

# Snow Leopard Conservation Leadership Program

## Summary Session Visuals



4 June - 9 July, 2024

Announcing the

### 2024 SUMMER EXCHANGE

Conservation Leadership Program  
exclusively tailored for the Snow  
Leopard Network by the  
Three Mountain Group



THREE MOUNTAIN GROUP

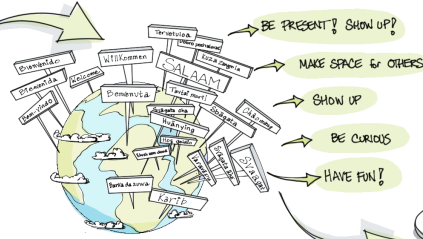
@SnowLeopardNet

The poster features a light beige background with a subtle mountain range silhouette. In the bottom left corner, a close-up photograph of a snow leopard's head is shown, looking towards the right. The text is centered and uses a mix of serif and sans-serif fonts. The Snow Leopard Network logo is in the top left, and the Three Mountain Group logo is in the bottom right.

# SESSION #1 WELCOME!

DECHEN  I BELIEVE THERE IS A LEADER IN EACH OF US!  
A GREAT OPPORTUNITY TO LEARN

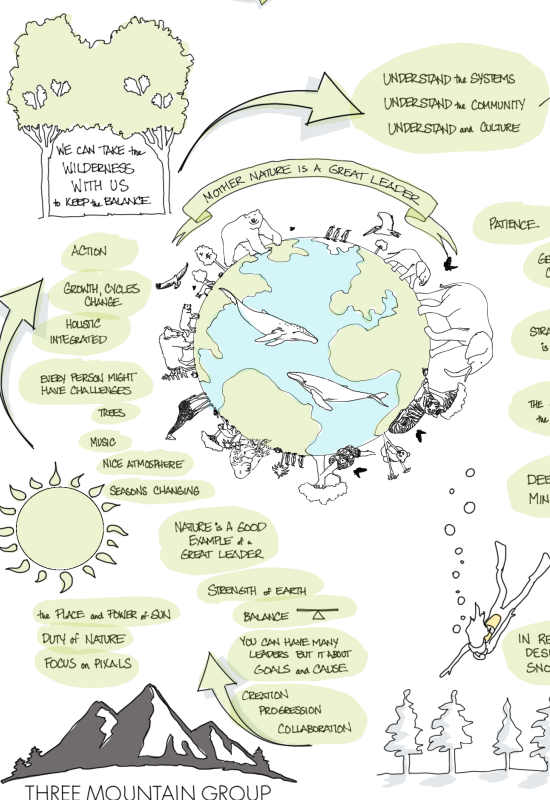
58 ORGANIZATIONS



- BE PRESENT! SHOW UP!
- MAKE SPACE FOR OTHERS
- SHOW UP
- BE CURIOUS
- HAVE FUN!



HI MY NAME IS...  
MY ORGANIZATION IS...  
MY CONNECTION TO SNOW LEOPARDS (OR ORGANIZATION) IS...  
ONE THING I NEED TO KNOW ABOUT YOU...  
WHAT DOES LEADERSHIP MEAN TO YOU?  
CHARACTERISTICS OF A PERSON YOU RESPECT OR INSPIRE YOU...  
1 or 2 KEY TRAITS OR CHARACTERISTICS



UNDERSTAND the SYSTEMS  
UNDERSTAND the COMMUNITY  
UNDERSTAND and CULTURE

WE DON'T ALWAYS REMEMBER WHAT WE HEAR...  
WE DO REMEMBER HOW WE FELT

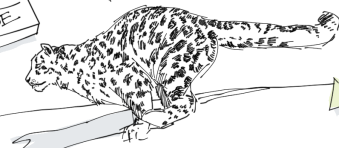
- PATIENCE
- GET ENGAGED WITH COMMUNITY
- STRATEGY as LEADER is IMPORTANT
- THE HEAD and the HEART
- DEEP DIVE MINDFULNESS
- WHAT CAME UP FOR YOU?
- IN RELATION TO YOUR LEADERSHIP
- IN RELATION TO YOUR DESIRE TO IMPACT SNOW LEOP

