



*Many Hands, One Voice*  
Wanda Wanda? One Voice

# **NSW LOCAL LANDCARE COORDINATOR INITIATIVE**

## **INDUCTION WORKSHOP – MARCH 2016**

### **FINAL REPORT**

### **STOCKTON BEACH 21-23 MARCH 2016**

### **“LEARN, SHARE, CONNECT”**

This activity is part of the Local Landcare Coordinators Initiative



**Local Land  
Services**

The Local Landcare Coordinators Initiative is funded by the NSW Government, and is supported through the partnership of Local Land Services and Landcare NSW



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# EXECUTIVE SUMMARY

## INDUCTION & TRAINING WORKSHOP

This was an important opportunity for the Coordinators and their hosts to learn about what's expected of them as part of the LLC Initiative, to develop stronger Landcare Networks, and to build upon the partnership between Landcare and Local Land Services. This Induction Workshop was the first of three workshops planned for the Local Landcare Coordinator Initiative across the life of the program.

The goals for the workshop were to:

- Learn about the program and contribute to building its value and legacy
- Understand the requirements of the program for host organisations and Coordinators
- Undertake training to build the capacity of groups or networks
- Share ideas, tools and experience, and;
- Network to build regional and State-wide relationships.

The Induction Workshop utilised many different formats such as: small group sessions, interactive training, Q&A sessions, plenary talks and team building. Key speakers included Tim De Mestre, Alex Anthony, Kate Andrews (LLS), Rob Dulhunty, Sonia Williams (LNSW) and Julia Telford (Engage & Create Consulting).

### Topics included:

- Program requirements - milestones and reporting, monitoring and evaluation, and communications protocols
- Building a community of practice
- Mapping the roles in your region – how might it work?
- Developing partnerships
- The Landcare Trust project
- Generating ideas and value-adding to the program

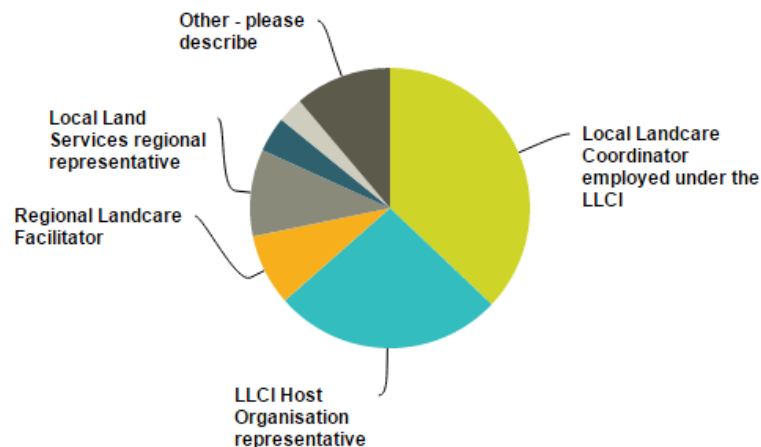
### Training included:

- Governance – financial; committee roles & responsibilities; constitution; employment/industrial relations
- Media and communications
- Gateway portal
- Financial management and reporting
- MERIT
- Strategic and action planning
- Understanding people & facilitation techniques

There were approximately 170 people participating in the Stockton Workshop, including Landcare Coordinators, host organisations, Local Land Services, and Regional Landcare Facilitators (see below).

### Your participation at this workshop will be as:

Answered: 170 Skipped: 0



Answer Choices	Responses
Local Landcare Coordinator employed under the LLCI	37.06% 63
LLCI Host Organisation representative	26.47% 45
Regional Landcare Facilitator	8.24% 14
Local Land Services regional representative	10.00% 17
Landcare NSW Council Member (where not already attending as a representative of a LLCI Host organisation)	4.12% 7
Other - Landcare support position not employed under the LLCI	2.94% 5
Other - please describe	11.18% 19
Total	170

Participants were asked upon registration how important the following issues were to them with regard to the Induction & Training Workshop. This plus other questions including “List four key things that if achieved will mean the event has been worthwhile for you ( ie what "gems" are you hoping to find)” helped to guide the content of the Induction & Training Workshop.

	Doesn't float my boat	Not that important	Somewhat important	Very Important	Extremely Important	Total	Weighted Average
Learning about the program and my role in it	1.36% 2	0.68% 1	12.24% 18	40.82% 60	44.90% 66	147	4.27
Making connections with others in my region	0.00% 0	4.03% 6	11.41% 17	44.97% 67	39.60% 59	149	4.20
Making connections with others across the state	0.00% 0	4.73% 7	27.70% 41	41.89% 62	25.68% 38	148	3.89
An opportunity for In depth skills development	2.01% 3	7.38% 11	32.21% 48	40.94% 61	17.45% 26	149	3.64
An opportunity to develop a wider range of skills I can build upon later	0.00% 0	4.11% 6	30.14% 44	44.52% 65	21.23% 31	146	3.83
Building closer linkages with my Local Land Services staff	3.42% 5	8.22% 12	26.71% 39	40.41% 59	21.23% 31	146	3.68
Finding out about programs and information I can use with my groups	0.00% 0	0.67% 1	13.42% 20	48.99% 73	36.91% 55	149	4.22
Having sufficient time to meet and get to know new people	0.68% 1	4.05% 6	29.05% 43	39.86% 59	26.35% 39	148	3.87
Having an opportunity to add my input to the design of the LLCI initiative	0.68% 1	7.48% 11	32.65% 48	40.82% 60	18.37% 27	147	3.69
Sharing what we do with others	0.68% 1	4.79% 7	36.99% 54	38.36% 56	19.18% 28	146	3.71
Listening to other Landcarers experiences	0.68% 1	2.70% 4	14.19% 21	45.95% 68	36.49% 54	148	4.15
Learning from experts outside of the Landcare program	0.68% 1	2.70% 4	18.24% 27	47.30% 70	31.08% 46	148	4.05

