BIOGEA

Testing BIOdiversity Gain of European Agriculture with CAP greening

Tool presentation:

Workshop on Green and Blue Infrastructure in agriculture

January 2020

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1 Introduction and context

1.1 The BIOGEA project – tools for farmers and advisors

One of the aims of the BIOGEA project is to develop tools available to farmers and their advisers to facilitate the implementation of greening measures and the maintenance of green and blue infrastructure (GBI).

The development of tools was carried out in three steps:

1. To understand the needs for new tools, a detailed analysis of the current situation on tools available in Bulgaria, Germany and Spain where the case study areas are located was carried out.

2. Structured interviews with farmers and advising stakeholders to find out their motivations and concerns regarding GBI as well as preferences and offer of advisory formats took place.

3. Based on the above analysis, tools were developed and tested together with farmers.

The tool analysis showed, that farmers and consultants in Spain and Germany have access to a range of tools to enhance biodiversity and implement greening measures whereas the number of tools available to farmers and advisers in Bulgaria is significantly lower and these focus on the financial aspects for the greening measures.

1.2 The situation in Germany

With few exceptions in Germany where formats such as webinars exist, these tools are offered in the form of online guidelines and handbooks. This was reflected in the interviews during which farmers and consultants stated a good understanding of the individual GBI elements, although the terminology GBI is not widely-used by farmers or other stakeholders. Concerns, mainly on how to integrate greening measures into existing farm practice and fulfilling all requirements, were acknowledged by the advisers. Given the wide-spread use of the internet as source of information, it was firstly concluded that the web offer should be extended. Secondly, as farmers in all three countries expressed preferences for a higher level of involvement, individual contacts and advice (e.g. on-site visits) as well the possibility for more exchange, a workshop format was developed that addresses the gaps in available tools identified, but that is also flexible enough to be adapted and modified for different contexts.

Agriculture in Germany is and has been the subject of several on-going debates in Germany, namely the Krefeld study on insect dying (decrease of insect biomass), a glyphosate ban, the revision of the German fertilizer law, nitrate pollution of groundwater bodies, a ban on piglet castration without anaesthesia or the reform of the CAP. Within the media and public sphere these debates have often been held in a rather polarized and emotional way. Farmers feel misunderstood and refuse to take the blame alone, as they work under economic constraints.

The workshop in Germany took place in this ‘field of tension’ and was designed accordingly. The wider uptake of biodiversity measures by farmers faces many barriers of different nature. Their implementation can come at a high administrative burden or increase the risk of controls and penalties (institutional barriers), be too costly in terms of time or profits forgone (economic barriers) or they contradict a farmers understanding of agriculture (cultural barriers).

1.3 The workshop as a tool

This report provides a structured overview of the tool/workshop format that was organised in Germany in March 2019 with the **overall goal to develop and test a replicable workshop format to improve the uptake of GBI by farmers**. Therefore, the workshop was not based on specific results from the BIOGEA project, but instead was kept rather general. This tool presentation starts by highlighting some organisational issues and

in the following takes up the most important elements in terms of content. The aim is that the workshop can be replicated by advisors explaining the importance of GBI elements to farmers and how such elements might be promoted through existing measures within the CAP.

To improve attitudes towards GBI and increase its uptake the workshop focused on:

- explaining how GBI promotes biodiversity and how it can be improved
- having a solution oriented debate about barriers preventing higher uptake of GBI
- informing about qualified consulting opportunities

2 Workshop on Green and Blue Infrastructure in agriculture

2.1 Workshop planning: general organisation and concept

The following sections give a step by step approach to addressing the logistics of the workshop organisation and the workshop's content.

2.1.1 Overview of the planning process

The following tasks cover the organisation before, during and after the workshop:

Before the workshop	- Concept: aims, understanding needs, agenda, structure and moderation concept - Participant organisation: contact and invite speakers, announcements and invitations, information material for participants, follow-up of registrations - Room/ location: refreshements, technology and other materials (projector, microphone) - Last preparations: print materials (agenda, participant lists, flyers), prepare name tags, etc.
On the workshop day	- Material toolkit (moderation cards, tape, pins, ...) - Registration: Participant list, name tags/signs, printed agenda and leaflets - Protocol and photo documentation
After the workshop	- Documentation and feedback: Report

Assigning tasks, clear responsibilities and documentation of processes at the start the workshop organisation, is important for the smooth running and ensures that a constructive conclusion may be reached at its end. In order to keep track, the status of tasks might be followed in a table-format as visualized in Table 1.

