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 NRLI.

Objectives:
- Present practicum projects; reflect on results and lessons learned.
- Reflect on and review concepts, tools, and approaches learned in NRLI.