

**Report on “Five day Eco Leadership Trekking
Course for Trek Leaders”**

**Prepared By:
Kathmandu Environmental Education Project
(KEEP)
Jyatha, Thamel.**

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Acknowledgement

It is with great pleasure we inform you of the successful conclusion of the five days **Eco leadership Trekking Course** for **Trek Leaders/ Guides** organized by Kathmandu Environmental Education Project with support from Nepal Tourism Board and Nepal Mountaineering Association.

We convey our special thanks to Chief Course Instructor, **Mr. Ian Wall, UK** for his continuous support and guidance and overwhelming support to KEEP. Furthermore, our special thanks to resource person from different organization for their wonderful presentation. **Mr. Puran B. Shrestha**, DNPWC, **Mr Vimal Thapa**, BCN, **Mr. Ukesh Raj Bhuju**, Nepal Nature.com, **Dr. Ajit K Gurung** and **Mr. Rajendra Man Karmacharya** are specially recognized for their support and overall informative package of resources to the trek leaders.

We also acknowledge our Coordinators and whole KEEP family for their hard work and thorough support during the course. We hereby extend our sincere appreciation and heartfelt gratitude to **NMA** and **NTB** for their invaluable assistance in making the course successful.

We would also like to acknowledge the participants of the training for their enthusiasm and active participation during the entire training course.

Finally, we would also express our gratitude to all trekking agencies for their continuous support to conduct this course. Last but not least, thanks to all seen and unseen persons who are directly or indirectly involved in the success of this course.

Thank you all.

DB Gurung
Director
Kathmandu Environmental Education Project
(KEEP)

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1. OVERVIEW:

1.1. Tourism and its Importance:

Tourism is an essential component of development in many under-developed and developing countries. Tourism is the only industry whose benefits can be claimed equally by the country and the local/rural communities.

Tourism benefits different sectors of the economy, from infrastructure development to human development. For developing countries, the tourism industry has become the major drive for the economic development. Besides being the chief source of Foreign Exchange, tourism provides direct employment opportunities to the community people. For the developing world where people live below the poverty line, tourism provides respite to both the locals and the country by generating employment opportunities and promoting and preserving indigenous art and culture.

Nepal, as a country of amazing attractions, both natural and man-made offering a memorable experience for every visitor has been a tourist paradise for many years. Nepal has seen a magnificent growth of tourism ever since it has introduced to the world map and is the most enviable tourist destination with tourist inspiring their family and friends to visit Nepal.

The recent development in the political scenario in Nepal, and the launching of the **Nepal Tourism Year 2011 “Naturally Nepal: Once is Not Enough”**, there is growing optimism for tourism growth in Nepal. However, with thousands of visitors coming to Nepal every season, there is a need to develop able human resource who can lead tourists to a destination which they have planned for a long time to ensure it is a memorable one. Moreover, with the competitive tourism market, there is a need for more professionalism amongst such professionals.

1.2. Role of KEEP:

Despite such phenomenal growth of tourism, the key stakeholders; Leader/ guides, porters, and tourism entrepreneurs still lack all of the necessary skills and knowledge to ensure its sustenance.

Hence, it is imperative that individuals/ institution related to tourism should realize the need to develop skillful tourism professionals to ensure better professionalism by this service sector.

Kathmandu Environmental Education Project (KEEP), since its inception has been conducting various training courses and workshops to strengthen the capabilities of the tourism professionals and also providing information to these professionals to preserve their environment and culture. Various training courses and workshops including English Language Course, German Language Course, Wilderness First Aid Course, Community Development Program, Environmental Awareness & Clean-up Campaign etc.

The Kathmandu Environmental Education Project (KEEP) has been working to ensure the future ecological and cultural prosperity of Nepal and its people by maximizing the benefits and reducing the negative impacts associated with tourism. Moreover, as a part of its continued efforts towards the sustainable tourism growth, strengthening the capacities of tourism professionals through developing the skills, knowledge and values necessary to become effective leaders, KEEP has conducted Five-Day Eco Leadership Trekking Course for trek leaders/ Guides.

1.3. Objective

The fundamental objective of Eco-Leadership Trekking Course is to develop leadership qualities and understanding good leadership behaviors in tourism professionals as an exercise for developing professionalism amongst such tourism professionals along with germinating eco responsible trekking skills within the trek leaders. The Course aimed;

- Equip participants with knowledge and skills relevant to Eco-tourism as Eco-guides/ leaders.
- Educate participants of the various legal procedures and formalities of PA and others.
- Educate environmentally friendly field works experience like carbon footprint, mountain environment.
- Real time problem solving, leadership and Wilderness First Aid.