**List four key things that if achieved will mean the event has been worthwhile for you ( i.e. what "gems" are you hoping to find) – a small excerpt of responses:**

- to feel part of a greater statewide initiative/ team
- Networking
- Opportunity for me to contribute, share experiences, mentor
- A full understanding of how 'Community of Practise' is meant to work
- A shared focus of what the Landcare Coordinator Initiative needs to achieve
- New insights / skills on engaging with diverse groups - including youth, indigenous, non-English speaking backgrounds etc.
- Networking
- Network building - meeting a range of new staff / committee etc
- Connecting with coordinators in my LLS region
- Greater understanding of the job description for the newly appointed Local Landcare Coordinators
- RLF roles in relation to working with Landcare coordinators and their hosts
- Good guidance re Strategic Planning for small organisations
- Networking, getting to know others and forming supportive relationships

# EVENT PROGRAM

## DAY 1 Monday 21<sup>st</sup> March 2016

1.30-2:30	<b>Registration</b>	Jennie Amanda Lucy Eirlys, Jackie LNSW Council
<b>Welcome</b>		
2:30	<b>Welcome &amp; housekeeping</b>	Julia Telford
2:35	<b>Welcome to Country</b>	John Ridgeway -Worromi
2:40	<b>Welcome to the Hunter</b>	Susan Hooke Chair Hunter LLS John Hughson Chair HRLN
2:50	<b>Ministers message and opening</b> The Hon. Niall Mark Blair, MLC, Minister for Primary Industries, and Minister for Lands and Water	Susan Hooke introducing Minister's video
2:55	<b>Why are we here?</b>	Rob Dulhunty & Tim Ferraro
<b>The Local Landcare Coordinator Initiative – Brief overview</b>		
3.10	<b>LLCI introduction - From resourcing commitment to partnership development</b>	Bryce Wilde NSW NRC
3.15	<b>LLCI Overview</b>	Sonia Williams/Kate Andrews
3.30	<b>Sustaining Landcare Overview</b>	Leigh McLaughlin/Margie Powell
<b>The LLCI induction workshop</b>		
3:40	<b>Workshop introduction, agenda &amp; goals</b>	Sonia Williams/Kate Andrews
3.45	<b>Your role in its success</b>	Sonia Williams/Kate Andrews
<b>Local Landcare - Understanding the people aspect of our business</b>		
4.00	<b>Overview - afternoon program</b>	Sonia Williams
4.10	<b>Afternoon Tea</b>	
4.40	<b>Concurrent – 40 mins each then swap</b> <ul style="list-style-type: none"> <li>Understanding People</li> <li>Understanding Community Organisations</li> </ul>	Julia Telford Sonia Williams
6.05	<b>Task - getting to know you #</b>	Sonia/Julia
6.10	<b>Logistics - Dinner, b'fast, accommodation, start times</b>	Amanda/Jennie
6.45	<b>Networking dinner - Stockton Bowling Club, Chinese smorgasbord served 7-8pm</b>	

## DAY 2 Tuesday 22<sup>nd</sup> March 2016

8:00	Registration	Jennie Amanda Lucy Eirlys
8:15	Getting to know you exercise - small groups 5 pairs of buddies	Sonia Williams- RLFS
8:55	Overview of day	Sonia Williams
<b>The Importance of Planning - Achieving and measuring outcomes</b>		
9:00	Planning overview	Sonia Williams
9:15	Planning sessions - 4 concurrent sessions, choose 1 <ul style="list-style-type: none"> <li>Action Planning Level 1 &amp; 2</li> <li>Strategic Planning Level 1 &amp; 2</li> </ul>	Sonia Williams, Julia Telford, Karen Zirkler, Jackie Bowe
10:20	Morning Tea	
<b>Partnerships and Leveraging - Building your resource base</b>		
10:50	Partnerships and Leverage Overview	Sonia Williams
10:55	Partnership – secrets of success	Chris Cumming
11:05	Linking Landcare & LLS – Panel	Kate Andrews (moderator)
11:25	An opportunity to put it all into practice - Biodiversity Workshops	Deb Tkachenko
11:40	Intro to info bazaar participants	Jennie Coldham
11:50	Info Bazaar and Lunch NSW Office of Water, Rural Biz, SkillShare, Conservation Volunteers Australia, WetlandCare, Invasive Animal CRC, Green Army, 20M Trees, National Landcare Program.	
<b>Communications – “Telling your Story”</b>		
1:00	Telling your Story - Introduction	Leigh McLaughlin/Sonia Williams
1:10	Move to concurrent sessions	
1:15 *	Communications (round robin sessions - 3x30min) <ul style="list-style-type: none"> <li>Communication skills</li> <li>Engaging your Local MP &amp; providing opportunities for involvement</li> <li>Gateway Website – its use and potential</li> </ul>	Sally Edgar Leigh McLaughlin Tom Cameron – Mooball Kate Andrews
3.00	Afternoon Tea	
3:30	Participatory evaluation - an important part of “Telling the Story”	Kate Andrews Stuart Raetz - Clear Horizons
3:50*	Logistics re evening	Amanda Harris
3:55	Overview - remaining agenda	Sonia Williams



