

Stakeholder Engagement Training (Scotland)

Developed by industry; for industry

Thank you for submitting an expression of interest to take part in Confor's Stakeholder Engagement Training (Scotland) programme. Some information about the training delivery is provided below.

Introduction

Woodland expansion is projected to increase significantly as forestry's role in helping to achieve ambitious carbon reduction targets has been recognised. This increase in woodland creation – as well as in other forestry activities - could create potential areas of tension with other land users and communities and is taking place in a context where communities and other stakeholders are being empowered to engage in decisions around how land is used.

All of this requires those in the forestry sector to be ever more expert in stakeholder engagement so that issues can be addressed as they arise or, where possible, avoided in the first place.

Confor has been working with its members to identify best practice approaches and is now able to offer a stakeholder engagement training course for the sector. Designed and tested by industry representatives so that the training is appropriate and relevant to industry practitioners, the first series of the courses will be running across Scotland soon.

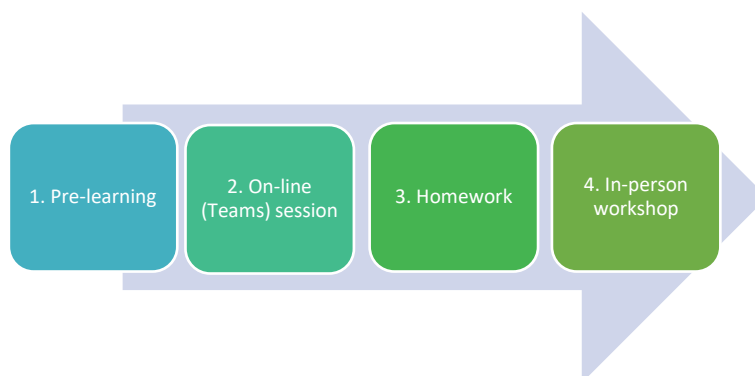
Each course comprises self-learning, an on-line meeting and a one day in-person workshop, described in more detail below. It aims to set the policy context for why we engage and provide tools and techniques to help delegates plan and carry out effective engagement with a wide range of stakeholders.

By the end of the course, delegates will be able to;

- Explain the context for stakeholder engagement in forestry in Scotland;
- Access and utilise industry information to explain why the sector plants and harvests trees;
- Utilise the tools and techniques learnt on the course to:
 - identify and analyse stakeholders for a project;
 - plan and deliver tailored and appropriate stakeholder engagement;
 - improve the quality of stakeholder feedback.

Step by Step Guide to Your Training

This training consists of a number of different elements, each of which should be completed in turn for you to receive the full benefit of the course. What you put in is what you will get out and the course is designed around full participation.



1. Pre-Learning:

You will be sent a link to the Stakeholder Engagement section of the Confor Resources Hub when you register for the course. At this stage you should familiarise yourself with the range of resources available and watch the presentations from and interviews with The Scottish Land Commission, Amanda Bryan (context for Stakeholder Engagement in Forestry in Scotland), Morag Paterson (the community view), RSPB, SEPA and NatureScot (the stakeholder view).

2. On-line (Teams) Session:

This session will take place one to two weeks in advance of your in-person workshop. You will be advised of the date of the Teams meeting along with joining instructions after you have paid for your course and been allocated a date for the workshop. The session will bring together all participants from your location so there may be as many as 36 people on the call. The meeting will be a facilitated Q&A session and take place in the late afternoon (4-5pm) for around an hour with a panel drawn from the Scottish Land Commission and other stakeholders. The aim of this element of the training programme is to allow you to ask any questions that may have arisen as you were watching the pre-learning material.

3. Homework

In preparation for your workshop you will be asked to complete three tasks:

- ❖ View 3 TED talks which can be accessed via the Confor Resources Hub – these will be clearly marked as homework. Having viewed the TED talks, reflect on your experiences of stakeholder engagement to date. Think about when things have gone wrong and possible reasons why, and focus on what role you played and what you could have done differently. Come to the workshop session prepared to discuss this.
- ❖ Identify and bring to the workshop some materials that you have used in engagement – either those that reflect something that worked well, or something that you would like help to improve. You will be asked to share these with the group, along with other materials which will be used.
- ❖ Identify a current or emerging project in which you're involved and will involve stakeholder engagement. During the workshop you will work in pairs to develop a stakeholder engagement plan for a live project.

