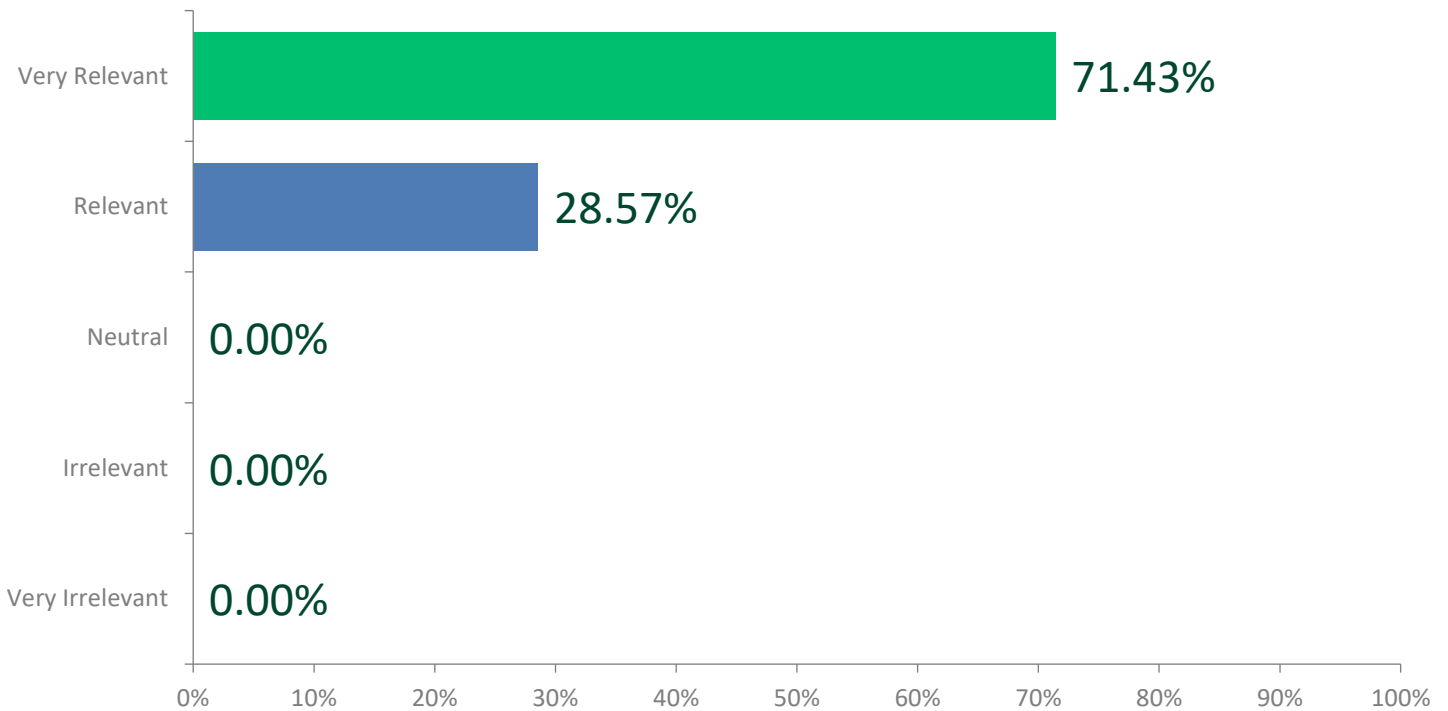
Overall the Conservation Leadership module was:



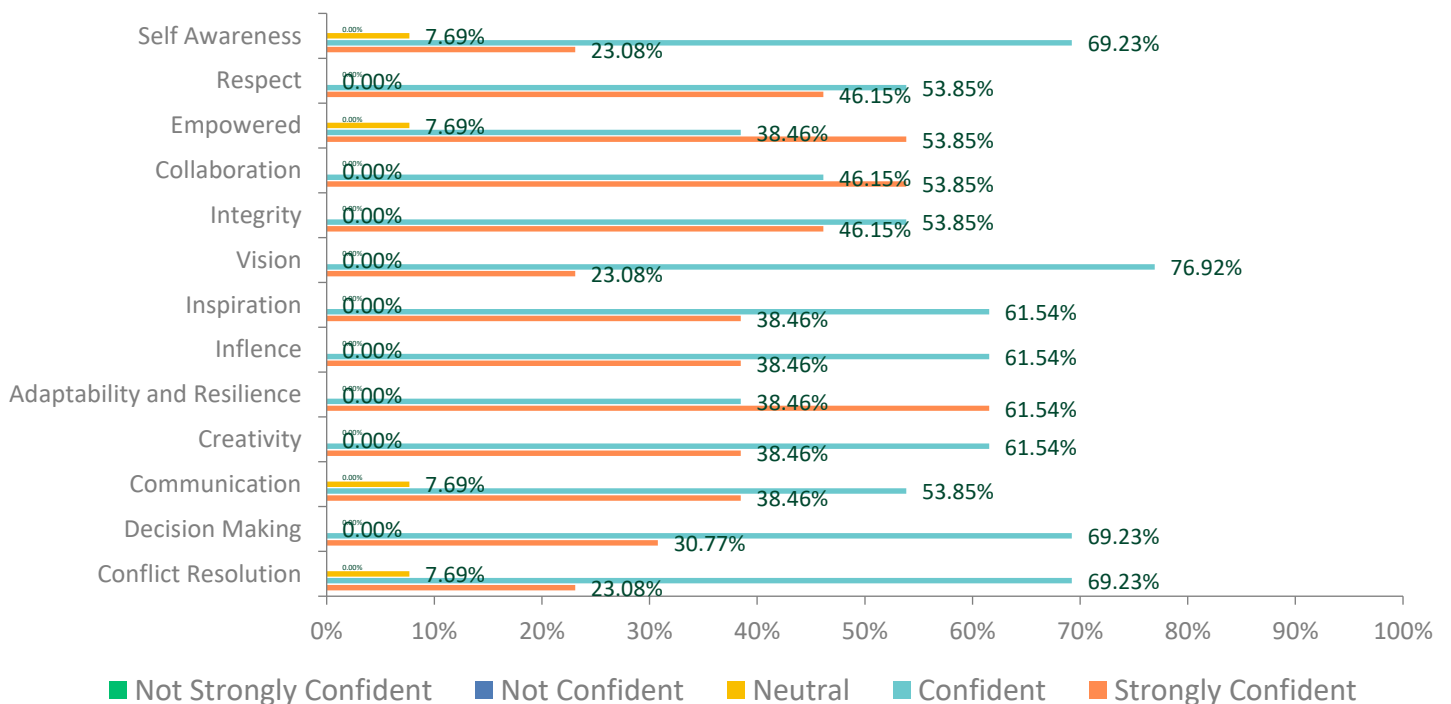
As a result of the Conservation Leadership module, how confident do you feel in the following areas:



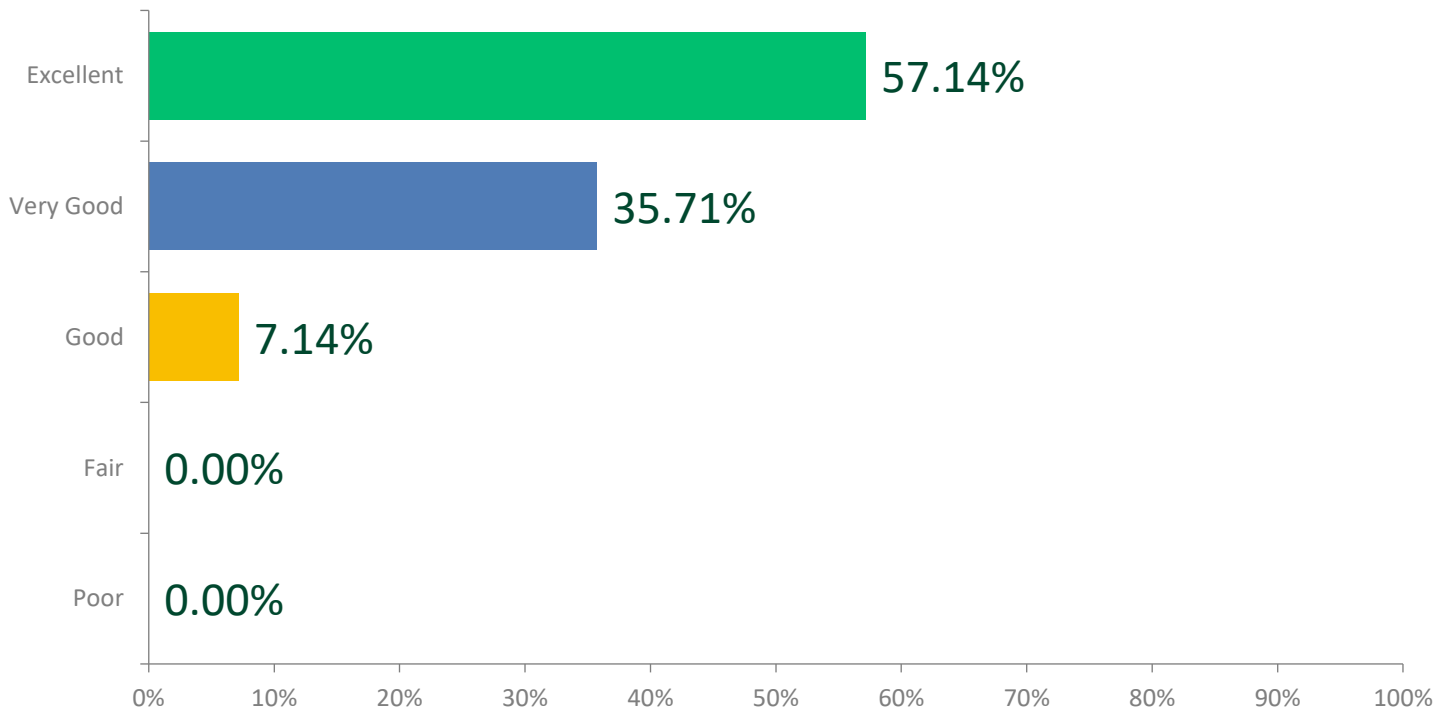
How relevant was the Conservation Leadership module to your work?*



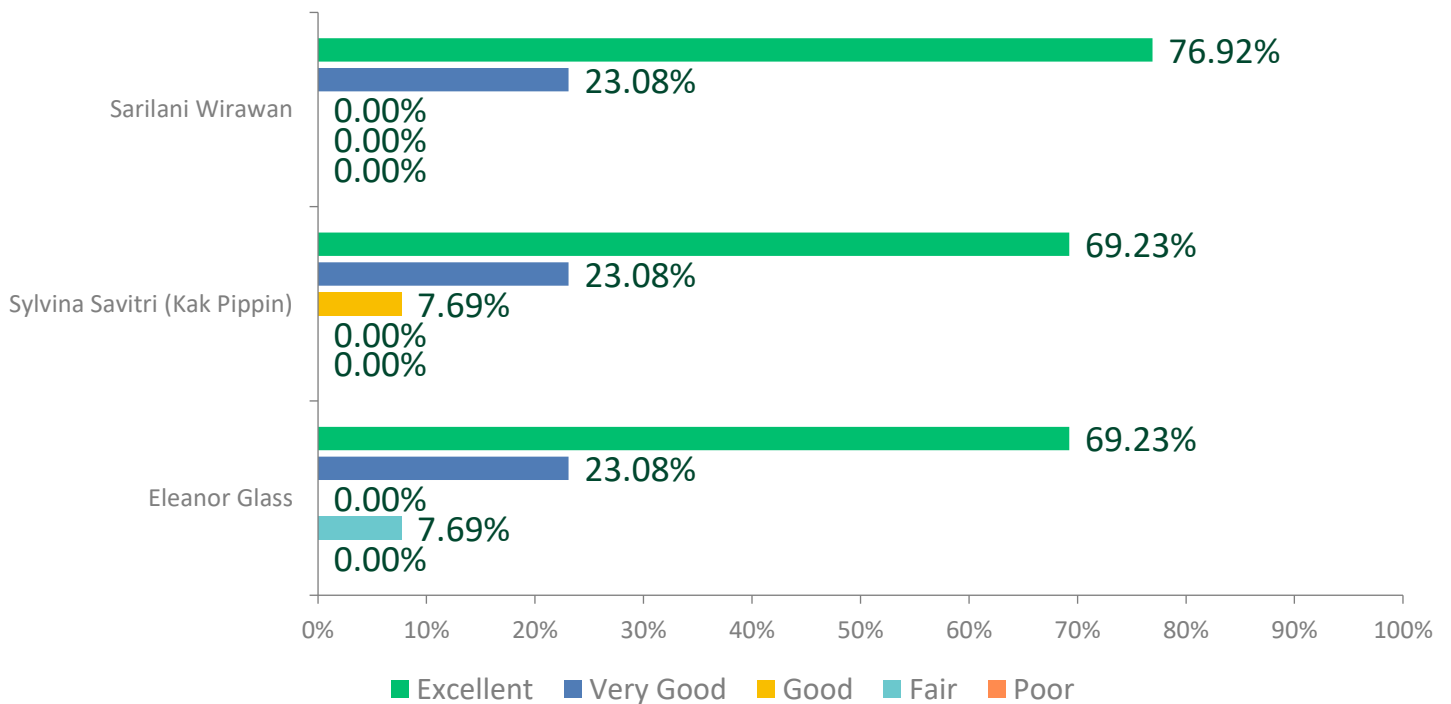
How confident do you feel in the following leadership skills areas?



