

LEADING THE WAY: EFFECTIVE MANAGEMENT FOR MARINE CONSERVATION AND BIODIVERSITY

IMPACT REPORT 2024-2025



I. Executive Summary

Leading the Way: Effective Management for Marine Conservation and Biodiversity is a 12-week professional development course for conservation professionals working in the marine conservation sector in Africa. The course is designed to empower conservation professionals working in the marine conservation sector in Africa, with strategic leadership, policy engagement, and practical management tools to drive impactful change and achieve sustainable outcomes.

The first cohort of the programme began in 2024, from 25th March until 3rd June 2024. Nineteen participants joined the course coming from different sectors in the marine conservation field. During the second cohort we had 15 outstanding professionals drawn from marine conservation organizations from across Africa. The course started on 19th August 2024 and ended on 30th October 2024. The third cohort started on 4th June 2025 and ended on 20th August 2025, with 22 fully funded participants.

Survey responses from participants reported that the programme has directly improved the effectiveness, impact, and sustainability of their conservation and environmental management work. Furthermore, the programme has strengthened organizational effectiveness by enhancing strategic, improving project quality and implementation, expanding fundraising and partnership opportunities.



II. Participant satisfaction

Participant satisfaction with the course is very positive, as reflected in the feedback received, on a scale of 1–5 (1 being the lowest rating and 5 being the highest rating), 83% of the alumni who responded to our survey scored 5, that they would recommend a colleague to apply for the next iteration of the course.



Tsihoboto Marcellin, Madagascar

Thank you so much for your support and for making this course happen. It was a pleasure attending the course. And I am especially grateful to the entire team. You were amazing!



Hervé Ndriamparany Rahoasa, Madagascar

I'm grateful for the opportunity to have participated in this programme and will certainly apply the knowledge and skills gained within the LMMA Network in my country, Madagascar. Thank you once again for your support throughout the course.



Zipporah Muchiri, Kenya

The knowledge and skills gained from the course have been very valuable in my work, and I look forward to applying them further in advancing marine conservation efforts. I will also make use of the CPD UK platform and complete the feedback form as requested.



III. Individual impact

100% of the participants who replied to the survey declared that they are applying skills or knowledge from the programme directly in their role.

The majority of the participants reported that the programme has strengthened their leadership, planning, and decision-making, enabling them to apply tools like Theory of Change, systems thinking, and SWOT analysis in their daily work.

They have used these skills to secure grants, implement conservation projects, and engage communities effectively, ensuring local ownership and better adoption of initiatives. It has also enhanced strategic thinking and collaboration, linking ecological science with governance, livelihoods, and sustainable finance.



Marcellin Roandrianasolo TSIHOBOTO, Madagascar

Conservation Coordinator at Time and Tide Foundation

"It helped me to see conservation not only as a way to protect natural resources, but also as an opportunity to generate income for community development. I am now more open to business partnerships."