## DAY 2 Tuesday 22<sup>nd</sup> March 2016 – continued

Skills for coordinators and committees - Building capability		
4:00	Overview - skills sessions	Sonia Williams
4:10	Move to concurrent sessions	
4:15	Facilitation stream	Julia Telford lead (Peter Pigott & Karen Zirkler)
4:15	Committee skills stream	Sonia Williams
5:15	Free choice workshops - choose 1 from 12 (see sheet page 11)	Jennie Coldham
5.45	Day close	
7.00	Networking dinner - Crown and Anchor, Newcastle Wharf	

### \* Break-out Sessions for RFS AND LLS STAFF (Surf Club)

1:15-3:00	<b>RLF Break out session</b> Exploring RLF role in program, Community of Practice opportunities /support	Sonia Williams Russ Glover (RLFs & Contract Managers)
3:50 - 5:10	<b>LLS Breakout Session</b> Exploring LLS role in program at multiple scales and the value-add across the business	Kate Andrews LLS Staff

## DAY 3 Wednesday 23 March 2016

8:00	Registration	Jennie Amanda Lucy Eirlys
<b>The Local Landcare Coordinator Initiative –Program Evaluation and Reporting</b>		
8:10	Evaluating the program Reporting and report cards	Kate Andrews Sonia Williams
8:45	Responses to questions collected on the graffiti wall	Kate Andrews/ Sonia Williams
<b>Working together</b>		
9:00	Landcare – where does it fit in the bigger picture	Sonia Williams
9:20	Intro - Working at the regional scale session	Kate Andrews
9:30	Morning tea	
10:00	Regional scale – work at regional tables	(RLFs facilitating)
<b>The way forward</b>		
11:20	What will make the LLCI a success for you – Participants expectations	Kate Andrews
11:40	Move back to plenary	
11:45	Recap – Learnings & where to from here	Kate Andrews & Sonia Williams
12:05	Evaluation of event	Jennie Coldham
12:15	Wrap Up and Close	Tim de Mestre and Rob Dulhunty
12:30	Lunch	

### Day 1: - # Getting to Know You - Instructions for Day 2 Activity

On the reverse of your name tag you will find the name of your “buddy”. Your task over the evening meal and or breakfast is to find and meet your buddy and learn a bit about them.

On Tuesday morning you and your buddy will join your group (identified by the color dot on the front of your name tag), where you will each introduce each other to your small group – approx. 8 others and a facilitator. You have to be able to do this in 1 minute per person. (Note at the 2 min mark you will be stopped.)

Prize for the best and most interesting introduction per group.

This activity is part of the Local Landcare Coordinators Initiative



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## LLCI Stockton Induction Workshop “Learn Share Connect”

### Building Capability – Free Choice Workshops 5.15 – 5.45 pm Tuesday 22<sup>nd</sup> March 2016

#### Program Input & Feedback

##### A Sustaining Landcare – Leigh McLaughlin & Margie Powell

Provide input and feedback on the Landcare Trust project during its development phase.

##### B Biodiversity Workshops – Deb Tkachenko

Developing the regional biodiversity reform workshop for your area, what does your area need?  
What works best for you?

##### C Peri Urban Project – Sonia Williams

What factors should be considered by Landcare NSW in the development of a state wide project focused upon peri-urban landholders. Share experiences from your area to assist in the design of this program.

##### D Gateway Design – Tom Cameron & Lucy Chapman\*

How can the Landcare Gateway better serve the needs of your group? What ideas do you have on how it can be enhanced?

##### E Rural Biz – Kathy Sims

Targeted workshop for experienced coordinators and committee members to design the content of a Diploma of Community Coordination and Facilitation.

#### Learning from each other

##### A Marketing Your Landcare Group – Julia Telford

How to promote your Landcare group or Network, what has worked to engage people?

##### B Social Media – Edwina Hayes\*

Social media for your Landcare Network – fit for purpose should we use Twitter, Facebook or Instagram? What does social media offer for us?

##### C Engaging Youth – Megan Rowlatt & Ruth Tremont

Hear about how award winning ideas like Intrepid Landcare and Frog Dreaming are working to engage young people and children in Landcare and natural resource management.

##### D Recognising Landcarers “Landcare Champions” – Peter Pigott

How can we recognise those people who are doing great things in Landcare and help celebrate their achievements, Landcare Champions is one program.

##### E Showcasing Landcare “Farm Gate Tours” & “Landcare Adventure” – Daintry Gerrand & Steph Cameron

Farm Gate Tours and the annual Landcare Adventure are 2 interesting ways of showcasing Landcare. How and why do these programs work?

##### F Using the Landcare Gateway - Marita Sides\*

What is the Landcare Gateway? Are we on it? How can our group use it?

# WORKSHOP OUTCOMES

The Local Landcare Coordinator Workshop delivered on its goals which were to:

## **Learn about the program and contribute to building its value and legacy**

Evidenced by the responses of participants to Questions 2 & 3 of the evaluation and their perception of their level of knowledge and understanding about the program. Also in part 2 of Question 4 where 70% of participants felt that they were able to contribute to building a successful Local Landcare Coordinator Initiative.

## **Understand the requirements of the program for host organisations and Coordinators**

Part 1 of Question 4 of the evaluation shows that more than 87% of respondents have a better understanding of the Local Landcare Coordinator Initiative following the Induction Workshop.