Table 1 Assignments of tasks (example).

Status	Aspect	Activities	Open questions	Person A	Person B	Due by
Done	Location	Set location and room	Number of chairs?			
In progress		Technology (beamer, microphone)			Organise photo camera	
Not started		Lunch, coffee				

Managing contacts and participants is among the key tasks when organising a workshop. Points to highlight are:

Tips

- *If possible, reach out to previous contacts, or establish new ones. People working with the target group (farmers) can provide further contacts. In the case of the designed workshop, for example, the regional landscape protection office emphasized the influence of larger farms and the importance of their participation.*
- *It is recommended to involve a figure that is locally recognised and/or respected by farmers and who also could do a welcome address. Also, involvement of certain participants can be desirable. Among farmers as a target group, inviting those with known influence on their peers or with environmental interests and innovative approaches is recommended.*
- *The setting and timing of the workshop should fit the targeted participants. For farmers, such a workshop should not take place in the agriculturally busy season. Generally, the late afternoon or early evening is most convenient for both farmers and employees (other stakeholders).*

- *Invitations and participants should be tracked (Table 2). A personal call might be more successful as a reminder than just an e-mail*

Table 2: Identification of participants and overview.

Nr	Name	Surname	E-mail address	Other responsibilities	Invitation sent?	Telephone number	Participation?
1	*John*	*Doe*	*Doe@farmer.com*	*Farmer Association Vivid maize*	*E-Mail: 10.02.2019*	*+49 011 11111*	*Confirmed*

A calling protocol can support the dialogue for the follow-up of the postal/e-mail invitations. This may include notes on the reminder's content:

Tips

- *Reason for the call, or reference to the original invitation (e.g. e-mail)*
- *Reference of the contact e.g. to participation at previous events, name of the person/institution that the contact was obtained from*
- *Reminding about the participation, asking for confirmation giving the title, date, time and location of the workshop*
- *Description about the workshop, partners and motivation*
- *Have an agenda at hand, send updates if asked*

The distribution of tasks during the workshop is presented in Table 3. This also ensures that necessary material is not forgotten and prepared. The need material also depends on the approach and moderation technique used (see below).

Tips

The atmosphere during the workshop is key to reaching the workshop aims. It can be positively influenced by a good moderation and setup of the room (chair array), but also by ensuring general comfort. This includes providing food, sufficient breaks, space, and fresh air, among others.

Table 3: Planning of tasks during the workshop.

Duration (minutes)	Point on the agenda	Prepared by	Necessary material	Moderated and presented by
10	*Welcome*	*Max Mustermann*	- *Laptop* - *Beamer* - *Seats and set ups*	*…*
15	*Interactive session*	*…*	- *Flashcards/imprints of landscape elements* - *Flipchart*	*…*
10	*Break*	*…*	- *Open windows*	*…*

Using a participant's list (Table 4) helps to organise the follow-up contact (e.g. distributing summaries, workshop results) after the workshop. It can also be used to ensure the consent of data usage in the form of a data protection declaration. An alternative is to require consent during registration.

Table 4 Participant's list.

Nr.	**Name**	**Organisation**	**E-Mail address,** in case you are interested in being provided with the results of the workshops and the study	I participated at the event and agree with the **data protection declaration*** (signature)

*** Data protection declaration**

Your personal data will be stored and processed according to the German/national data protection laws. There is no disclosure of personal data to third parties for other purposes than those declared, including consulting, advertising and market research.

The following questions were important in deciding on the overall structure:

- What is the aim (s) of the workshop? (for the project and for the participants)?
- What are the aims of the moderation?
- What should participants have followed through with during the workshops and what message should they take home?

