



## Curriculum

The NRLI curriculum focuses on skills, tools, and strategies related to conflict management and effective leadership. A sample syllabus that describes the curriculum focus, topics, and objectives for the eight sessions is provided below.

### Session 1 (August)

**Curriculum Focus:** Introduction to natural resources leadership.

**Objectives:**

- ◆ Explore the NRLI concept of leadership in natural resource management.
- ◆ Initiate a discussion of natural resource issues and stakeholders in Florida.

### Session 2 (September)

**Curriculum Focus:** Analyzing natural resource conflicts and collaboration.

**Objectives:**

- ◆ Define conflict and examine conflict related to natural resource management.
- ◆ Explore the concept of stakeholders; distinguish between positions and interests.
- ◆ Discuss and practice empathic listening.
- ◆ Apply the 'triangle of needs and interests' to stakeholder analysis.
- ◆ Analyze a controversial issue using the situation assessment tool.

### Session 3 (October)

**Curriculum Focus:** Values, perceptions, and understanding stakeholder needs.

**Objectives:**

- ◆ Discuss the language of conflict and common approaches for addressing serious disputes.
- ◆ Explore the implications of values systems, perceptions, and relationships on natural resource decision-making.
- ◆ Practice framing for collaborative problem-solving.

### Session 4 (November)

**Curriculum Focus:** Designing effective meetings and group decision-making processes.

**Objectives:**

- ◆ Learn about and practice applying the concepts of effective meeting design.
- ◆ Learn about and apply interview and observation skills.
- ◆ Explore the role of data/structural issues in generating and/or managing conflict.

### **Session 5 (January)**

**Curriculum Focus:** Understanding group dynamics and applying effective facilitation strategies.

**Objectives:**

- ◆ Learn about group task and maintenance functions.
- ◆ Discuss the phenomenon of the “groan zone” and its importance to decision-making.
- ◆ Learn about and apply facilitation skills and techniques.
- ◆ Engage in a scenarios planning exercise and examine its utility for addressing complex multi-stakeholder issues.

### **Session 6 (February)**

**Curriculum Focus:** Dealing with challenging stakeholders and applying principled negotiation practices.

**Objectives:**

- ◆ Learn about principled, interests-based negotiation.
- ◆ Practice negotiation planning and apply principled negotiation techniques.
- ◆ Learn about multi-stakeholder processes.
- ◆ Practice strategies for dealing with difficult interpersonal and group dynamics.
- ◆ Address power differences in negotiation.

### **Session 7 (March)**

**Curriculum Focus:** Applying mediation strategies to resolve disputes.

**Objectives:**

- ◆ Practice planning for and engaging in a mediation conference.
- ◆ Reflect on personal leadership goals: the next 5 years.

### **Session 8 (April)**

**Curriculum Focus:** Review, reflect on, and evaluate what you have learned in NRLL.

**Objectives:**

- ◆ Present practicum projects; reflect on results and lessons learned.
- ◆ Reflect on and review concepts, tools, and approaches learned in NRLL.