

# 12. Reality check I

Essential EAFM

Date • Place



**CORAL TRIANGLE INITIATIVE**  
ON CORAL REEFS, FISHERIES AND FOOD SECURITY

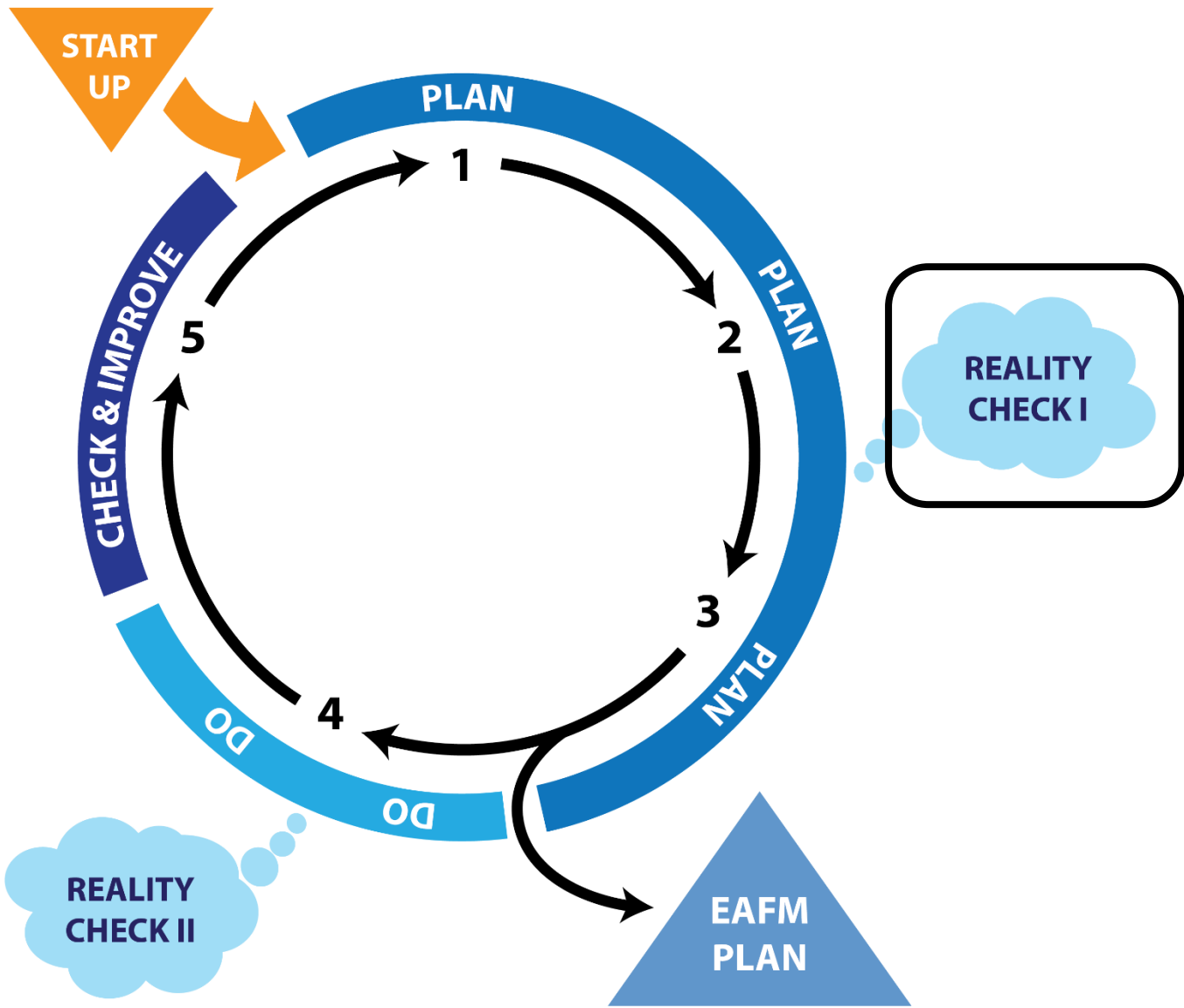


**Norad**



**USAID**  
FROM THE AMERICAN PEOPLE

**ASIA**





# 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

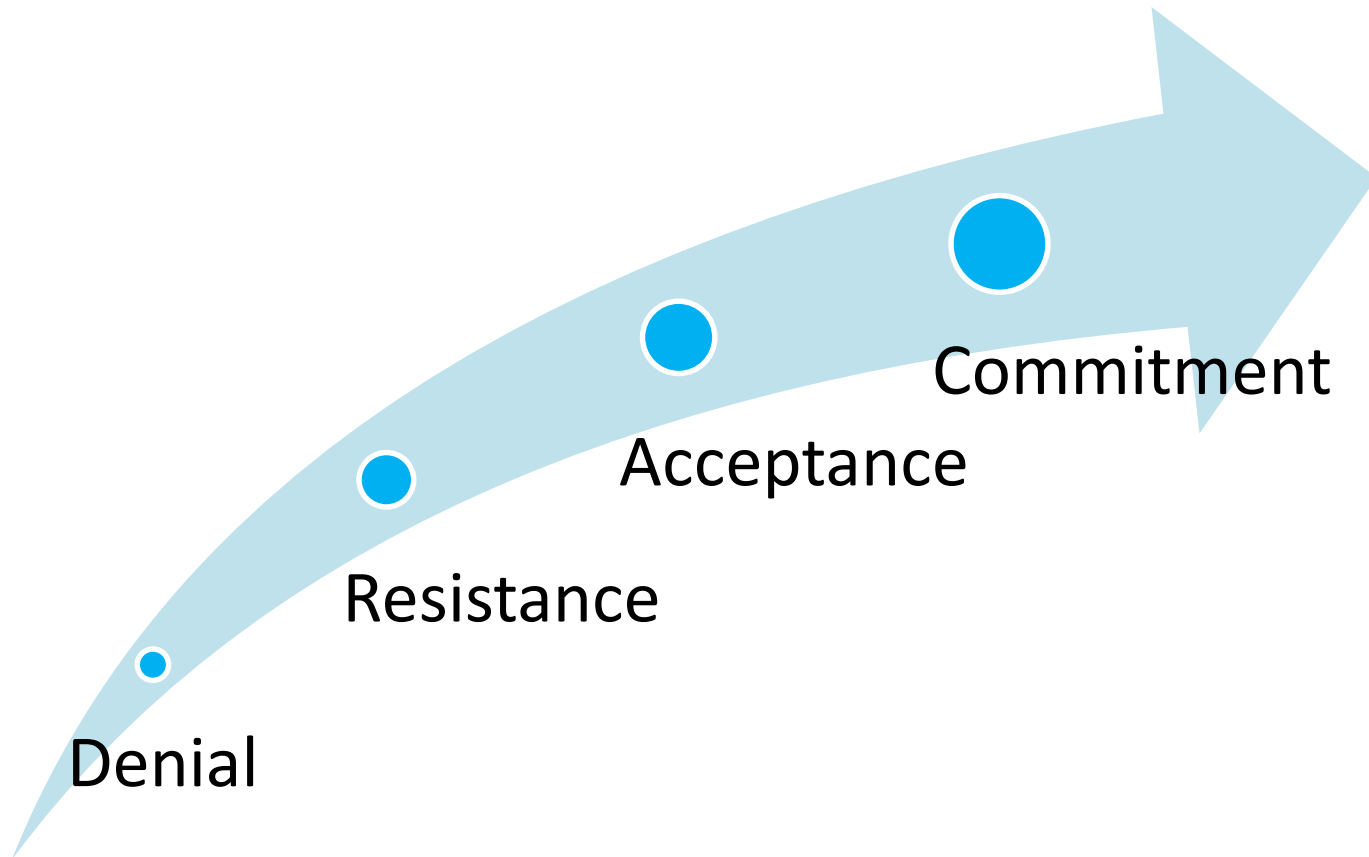
1. EAFM plan exists but there is little political will; government lacks interest; it has not delivered on promises. Suggestions?
2. The government, police and navy should enforce compliance – do they?
3. Rules and regulations have been set as a result of the EAFM Plan but one group of stakeholders is 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



# 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







# Negotiation

<http://www.youtube.com/watch?v=1FeM6kp9Q80>



# 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