1.4. Significance of the Course:

Leadership, a critical management skill, is the ability to motivate a group of people towards a common goal. These items will help develop skills as a leader. Hence, Leadership is one essential quality that anyone in any position of leadership must develop.

Although tourism is important to Nepal's economy, we need more technical assistance and human development. Tourism is the only industry whose benefits can be claimed equally by the country and the local/rural communities. Despite such phenomenal growth, the key stakeholders as guide, porters, and tourism entrepreneurs in this industry still lack the necessary skill and knowledge to ensure its sustenance. However, despite tourism being so popular, this industry still lacks able human resource to meet the demand of this sector.

Hence, it is decisive that individuals/ institution related to tourism should realize the need to develop skillful tourism professionals to ensure better professionalism by this service sector.

The course is designed with more emphasis on practical approaches to develop and sharpen leadership skills of trek leaders. This included looking at the qualities needed to be a good leader, the skills: effective communication, presentation skills, persuasion, problem solving, conflict management, team-building etc. and also looked at specifics like the information that guides need to provide (briefing sessions) and how they can increase awareness not just amongst trekkers, but local people of the need to take care of the environment. The training provides the skills and more importantly, the confidence to lead others.

In addition to the leadership skill, necessity of ecologically sound and alert trek leaders and guides are highly felt nowadays in tourism industry. In today's world where sustainability which is emerging everywhere, so is the tourism sector: leading towards eco-tourism. Hence, to address sustainability and quality, it is therefore essential to target such professionals and give them opportunity to strengthen their capacities through trainings, workshops and awareness campaigns on various issues related to tourism.

Moreover, Responsible Tourism has been highly regarded in the Tourism industry worldwide. Also, the increasing number of “**Ecotourists/ Traveler**” also demanding the **Eco-leaders/ guides** in Nepal. This foundation course will certify the Guides/ Leaders of National and International participants as **Eco-leaders/ Guides** and distinguishes from general leaders/ guides. It emphasizes on the both knowledge, practical demonstrations and interactive approaches to develop and equipping the Eco-responsible theme. Different modules are integrated to ascertain the practical needs of the guides and leaders by going green with the advent of **Nepal Tourism Year 2011**.

2. COURSE STRUCTURE

2.1. Course Outline

The Five-Day Eco Leadership Trekking Course was held at Hotel Mustang Holiday Inn, Thamel from March 7- 11, 2011 and attended by 32 trek leaders from different Trekking Agencies. The class was conducted for eight hours each day, with fifteen minutes tea breaks before and after a one hour lunch break

The course concentrated more on practical approaches to develop and sharpen leadership skills of tourism professionals.

The course was designed into four modules i.e. Eco Trekking Leadership Styles, Campsite & Solid Waste Management, Biodiversity and Mountain Environment & Wilderness First Aid.

Module One (Eco Trekking Leadership Styles) dealt with issues on Leadership Skills: Networking Skills, Motivation Skills, and Group Dynamics, Crisis Management: Conflict Management, and also the Effective communication including Presentation Skills.

Module Two (Campsite & Solid Waste Management) specially dealt with Leave No Trace: ethics of responsible tourism to ensure minimum impact of tourism on the environment and culture. It equips the trek leaders with general campsite management and solid waste management skills.

Module Three (Biodiversity and Mountain Environment) dealt with the necessary ecological information to become a eco leader. It aims to give basic information on the ecological and cultural diversity of Nepal. It mainly focused on Protected areas of Nepal, bird watching, mountain heritage and biodiversity of Nepal. It also try to make the guides and leader aware of the legal things regarding the Biodiversity and Antiques including CITES, NPWC Act, Tourism Policy and the Code of Conduct while entering the protected areas.

The course included theoretical and practical approaches towards educating such individuals to ensure sustainable tourism in Nepal covering all aspects of being a dynamic leader and role model.

Throughout the course, learning was facilitated through lectures, large and small group discussions, individual self-awareness exercises and practical exercises. Lecture materials were supported by examples relevant to trekking group leadership, and participants were encouraged to share their own experience to enhance learning for the whole group. Detailed Course Outline is included in Annex.

2.2. Participants:

32 participants with good communicative skills participated the training. The participants were from different trekking companies with prior experience as a Group leader. The participants were interested, attentive and enthusiastic and had a very good understanding of English language, which made the course more participatory and successful. The participants were diligent, sharp minded, interested and keen to gain new knowledge. All the participants had the good knowledge of English Language, which was the most important component of this course.