FINAL THOUGHTS

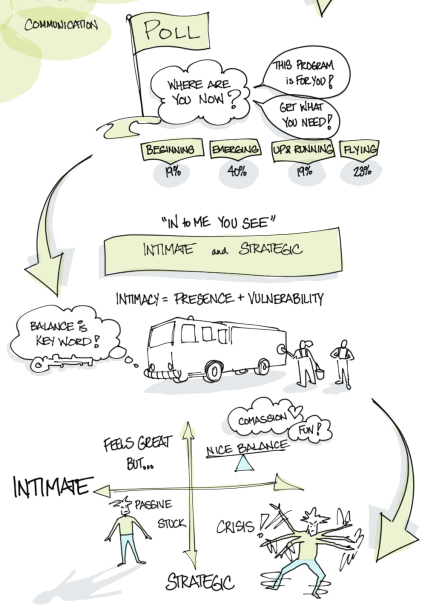
A NEW WAY OF THINKING  
THE AWAKENED MIND  
BETTER DECISION MAKING  
TRY PAIRED WALKS  
NATURE AWAKENS our MIND  
CONNECT IN BETWEEN SESSIONS  
CLOSING OUT the SESSION SAME as STARTING  
GET YOUR VOICE in the ROOM?

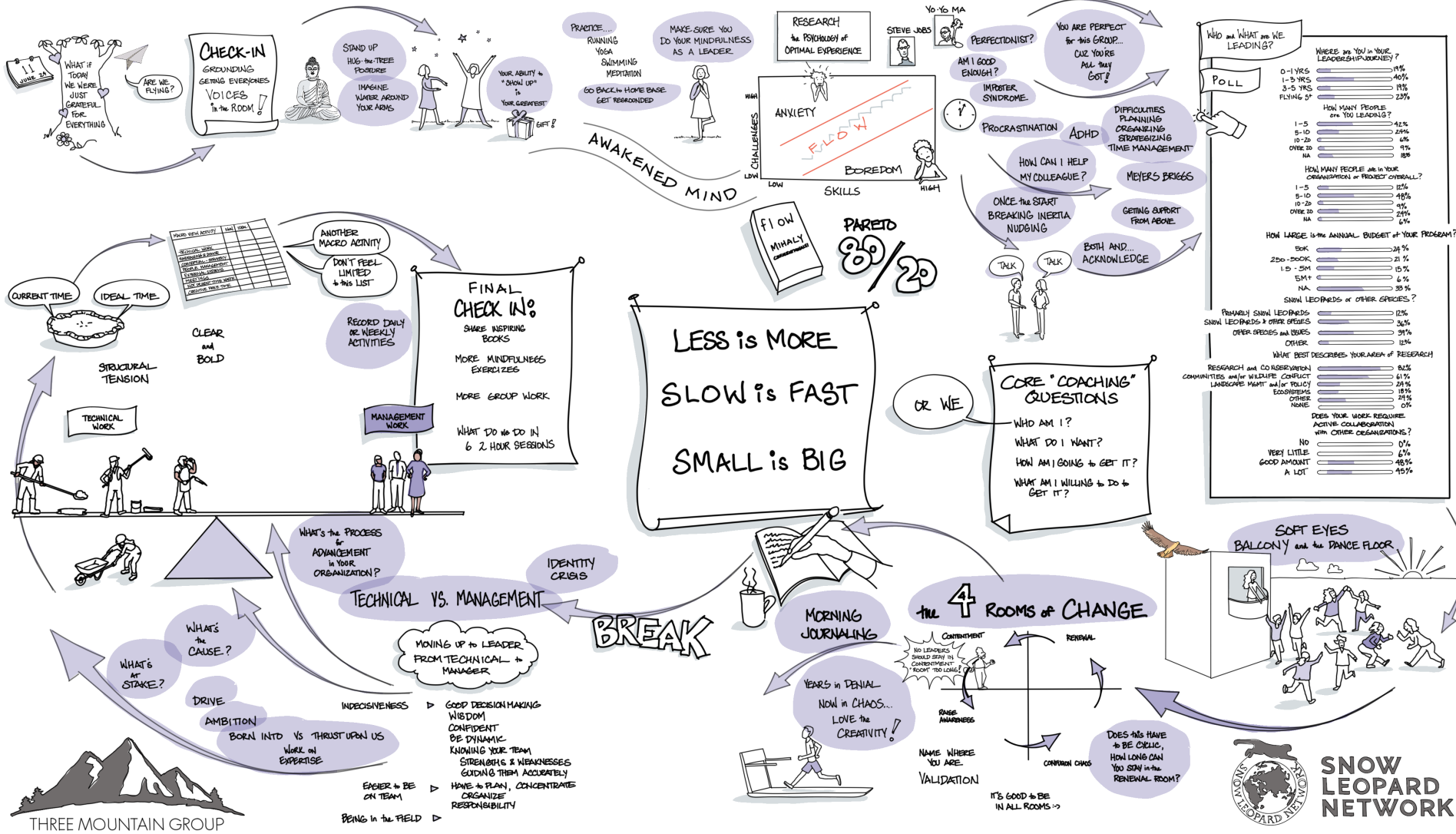


LARRY ROBERTSON  
A DELEGATE  
PAUSE



AS A LEADER WE USE OUR FULL SELF...  
"I NEED TO TAKE A BREAK"  
USE YOURSELF AS A TEMPERATURE GAUGE









# SUMMER EXCHANGE 2024 CONSERVATION LEADERSHIP PROGRAM



## WELCOME!

**WAYS of BEING**  
BE PRESENT and SHOW UP FULLY  
IF YOU ARE NOT OUT THERE  
IF YOU ARE NOT IN THERE  
AND HAVE FUN!!

**BREAK OUT CHECK-IN**  
HOW ARE YOU FEELING ABOUT THE COURSE

- GRATEFUL
- RHYTHM of COURSE
- ADDITIONAL E-MAILS
- BREAKOUT ROOMS
- FANTASTIC
- LOTS to LEARN
- FRIENDLY RELATABLE

REVIEW

DO YOU HAVE WHAT YOU NEED to GET YOUR JOB DONE?