The key question of ***How can the aims be reached?*** was the starting point to design the workshop. The approach was to focus on the interactive character and to involve participants as much as possible during the workshop. The presentations, where information is mainly distributed unidirectional, were kept to a minimum, while aiming to give space for participants to co-create. Therefore, much time was planned for discussions.

It is important to have appropriate moderation for the workshop. Ideally someone experienced in moderating should be engaged. Moderation should ensure an appropriate structure and rules for discussions, make sure that all have the chance to speak and that participants show appropriate respect to one another.

Tips
The workshop format influences how the workshop aims can be reached. There are various options on how to organise the format, and may often be mixed during the course of a workshop. For example, a presentation gives a first input about a topic that can be discussed in smaller groups, who then sum up their discussion results in front of the whole group. For these formats, different outlets also might be chosen from, such as PowerPoint presentation, the use of a flipchart, .. etc.
There are many moderation techniques which differ in preparation level and material required. They offer different opportunities to establish a productive atmosphere for the formats chosen, such as a discussion, a roundtable or another type of (non-)interactive session e.g. through interactive presentation rounds. This short overview[1] presents basics and techniques of moderation, and this guide provides a range of different exercises that can be employed for different purposes.

2.1.2 From structure to content: guiding questions for a workshop on Agricultural GBI

After deciding up on the workshop format, the guiding questions can be answered according to the specific aims of a workshop presenting information on GBI.

What is the aim (s) of the workshop? (for the project and for the participants)

For the project, these were: i) encouraging the restoration of biodiversity and ecosystems via adequate maintenance of GBI elements on the fields of farmers in the case study regions; ii) testing and improving the

[1] https://www.researchgate.net/publication/278727614_Moderation_of_Teamwork_Basics_and_Techniques

workshop format based on experience and feedback as well as providing a suitable workshop format to advisers.

For the participants: iii) to learn about the types of greening measures which provide greatest environmental benefits; iv) to learn more about the current debate on the CAP and environmental measures.

How can these aims be reached?

i) Increasing knowledge about the restoration of biodiversity and ecosystems through adequate maintenance of relevant GBI:
   - Imparting knowledge on the ecological benefits of landscape elements that are relevant for the region as well as their adequate management;
   - imparting knowledge on the value of biotope networks;
   - discussing ways to overcome barriers.

ii) Optimization of the workshop concept through:
   - Feedback from advisers/stakeholders
   - Feedback from participants

iii) Providing concrete information that farmers appreciate and can take home:
   - Conveying knowledge and offering opportunity to exchange on the benefits of adequate GBI management such as sustainable use of farmers' natural and financial resources
   - Conveying knowledge and offering opportunity to exchange on targeted implementation of measures that are being introduced with agricultural policy

What is the overall guiding question of the workshop?

How can I, as farmer, maintain landscape elements on my fields in a way that they fulfil their ecological function at the same time as minimizing my effort?

What should participants considered during the workshops and what message should they take home?

Participants should have been able to exchange on their approaches to address problems they experienced while implementing environmental measures. They should have reflected, what landscape elements they have on their fields and their potential for species conservation, biodiversity and ecosystem services as well as what barriers are hindering them in implementation and how to overcome these.

What are the aims of the moderation?

Motivating farmers to exchange and reflect on the potential for the environment that landscape elements on their fields have.

Agenda

Table 5 gives an overview of the workshop's agenda. The agenda is the result of the decisions on workshop structure and content, i.e. what is needed (content) how (structure) to reach the aims.

Table 5: Workshop structure, methods and elements

Time (2,5h)	Workshop element	Objective	Content
30min	**Welcome and Introduction**	• presentation of the organizers, the project, the agenda, workshop objective and participants	• welcoming address tour de table (farmers presenting their main products produced and if possible/willing, GBI on their farm)

