

1 Scan the challenges ahead

List the challenges you face in the next 6 months. **Circle a couple** that will stretch your knowledge and skills.

Organise

Invite people to participate in the network or group. Appreciate their contributions. Plan, and review your plans. Know your funding options. Set up systems to manage projects, staff and money. Facilitate meetings. Monitor and report to funders, other partners and your community.

Collaborate

Use and build social networks. Keep track of who's who in agencies, and policy, and funding. Understand others' goals and the demands on them. Build trust. Find the fit with partners' goals and capacities. Negotiate roles around possible joint projects. Jointly design projects, test, & redesign based on what you learn. Give and receive feedback. Deal with differences in expectations as soon as these emerge.

Influence

Connect to the opinion leaders in communities, agencies and industry. Build trust with leaders. Communicate with different types of landholder, one-to-one and in groups. Build relationships with partner organisations, at manager and staff levels. Promote Landcare's work, using diverse media, and targeting new audiences. Translate specialist NRM jargon into ordinary language.

2

Get specific

At left, underline the practices you'll need as you handle that challenge.

Choose **just one** or two as your learning focus for the next three months.

3

Frame your question

Frame your learning focus as a *question without easy answers*.

We need good questions **more** than we need answers. The raw materials for answers are everywhere: a good question brings that material together around your question – work events, comments from others, leads from the web, etc. Make the question a question *without easy answers*, at the edge of your competence.

Write it down, plus why it's important to you.