

## FINAL PROJECT COMPLETION REPORT

### I. BASIC DATA

**Organization Name:** Conservation International

**Project Title:** Management Training

**Project Dates:** January 2001 – December 2003

**Date of Report:** August 31, 2004

### II. OPENING REMARKS

*Provide any opening remarks that may assist in the review of this report.*

### III. ACHIEVEMENT OF PROJECT PURPOSE

**Project Purpose:** *Increased number of qualified Malagasy conservation professionals using up-to-date biodiversity information and tools.*

#### Planned vs. Actual Performance

Indicator	Actual at Completion
<b>Purpose-level:</b>	
1.1 <i>At least 75% of people trained continue work with Conservation International demonstrating abilities in: language skills, variety of computer skills, or quality PCM practices (reports, implementation planning and supervision, etc.)</i>	<i>100% of people trained are still working with CI</i>
1.2 <i>Staff trained in OD&amp;T are actively involved in facilitating workshops and planning sessions with CI project teams and with partners.</i>	<i>In 2001, the staff member trained in OD&amp;T carried out an orientation program training for all CI-MAD staff. A draft has been submitted to CI-DC. In 2002, as a Director of Operation, the OD&amp;T beneficiary has conducted an internal training on PDQ elaboration for all staff.</i>

**Describe the success of the project in terms of achieving its intended impact objective and performance indicators.**

CI-MAD program staff members become qualified conservation professionals

**Were there any unexpected impacts (positive or negative)?**

No

#### IV. PROJECT OUTPUTS

**Project Outputs:** Enter the project outputs from the Logical Framework for the project

#### Planned vs. Actual Performance

Indicator	Actual at Completion
<b>Output 1: Generic professional training program designed and implemented for select staff.</b>	
1.1 All CI staff complete a minimum of 6-months of English language course (based on ability-levels as determined by training institute). Training to be provided by both the American Cultural Center and the English Cultural Center (depending on location of staff).	All staff members recruited before 2003 completed 6 months of English language course.
1.2 Basic computer training delivered to staff in accordance with specific staff needs and requirements. *Specific needs list may be obtained separately.	5 staff members were trained in Access. Field staff members were trained in basic computer training.
1.3 Basic project cycle management (PCM) training provided for all CI staff and invite partner participants over the course of years 1 and 2.	2 staff members from CI-MAD attended the training organized by CI-DC. An internal workshop was held for CI-MAD field staff.
<b>Output 2: Organizational Development &amp; Training program carried out for CI-Madagascar staff.</b>	
2.1 See details as described in CI OD&T program.	
<b>Output 3: Needs specific training supported.</b>	
3.1 Staff participation in CI-DC training opportunities as such: PCM (advanced), GIS, K.M., Finance, Administration & management	One financial staff member attended oracle software training with CI-DC's Finance Department.
3.2 Staff participation in additional training opportunities as may be available by partners, universities, etc.	One biologist attended biodiversity monitoring and assessment training with the Smithsonian Institution. One GIS specialist trained in ArcView, GPS and remote sensing. Four drivers trained in mechanics. One person trained as camera reporter.

**Describe the success of the project in terms of delivering the intended outputs.**

The trained staff members become more confident in their capacity. They are more motivated.

**Were any outputs unrealized? If so, how has this affected the overall impact of the project?**

No

## V. SAFEGUARD POLICY ASSESSMENTS

***Provide a summary of the implementation of any required action toward the environmental and social safeguard policies within the project.***

GIS specialist has contributed to updating the Madagascar vegetation map and other thematic maps (species distribution, zoning...)

The cameraman contributed in producing photos for CI-MAD reports.

## VI. LESSONS LEARNED FROM THE PROJECT

***Describe any lessons learned during the various phases of the project. Consider lessons both for future projects, as well as for CEPF's future performance.***

Each staff member needs to be trained periodically, according to new technology (i.e. new tools used in GIS, IT...). Training needs should be identified on an annual basis. CI-DC and CI-MAD should work closely to identify all training opportunities.

***Project Design Process: (aspects of the project design that contributed to its success/failure)***

- Training needs well identified,
- Training opportunities existed
- Budget available

***Project Execution: (aspects of the project execution that contributed to its success/failure)***

- Knowledge immediately applicable

## VII. ADDITIONAL COMMENTS AND RECOMMENDATIONS

- Only permanent employees should benefit training session
- Budget planning should include training program
- Training opportunities should be offered to all employees according to the evolution of methods and tools (new technology)

**For more information about this project, please contact:**

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