## **Undertake training to build the capacity of groups or networks**

79% of respondents indicated that they had gained skills useful to their role / organisation from the Local Landcare Coordinator Initiative.

## **Share ideas, tools and experience;**

More than 21% of respondents chose the Free Choice Workshops to be the most valuable session of the day, which were a key opportunity to hear from Landcarers from across NSW about projects, events and tools that were having good success, such as the Frog Dreaming Schools Program at Armidale, Landcare Champions initiative on the South Coast and Farm Gate Tours on the mid North Coast. The “Working at the Regional Scale” session on Day 3 was identified by more than 71% of respondents to be the most valuable session on that day.

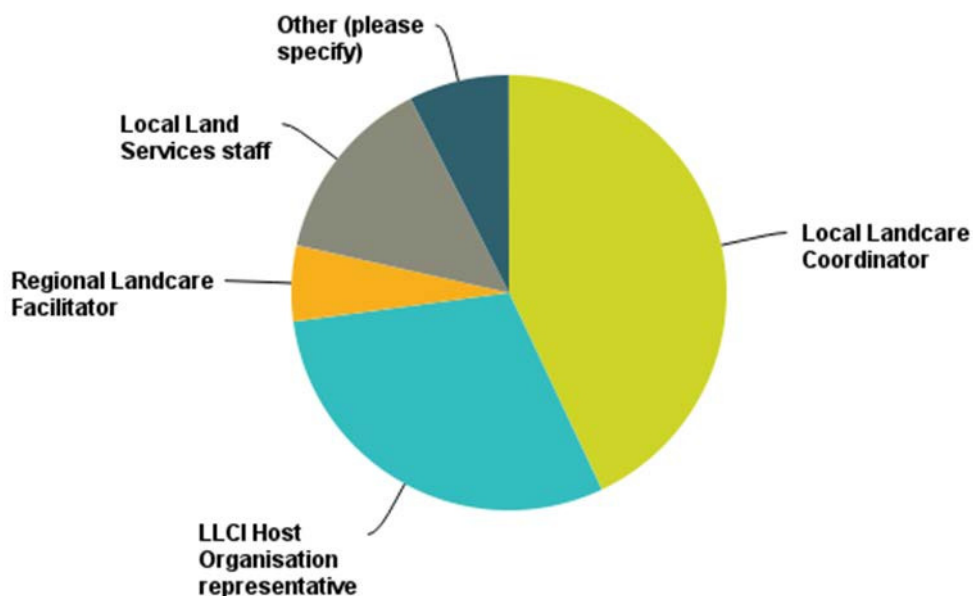
## **Network to build regional and State-wide relationships.**

Networking was identified in the pre event survey as one of the major outcomes that participants were looking for from a state wide event. 99% of respondents have made connections or networks that they will find useful for their role from the Induction Workshop, and 82% will maintain contact with someone outside their usual network after the workshop.

# EVALUATION RESULTS

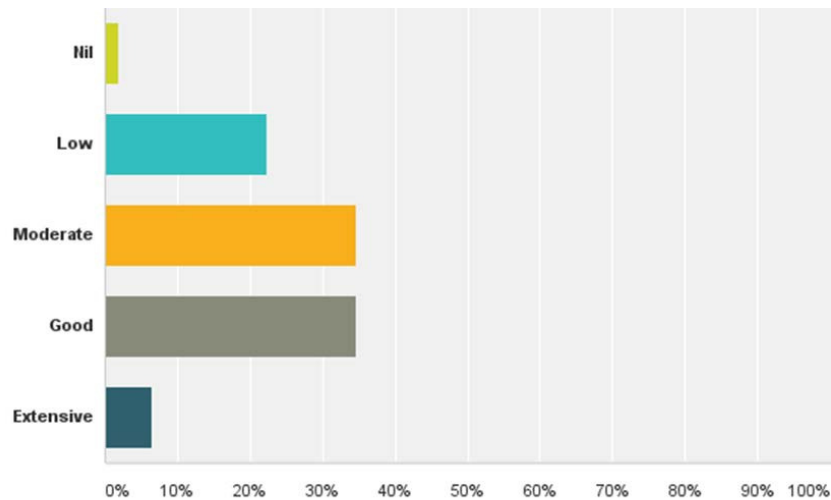
An evaluation of the event was conducted via the on-line tool Survey Monkey. A link to the evaluation survey was provided to participants at the conclusion of the workshop as well as via email following the workshop to encourage feedback. There were 108 responses to the evaluation survey, the results are presented below.