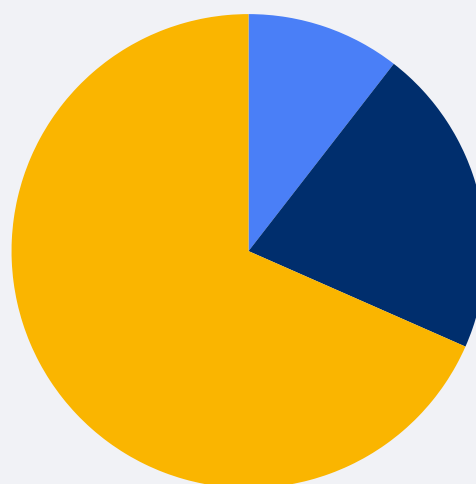
Tima M. Dago, Kenya

Marine Ranger at Kenya Wildlife Service

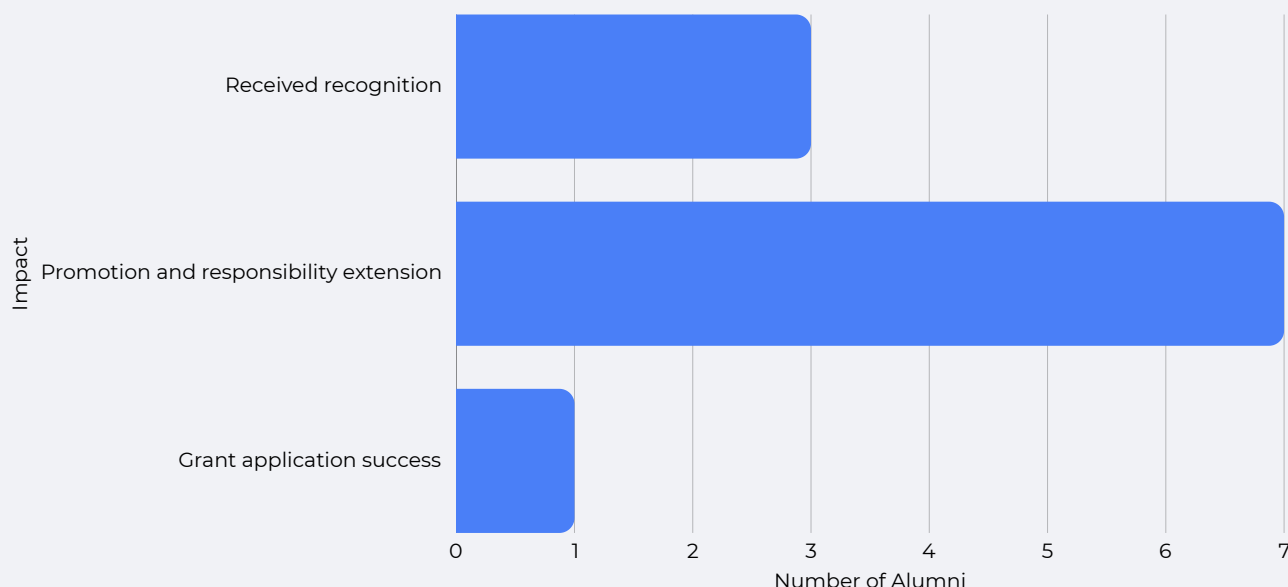
"The program certification has scaled up my qualifications which has led to subsequent recognition through awards e.g. Diane Skinner award finalist, GRAA Awards etc."

Below are the top **3 areas** they have applied most on their role:

-  Strategic planning, Systems thinking, Project management, Monitoring & evaluation
-  Stakeholder engagement, Systems thinking
-  Leadership & management, Strategic planning, Systems thinking, Project management, Team management, Monitoring & evaluation



Programme Completion Impact



1. Received Recognitions

Name	Organizations	Role
Hassan Mbale Machafu	Kenya Wildlife Service	Marine Ranger
Tima Dago	Kenya Wildlife Service	Ranger
Maliehaa Sumar	The People & Planet Company	Founder

2. Gained new roles or extended responsibility



Kareen Andriantsiferana, Madagascar

Previous role: South Western Indian Ocean (SWIO) technical officer, WWF

Current role: SWIO Technical Programme & Blue Forests Conservation Coordinator, WWF

She now has a dual function of leading various technical aspects of the SWIO Seascape Programme, implementing a range of projects across the SWIO portfolio and leading blue forests conservation in Kenya, Madagascar, Mozambique, South Africa and Tanzania

“I’ve stepped up to the plate and brought ideas outside the box to implement the projects I am leading. The course also helped me gain more confidence in myself. As such, I applied to a more senior position at WWF, and got the job shortly after I finished the course.”

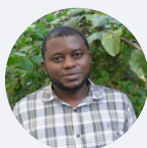


Abdinasir Abdulle Mohamed, Somalia

Previous role: Banadir Regional Administration (BRA) Fisheries
Coordinator for the Ministry of Fisheries and Blue Economy of Somalia.

Current Role: Head of fisheries development at BRA

“It was a useful program using Theory of Change and learned different ways to engage stakeholders. Through this programme, I aim to strengthen co-management of small-scale fisheries and advance marine conservation in Somalia. For example, applying such frameworks learned in the course.”



Omary Ukasha, Tanzania

Previous role/title: Field officer, Mwambao coastal community network
Tanzania

Current role/title: Field coordinator/project lead, Mwambao coastal
community network Tanzania

“Knowledge is power; the programme has increased my working confidence with important skills and knowledge in conservation and management. I also increased confidence due to knowledge and skills gained from the programme.”



Ndriamparany Hervé Rahoasa, Madagascar

Previous role/title: Field officer, Mwambao coastal community network
Tanzania

Current role/title: Field coordinator/project lead, Mwambao coastal
community network Tanzania

His area of responsibility has been expanded. He previously held the position of Regional Manager for the North and now serves as Regional Manager for both the North and South regions at MIHARI Network Madagascar.

“The programme has strengthened my leadership and management approach in supporting LMMA communities. I apply strategic planning and stakeholder engagement tools when coordinating regional activities, facilitating community meetings, and working with government and NGO partners. For example, I recently used systems thinking and monitoring concepts from the course to improve the planning and follow-up of regional LMMA capacity-building activities.”

“As a result of this programme, I am contributing to more effective community-based marine conservation through improved leadership and management practices. I support LMMA communities in strengthening governance, planning, and sustainable resource management, which directly contributes to biodiversity conservation and improved livelihoods in coastal areas of Madagascar.”