2.3. Instructors:

The Five-Day Eco Leadership Trekking Course was conducted under direct supervision of Chief Course Instructor Mr. Ian Wall.

The Chief Course Instructor, Mr Ian Wall, UK is a qualified teacher, an effective and enthusiastic communicator, and has extensively worked training adults in mountain activities. He has gained experience as a Project Manager and Management Consultancy in UK. Ian has worked in the European Alps, the mountains of Scandinavia, Africa, Tibet and Ladakh. He has lived in Nepal for the last 5 years and works as UK Director for Community Action Nepal as well as being the UK representative for Community Action Treks; he is also an Advisor to the KEEP Board and consultant to the trekking industry but still finds time to be active trek leader. He is an effective and enthusiastic communicator and has extensive experience in adult learning and education needs.

In order to cover different aspects related to eco trekking, different experts, well experienced in their respective fields shared their expertise with the participant.

Different methods of Campsite Management & Solid waste management was delivered to the participants by Mr. Ian Wall, Chief Course Instructor and assisted by Mr. Arjun K. Limbu and Ms. Kabita Karki, Environmental Science Graduates having technical and practical experience in Waste Management. Regarding Biodiversity and Mountain Environment, Mr. Puran B. Shrestha, 20 years experience in Protected Areas of Nepal share his experiences with the participants. Mr. Vimal Thapa, Joint Secretary of Bird Conservation Nepal shared his experiences of Bird Watching and shows some basic techniques of bird watching. As per Mountain Heritage and Biodiversity of Nepal, Mr. Ukesh Raj Bhujju, well known

conservationist deliver the presentation regarding cultural heritage of Nepal. Dr. Ajit K. Gurung, experienced medical doctor gave basic wilderness first aid techniques to the participants assisted by Mr Rajendra Man Karmacharya.

Overall bunch of enthusiastic participants get benefitted by the experiences and expertise of a bunch of experts.

3. CLOSING AND CERTIFICATE DISTRIBUTION CEREMONY

On the March 11, 2011, the Closing and Certificate Distribution Ceremony of the Five-Day Eco Leadership Trekking Course was held successfully at Hotel Vaishali, Thamel. Mr. Zimba Zangbu Sherpa, President, Nepal Mountaineering Association, presided the ceremony as the Chief Guest for the ceremony. Also present during the ceremony included Mr. Ian Wall, Chief Course Instructor, Dr. Ajit K. Gurung, Chairperson, KEEP, Mr. DB Gurung, Director of KEEP, Members of KEEP Board Members, Resource Persons, Members of press, Instructors and Participants.

Dr. Gurung inaugurated the ceremony with the welcome speech. Mr Ian Wall, Chief Course Instructor, gave the highlights of the course followed by the speech from the instructors and the participants. The Chief Guest then handed over the "Certificates of Accomplishment" to the participants. Upon handing over the certificate, the Chief Guest congratulated all the participants for the successfully completion of the course and also expressed his appreciation to all the participants for their role in tourism and hope that the gained knowledge will give fruitful result in their career. He also handed over the "Certificate of Appreciation" to the Resource persons and Instructors appreciating for their outstanding contribution as a presenter and sharing their experiences with the participants.

In conclusion, the program was concluded with a vote of thanks by Mr. DB Gurung, Director of KEEP who expressed his sincere appreciation to all the Course Instructors, Participants and Trekking companies for their continuous support towards conducting the course with the successful conclusion.

4. CONCLUSION

The tourism industry now faces the challenge of balancing economic, social and environmental dimensions to achieve sustainable growth. Consequently, tourism professionals are the key stakeholders in the tourism industry. Their role in the tourism industry is very critical as they are in constant contact with their clients for days or even months.

As a service industry there is a greater need of professionalism among such individuals to ensure its sustenance. Hence, to address sustainability and quality, it is therefore essential to target such professionals and give them opportunity to strengthen their capacities through trainings, workshops and awareness campaigns on various issues related to tourism.

The Five-day Eco Leadership Trekking Course aims to develop eco leadership qualities in tourism professionals as an exercise for developing professionalism amongst tourism

professionals. Process-rich approaches as lectures, group discussion, problem solving exercise and other practical measures were likely to be particularly effective in promoting leadership learning.