## Q1: In what role were you attending the Induction & Training Workshop?

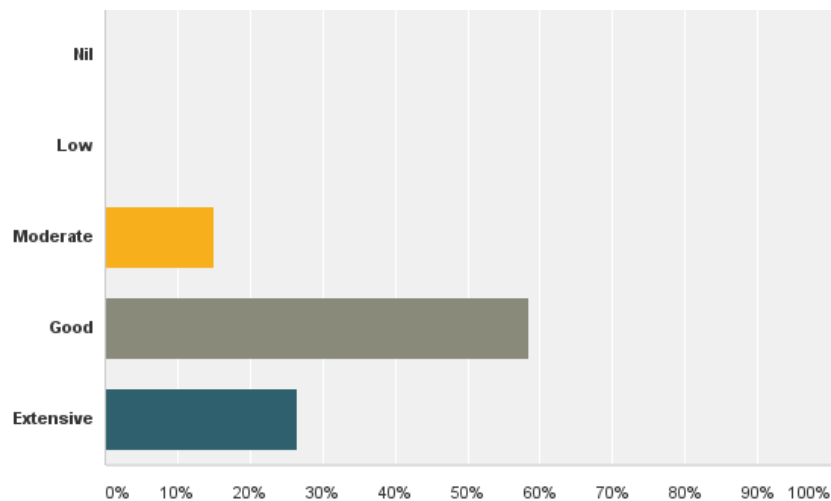


Answer Choices	Responses	
Local Landcare Coordinator	42.99%	46
LLCI Host Organisation representative	29.91%	32
Regional Landcare Facilitator	5.61%	6
Local Land Services staff	14.02%	15
Other (please specify)	7.48%	8
<b>Total</b>		<b>107</b>

**Q2: My level of knowledge about the Local Landcare Coordinator Initiative before the workshop was?**



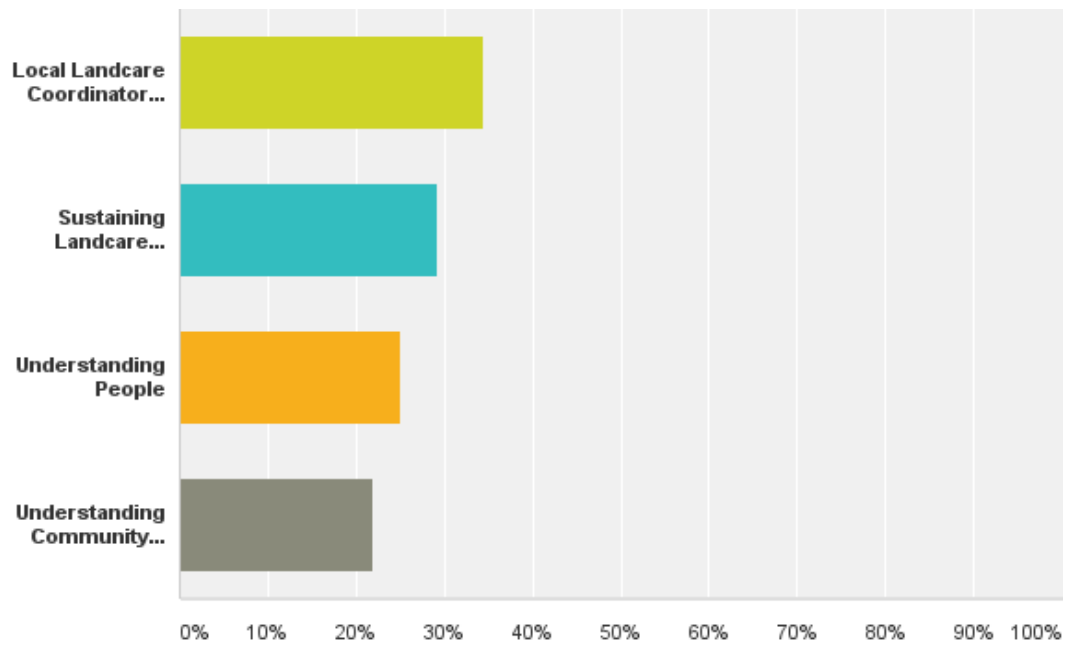
**Q3: My level of knowledge about the Local Landcare Coordinator Initiative at the end of the workshop is?**



**Q4: Please indicate whether you agree or disagree with the following statements following the LLCI Induction Workshop.**

