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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Training of Trainers for Leaders of Fisheries Association in the Western and Central Region



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THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL
OF OCEANOGRAPHY



Hen Mpoano

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Cover photo: Cross section of participants (Credit:Hen Mpoano)

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Hen Mpoano:	http://www.henmpoano.org
Resonance Global:	https://resonanceglobal.com/
SNV:	http://www.snvworld.org/en/countries/ghana

ACRONYMS

CEWEFIA	Central and Western Region Fishmongers Improvement Association
CLAT	Child Labor and Trafficking
DAA	Development Action Association
HM	Hen Mpoano
IUU	Illegal Unregulated Unreported
LI	Legislative Instrument
MSMEs	Ministry of Environment Science and Technology
NAFPTA	National Fishmongers and Traders Association
SFMP	Sustainable Fisheries Management Project

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1. BACKGROUND

The Sustainable Fisheries Management Project (SFMP) has been involved in various capacity building interventions to promote gender integration in co-management of the fisheries sector. These interventions include MSMEs trainings, advocacy trainings, CLAT initiatives, to the different ways in obtaining greater profitability from the fisheries value chain, (healthy fish handling, and promotion of improved fish smoking ovens) among others. As part of the capacity building interventions on strengthening gender roles in the fisheries sector, a one-day gender leadership and conflict management training workshop was organized on the 19th of February 2018, at the Hen Mpoano Office in the Western Region of Ghana. It was attended by 26 women from the various associations and a male representative from CEWEFIA (Appendix for detailed participant list). The training targeted selected leaders from the various fishery associations (DAA, CEWEFIA, NAFPTA) in six SFMP communities in the Central and Western Region of Ghana. The communities included Ankobra, Axim, Shama, Elmina, Apam and Winneba.

The training workshop aimed to refresh participants understanding and skills on leadership, team building, conflicts within groups and how to manage them, and also expose them to relevant sections of the fisheries law relative to Illegal Unregulated Unreported (IUU) fishing and its sanctions.

1.1 Workshop Objectives

The objectives of the workshop were to:

- strengthen competences in fisheries management and leadership skills
- develop conflict management skills
- expose participants to relevant sections of the fisheries law
- Promote collaboration amongst stakeholder groups

1.2 Expected outcomes

Expected outcomes of the workshop included:

- leadership skills in fisheries management strengthened
- conflict management and negotiation skills developed
- leadership qualities identified
- participants exposed to relevant sections of the fisheries law
- action plan to train members of the various fish processors groups developed.

2. TRAINING PROCEEDINGS

Ms. Adiza Ama Owusu a staff of Hen Mpoano welcomed participants to the training workshop. She explained to participants that the training was a training of trainers and that participants are expected to train members of their groups with the knowledge they will acquire. She therefore urged everyone to fully participate in the training.



Figure 1. Ms. Adiza Ama Owusu a staff of Hen Mpoano addressing participants

2.1 Training Content

Participants were taken through the following topics

- Leadership skills
- Team building & Group dynamics
- Relevant sections of the fisheries policy/Laws
- Conflict and Conflict management

2.1.1 Leadership skills

Good leadership skills have a key role to play in managing conflicts between the different fisheries stakeholders and advocating for better management of the fisheries resource.

Participants were taken through the following aspects of leadership:

- Definition and explanation of leadership
- Who a leader is
- Qualities of a good leader.
- Types of leaders.
- Styles of leadership.

Participants discussed in a plenary the various leadership styles and identified their style of leadership and when it is appropriate to apply each of them. This was for participants to realize and appreciate their leadership styles and also to assess the level of understanding on leadership