Stephen Ochieng, Kenya

Current Role: Information systems expert at Information systems marine

He got into consultancy for multiple projects in Marine Conservation.

“After the course I was selected as an expert to work on the fisheries and zonation component of the Watamu MPA management plan for 2026-2036, a draft currently under revision. Systems thinking became a very useful tool when working on the component of fisheries, looking at challenges, possible solutions and policy direction to support artisanal fishing groups around the MPA and inclusion of youth and women in management of marine resources. This is a skill I learnt from the course that continues to serve beyond the current role at hand”

“In the engagements I have had the skills have been significant in informing marine fisheries resource use including setting up strategies and policies to limit human illegal fishing activities at sea. I've ended up sitting in working groups including the recent MPA zonation and fisheries one during the Watamu marine protected area management plan (2026-2036) to strategically inform MPA zones for different use types.

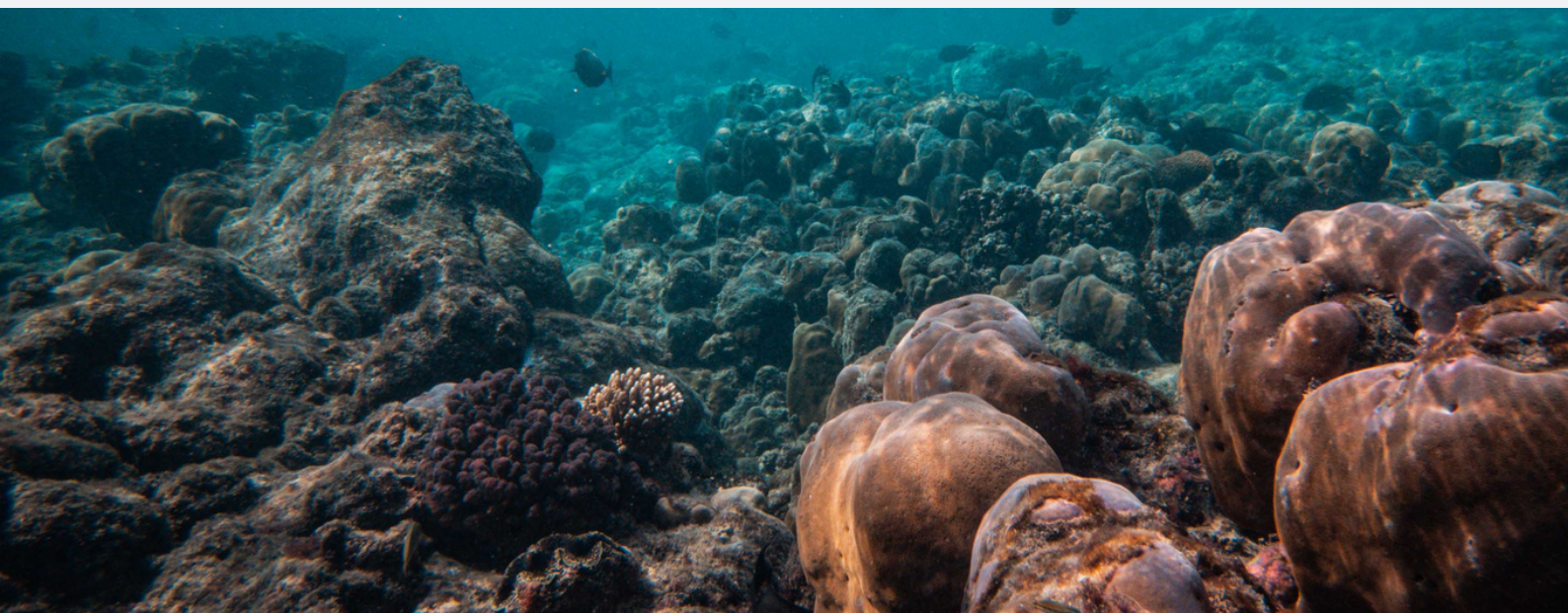
3. Succeeded in grant application



Cloverley Lawrence, South Africa

Current Role: Marine Scientist, South African National Parks

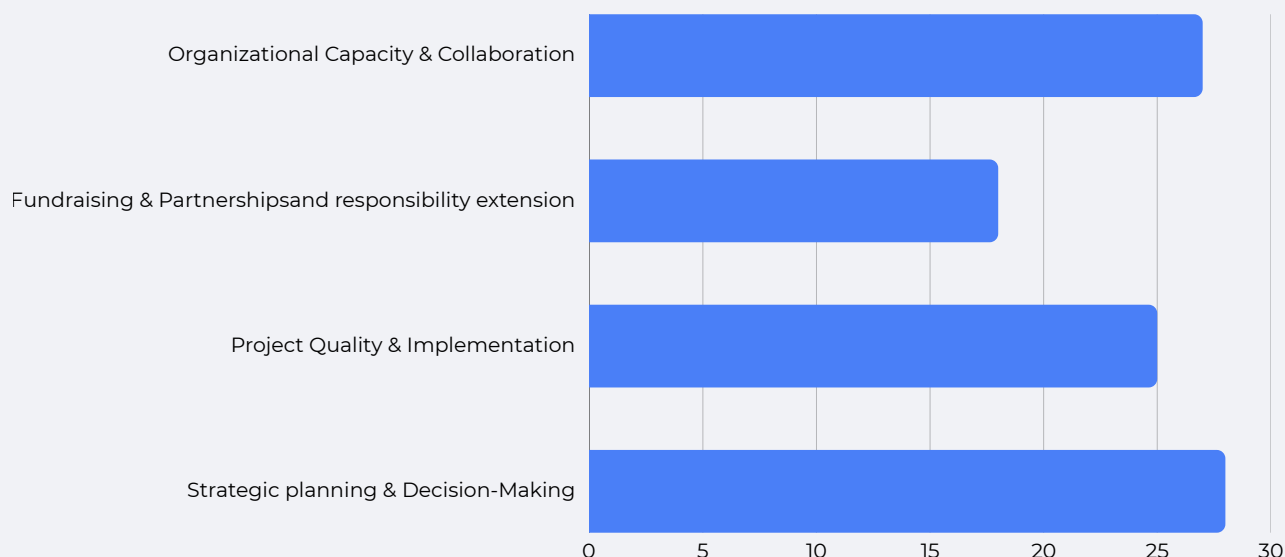
“Learnings from the course helped to apply for a substantial grant to assist in MPA research and monitoring. I was able to successfully complete a Theory of Change (learnt on the course) as part of the application. What is more, I've been involved in other projects since before the course.”



IV. Organizational impact

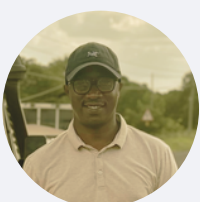
Participant feedback highlights that the programme has significantly strengthened organizational effectiveness across multiple dimensions.

Organizational Impacts



A key area of impact is the **enhancement of strategic planning and decision-making**, with organizations increasingly adopting evidence-based approaches, using data, research findings, and structured frameworks (e.g., Theory of Change, systems thinking) to design projects, communicate impact, while also designing conservation strategies that deliver greater benefits for communities and stakeholders.

The programme has also contributed to **improved project quality and implementation**, with participants applying tools such as biodiversity risk management frameworks, environmental and social management plans (ESMPs), and monitoring systems to strengthen conservation outcomes. This has led to more coherent, results-oriented, and well-coordinated project delivery.