RESPONSIBILITY & ACCOUNTABILITY

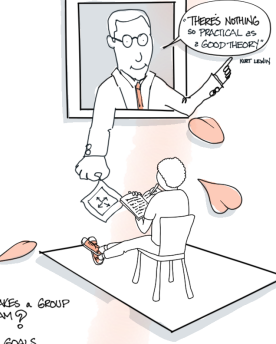
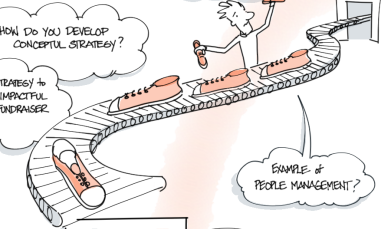
BE CURIOUS and the ANSWER WILL EMERGE!

MANAGEMENT IS GETTING WORK DONE THROUGH OTHER PEOPLE.

SEEKING the BIGGER PICTURE!

THREE MOUNTAIN GROUP

HOW MIGHT WE?  
HOW MIGHT WE?  
HOW MIGHT WE?



WHAT MAKES a GROUP a TEAM?

SHARED GOALS  
NEED ONE ANOTHER'S EXPERIENCE, ABILITY and COMMITMENT

BELIEVE WORKING TOGETHER LEADS to MORE EFFECTIVE DECISIONS than WORKING in ISOLATION

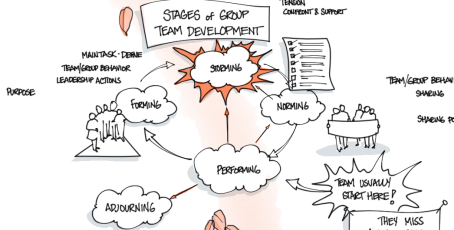
FUNCTION as a UNIT WITHIN a LARGER ORGANIZATION

EXAMPLE of PEOPLE MANAGEMENT?

TIME MANAGEMENT

URGENT	NOT URGENT
CRITICAL	PREVENTIVE
IMPACTFUL	TRIVIAL
NEEDS ATTENTION	

HOMEWORK  
MYERS-BRIGGS  
TYPE INDICATOR  
PROFILE



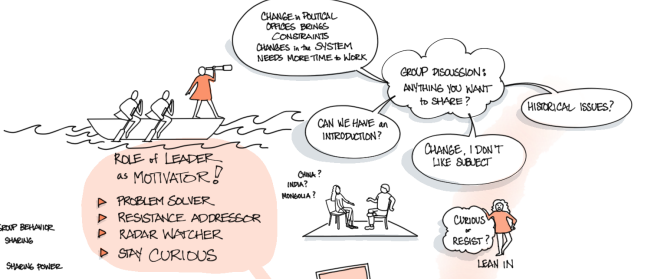
WHAT DO WE WANT AS A GROUP?

WHAT DO YOU THINK OUR ROLE IS AS A GROUP?



WE AGREE on WHAT makes us DISAGREE on?

