

BEKAL Pemimpin Program Interim Report 2023

Nurturing emerging environmental
leaders of Indonesia towards
equitable, sustainable, and locally
rooted natural resource management.

Diselenggarakan oleh:



Didukung oleh:



What has been accomplished in connection with the desired outcomes to date? Highlight specific activities that contributed to the desired outcome.

BEKAL Cohort 3 (three) Kick off: Foundation Workshop

The Foundation Workshop was held on the 12th-15th of May in Makassar, South Sulawesi, with the goal of establishing a solid learning container, introducing the basic framework of awareness-based transformation, and exposing the complexity of current natural resource issues in Indonesia. The workshop was the first opportunity for participants to meet the UID facilitators and get to know one another in person – as well as their respective projects in their organizations.

The following are some of the key takeaways for workshop participants: an introduction to Systems Thinking, Theory U, mindfulness, and spiritual awareness in applying theory U in a pleasant way. Based on the feedback, participants generally want to learn more about Theory U and mindfulness practice.

Within the sessions, participants had the opportunity to reflect the complexities of natural resources issues in Indonesia and sustainable practices from our guest speakers:

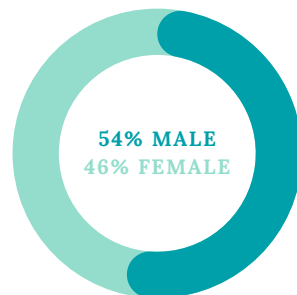
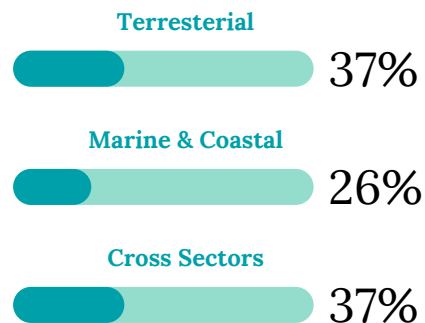
- Mr. Wiratno – former Director General of Natural Resources and Ecosystem Conservation – Ministry of Environment and Forestry.
- Mr. Indraka Fadhilah – alumni of BEKAL cohort 1 and COO of Aruna, a start-up entrepreneur focusing in sustainable fisheries business.
- Ms. Andhyta Fircelli Utami – Co founder of Think Policy.



BEKAL Cohort 3 (three) participants

Following a rigorous selection process, 62 participants were selected from 26 provinces, with 54.8% male and 45.2% female representation. The terrestrial (37,1%) and cross sectors (37,1%) continue to dominate the cohort, while marine accounts for only 25,8% of total participants. Reviewing applicants' essays, interviewing short-listed candidates, consulting with the advisory board, and checking references were all part of the selection process. In addition to the BEKAL Pemimpin team and UID faculty, alumni from cohorts 1 and 2 were represented on the selection committee. Among the selected participants are consisting of representatives from:

- National government ministries – particularly Ministry of Environment and Forestry, Coordinating Ministry of Marine and Investment, Ministry of Marine and Fisheries, Ministry of Trade and Coordinating Ministry of Economic.
- International and national NGO
- Community leaders
- Academia
- Business sector
- Local governemt



Alumni gathering Sulawesi – Maluku and Greater Jakarta chapters

In order to accommodate more intense discussions from alumni who live in specific regions, a pilot alumni meeting was held in this phase, which was divided into two regions, particularly greater Jakarta and Sulawesi-Maluku. Two meetings were held in Jakarta for alumni residing in Jakarta in January and April, while a meeting was held in Makassar, South Sulawesi for alumni who live in Sulawesi and Maluku in May.

