

# Micronesians in Island Conservation

What MIC is and how it works

# A brief history of MIC

- Audrey's sabbatical
- 2 year pilot project starts in 2002 with 10 fellows from FSM and Palau
- MIC becomes a permanent network in 2003
- CNMI members join in 2005
- MIC review in 2005-2006
- RMI and Guam members join in 2006

# MIC mission

- *To strengthen the collaborative, organizational, technical and policy skills of Micronesian conservation leaders and organizations, so that together with communities we can advance the conservation and management of important natural areas in Micronesia*

# MIC goals

- MIC members strengthen essential leadership and management skills to build more effective conservation organizations.
- MIC organizations demonstrate improved effectiveness, including continuous learning and improvement.
- MIC organizations work with communities to improve the protection of important natural areas under their management
- MIC members work together on high priority local, national or regional issues
- MIC members and local institutions maintain and support an active, growing network of established and emerging conservation leaders throughout Micronesia to rapidly share experience, expertise, issues and resources.

# Criteria for membership

- Be established or emerging leaders of government or non-government organizations committed to protecting important natural areas or sustainably managing resources in the FSM, Palau, CNMI, Guam and RMI
- Have authority to make decisions about budgets and program priorities in their organization.
- Be willing to commit approximately 6-7 weeks over two years to learning with MIC.
- 3-5 years of job experience highly desirable
- Have a strong commitment to Micronesia (natives or long-term residents)
- Be recognized or potential champions for change in their state and/or country (e.g. frequently asked to participate in important issues by government, communities, and/or NGOs)

Potential new members are nominated by current members

The person, not the organization is the real member

# How to become a member

1. you are invited to a retreat by MIC members
2. you attend the retreat
3. after the retreat you will receive an application
4. if you are interested in joining MIC, you must get your supervisor/board's permission
5. once the latter formally agrees and you return the application to the MIC Coordinator you officially become an MIC member

# How to remain a member

- You become inactive:
  - you don't attend two retreats back-to-back;
  - if you are no longer in a leadership position in a conservation organization
- The number of members is not important, what is important is to have the right people. Also, MIC is expensive!

# MIC strategies & activities

1. Self-Directed Learning – network's activities and agenda determined by the individual and shared needs of the participants
  - All learning tied to actual organizational and programmatic priorities
  - Emphasis on demand-driven assistance



# MIC strategies & activities

2. Peer Learning – is widely recognized as one of the most powerful tools for personal, professional and organizational development. MIC's activities are designed to
  - Rapidly share successes and lessons learned
  - Identify and address shared needs for technical assistance, training, and other support
  - Promote learning exchanges with successful organizations rather than traditional training
  - Facilitate collaboration on local, national and regional issues.

# MIC strategies & activities

3. Learning by Doing – MIC brings the most cost-effective tools to its members
  - Facilitated organizational self-assessments and action plans
  - Peer coaching (one-on-one and retreats)
  - Targeted learning exchanges for specific goals
  - Demand-driven technical assistance designed for specific needs

# Questions?