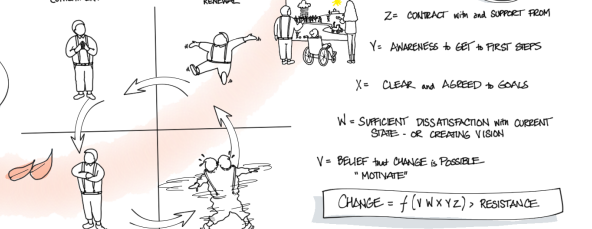
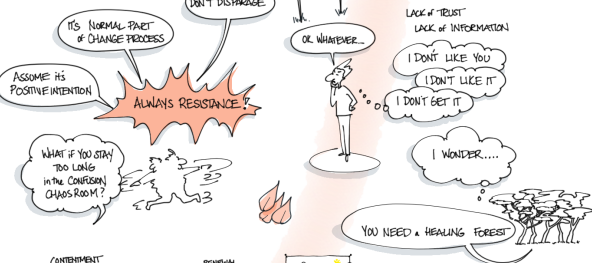
FOCUS on the 10%



ROLE of LEADER as MOTIVATOR!

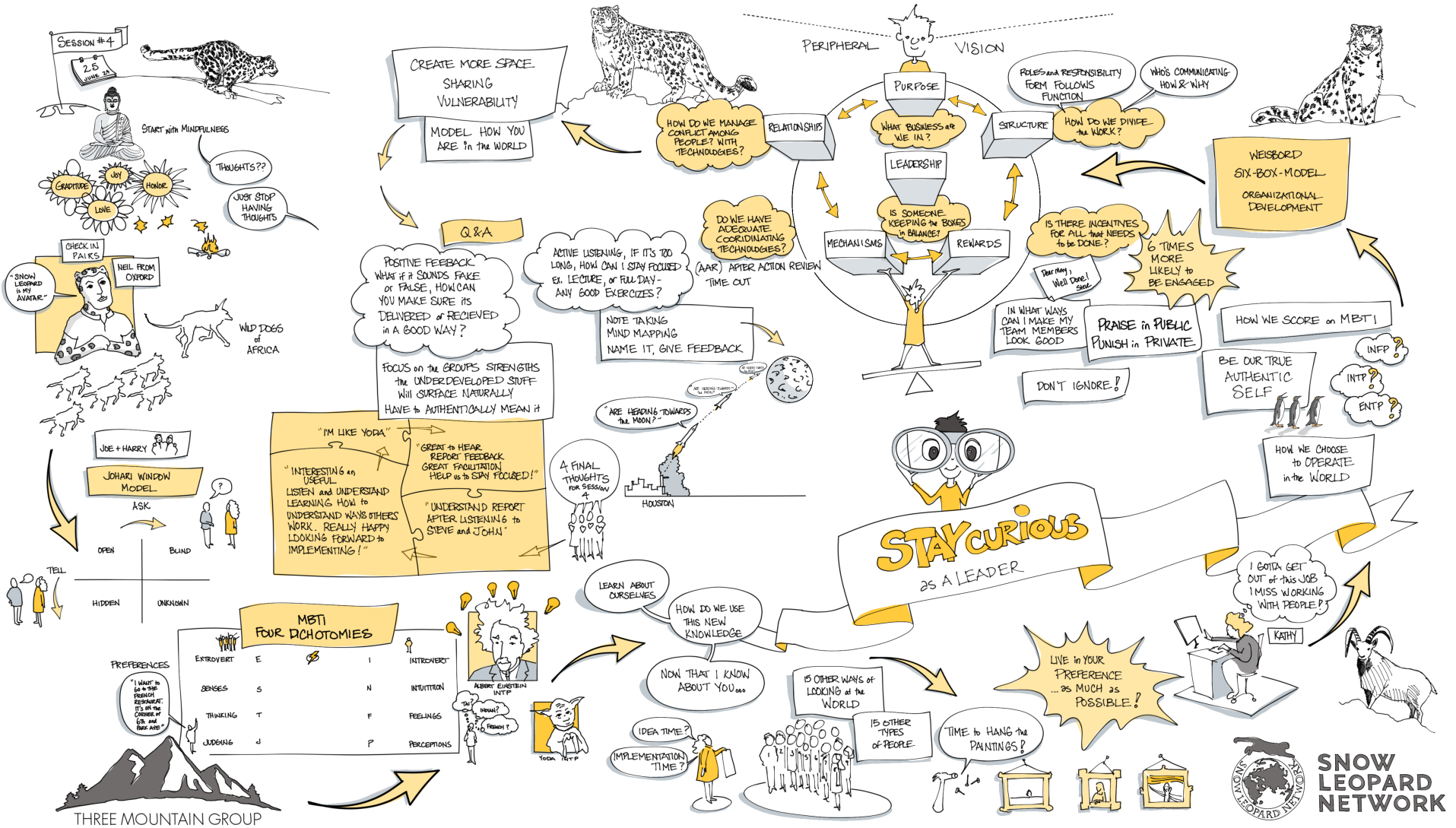
- PROBLEM SOLVER
- RESISTANCE ADDRESSOR
- RADAR WATCHER
- SPY CURIOUS