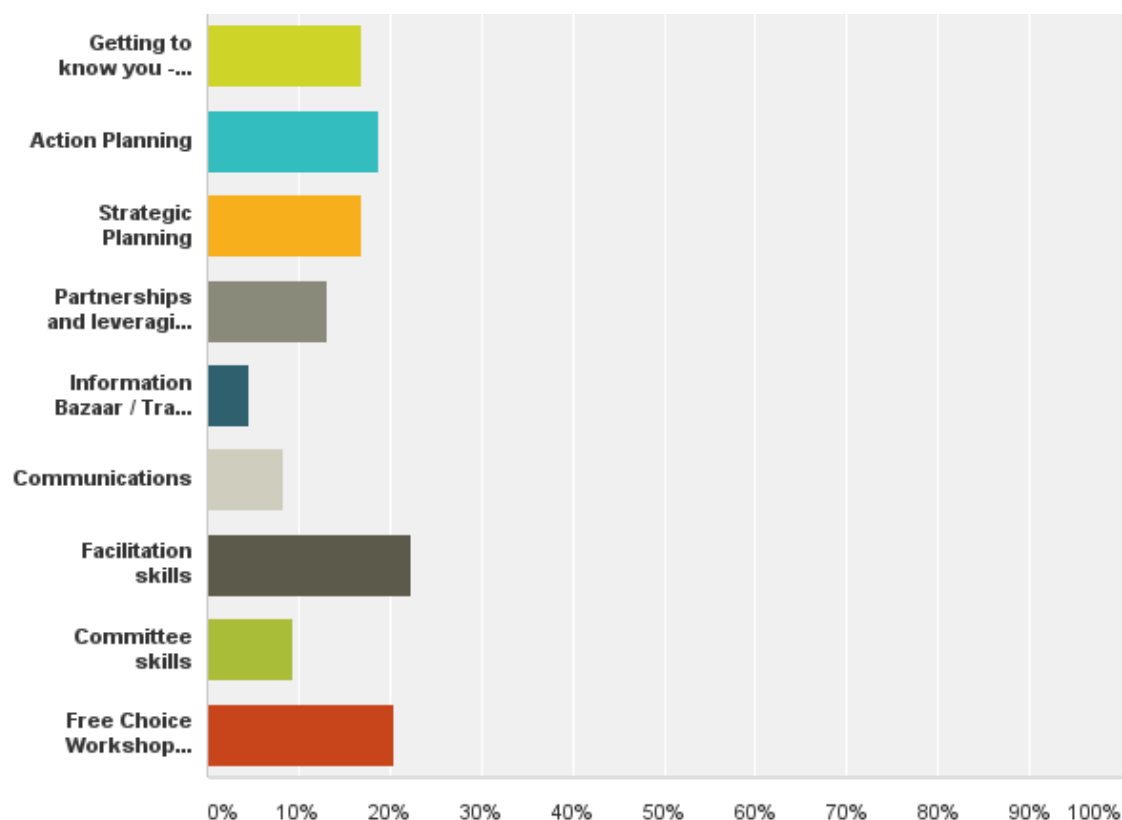
	Strongly Agree	Agree	Not sure	Disagree	Strongly disagree	Total Respondents
I now have a better understanding of the requirements of the LLCI	25.23% 27	62.62% 67	9.35% 10	2.80% 3	0.00% 0	107
I feel that I was able to contribute toward building a successful LLCI	16.82% 18	53.27% 57	25.23% 27	4.67% 5	0.93% 1	107
I have gained skills useful for my role / organisation from the workshop	21.50% 23	57.94% 62	14.02% 15	5.61% 6	2.80% 3	107
I have made connections or networks useful for my role from the workshop	51.40% 55	47.66% 51	0.93% 1	0.00% 0	0.00% 0	107
I will maintain contact with someone outside my usual network after the workshop	32.38% 34	50.48% 53	18.10% 19	0.00% 0	0.00% 0	105

**Q5: What was the most valuable session of Day 1 of the workshop for you?**



Answer Choices	Responses	
Local Landcare Coordinator Overview	34.38%	33
Sustaining Landcare Overview	29.17%	28
Understanding People	25.00%	24
Understanding Community Organisations	21.88%	21
Total Respondents: 96		

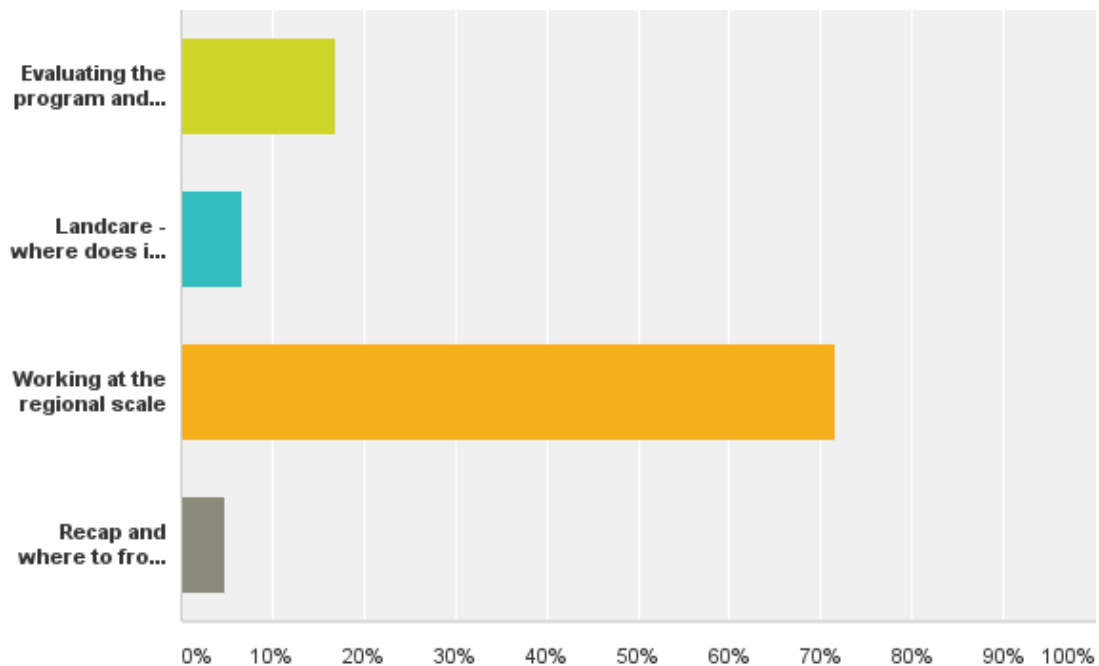
**Q6: What was the most valuable session of Day 2 of the workshop for you?**



Answer Choices	Responses	
Getting to know you - buddy session	16.82%	18
Action Planning	18.69%	20
Strategic Planning	16.82%	18
Partnerships and leveraging session	13.08%	14
Information Bazaar / Trade Displays	4.67%	5
Communications	8.41%	9
Facilitation skills	22.43%	24
Committee skills	9.35%	10
Free Choice Workshop (please specify which one)	20.56%	22
<b>Total Respondents: 107</b>		



