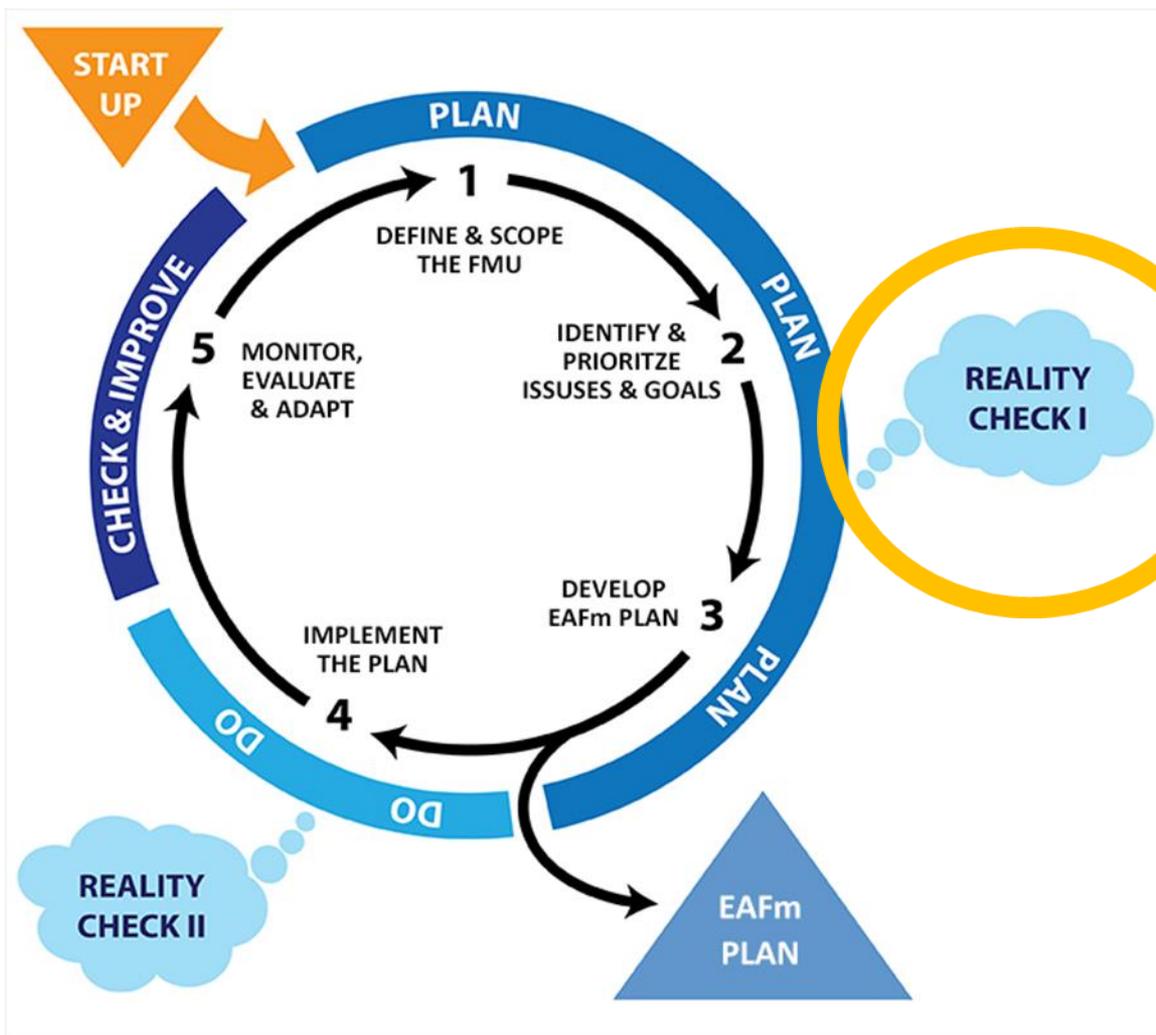# Session 12
Reality check I

Essential EAFm training
Date |Place

Session Objectives

After this session you will be able to:

- Identify the constraints and opportunities in meeting your FMU goals

- Use facilitation skills with co-management partners in focus group discussions (FGDs)

- Use conflict management to resolve conflict in EAFm

Constraints and Opportunities to Meeting the Goals

- For each goal you identified in step 2.3 there will be constraints and opportunities to achieving it

- These may include:
  - insufficient time
  - lack of human capacity/skills
  - cost
  - lack of data and information
  - lack of political, stakeholder and institutional support

- Some of these may have been already included in your threats and issues

In your groups

Identify the constraints and opportunities to achieving your FMU goals

Output:

- constraints on green cards

- opportunities on yellow cards

In your groups

Revisit your FMU maps and plot

- areas where conflicts are likely to occur and
- who the players are

Focus Group Discussions (FGD)

- A tool to work with stakeholders to reduce conflict and identify opportunities

- Participants need to share experiences, ask questions and develop their own priorities

- Role of the facilitator:
    - Raise and agree on issues
    - Stimulate discussion and find solutions

Facilitator expected to…

- Guide each session
    - Provide structure to discussion
    - Refocus the discussion as necessary
    - Guide discussion through a few general questions

- Not be too intrusive
    - Allow everyone to be heard and understood
    - Allow the discussion to flow freely

- If participants do not raise important issues, intervene

- Build rapport and trust (use active listening)

Activity

Hold a FGD on one topic from next slide. Feedback for all to learn from

Process:

- Form groups each with 1 facilitator, 1 observer, others = respondents

- Pick one topic (in 30 seconds) then prepare silently for 3 minutes individually

- Facilitator to initiate the FGD for the given time

- Observer to silently monitor the process

- Feedback on the FGD process from observer, facilitator, trainer & others

FGD Topic Options

1. EAFm plan exists but there is little political will; government lacks interest; it has not delivered on promises. Suggestions?