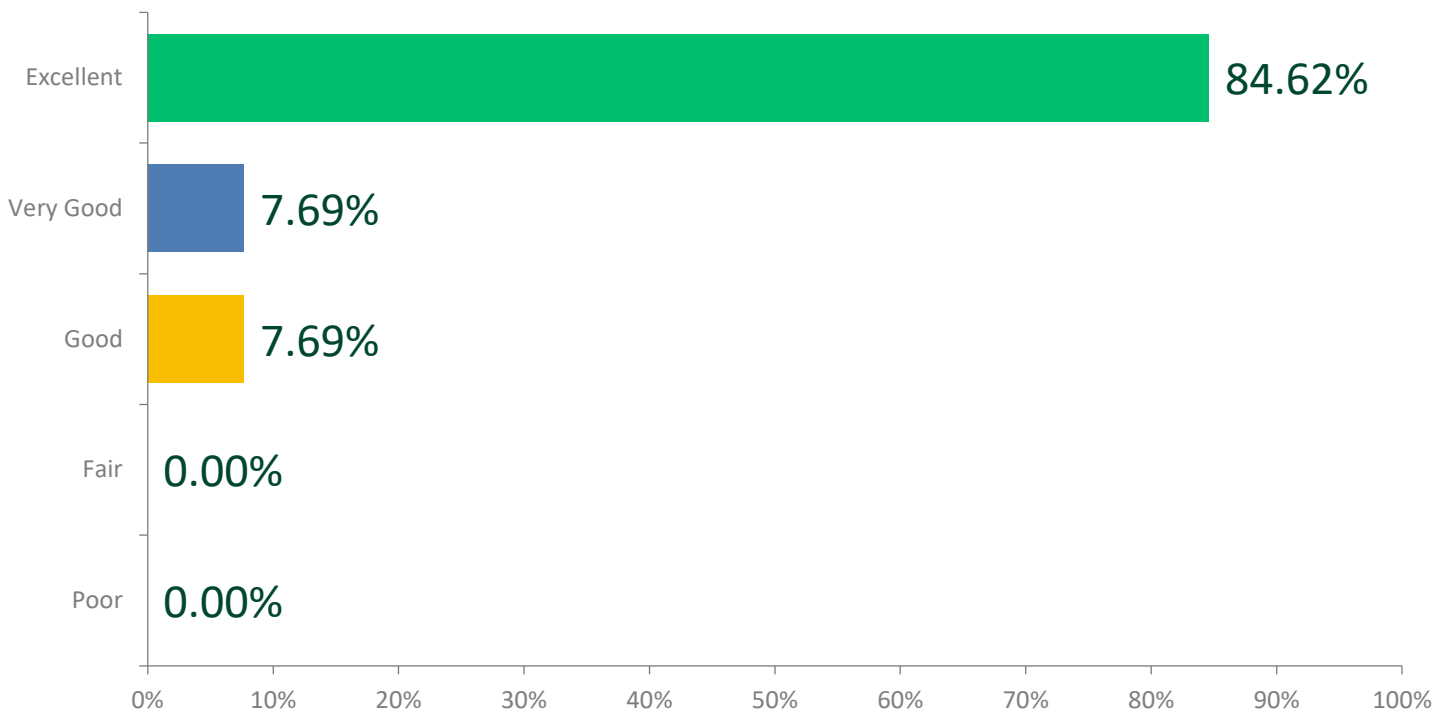
How would you rate the methods used to teach the materials?



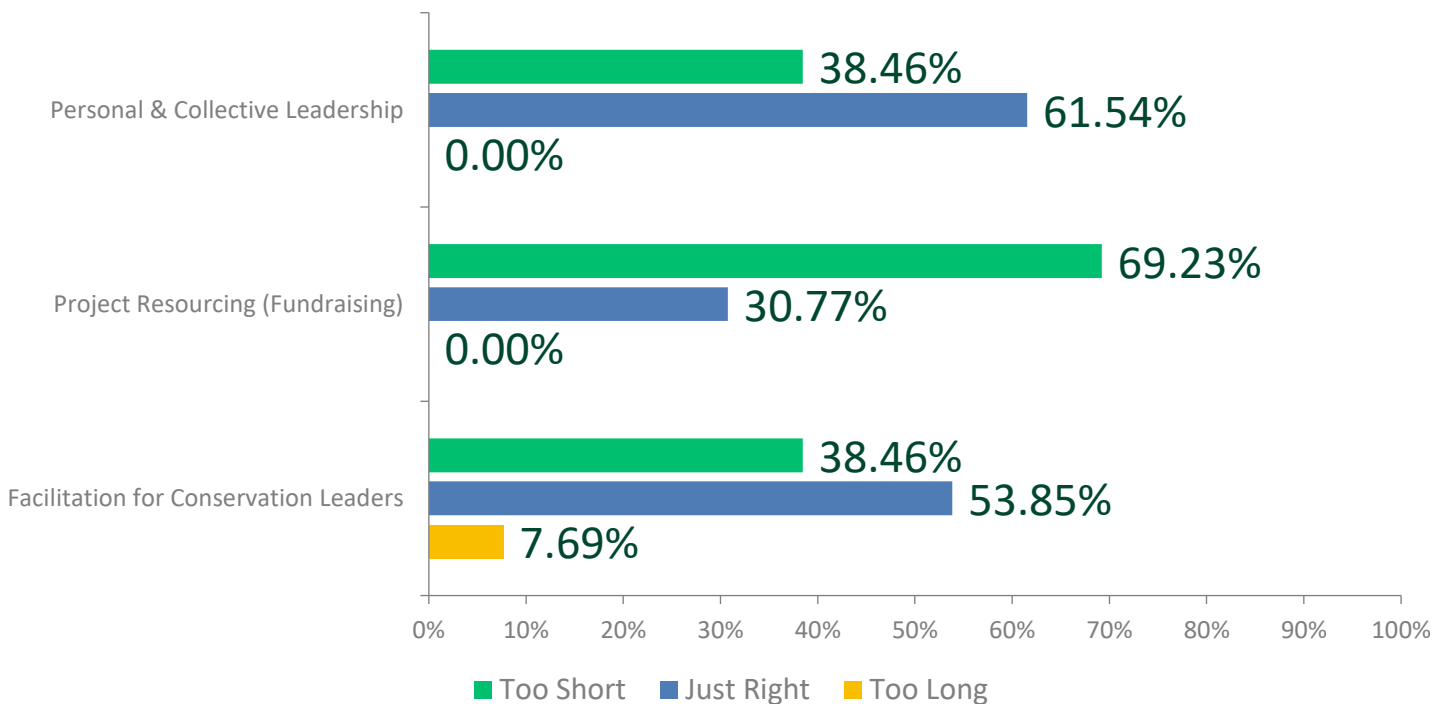
Please rate the overall quality of instructions provided by:



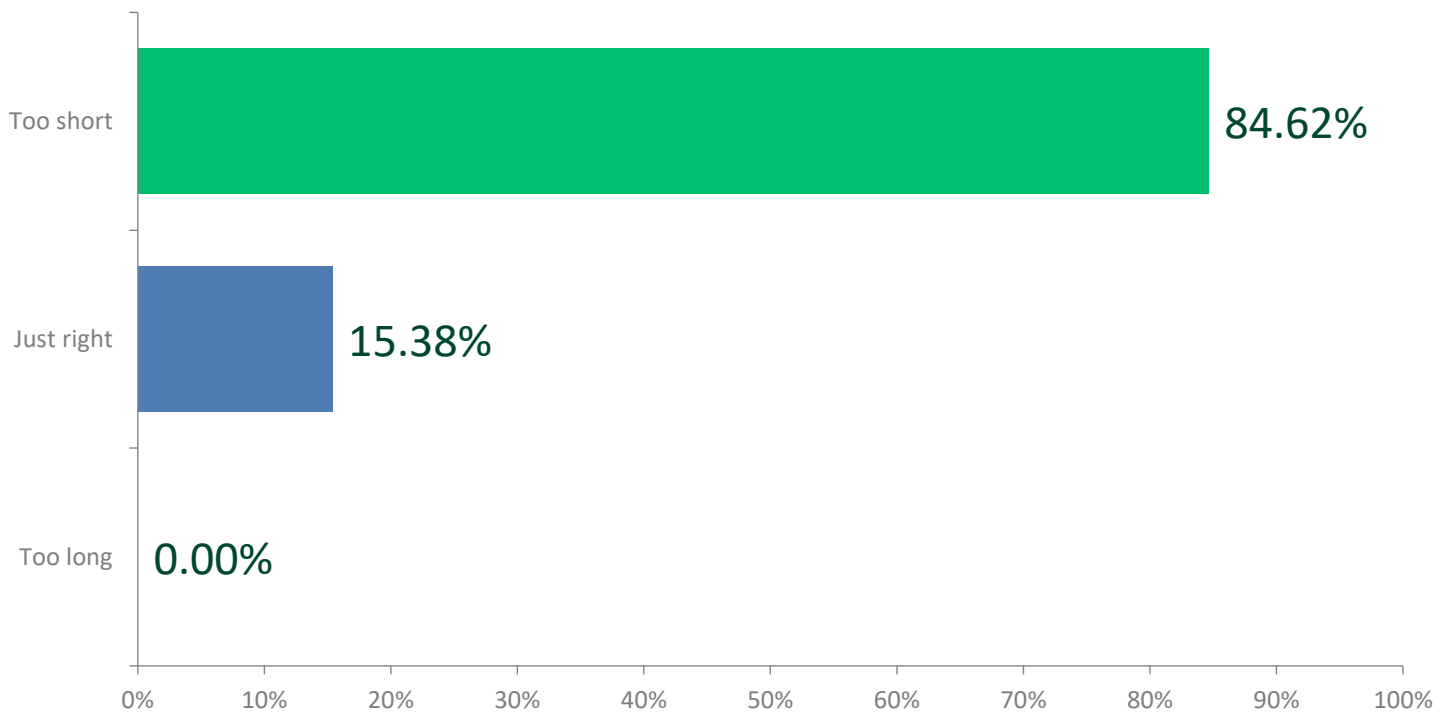
Please rate your overall experience of this training programme:



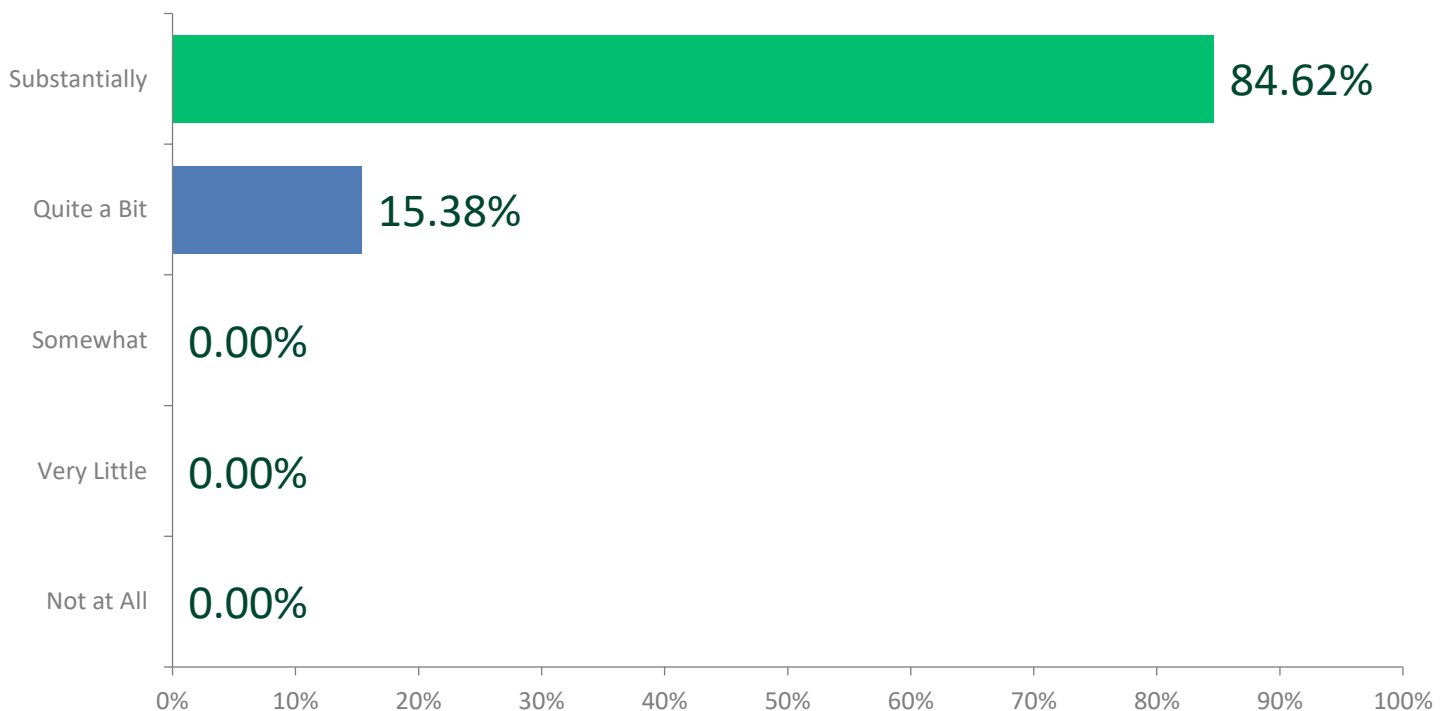
Please rate the length of each module:



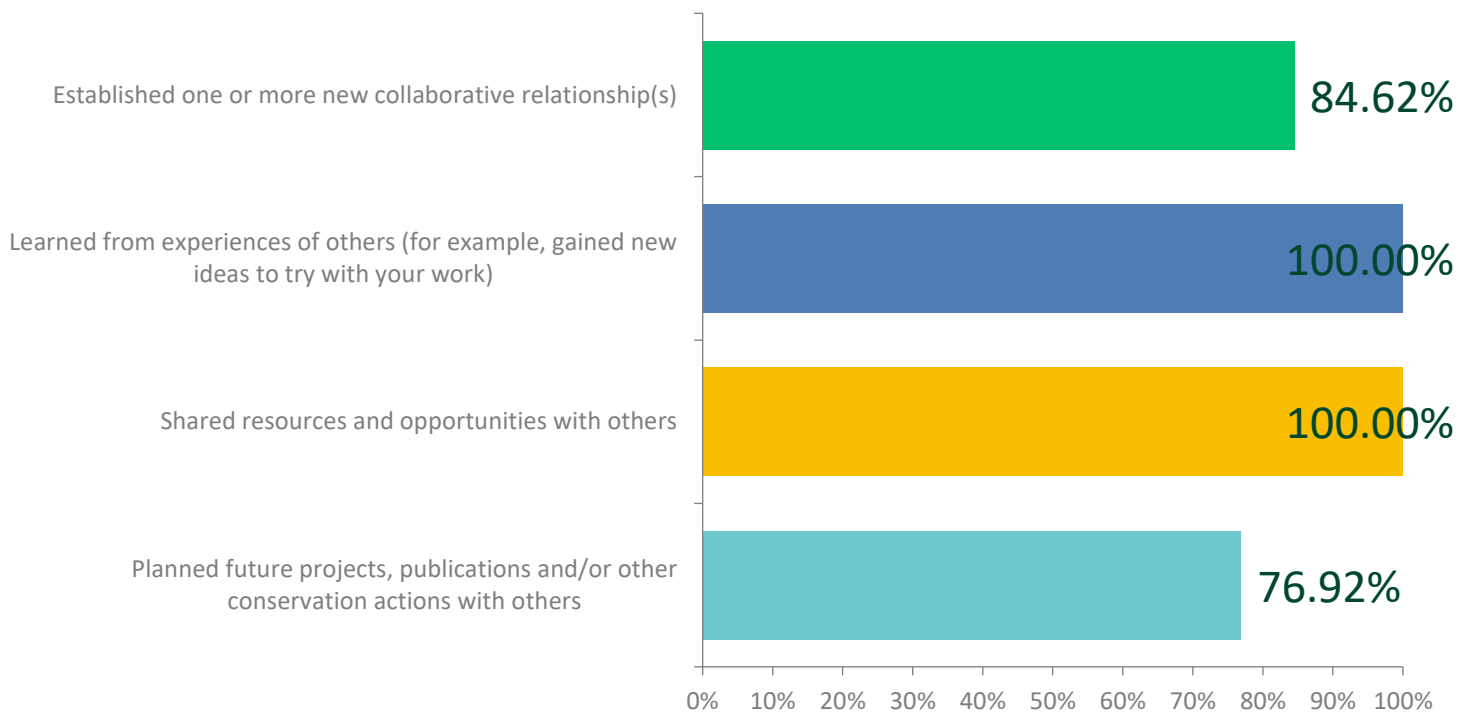
Please rate the length (4-days) of the overall training:



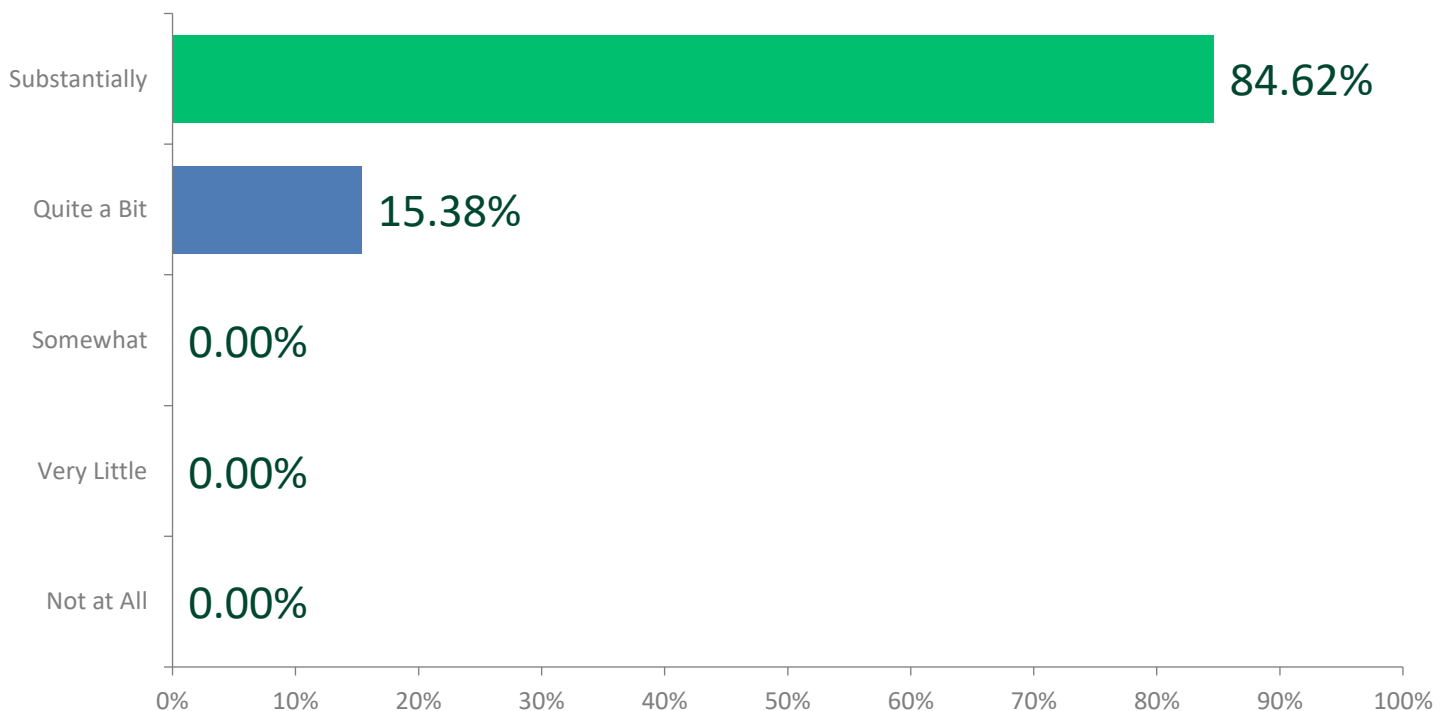
To what extent have you benefitted from networking with other participants at this training:



If you benefitted from networking with other participants, please identify the benefits from the options that apply:



To what extent have you benefitted from networking with other participants at this training:



ANNEX 2



Meet the Participants

LEADERSHIP & FUNDRAISING MEETING

INDONESIA, 16 – 20 JUNE 2025



Name: Janis Argeswara

Nationality: Indonesian

Janis Argeswara is the Manager and Scientist at the Marine Megafauna Foundation in Indonesia.

Her work focuses on the world's largest rays, manta rays, as well as sea turtles, in three key sites across Indonesia: Bali, East Kalimantan, and Komodo. Specifically, Janis looks into the reproductive biology and ecology of manta rays, as well as the population demographics and characteristics of both manta rays and sea turtles. When she's not doing fieldwork or writing reports and proposals, you can usually find her either watching a movie, munching on something savory, or talking to Kikoman, her dog.



Name: Yodhikson M. Bang

Nationality: Indonesian

My name is Yodhikson M. Bang (Dicky), I am the Operations Manager at Thresher Shark Indonesia (Yayasan Teman Laut Indonesia), a youth-led NGO focused on conserving endangered thresher sharks and supporting coastal communities. In my role, I lead field projects and build relationships with partners, including the government, indigenous communities, tourism actors, and the public.

Currently, I lead and support several projects: improving marine resource conservation and empowering small-scale fisheries in Alor, integrating marine conservation curriculum into elementary schools, assisting former shark fishers and their wives in new livelihoods, and conducting extensive conservation outreach across Alor, Flores, and Banda regions.

Before joining Thresher Shark Indonesia, I was a Facilitator at Humanity Inclusion. I helped vulnerable community groups, such as women, girls, and people with disabilities, gain equal access to economic development. Additionally, I lead my church community, motivating youths to maximize their potential by minimizing plastic use and restoring mangrove areas for climate resilience.



Name: Robi Kasianus

Nationality: Indonesian

Robi Kasianus from the Western Part of Indonesian Borneo graduated from the Tanjungpura University in 2019 with a bachelor's degree in Management Forestry.

Currently Robi has been working as Village Forest Coordinator for an NGO known as Gunung Palung Orangutan Conservation Program or Yayasan Palung. Robi works with the community and government to protect the orangutan habitat in West Kalimantan through Forest Patrol, biodiversity monitoring, forest rehabilitation and community empowerment activities. Robi likes to learn and share knowledge to others. In his free time he likes to play soccer and watching English videos.



Name: Laksmi Datu Bahaduri

Nationality: Indonesian

Laksmi Datu Bahaduri is a biodiversity conservation specialist with over eight years of experience tackling illegal wildlife trade (IWT), unsustainable hunting, and species monitoring in Indonesia.

As the IWT Coordinator at Fauna & Flora – Indonesia Programme, she leads research, strategy, and stakeholder engagement to combat wildlife trafficking. An alumna of IPB University, she is also a 2025 WildCats Professional Development Awardee.



Name: Lo Tien Bieu

Nationality: Vietnamese

Bieu was born in 1997 and graduated from Vietnam National University of Agriculture with a Bachelor's degree in Agricultural Economics.

Growing up in a mountain area near the border with Laos as a Thai ethnic minority, he understands the importance of wildlife conservation and its impact on human lives. Therefore, he decided to join SVW in 2022 as a researcher. With a passion for conservation and a strong understanding of agricultural economics, his goal is to work collaboratively with SVW's experts in wildlife rescue, rehabilitation, and conservation to develop innovative and effective strategies to mitigate the threats facing Vietnam's endangered wildlife. He is eager to learn from the team's experience and expertise, and he is committed to using his skills and knowledge to make a meaningful difference in the fight to protect Vietnam's natural heritage for future generations.



Name: Chanikarn Chaorattana (Ning)

Nationality: Thai

My name is Chanikarn Chaorattana (Ning) from Bangkok, Thailand. I'm a Masters student in the Conservation Ecology Program (<https://cons-ecol-kmutt.weebly.com>), King Mongkut's University of Technology Thonburi (KMUTT).

My masters research focused on environmental DNA (eDNA) of whales, dolphins and dugongs, aimed for conservation planning, and I had some background in DNA barcoding of shark species during my undergraduate studies.

I'm most passionate about using molecular tools to study ecology and evolution of marine megafauna to facilitate their conservation strategies, and I'm looking forward to working on more projects in this field in the future!