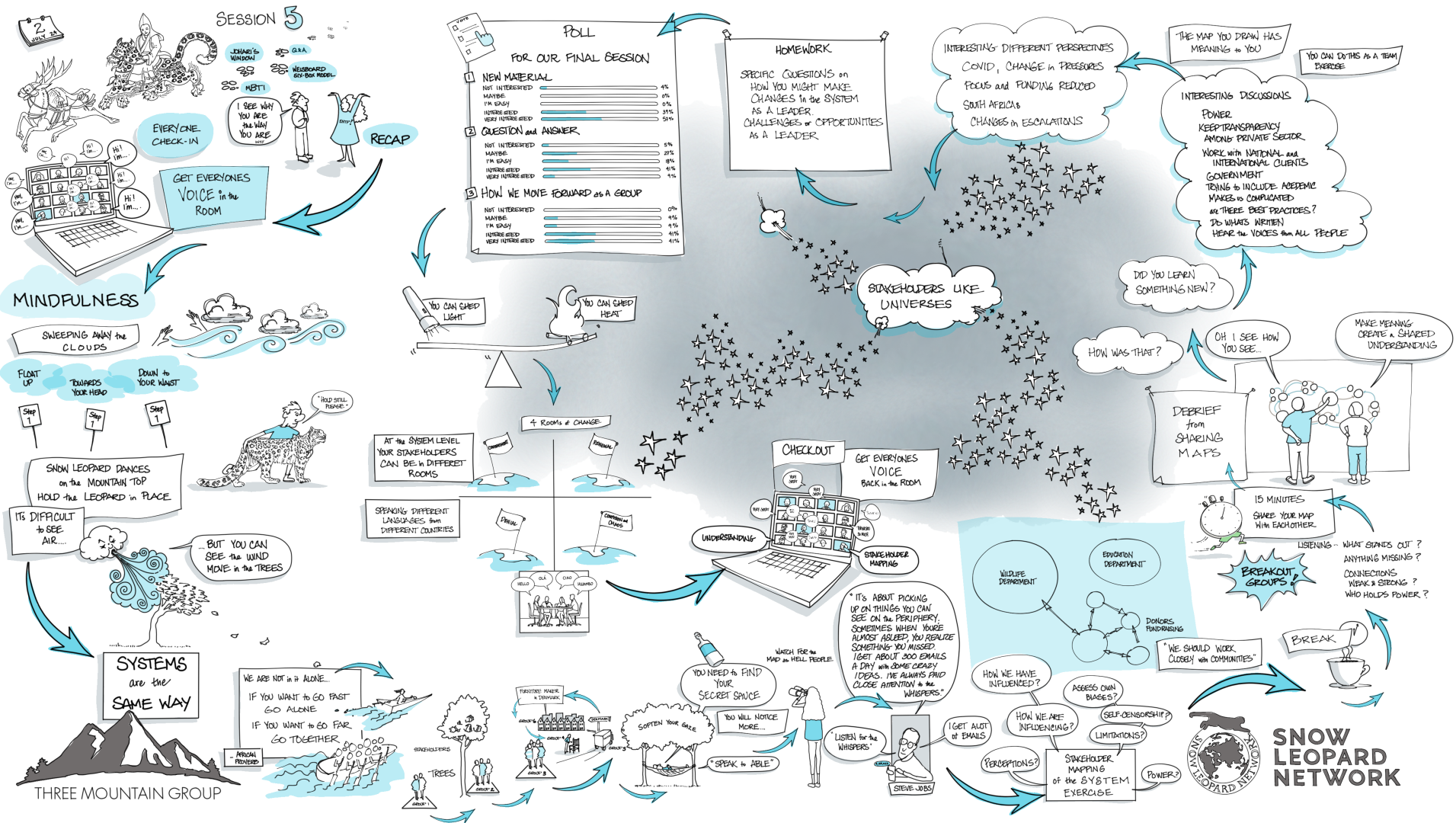
SLOW DOWN  
PAY ATTENTION



# SNOW LEOPARD NETWORK









SESSION # 6



**CHECK IN:**  
SHARE YOUR CONCERNS ABOUT BEING SYSTEMS LEADER

HELLO... HELLO...  
HI... HELLO... HELLO...  
HELLO... HELLO... HELLO...  
HELLO... HELLO... HELLO...