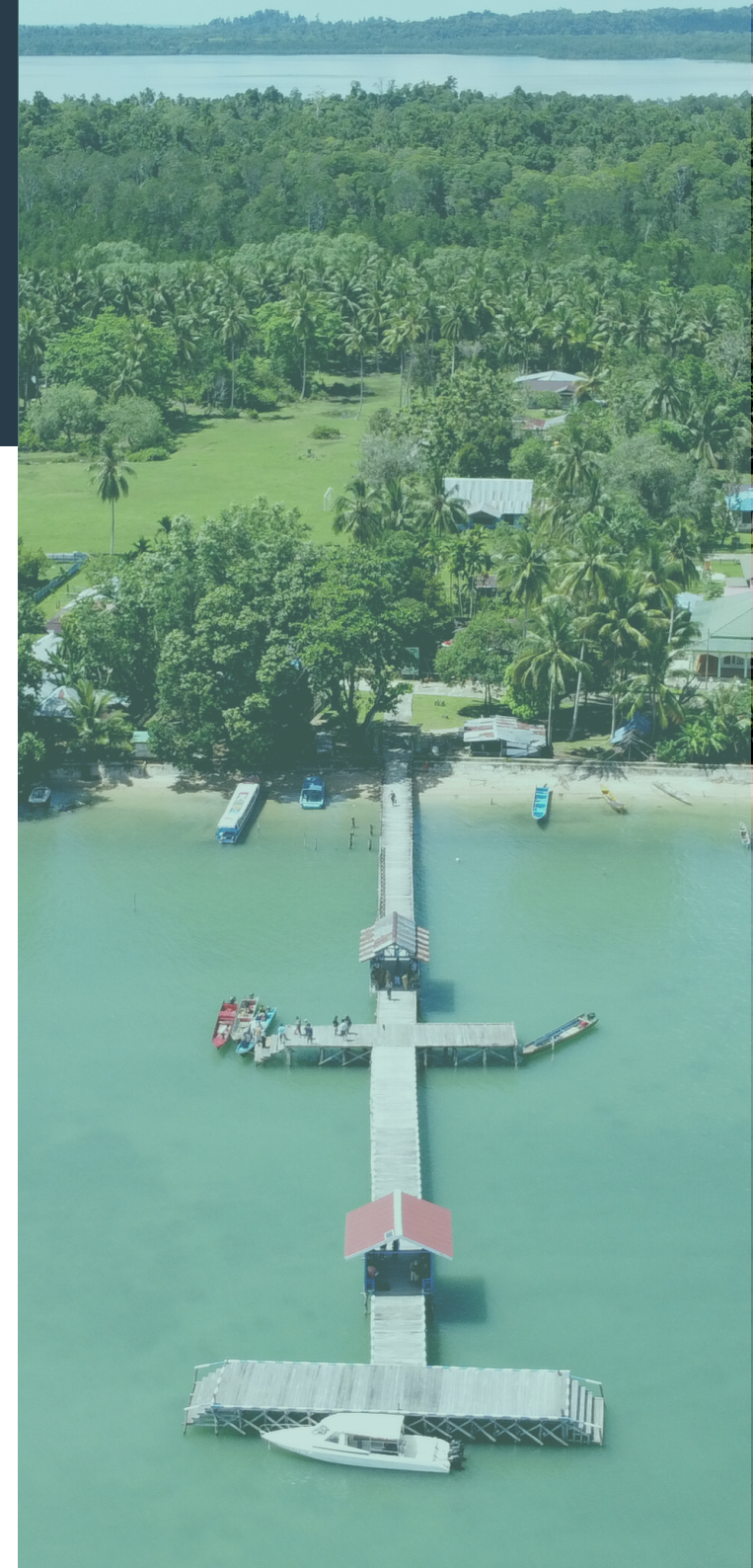
This meeting elicited feedback from alumni on the development of personal leadership, particularly on what is currently being done in their respective organizations. There is potential for collaboration and a desire to check in on a regular basis to strengthen each other's support. In terms of distance traveled and the fruitfulness of more intense discussions, alumni meetings divided into hubs like this are considered to be quite effective. The similarity of issues in their region also brings them together emotionally and allows them to help each other identifying solutions. There was also a session to assess the impact on their system.