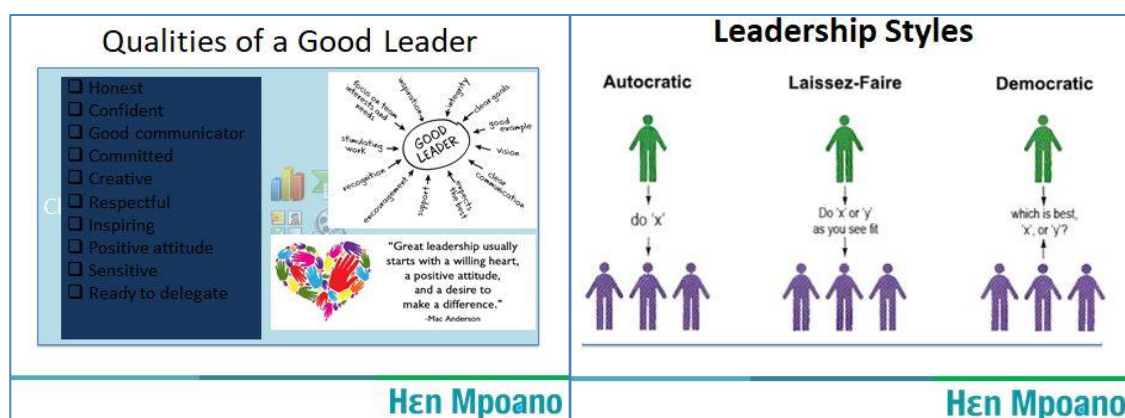


Figure 2. Selected slides from presentation on leadership

After the plenary discussions, participants watched a video on “leadership lessons from a dancing guy” and were asked to draw lessons from it.

Lessons from Video

- A great leader starts and motivates followers to join.
- It takes the first follower to turn a nut into a leader
- It all started with one guy, it takes a person with a vision to influence followers
- The guy kept dancing for a while before one person joined in - Not everyone might appreciate your effort, but don't stop till you get one disciple
- Leadership is not easy, it takes sacrifice

2.1.2 Team building & Group dynamics

For participants to understand the importance of team building and appreciate the role of teams in the development of their various associations, they were taken through the following;

- Why Teams for Gender Integration?
- What is a Team?
- Types of Teams.
- Differences: Team and Group.
- Stages of Team Development.
- Characteristics of an Effective Team.
- Challenges: Team Development & Management.
- Group Dynamics.

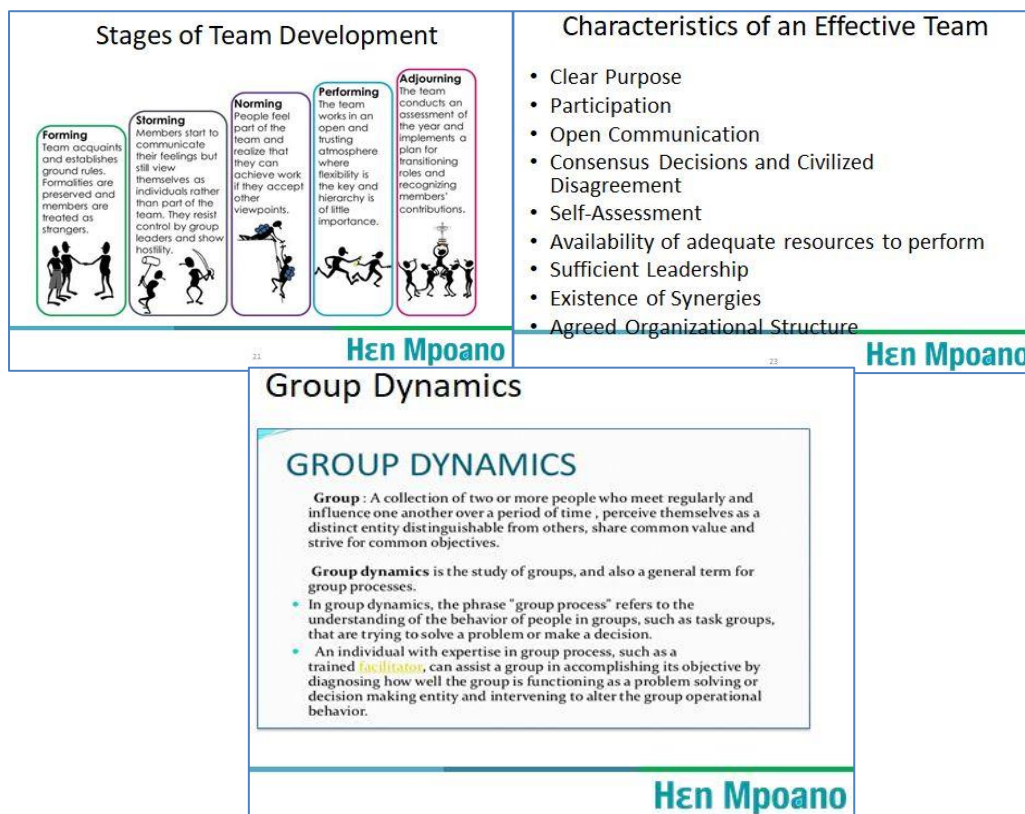


Figure 3. Selected slides from presentation on group dynamics

After the presentation, the participants watched a video on team building to learn the values that keep a team together to work towards a common goal.

Lessons from team building video;

- You are as strong as your team.
- In other to have successful team we need to speak one language and be on the same level in terms of knowledge.
- Help each other.
- It is lonely at the top.
- Its smarter to travel in groups.
- Unity.
- Strength.
- Support.

