

Day 1: Foundations of Change in Agroforestry

Day 1 builds motivation and foundational knowledge for understanding and facilitating change. Participants will explore what change means in the agroforestry context and the pivotal role of the advisor in enabling it. We introduce influential change models (from Kurt Lewin’s classic 3-step model to John Kotter’s 8-step process) to provide a roadmap of how change unfolds. Through agroforestry examples, participants see how these models translate into practice (e.g. “unfreezing” traditional mindsets to try alley cropping). The day also focuses on **communication skills and stakeholder engagement** – since producing change is largely a communication-driven process of creating new shared understandings. Participants will reflect on their own experiences with change, practice active listening and dialogue, and learn to identify driving and restraining forces in a change effort. By the end of Day 1, they will have a toolkit of concepts and initial strategies to plan and initiate change processes, setting the stage for the more advanced topics on Day 2.

Schedule at a Glance (Day 1)

09:00–09:30	Welcome, Introductions, and Workshop Overview
09:30–10:45	Session 1 – Introduction to Change and the Advisor’s Role
10:45–11:00	Break
11:00–12:30	Session 2 – Understanding Change Models (Lewin, Kotter, Satir)
12:30–13:30	Lunch
13:30–15:00	Session 3 – Communication Strategies for Change
15:00–15:15	Break
15:15–16:30	Session 4 – Personal Reflection & Planning for Change
16:30	Day 1 Wrap-Up & Reflection Assignment

(Note: Timing can be adjusted based on participant number and interaction level. Each session includes interactive components as detailed below.)