Name: Mukhlis Jamal

Nationality: Indonesian

I am an ecologist by training and an Assistant Professor at Gadjah Mada University, Indonesia, who focuses on habitat and landscape-level conservation, particularly by reducing agricultural pressure while restoring tropical forest in agricultural landscape because tropical agriculture has been a major driver to the biodiversity loss in Southeast Asia.

Realising that the habitat conservation issue is complex, I try to tackle this issue and close the gaps through interdisciplinary approaches, ranging from ecological, governance and social approaches. To do so, I have been involved in various sustainable agriculture and tropical forest restoration projects. I was a researcher of the Trade HUB project for systematic review of evidence for biodiversity and agriculture production in tropical forest landscape at the Research Center for Climate Change, University of Indonesia. I have been appointed as a Fellow at the Project on Nature and Governance, UC Los Angeles to work on a project that identifies the cross-stakeholders' barriers and opportunities in implementing sustainable oil palm plantation. In addition, I was a Research Associate at IPB University on a project that identifies options for restoring river systems in smallholder and industrial oil palm plantations by conducting socio-ecological surveys.

I obtained my bachelor in Biology from Gadjah Mada University. I have two master degrees, MEnvSc from Hokkaido University as an INPEX Scholar and MBA from Quantic. My PhD project at Oxford University explored the tropical agroecosystem functions under changing climate and land-use, which lay a theoretical foundation for agricultural landscape management."



Name: Febrina Artauli Siahaan

Nationality: Indonesian

"I am Febrina Artauli Siahaan, a researcher at the Research Center for Applied Botany, BRIN. I hold a bachelor's degree from Gadjah Mada University and a master's degree from Jagiellonian University.

My work focuses on Indonesian plant species, with a particular interest in holoparasitic plants such as Rafflesia. My work aims to support the conservation of these species through comprehensive studies of their biology, ecological interactions, and habitat preservation."



Name: Agustin Capriati

Nationality: Indonesian

Agustin Capriati is a marine ecologist and conservationist from Indonesia, dedicated to the protection of marine biodiversity.

She has worked on conservation initiatives with coastal communities, led research on coral reef and mangrove ecosystems, and contributed to the establishment of Marine Protected Areas in eastern Indonesia. She is currently pursuing a PhD at Wageningen University, where she explores marine governance through ecological, spatial, and policy analysis.



Name: Tharamony Ngoun

Nationality: Cambodian

"I'm a lifelong bookworm and an amateur chef who loves experimenting with new vegetarian recipes. Professionally, I blend my love for Scuba diving and thriving culinary blog that connect with Ocean and marine life which also inspire people around me to love the Ocean as the way I do. My weekend is often spent with a Marine documentary, cat cafe, and food bank."



Name: Johnny Souwideth

Nationality: Laotian

"I am Johnny Souwideth, a biodiversity Officer at Nam-Theun 2 Power Company, and I am in charge of the conservation program for Asian elephants in Nakai-Nam Theun National Park.

I am dedicated to wildlife conservation, have worked in protected area management and biodiversity conservation, and have a keen interest in wildlife photography."



Name: Sue Andrey Ong

Nationality: Filipino

Sue is a dedicated, creative marine biologist hailing from the island of Mindanao in southern Philippines. Growing up surrounded by the island's diverse coastal, terrestrial biodiversity and culturally-rooted communities has inspired her commitment to inclusive and community-driven conservation. With over seven years of conservation and project management experience, she has provided technical support and local capacity-building assistance to local conservation groups and stakeholders in the region, with a strong focus on sea turtle marine research and conservation work.

Through CLP, Sue has also worked with FFI to support sea turtle monitoring and conservation initiatives in Myanmar. Her interest lies in strengthening technical capacity to local conservation organizations for the conservation management of protected marine megafauna species, particularly turtles and elasmobranchs through skills training, and promoting community's perception, awareness and engagement towards species conservation. She aims to expand her network to learn more from fellow researchers and their conservation efforts, including building potential regional collaborations.



Name: Anargha Setiadi

Nationality: Indonesian

Anargha is an inveterate enthusiast of marine invertebrates and ecosystems. At the age of five he peered into a saltwater bucket full of spineless wonders, and much later on he pursued a Master's degree in Marine Biology. His current focus is on the conservation and ecology of marine lakes, unusual systems where marine lifeforms became landlocked and evolved in isolation from nearby seas. For his work on marine lakes, he liaised with local communities, landholders, governments and NGOs, and has received support from Rufford Small Grants, The Nature Conservancy and National Geographic Society.

He is a co-founder and the current director for Species Obscura, a new conservation organization focusing on taxa still underrepresented in Indonesian efforts, such as herpetofauna, fishes, invertebrates, and non-timber plants. Species Obscura was founded out of a grave concern over the recent losses of neglected native species and their habitats: as exemplified by a torch ginger and a stingray endemic to Java, both declared extinct within the last six years.



Name: Ivanna Febrissa

Nationality: Indonesian

Ivanna is a passionate conservation professional dedicated to fostering awareness and driving sustainable behaviour change through innovative education and impactful social media campaigns. As a Conservation Engagement Officer at Burung Indonesia, she specializes in songbird conservation, focusing on shifting public perceptions and promoting ethical appreciation of wildlife.

With a strong background in Forest Conservation and Ecotourism from IPB University, Ivanna has worked extensively to develop engaging outreach programs that inspire diverse audiences—from local communities to urban populations—on the importance of biodiversity, species conservation, and ecosystem health. Her work includes implementing a range of awareness materials, from educational content to interactive campaigns, designed to encourage collective action for wildlife protection. By leveraging storytelling and digital engagement, Ivanna strives to transform how people connect with nature, fostering a culture of appreciation and stewardship that extends beyond captivity-based practices to active conservation efforts.



Name: Ilham Kurnia

Nationality: Indonesian

Mr. Kurnia Ilham is an early-career researcher specializing in animal ecology and conservation, with a focus on non-human primates. He obtained his Bachelor's and Master's degrees in Biology from Andalas University, West Sumatra, Indonesia. Following his graduation, Mr. Ilham worked as a researcher at the Museum Zoologi Andalas University, where he gained extensive field experience and contributed to various primate research initiatives. He is currently serving as the Head of the Indonesia Programme at The Long-Tailed Macaque Project (LTMP), an international conservation and research initiative dedicated to the protection and study of long-tailed macaque across South-East Asia

Over the past decade, Mr. Ilham's principal research has focused on the behavioral ecology, population dynamics, and conservation challenges facing non-human primates, especially macaques. His current work centers on the critically endangered and endemic Simeulue long-tailed macaque (*Macaca fascicularis fusca*). Through the program, he and his team are investigating macaque crop-feeding behaviors and human-macaque conflict, particularly in agricultural settings. In addition to scientific research, Mr. Ilham is actively involved in fostering coexistence between macaques and local farming communities in Simeulue. His approach integrates community-based strategies such as environmental education, alternative livelihood development (including coco-fiber production from damaged coconuts), and the promotion of sustainable farming practices. Through integrative approach, Mr. Ilham strives to mitigate human-macaque conflict, reduce economic losses for local farmers, and improve local communities' attitudes toward macaques which can ultimately supporting long-term conservation of this threatened primate species.