4. In-Person Workshop

You will attend a one-day workshop which will run from around 0930 to 1630 (at the latest). It will include interactive sessions on the following:-

- Reflections from TED
- Why We Engage and When
- Identifying Stakeholders
- Stratifying Stakeholders
- What Is Engagement
- Engagement Techniques and Planning
- Preparing for Engagement
- Review of and Reflection on Stakeholder Engagement Materials
- Interpreting Stakeholder Feedback
- Some Final Take-Aways
- Course Evaluation

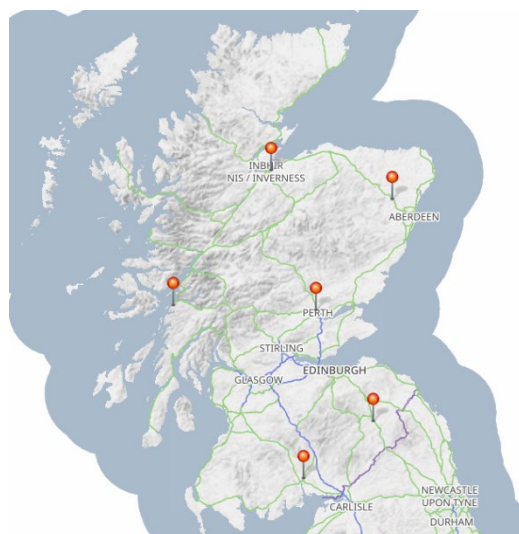
Workshop Locations and Dates

Delegate locations, availability of trainers and delivery efficiencies have been taken into consideration when planning the training.

The one day in-person workshop is being repeated three times on consecutive days (Wednesday, Thursday and Friday) in each of 6 locations with approximately 12 participants each day. You will be allocated to **one** of these three days; on each day we are looking to have a mix of forest managers who will bring different experiences in order that peer learning can take place.

The workshops will take place at the following 6 locations across Scotland: -

1. Inverness (10/11/12 January 2024)
2. Oban (24/25/26 January 2024)
3. Perth (7/8/9 February 2024)
4. Inverurie (13/14/15 March 2024)
5. Newton St Boswells (20/21/22 March 2024)
6. Barony (29/30/31 May 2024)



Workshop Allocation and Payment

You will shortly be contacted with an allocated date for your in-person workshop and the date of your online (Teams) session. At this point you will be sent an Eventbrite link where you can complete the registration process and make payment. Once you have completed registration and payment you will be sent the link to the Confor Resources Hub so you can commence your pre-learning.

Note that this course is being subsidised by Scottish Forestry which has resulted in a reduced charge for the training.

Your Trainers

Amanda Bryan MICFor

Amanda is an experienced lecturer and trainer who has worked in the forestry sector for two decades and in wider land management, rural and community development for over 30 years. During this time she has been responsible for leading on a wide range of stakeholder engagement processes often on contentious issues. Previously Head of the Scottish School of Forestry Amanda continues to lecture part-time and is responsible for the Forestry for People Policy and Practice module as well as Forest Investment Appraisal and Valuation. Amanda has been a member of the ICF's Professional and Educational Standards Committee and Chair of its Accreditation sub-committee.

Claire Glaister FICFor

Claire has worked in the forest industry for over (just!) 30 years and during this time has worked as an SVQ assessor for the Trees and Timber Modern Apprenticeship programme and Training Manager at the Forestry Contracting Association, delivered a range of new entrant and workforce training initiatives and been Chair of the Scottish School of Forestry Advisory Committee and a member of the ICF's Professional and Educational Standards Committee. Now a Regional Timber Transport Group Project Officer and a part time Woodland Officer with Scottish Forestry, Claire is involved with stakeholder engagement on a day-to-day basis and brings experience and perspective from both the public and private sectors of the industry.