2. The government, fishery officers and police should enforce compliance – do they?

3. Rules and regulations have been set as a result of the EAFm Plan but one group of stakeholders is not doing what it is supposed to do. Suggestions?

Conflict in EAFm

- Many of the constraints and opportunities may involve conflict:
    - in views and opinions; and
    - of a more physical nature (fighting)

- Where is conflict likely to occur in the EAFm process? (remember your map)

- Is conflict always bad?

- People tend to resist change; conflict needs to be seen as part of change

Conflict as Change Process

Commitment

Acceptance

Resistance

Denial
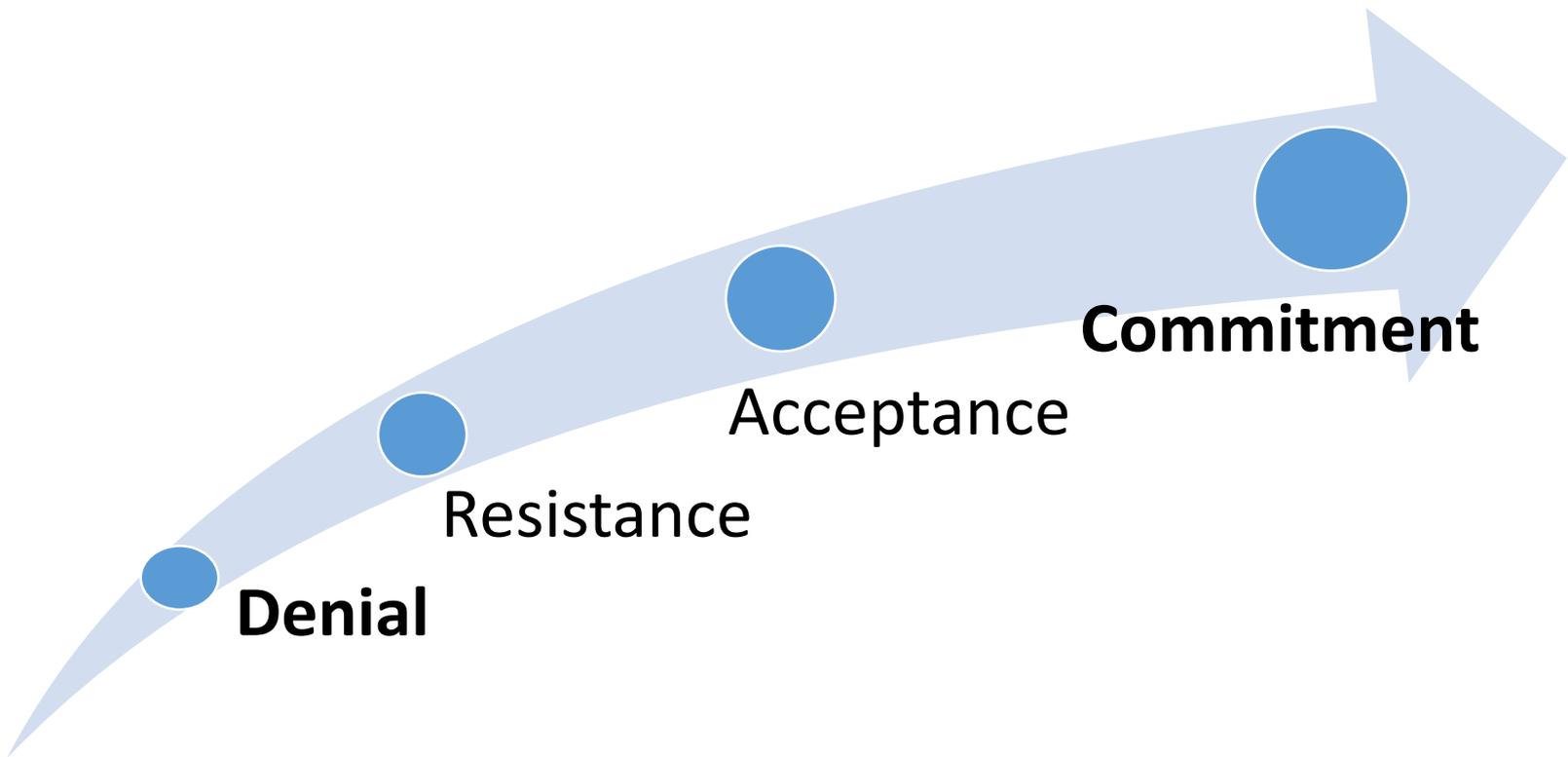
Conflict Management

WHAT?

A form of facilitated negotiation

HOW?

Apply skills that help people express differences and solve problems for a WIN-WIN outcome

Negotiating

Questioning

Listening

Mediating

Negotiation Strategy

Understand the conflict

- who, what, why, etc.

Act as the facilitator

Move towards a win-win outcome

1. Prepare & analyse
2. Discuss the options
3. Propose and seek solutions
4. Bargain

Powerful Questioning

Ask lots of questions and listen actively to the answers!!

1. Questions to challenge assumptions
2. Questions to move forward (get out of stalemates)
3. Questions to stimulate thinking or convey a vision
4. Questions to float an idea

Key Messages

- In Reality Check I, the constraints and opportunities to achieving the EAFm goals are assessed

- Facilitated focus group discussions and conflict resolution can help resolve many constraints

- Negotiated win:win outcomes are often possible

'Win-Win' Solutions Role Play

In groups:

1. Read your conflict scenario and decide which role you each will play

2. Prepare your role (arguments / character) for 5 minutes

3. Role play the scene

4. Provide feedback on conflict resolution