**Q7: What was the most valuable session of Day 3 for you?**



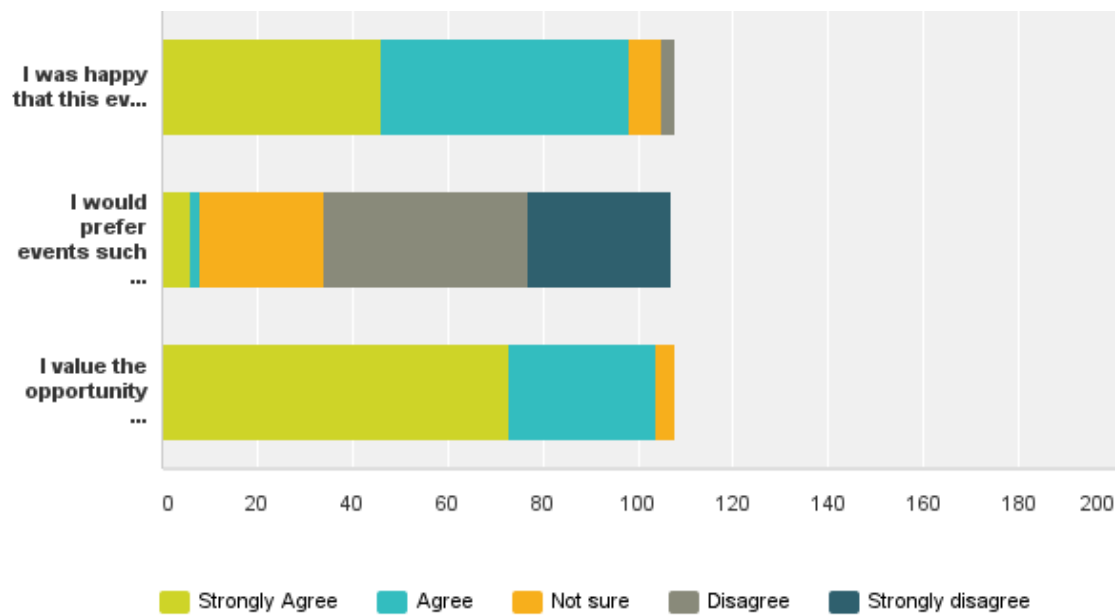
Answer Choices	Responses	
Evaluating the program and reporting	16.98%	18
Landcare - where does it fit in the bigger picture	6.60%	7
Working at the regional scale	71.70%	76
Recap and where to from here	4.72%	5
<b>Total</b>		<b>106</b>

**Q8 Is there anything you would like to see included or improved at a future event?**

The feedback and input collected related to the following areas:

- Location and venue including ease and cost of transport, catering etc.
- Agenda and presenters
- Networking & learning from others
- Developing the Regional Community of Practice

**Q9: Please indicate whether you agree or disagree with the following statements following the LLCI Induction Workshop**



	Strongly Agree	Agree	Not sure	Disagree	Strongly disagree	Total Respondents
I was happy that this event was held in a regional location and for the location to move around the State	42.99% 46	48.60% 52	6.54% 7	2.80% 3	0.00% 0	107
I would prefer events such as this to be held in Sydney at a corporate conference centre	5.71% 6	1.90% 2	24.76% 26	40.95% 43	28.57% 30	105
I value the opportunity to attend and meet people at a State-wide event	68.22% 73	28.97% 31	3.74% 4	0.00% 0	0.00% 0	107

**Q10 Do you have any other comments?**

There were 107 comments provided which focussed on:

- Great feeling of enthusiasm throughout the event
- Do fewer things in more detail. Sessions were rushed and didn't go into enough detail
- Utilise the "free choice workshop" format more, people wanted to do more than one of these
- Networking highly valuable. Dinners were good
- Sharing of stories, ideas and experiences from across NSW really valuable
- Greater variety of speakers would have been good, including hearing from experienced Landcare Group and Coordinators
- Share Table a good idea: encourage more such sharing next time
- Location was hard for many to get to, cost of travel to Newcastle high
- Maybe smaller region based events would be better. One on one with more local people & less travelling
- Catering was poor quality, limited healthy options

# DEBRIEF WITH NSW REGIONAL LANDCARE FACILITATORS

**What 2 things were most useful to you as a Regional Landcare Facilitator from the Induction & Training Workshop?**

- Meeting all my Local Landcare Coordinators as I was only 3 days into the job
- Learning about the Local Landcare Coordinator Initiative
- Working in regions with Local Landcare Coordinators and RLFs talking about training needs and partnership opportunities
- Understand the structure of Local Land Services and Landcare NSW
- Meeting Local Landcare Coordinators
- Regional planning meeting
- Support available from Landcare NSW
- Still gaps in communication from state and federal level
- An overview of what is expected of the LLCI
- An insight into how the RLFs are expected to work with / support the Local Landcare Coordinators
- Acknowledgement of diversity
- Meeting Kate Andrews and team
- Get an idea of how other regions approached the LLCI
- Clarity of expectations of LLCI from LLS and Landcare NSW
- Opportunity to bring regions together
- Able to explain and answer questions
- Networking
- Planning sessions
- Meeting new Local Landcare Coordinators and other RLFs from the state
- Work planning
- Strategic planning
- Networking with other RLFs (as a fairly newbie)
- Great to see Landcare and LLS partnership at state level working together so well (Kate & Sonia)
- Great state leadership and initiative from Landcare NSW
- Networking
- Time to familiarise with LLC team in the region
- Time for meeting new Local Landcare Coordinators
- Sessions on conflict resolution (NB could have been more in depth)