Participants were asked to identify some of the challenges they face as team in their various groups and explain the role of the leaders in overcoming these challenges.

Discussions -

- Some leaders within groups feel they started the group and cannot be demoted which gives them so much power to lord over their members, that is not healthy for team building and team work.

- Most of our groups have no constitution and hence no governing rules and procedures in managing and controlling of the groups.
- The bible says for the lack of knowledge my people perish. Members of our team need to know what we know, to be enable us to accomplish much as a team.

2.1.3 Presentation on relevant sections of the fisheries policy/Laws

Mr. Cephas Asare a staff of Hen Mpoano, took participants through aspects of the fisheries law relative to IUU fishing and their sanctions. He explained to participants what IUU fishing is and why it is a bad practice. He told participants that the fisheries policies are there to protect both consumers and producers to be able to have access to quality fish.

The relevant aspects he explained to participants included

- Fisheries Act 625:Sec 88 –(2002).
- Fisheries LI 1968Regulation 11-14 (2010).
- Fisheries Act 880(2015).
- Fisheries LI 2217 (2015).


Laws and Sanctions on IUU fishing	Presentation Outline
<ul style="list-style-type: none"> ▪ Fisheries act 625: Ss 88 ▪ Fisheries LI 1968: Regulation 11 – 14 ▪ Fisheries Act 880 (2015) ▪ Fisheries LI 2217 (2015) <p>Hen Mpoano</p>	<ol style="list-style-type: none"> 1. What is IUU? 2. Examples of IUU 3. Why IUU is bad 4. Law and Sanctions on IUU fishing 5. What happens if IUU continues? 6. Take home message  <p>Hen Mpoano</p>

Figure 4. Selected slides from presentation on fisheries law

2.1.4 Conflict management

The conflict management session of the training had the objective of helping association members and individuals to be able to manage conflict situations better. Unlike other conflict management training, this training avoided the theories of the subject to focus on the practical application of the theories. At the end of the training the definition of conflict was clearly understood and conflict management strategies well known. Participants narrated various conflict situations and the management scenarios applied. Some do's and don'ts of conflict management were also highlighted.

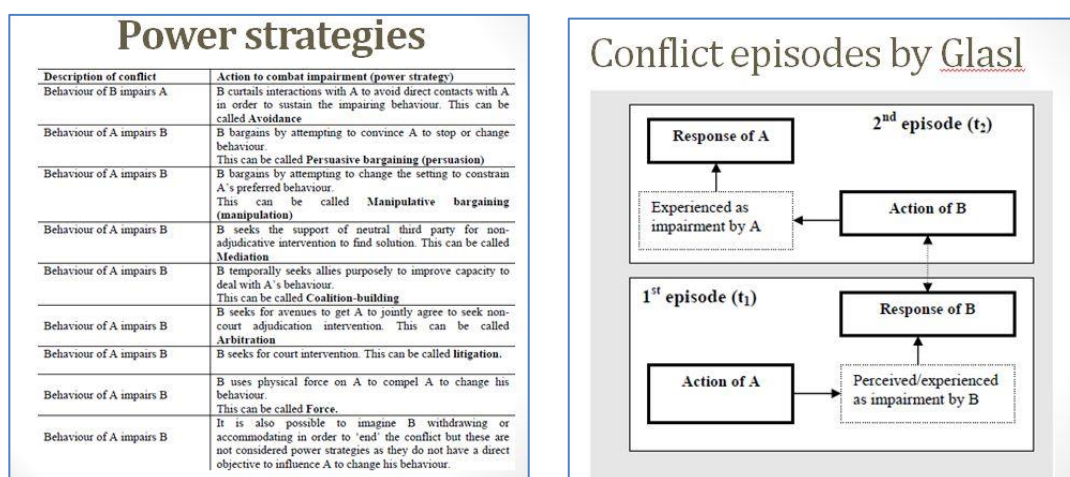


Figure 5. Selected slides on conflict management

Participants expressed their excitement at the training and highlighted instances where a different management scenario would have worked instead of what they applied.

One participant noted that "avoidance would have been the better conflict management scenario in my recent issue with a fisherman instead of confrontation".