MINDFULNESS

**BE PRESENT and HAVE FUN**

**GESTALT CYCLE OF EXPERIENCE**

LOOK LEFT LOOK RIGHT

HMM... MY THREAT IS DRY! MAYBE I'LL HAVE A SIP OF TEA

**STALKING MAGIC**

EVERYBODY THINK AS YOU WALK UP!

PRINCIPLES + PROCESS + TOOLS + PRESENCE = MAGIC

UNHOOK and LET GO

ARTICULATING WHAT IS NEW

ACCESS DEEP INTUITION

LISTEN & INSIGHT

**THREE MOUNTAIN GROUP**

DEVELOP EXPERIMENTS

RECOGNIZE NEW REALITY

TAKE ACTION

ADAPT and IMPROVE

OBSERVE IMPACT

**GROUP 1**  
MAINTAIN the GROUP and LEARN FORWARD TOGETHER

**GROUP 2**  
SUPPORT- COACH and MENTOR EACHOTHER

**GROUP 3**  
COLLABORATE on SOME CONSERVATION CHANGE PROJECT or PROCESS TOGETHER

SHARING COMMON PROBLEMS  
FEEDBACK  
SHARING BEST/GOOD PRACTICES

LACK of UNDERSTANDING ABOUT WHAT'S POSSIBLE

WE DID IT!

IS THERE ONE NEXT STEP TO UPGRADE YOUR LEADERSHIP?

THANK YOU!  
PASSION and COMMITMENT for WORK in CONSERVATION  
YOU ARE the PERFECT LEADER  
IMPRESSED BY YOUR WILLINGNESS to TRY NEW THING

**THANK YOU!**

**DELIBERATE PAUSE**

I FORGOT to PAUSE... and NOW LOOK at ME!

I'M BORED

**CLARIFYING INTENT**

ENGAGE

SCANNING the SYSTEM

CONVENING

EMERGE

ITERATE

TAKE TIME to BUILD RAPPORT

WE NEED SOME DIFFERENT PERSPECTIVES

ENGAGE the PROBLEM PEOPLE

SHIMAN

WHO WOULD YOU LIKE to CONVINCE and WHAT WOULD YOU LIKE to DO with THEM?

NOTICE with SOFT EYES WHO ISN'T PARTICIPATING

**SHARED RESEARCH?**

FALL EARLY, FAIL OFTEN, BUT ALWAYS FAIL FORWARD

- JOHN C. MAXWELL

EXPERIMENTING

"I NEVER LOSE. I EITHER WIN or LEARN"

NELSON MANDELA

WHO WANTS to PLAY?

- SUSTAINABLE USE
- HUMAN WILDLIFE CONFLICTS
- WILDLIFE in CAPTIVITY
- COMPENSATION SCHEMES
- HOW DO WE PROPOSE THESE...
- HOW DO WE GET OTHERS INVITED to WORK TOGETHER
- JOINT RESEARCH

TABLE of CONTENTS

LEADERSHIP at SYSTEMS LEVEL VERY COMPLEX

IT'S LIKE READING a BOOK, YOU'RE GETTING the APPETIZE

GOVERNMENT at CENTER  
STAKEHOLDERS  
BUSINESS, SOCIETY,  
STUDENTS, GOVERNMENT  
THEY MIGHT HAVE KNOWLEDGE BUT DON'T HAVE PROCESS  
BOTTOM UP APPROACH to MAKE BETTER POLICIES

SOMETIMES WE ARE NOT AWARE NOT GETTING FEEDBACK  
TIMING on BRINGING in STAKEHOLDERS  
WORK-FLOW REQUIREMENTS  
ACCESS to STAKEHOLDERS

QUICK THOUGHTS:

AWARENESS PHASE  
LAY of the LAND  
ACTORS MOTIVES and INCENTIVES

MANY QUESTIONS to LEARN  
SHARING DECISION MAKING  
BUILDING CONNECTORS  
TRUST, FRIENDSHIP, CONFIDENCE  
MORE EMOTIONAL  
CULTURE, TECHNOLOGY  
BRING SMALL CHANGES at SYSTEM LEVEL