**From the perspective of the Local Landcare Coordinators from your region what 2 things were most valuable to them?**

- Connecting with other Local Landcare Coordinators in the region
- Information on LLCI reporting
- Understanding the complex reporting requirements
- Understanding the importance of M&E and telling their stories for future longevity
- Meeting each other
- Understanding Landcare at a state level
- Enthusiasm for the Landcare movement
- The size of the Landcare community and the support that is there
- The chance to meet and connect with other Local Landcare Coordinators
- An overview of what the program is and how they fit in / what is expected of them

- Learnt about strategic planning especially levels / stages
- Collaboration to get community input and feedback
- Lots of information (please share proceedings)
- Excellent regional group connection and cohesion and exposure / teamwork with other regions
- Meet everyone and understand hopes and aspirations
- Impressed by how BIG Landcare is!
- Good feeling about where Indigenous land managers can go with Landcare
- Congratulations to Landcare NSW
- Sense of scale, not just part of a local scene
- Meeting other Local Landcare Coordinators
- Hearing what others are doing
- Basic knowledge of Landcare
- Networking
- Coordinators enjoyed networking and learning about state Landcare and support
- Great networking opportunity
- Great introduction to Landcare and basic action planning
- Good introduction to new staff members
- Consolidation for existing LLCs of expanded role and opportunity for cross regional cooperation
- Sense of overwhelmedness
- Better understanding as a brand new person
- Introduction to Landcare / backgrounding
- Networking
- Time for meeting new LLCs
- Time to get a perspective on statewide variation

**For the representatives of LLCI host organisations what were 2 things that they gained from the workshop?**

- Connecting with the wider Landcare network
- Seeing how enthusiastic everyone was
- Understanding the obligations of reporting for new Local Landcare Coordinators
- Understanding structures of LLS, Landcare NSW and the benefits of partnership
- Seeing bigger picture Landcare
- Understanding the overall purpose of LLCI at a state level
- A lot of work still to be done by the supporting network (committee)
- Landcare community very inclusive
- Greater understanding of the LLCI and Landcare Support Program
- Keeping in the loop
- Statewide perspective
- Regional pride and cohesion
- Sense of scale, not just part of a local scene
- More Landcare knowledge
- Connect with Landcare at various levels
- Information re governance
- Planning sessions
- Our Board member enjoyed becoming more informed about the program and reporting back
- Good introduction to new staff members
- Consolidation for existing LLCs of expanded role and opportunity for cross regional cooperation
- Better understanding of the Landcare community

- Meeting key people and networking
- Revitalising – enthusiasm in the room was infectious
- Regional discussion
- Governance and financial management (accrual accounting)
- Time / networking to get the bigger picture across the state i.e. time for networking and formal time for overviews on how Landcare works in different regions

**Other than the location, venue and food, what are 2 things from the workshop that could be improved?**

- Sessions were too short with too much information
- Training sessions only skimmed the surface of topics
- Needed case studies to inspire new Local Landcare Coordinators re on ground achievements
- Innovation case studies
- Shorter days
- More detailed sessions – maybe concurrent sessions so people could choose. Lots of good topics offered but not enough time to really get into them
- More interactive sessions
- More sessions on social media / communication
- Build in a bit more down time for attendees, it was very full-on!
- Time to prepare for the agenda as a regional group
- Inclusion of all Landcare in this Community of Practice
- Fewer topics with more depth
- Lots of people left with head spinning
- Better communication
- Utilise LLS more
- Too many short sessions - longer more in depth sessions better
- Make information on tables available after conference
- Regional meeting should have been earlier in the conference
- No specific information on reporting templates
- Too many presentations – day was too long
- Slides of presentations haven't been available
- There was short notice regarding the final details of Stockton, which greatly impacted the ability of host organisations to attend
- No availability of presentations, even though we were told they would be available
- Scheduled time-out or recharge session
- Address continued on going need for self-care
- Would have been good to leave with clarity about reporting requirements and how the LLC role interacts between Landcare vs LLS vs RLF minimum expectations
- Some more in depth sessions on dealing with conflict and staff & committee dynamics
- Strategic planning could have been done in a more simplified form

## CONCLUSION

The Local Landcare Coordinator Induction Workshop proved to be a successful and worthwhile event. Our goals were achieved, there was a high turnout, and we received positive feedback from participants on the value of attending, the networking opportunities that were provided, and the skills and understanding they gained.

Based on the feedback we received, most of the workshop sessions on day 2 were valued, with the highest rating sessions being facilitation skills (22%), free choice (21%), action planning (19%), strategic planning (17%) and getting to know you (17%). There was a clear preference for working at the regional scale on day 3, with over 70% of responses favouring this activity.

Whilst more than 90% of participants were happy with holding this event in a regional location, their feedback identified areas for improvement, such as catering, difficulties reaching the location, and the lengthy travel time. Also, given the value placed on networking opportunities, more time could have been made available for this activity.

Based on the outcomes from this workshop, there are a number of recommendations to consider in planning for future workshop events:

1. Longer more detailed sessions going into more depth on topics
2. Provide time for informal conversations and 'free time'
3. More concurrent sessions to cater to the range of experience and knowledge across the audience
4. More case studies and examples or workshops from successful Landcare regions / projects
5. Location needs to be easily accessible

Clearly, the workshop series is an important component of the Local Landcare Coordinator Initiative that contributes towards a better understanding of the outcomes we are seeking, knowledge sharing, and capacity building amongst Landcare Coordinators and their host organisations.