Baraka Edward Tungalaza, Tanzania

Environmental and Biodiversity lead, EACOP project- MST Tanzania

"The programme has contributed to my organization's effectiveness by improving the quality and consistency of biodiversity risk management within project operations. For example, using the impact mitigation hierarchy and monitoring frameworks learned during the training, I supported the strengthening of site-specific Environmental and Social Management Plans (ESMPs) by incorporating clearer biodiversity protection measures, buffer zone controls, and restoration actions"

Another important outcome is the strengthening of **fundraising and partnership development**. Participants reported successfully mobilizing resources, improving proposal writing and receiving positive feedback, expanding partnerships, including greater engagement with private sector actors and stakeholders.



Susanna Maingi

"My organization has gone into partnership with other organizations to create a new innovation that utilizes waste streams like glass in the development of reef blocks to support coral reef restoration. We also enhance our programs to divert ocean-bound plastic. I am using the PESTLE and other methodologies in project planning."

In addition, the programme has enhanced **organizational capacity and collaboration**, with teams becoming more aligned, stakeholder engagement improving, and knowledge being shared more effectively across organizations.



V. Learnings and scale-up

The fourth cohort of the programme is expected to begin in mid-May 2026. We have received 38 applications from 13 African countries, representing diverse conservation organizations actively working in the marine sector. This strong level of interest reflects the programme's continued relevance and appeal.

We aim to continuously refine and redevelop the course to better respond to emerging challenges and opportunities in marine conservation. This iterative approach will allow us to strengthen both content and delivery, ensuring the programme remains relevant, impactful, and aligned with the evolving needs of practitioners.

Looking ahead, we are committed to sustaining and scaling the programme by continuing to offer to future cohorts, expanding its reach, and deepening its impact across Africa and beyond.