Such training course will guide through the steps required to become a successful leader for the individuals recognizing the need for honing not only their practical but also leadership skills. Implicit in much of this report is the importance of facilitated learning approaches. The course is able to certify the Guides/ Leaders of National and International participants as **Eco-leaders/ Guides** and distinguishes from general leaders/ guides. It emphasizes on the both knowledge, practical demonstrations and interactive approaches to develop and equipping the Eco-responsible theme. Different modules are integrated to ascertain the practical needs of the guides and leaders by going green with the advent of **Nepal Tourism Year 2011**

5. RECOMMENDATION:

Based on the feedback received on the conclusion of the course, many participants believed the course duration was short and expressed their desire for a longer period. They also expressed their gratitude to all the instructors for their effort in making sure everyone understood and their patience response for repetitive enquires. They also requested for 2 days navigation training to be run by KEEP.

Overall, the Five-Day Eco Leadership Trekking Course had achieved its objectives and participants found the course to be very useful and effective.



Photo 1: Participants of the Course

ANNEX I

Photo Plates of the Course:



Photo 2 & 3 : Instructor & Participants during the Course



Photo 4: Closing and Certificate Distribution Ceremony



Photo 5: Chief Guest, Mr Zimba Zangbu Sherpa, NMA



Photo 6: Participant Sharing their Experience



Photo 7: Ian Wall Highlighting the course



Photo 8: Participant Receiving the Certificate of Accomplishment

ANNEX II

Participant's Attendance Sheet

**Five-Day Eco Leadership Trekking Course 2011
 Participants Attendance Sheet
 March 7-11, 2011**

| S.No | Name List | Day1 | Day2 | Day3 | Day4 | Day5 |
|------|--------------------------|---------|---------|---------|---------|---------|
| 1 | Aakash Kafle | Present | Present | Present | Present | Present |
| 2 | Babu Ram Gurung | Present | Present | Present | Present | Present |
| 3 | Bal Kumar Meranchi Magar | Present | Present | Present | Present | Present |
| 4 | Basanta Tamang | Present | Present | Present | Present | Present |
| 5 | Bijay Raj Karki | Present | Present | Present | Present | Present |
| 6 | Dawa Basnet | Present | Present | Present | Present | Present |
| 7 | Dawa Jangbu Lama Sherpa | Present | Present | Present | Present | Present |
| 8 | Dol Prasad Amgai | Present | Present | Present | Present | Present |
| 9 | J.B. Rai | Present | Present | Present | Present | Present |
| 10 | Kancha | Present | Present | Present | Present | Present |
| 11 | Karma Sherpa | Present | Present | Present | Present | Present |
| 12 | Kewal Raj Rai | Present | Present | Present | Present | Present |
| 13 | Kirant Kidung Rai | Present | Present | Present | Present | Present |
| 14 | Kunjang Lama Sherpa | Present | Present | Present | Present | Present |
| 15 | Lhakpa Gelu Sherpa | Present | Present | Present | Present | Present |
| 16 | Lhakpa Gato Sherpa | Present | Present | Present | Present | Present |
| 17 | M. Munawer Wahab | Present | Present | Present | Present | Present |
| 18 | Manohar Pathak | Present | Present | Present | Present | Present |
| 19 | Nawang Gyalje Sherpa | Present | Present | Present | Present | Present |
| 20 | Ngima Gellzen Sherpa | Present | Present | Present | Present | Present |
| 21 | Ngima Sherpa | Present | Present | Present | Present | Present |
| 22 | Ong Chhu Sherpa | Present | Present | Present | Present | Present |
| 23 | Pasang Dendi Sherpa | Present | Present | Present | Present | Present |
| 24 | Pasang Nima Sherpa | Present | Present | Present | Present | Present |
| 25 | Pradip Ghimire | Present | Present | Present | Present | Present |
| 26 | Raju Gurung | Present | Present | Present | Present | Present |
| 27 | Ram Bhakta Dhakal | Present | Present | Present | Present | Present |
| 28 | Shanker Gaire | Present | Present | Present | Present | Present |
| 29 | Sona Sherpa | Present | Present | Present | Present | Present |
| 30 | Tulsi Pd. Bhatta | Present | Present | Present | Present | Present |
| 31 | yagya Bahadur Karki | Present | Present | Present | Present | Present |
| 32 | SURAN KUMAR RAI | Present | Present | Present | Present | Present |
| 33 | Ngima ramang | Present | Present | Present | Present | Present |

ANNEX III:

Certificate of Accomplishment to the Participants



Certificate of Appreciation to the Resource Person



ANNEX IV

Course Schedule

Kathmandu Environmental Education Project (KEEP) ECO LEADERSHIP TREKKING COURSE 2011

