



Final Report

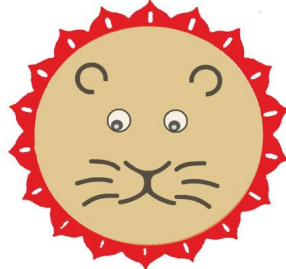
Project

Meri Beat Mera Abhimaan, Panna Tiger Reserve

Reporting Period

March 2023

Submitted to



पन्ना टाईगर रिजर्व

Submitted by



Project Team

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Dated: 11 May 2023

Project Details

Reporting period:	20-22 March 2023	Project title:	Meri Beat Mera Abhimaan, Panna Tiger Reserve
Date of report:	11 May 2023	Project Manager:	Gaurav Shirodkar
Report author:	Gaurav Shirodkar, Rishika Dubla	Project Sponsor:	Last Wilderness Foundation in association with Panna Tiger Reserve



Background and Rationale

Forest department staff across the country have one of the most important roles in protecting India's natural biodiversity and landscapes. Successful implementation of on-ground conservation activities involves cross-sectional collaboration amongst various stakeholders to invoke sustainable and long-term changes.

However, most prior conservation programmes have been more animal and community oriented, often disregarding the value-addition qualities of FD staff. Furthermore, working in remote and dangerous locations, experiencing

profession-related conflicts of interests with local communities, and lack of motivation and support networks often demoralizes FD staffs and reduces their emotional connection, which eventually impacts their willingness and drive to engage in their roles as protectors of the forest and to make any attempts to cooperate with other stakeholders.

The LWF recognizes the core stakeholder role of FD staff and, to this effect, aims to run a professional Human Resources-themed workshop to improve training, address issues, and overall boost morale. The eventual goal was that once staff feel more professionally supported and better equipped to discuss and understand their role, they would not only take more pride in their jobs, but also be more willing to engage with other stakeholders to protect the forest better.



Project details

Dates: 17 to 19 March, 2023 (3 days).

Description: A three day interactive workshop aimed at improving interpersonal skills and imparting necessary Human Resource Training through an unique program named '**Meri Beat Mera Abhiman**'.

The program is designed and developed by the LWF team keeping in mind the need for stronger interpersonal relationships between the Forest Department ground staff and the villagers. The program aims towards building a sense of pride and affection, within the ground staff towards their beat, its villagers and vice versa. LWF has taken help from professional HRD trainers, namely Sunitha H and Harish S, who are

experienced in understanding the needs of human resources and developing the necessary Learning & Development training programmes.

The participants for the MBMA workshop included the Beat Guard's and Deputy Range Officers from Panna and Amanganj Range of PTR and the pilot module aims to achieve the following with the participants.

1. Skill Development – listening skills, communication and problem solving
2. Behavior Change – attitude, approach
3. Capacity Building – conducting meetings, strengthening relationships
4. Teamwork – inter-department, intra-department and with villagers

Number of attendees: Approximately 22 Forest Guards + Deputy Rangers + Range Officers

Location of attendees: 2 ranges within Panna Tiger Reserve (Panna core and Amanganj buffer ranges).

Trainers: Sunitha H and Harish S; professional HR trainers are equipped to run training and development programs in a corporate structure.



Workshop details:

- Sunitha and Harish started off the workshop with an ice breaking session with all attendees to introduce the context and aim of the programme over the

following days as well as introduce themselves to each other. The inaugural event was also attended by the Deputy Director, Shri Ripudaman Singh Bhadoria of Panna Tiger Reserve who motivated the participants to actively participate and engage in all the activities so as to make the most of this opportunity.



- The next three days covered individual workshops including games, interactive sessions, conversations, and training to develop skills in communication, listening, and problem solving; behaviour and attitude changes; capacity building on conducting workshops and strengthening relationships; and team work within the department and with other stakeholders, such as community members.



- Day 1: Ice breaking sessions were conducted, in which a detailed discussion on the values and beliefs that have shaped their lives that impacts their work and shared the purpose of their current roles as they understand it.



- Day 2: Attendees discussed their current role and what they believe it should be shaped for the future. They also brainstormed aspects and behaviours that would positively impact their communication.



- Day 3: Interactive games and sessions were conducted to further build trust, gain a deeper understanding of the knowledge required and how to apply it to their jobs, and recognizing the various stakeholders involved.



- For further information sharing and regular communication to strengthen the bonds created through this workshop, a Whatsapp group has also been created.
- The program also saw attendance by Range officers from various ranges of Panna Tiger reserve, who also addressed the participants. Special thanks to Shri Gaurav Namdeo, RFO Amanganj Buffer of Panna Tiger Reserve for attending the session along with his team.
- Additional Director, Ms Harman Tiwari, was kind enough to attend the closure of the workshop, and address the participants with motivating words.



Impact

- A general change in the **attitude** of the attendees was noticed towards their motivation to do their roles and overall confidence.
- In particular, it was noted that at the beginning of the workshop, a few guards were not as confident to speak in public or engage. However, after the

program, there was a distinct difference noticed in the **confidence** they had to be able to express themselves, especially after they had been provided the tools and language that could be used to have more **effective communication**.

- Guards were increasingly **enthused regarding their roles** as protectors of the forest and felt they were **better equipped** to address several on-ground issues, particularly in engaging with other stakeholders.



Future Plans:

- Maintain regular communication with the attendees to ensure that they retain their enthusiasm and the knowledge gained over the next year.
- Expand the program to other ranges and based on the success of the program after monitoring, replication in other tiger reserves.
- Continue hand holding the forest guards for a period of one year and work towards conducting theme based EDC meetings regularly.

- The dynamic annual theme chart, collated as per inputs from the forest guards is attached here as an appendix, and will be updated as we go ahead.

Appendix

A] November - January

1. Fire prevention – आग की रोकथाम
2. Cattle grazing alternatives - मवेशी चराने के विकल्प
3. Claims & compensation - मुआवजा
4. Water solutions - पानी के उपाय
5. Mahua season preparations - महुआ सीजन की तैयारी

B] February - April

1. Monsoon season preparations - मानसून सीजन की तैयारी
2. Education / School + Documentation for admissions - शिक्षा / स्कूल + प्रवेश के लिए दस्तावेज
3. Restoration + Afforestation - बहाली + वनीकरण
4. Grazing camps - prevention - चराई शिविर - रोकथाम
5. Health - स्वास्थ्य
6. Veterinary topics - पशु चिकित्सा विषय
7. Encroachment - अतिक्रमण
8. Water Resource management - जल संसाधन प्रबंधन

C] May - July

1. Firewood alternatives - जलाऊ लकड़ी के विकल्प
2. Crop raiding solution - फसल नुकसानी के उपाय
3. Anti-Poaching - अवैध शिकार
4. Networking & Information gathering - नेटवर्किंग और सूचना एकत्र करना

D] August - October

1. Electric wire protection - बिजली के तार की सुरक्षा
2. Active crop raiding - फसल नुकसानी
3. Livelihoods - आजीविका
4. Waterhole protection - वाटरहोल सुरक्षा



REPORT END