2.2 Action plan

Table 1. Training schedule for the various fish processing groups

ACTION PLAN			
Community	Training Schedule	Training Materials/Logistics needed	Topics to be treated
Winneba/Apam	12 th March 2018	Flip chart, card board paper, Masking tape, Scissors, Marker	Leadership, IUU, Conflict Management
Elmina/Moree/Cape Coast	26 th March 2018	Flip chart, card board paper, Masking tape, Scissors, Marker	Team building, Leadership, IUU, Conflict Management
Axim/Agona	3 th of April 2018	Flip chart, card board paper, Masking tape, Scissors, Marker	Team building, Leadership, IUU, Conflict Management
Shama/Sekondi/Ngyeresia	10 th of April 2018	Flip chart, card board paper, Masking tape, Scissors, Marker	Team building, Leadership, IUU, Conflict Management
Ankobra/Asanta	24 th of April 2018	Flip chart, card board paper, Masking tape, Scissors, Marker	Conflict Management, Team building, Leadership

CONCLUSIONS

Participants expressed their excitement because they were going to lead the trainings in their various groups and thanked the facilitators for their effort and time. The facilitators promised to provide all the necessary logistics to make their trainings successful.

APPENDIX 1: WORKSHOP AGENDA

Table 2. Workshop Agenda

TIME	ACTIVITY	MAP
08:30 – 09:00am	Arrival/registration	Samuel Bogoblay
09:00 – 09:30 am	Workshop opening: Participant introduction Objectives and schedule	Adiza
09:30 - 10:30 am	Leadership skills <ul style="list-style-type: none"> • What type of leader are you? • Presentation: Leading the Gender integration • Plenary discussion • How are you contributing to the development of your group 	Adiza
10:30 – 11:00am	Snack break	All
11:00 – 11:30	Presentation on relevant section of the fisheries policy/Laws	Cephas
11:30 – 12:00	Team building & Group dynamics	Adiza
12:00 – 1:30 pm	Conflict management <ul style="list-style-type: none"> • Video: Conflict management • Lessons learned • Presentation: Conflict management • Role play on conflict management • Report out on role play 	Alex
1:30 – 2:30	Lunch	All
2:30 – 3:00	Action plan	Adiza Owusu
3:00 – 3:15	Closing remarks and departure	Adiza Owusu

APPENDIX 2: PARTICIPANT ROSTER

GHANA SUSTAINABLE FISHERIES PROJECT-HM PARTICIPANTS ROSTER INFORMATION

Required in English

Please Print

Title of Course: Trainer of trainers for leaders of Fisheries Associations_____

Activity: _____Gender leadership and conflict management training workshop_____

Date: _____20-02-18_____

Length of Course: Less than three days ☒ Three days or longer

Table 3. Participant Roster

First Name	Surname	Organization	Sex		Do you wish to receive messages on SFMP?		Signature /Thumb Print
			M	F	Y	N	
Philomena	Aidoo	NAFTA		✓			
Theresa	Amodin	Konkohene - Ellembelle		✓			
Comfort	Ebambey	NAFPTA Ellembelle		✓			
Gifty	Cobbinah	Konkohene Ellembelle		✓			
Susanna	Bissiw	Konkohene Shama		✓			
Nana Aba	Tawiah	Konkohene Baeson - Shama		✓			
Naomi	Abakan	Konkohene Baeson - Shama		✓			

First Name	Surname	Organization	Sex		Do you wish to receive messages on SFMP?		Signature /Thumb Print
Mena Esuom	Basima	Konkohene Baeson - Shama		✓			
Theresa	Freeman	NAFPTA Axim		✓			
Aba	Ayam	Konkohene Axim		✓			
Anna	Quaicoe	Axim		✓			
Sarah	Amoasi	NAFTA Axim		✓			
Peace Abla	Gavor	NAFPTA Central Region		✓			
Araba	Adedzewa	CEWEFIA C/R		✓			
Diana	Otuateye	CEWEFIA C/R		✓			
Michael	Takyi	CEWEFIA C/R	✓				
Florence	Nartey	DAA Winneba		✓			
Emelia	Arthur	DAA Apam		✓			
Mercy	Aquah	DAA Winneba		✓			
Florence	Arthur	DAA Mumford		✓			
Joyce	Baidoo	NAFPTA Ankobra		✓			
Nana A doo	Amissah	Konkohene		✓			
Clementina	Kwofie	Axim		✓			

First Name	Surname	Organization	Sex		Do you wish to receive messages on SFMP?		Signature /Thumb Print
Regina	Eshun	Axim		✓			
Effuah	Attah			✓			
Emelia	Abaka Edu	Axim		✓			
Esther	Zaraba	Axim		✓			
Alex	Amoako	Facilitator Hen Mpoano	✓				
Cephas	Asare	Facilitator Hen Mpoano	✓				
Adiza Ama	Owusu	Facilitator Hen Mpoano		✓			