March 7 – 11, 2011

Day 1: March 7, 2011

| Time | ECO-TREKKING LEADERSHIP STYLES | Resource Person |
|----------------------|---|-----------------|
| 9:00 – 9:15 | Registration of participants | |
| 9:15 – 10:45 | Introduction (leadership skills and qualities) Why are you on this Course? Are you the right sort of person to become a Trek Leader? | Ian Wall |
| 10:45 – 11:00 | Tea Break | |
| 11:00- 12:30 | Identify Leadership Skills Leadership Qualities | Ian Wall |
| 12:30 – 1:30 | Lunch | |
| 1: 30 – 14: 45 | Leadership Styles Group readiness Conflict Management Enhancing communication | Ian Wall |
| 14:45-15:00 | Tea Break | |
| 14:45 – 16: 00 | Negotiation Persuasion Conflict resolution | Ian Wall |
| 16:00 | Closing of the Day 1 | |

Day 2: March 8, 2011

| Time | ECO-TREKKING LEADERSHIP STYLES (Contd....) | Resource Person |
|----------------------|--|-----------------|
| 9:00 | Opening of Day 2 | |
| 9:00 – 10:45 | Problem solving Decision making Team building Group dynamics Role play – Briefings | Ian Wall |
| 10:45 – 11:00 | Tea Break | |
| 11:00 – 12:30 | Team building Group dynamics Role play – Briefings | Ian Wall |
| 12:30 – 1:30 | Lunch | |
| 1:30 – 14:45 | Map reading | Ian Wall |
| 14:45-15:00 | Tea Break | |
| 15:00 – 16:00 | Contd.... | |
| 16:00 | Closing of the Day 2 | |

Day 3: March 9, 2011

| Time | CAMPSITE & SOLIDWASTE MANAGEMENT | Resource Person |
|----------------------|---|--|
| 9:00 | Opening of Day 3 | |
| 9:00 – 10:45 | Campsite Management <ul style="list-style-type: none"> • Campsite Selection & its Management • Alternative Fuel • Pack in Pack out / Leave no Trace • Care of Equipments Repair | Ian Wall/ Arjun K Limbu/ Kabita Karki |
| 10:45 – 11:00 | Tea Break | |
| 11:00 – 12:30 | Campsite Management (Contd.....) | |
| 12:30 – 1:30 | Lunch | |
| 1:30 – 14:45 | Solid Waste Management <ul style="list-style-type: none"> • Introduction • Nature of waste • Management practices | Ian Wall/ Arjun K Limbu/ Kabita Karki |
| 14:45-15:00 | Tea Break | |
| 15:00 – 16:00 | Porter's Welfare and Safety <ul style="list-style-type: none"> • General Introduction & KEEP PCB Visit | Ian Wall |
| 16:00 | Closing of the Day 3 | |

Day 4: March 10, 2011

| Time | BIODIVERSITY & MOUNTAIN ENVIRONMENT | Resource Person |
|----------------------|--|-------------------------|
| 9:00 | Opening of Day 4 | |
| 9:00 – 10:00 | Protected Areas (National Parks Wildlife Reserves and Conservation Areas) of Nepal <ul style="list-style-type: none"> • Salient Features • Touristic attractions | NTNC Representative |
| 10:00- 10: 45 | Permits and Legal Aspects <ul style="list-style-type: none"> • CITES and NPWC Ac • Code of conduct • Tourism policy (mountaineering, trekking, home stays) | DNPWC Representative |
| 10:45 – 11:00 | Tea Break | |
| 11:00 – 12:30 | Bird Watching | BCN |
| 12:30 – 1:30 | Lunch | |
| 1:30 – 14:45 | Mountain heritage <ul style="list-style-type: none"> • Natural: Origin of the Himalaya, Physiography and landscapes: Peaks, glaciers, rivers and lakes • Cultural: Legends, history, festivals, folklores, monuments | URB |
| 14:45-15:00 | Tea Break | |
| 15:00 – 16:00 | Biodiversity of Nepal <ul style="list-style-type: none"> • Flora, Fauna and endemic species • Mountain Environment (challenges and opportunities) | URB |
| 16:00 | Closing of the Day 4 | |

Day 5: March 11, 2011

| Time | WILDERNESS FIRST AID | Resource Person |
|----------------------|--|------------------------|
| 9:00 | Opening of Day 5 | |
| 9:00 – 10:45 | Wilderness First Aid First Aid kit Wounds Bleeding Musculoskeletal injuries Splinting | Dr. Ajit K. Gurung |
| 10:45 – 11:00 | Tea Break | |
| 11:00 – 13:00 | AMS Cold injuries/ Frost bite Demonstration | Dr. Ajit K. Gurung |
| 13:30 | Closing & Certificate Distribution | |
| 14:00 | Lunch | |

(Note: The Course Schedule may change without prior notice)