📷 Alumni gathering at Makassar



📷 Alumni gathering at Jakarta



Technical skills training

Proposal writing is one of the technical skills identified by alumni. We provided proposal writing training through a virtual platform in November 2022, which was delivered by Ivan Ahda, a BEKAL alumni cohort 2. Alumni from multiple cohorts as well as their respective stakeholders attended the training.



Mentoring visit to prototype locations

During this quarter, the BEKAL Team traveled to Wakatobi, Southeast Sulawesi, to visit one of the prototypes. The alumna who initiated the Wakatobi sustainable fisheries prototype is a civil servant who is concerned about overfishing issues and the economic condition of local fishermen. In this visit, BEKAL team in collaboration with Telapak, a local CSO specialized in community organizing, also facilitated training session for fishermen mentors to improve their capacities in providing technical assistance.



📷 Wakatobi fisherman



📷 Case Clinic with local fisherman



Impact assessment activities

Impact assessment is another important activity during this phase. An external Monitoring & Evaluation Specialist led the process, which began with a small workshop held in Jakarta to develop a framework involving alumni representation, followed by interviews with selected alumni through virtual platform and in person meetings. Given the nature of the program, Outcome Harvesting was deemed the most appropriate method for capturing and documenting the impact at their local system. Up to 27 alumni representing prototype groups, individual prototypes, and various sectors were assessed during the first phase.

The assessment was also carried out during alumni meetings in Makasar by introducing the method and inviting alumni to share their findings from their respective perspectives. The activities are still ongoing and will continue with a workshop in Papua and the second impact assessment workshop in Jakarta to be held in June. The assessment results are presented as transformation stories on the alumni website, social media platforms Instagram and Facebook Fanpage #bekalpemimpin.

Note: Activities in Red are specific activities that contributed to the desired outcome

If applicable, briefly describe any opportunities that have emerged since the project began? How have you responded to these opportunities?

In the process of cohort 3 selection process, we have received large numbers of applicants from various sectors and throughout Indonesia. BEKAL Pemimpin program has significantly attract attention from young leaders of tri-sector, particularly the increased of applicants from the government and business sectors. Therefore, our response to this situation was to add the portion of government and business sectors compares to the previous cohort.

Alumni can provide mutual support and collaboration, strengthening one another and start to form an ecosystem.. The BEKAL team responded by organizing alumni gatherings in the form of hubs, such as those in Greater Jakarta and Sulawesi-Maluku.

Next month, Papua hub alumni will gather in Sorong, West Papua, and inviting 18 alumni who are based in Papua and West Papua.

Other opportunities that have emerged since the beginning of the project include the increasing expectations and desires of various parties to conduct similar programs for specific local governments, as well as the increasing expectations of alumni to be able to assist in the development of prototypes into projects with a larger scale of impact. This cannot be fully accomplished through the BEKAL program; therefore, it is the role of the program to facilitate with other parties who may be willing to cooperate.





If applicable, what seems to be driving the results that you're seeing, both exciting and disappointing?

- Alumni are at ease working with other alumni and feel like BEKAL is their new home.
- Alumni recommend each other's networks to apply to cohort 3, as well as the trust of other UID program alumni who have seen results in BEKAL Program alumni.
- However, alumni might put out hope that natural resource management initiatives can be fully supported by the BEKAL program. While the program can only provide small-scale seed funding to get a prototype off the ground.
- After three cohorts of recruitment, we still received fewer applicants from female leaders and the marine sectors. Despite the fact that in this batch, we specifically target organizations with women-focused programs and explicitly encourage women to apply in the announcement.

If applicable, describe any significant changes to your organization's programs, staff, structure, etc.

The BEKAL Program has produced 111 alumni and 62 new cohort 3 participants, making it as one of leading programs at UID that receives significant management attention. There have been no major shifts in terms of personnel or structure, except that during this phase, we recruited two interns to assist with event operations.

173

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