Name: Rachmat Caesar Hidayat

Nationality: Indonesian

"I'm Rachmat Caesar Hidayat, I'm the Coordinator of the Turtle Conservation Program at Anambas Foundation. I have a Bachelor's degree in Nature and Environmental Conservation Biology with more than 4 years of experience in conservation. I have a strong commitment to animal and environmental conservation, especially sea turtle conservation, through sustainable and community-based program management."



Name: Muhammad Salim

Nationality: Indonesian

Muhammad G. Salim, known as Egin, spearheads Mobula Indonesia. His extensive research on mobula rays spans multiple Indonesian locations, notably Banyuwangi, delving into their biology, ecology, and the socio-economic impact on small-scale fisheries. He is a youth figure in advancing mobula conservation at both regional and national levels, advocating for the involvement of small-scale fishing communities.



Name: Nenik Kholilah

Nationality: Indonesian

Nenik Kholilah is a researcher and lecturer at the Marine Science Department, University of Mataram, West Nusa Tenggara, Indonesia.

"My work focuses on marine biodiversity and coral reef ecology, combining both morphological and molecular approaches such as DNA barcoding and metabarcoding to assess species diversity and ecosystem health. I have experience in marine fieldwork, particularly in coral reef and megabenthos observation, and have been involved in molecular marine biodiversity research since 2016 (as an undergraduate student). As a certified diver and passionate conservationist, I am committed to supporting marine conservation efforts across Indonesia."



Name: Amat Ribut

Nationality: Indonesian

"I am an Indonesian herpetologist who started his career with an interest in amphibians and reptiles, especially in the forests and rivers of Kalimantan. Currently pursuing a Master's degree in Animal Biosciences at IPB University, she holds a Bachelor's degree in Biology from Tanjungpura University. I'm actively involved in conservation through his role in the Tropical Conservation Society and as a member of the Indonesian Herpetological Society.

I currently focus on research covering species ecology, taxonomy, and habitat assessment - including rare species such as *Lanthanotus borneensis* and *Ansonia latidisca*. I have received grants from the Rufford Foundation, SAVE THE FROGS!, and the Mohammed bin Zayed Conservation Fund, and lead various field projects that combine scientific research, and community education. I also have expertise in mapping (QGIS), statistical analysis (R Studio), herpetofauna species identification, and scientific visual documentation.

As a person who loves nature, I enjoy exploring mountains, waterfalls and beaches to observe the beauty of the flora and fauna therein. I believe that biodiversity conservation is not only the responsibility of scientists, but also a collective mission that connects knowledge, communities, and nature."



Name: Hening Rachman

Nationality: Indonesian

“I am Hening Triandika Rachman, an Indonesian naturalist and Master’s degree alumnus of the Life Science program at National Central University, Taiwan. I work as Research and Development Staff at the Endemic Indonesia Society and the Indonesia Dragonfly Society, with research interests in ecology, biodiversity, and conservation, particularly of dragonflies. In 2020, I received a Rufford Small Grant to study the Javan endemic damselfly *Rhinagrion tricolor* in Nusakambangan Island. I am currently researching *Drepanosticta sundana* in the Menoreh Hill, exploring its potential role in malaria vector control through DNA barcoding.”

The Facilitators



Sarilani Wirawan, M.Si, ACC, ACTC

Nationality: Indonesian

Sari is a seasoned leadership and team effectiveness coach and facilitator with over two decades of experiences in community development, communication, and behaviour change in the context of biodiversity conservation. She co-founded and leads Digdaya Selaras, an Indonesian consulting agency focused on people & organizational development for the sustainability sector. Throughout her professional career, Sari had extensive experiences as mentor, facilitator, and trainer for leaders and team members of various organizations - within the Southeast Asia region - to be effective and efficient in delivering community development and behaviour change programs. She holds global accreditation from International Coaching Federation (ICF) as Associate Certified Coach (ACC) and Advance Certification in Team Coaching (ACTC).

The Facilitators



Sylvina Savitri, M.Psi, PCC

Nationality: Indonesian

Sylvina is a highly experienced professional trainer, coach, and HR consultant with over two decades of expertise in leadership development and organizational transformation. Sylvina's approach integrates proven methods like GROW and FIRA, combined with tools such as DISC and Points of You, to unlock potential and drive impactful change. Her passion for empowering individuals, particularly in the areas of leadership, women's empowerment, and youth development, has left a lasting impact across corporate, nonprofit, and community settings. With integrity, contribution, and meaningful impact as her core values, Sylvina is committed to fostering leadership excellence and sustainable growth. She holds global accreditation from International Coaching Federation (ICF) as Professional Certified Coach (ACC)

The Facilitators



Eleanor Glass Logistics & Fundraising
Nationality: Swedish & Northern Irish

Eleanor is a Programme Officer at the Conservation Leadership Programme, working within Fauna & Flora. This role is diverse, from overseeing Career Placements and Team Awards grants, to organising events globally. Eleanor has a background in Ecology (BSc) & Environmental History (MA), specialising in bat research and the bat-human relationship. The majority of her research experience took place in Malawi and South Africa.

Eleanor has carried out the logistics and organisation behind this meeting, and will be facilitating a session on **Fundraising for Conservation**.

Outside of work, Eleanor's interests lay in organising music events, learning about different cultures through travels and spending time in nature.

ANNEX 3.

Reported Implementation of Techniques



One participant – Sue Andrey Ong (WCS, Philippines), has reported implementing what she learnt on empowering conversation tools while facilitating a stakeholder feedback consultation on project activities.

Sue shared that she applied the GROW model for more effective communication, and reported a positive response in further building rapport, and a greater openness in her interactions.

The meeting included 27 individuals, including representatives from the local government, national agencies, and MPA managers.



CONSERVATION LEADERSHIP PROGRAMME