15min	**Presentation** (see 2.2.1.1 on page 10**)**	• problem description • providing scientific background to explain the need for GBI • creation of a rational space for discussion that leaves room for the problems faced by farmers (economic pressure, pressure from public opinion) and nature	Title: **"landscape elements and GBI as a solution for biodiversity loss?"** • historical perspective on the coexistence of biodiversity and agriculture & and increasing intensification within the last century • current scale of intensification in industrialized countries • examples of ecological principles underlying the importance of GBI in mitigating biodiversity loss
45min	**Open discussion** (see 2.2.2.1 on page 13**)**	• identification of the GBI measures with the highest value for biodiversity, regardless of the barriers to their implementation	• assuming you don't face, economic or institutional constraints - how would you design GBI on a farm to improves biodiversity? • What elements would you choose? How would you combine them? Where would you place them?
20min	**break**	• more casual continuation of discussions	Refreshments
15min	**Presentation** (see 2.2.1.2 on page 10)	• providing a positive and forward-thinking example to create a solution oriented atmosphere	Title: **"cooperative approaches in GBI and linking biotopes"**
10min	**Presentation**	• paving the way for the subsequent discussion	Title: **"barriers to the implementation of measures supporting GBI on farmland"** • illustrating different kinds of barriers (economic, institutional, knowledge, cultural)
45min	**Exchange of experiences within the group** (see 2.2.2.2 on page 15)	• discussing solutions to barriers that prevent farmers from applying more GBI (including through Greening and Pillar II)	• The categorization of different barriers from the presentation works as a lever to direct the discussion away from barriers which cannot be overcome by farmers themselves towards those which can, e.g. from institutional towards knowledge)
15min	**Presentation**	• knowledge sharing	Title: **"CAP post-2020 - current state of negotiations"** • overview of actors involved and legislative procedure + timeline

2.2 Workshop implementation

The welcome speech sets the initial atmosphere of the workshop. It focused on explaining the motivations of the workshop, giving a first definition of the central topic of the workshop (GBI) and breaking the ice / provoking

some initial thoughts and feedback from the participants by asking them to present themselves while describing the structural elements they have on their fields.

2.2.1 Presentations

The presentations are also available as PDF/Powerpoint on the BIOGEA website[2].

2.2.1.1 Presentation: "Landscape elements and GBI as a solution for biodiversity loss?"

The presentation was divided into two main parts.

The first part set the scene by describing the historical relationship between agriculture and GBI and the recent changes to that relationship. The goal was to provide a balanced view, also highlighting positive aspects. The second part focused on the biological and ecological principles that contribute to biodiversity at the landscape scale. It showed what role landscape elements on agricultural land play to preserve and enhance habitats and populations. The main speaking points were:

Introduction:

- Farmland species have evolved over centuries together with agricultural systems
- Fields and field margins are optimal habitats for farmland species
- Historically landscapes in Europe are multifunctional, i.e. they provide many services at the same time. (In contrast, the US has a monofunctional landscape with large areas (e.g. the former prairie and plains) used purely for agricultural purposes, where nobody would want to spent their holidays, but also large self-sustaining national parks and wilderness. (see Figure 2 below))
- Within Europe and Germany, conditions are historically different. While intensification is taking place to various degrees, the project area is still comparatively rich in landscape elements (see Figure 1 & Figure 3 below)



Figure 1: satellite image of agricultural landscapes in the Project area (left) and South of Berlin (right) at same scale



Figure 2: satellite image of agricultural area in Kansa, USA at same scale as Fehler! Verweisquelle konnte nicht gefunden werden.

(structure in the top right corner presents a cattle farm the size of a small city)

[2] https://www.biogea-project.eu/



Figure 3: satellite image of the Czech-Austria border

- The invention of new technologies (Haber-Bosch process (synthetic fertilizer), plant protection chemicals, new machinery and technology, new breeding technologies as well as land consolidation led to massive increases in productivity during the last century. However, these came at the expense of biodiversity.
- At the same time, farmers are also the solution, as is illustrated by the fact that land abandonment also is one key driver for biodiversity loss.

Biological Principles

- Habitat quality depends on various factors (see Figure 4 below), i.e. the species' needs for food, shelter and reproduction. These vary throughout the year.
- Much agricultural land is not suitable for many species anymore. The remaining areas therefore have become "islands" (see Figure 5 below)
- Consequently it is no surprise that the ecological principles with respect to the connection and reconnection of these islands have first been studies on actual islands in the ocean [*island bio-geography*]
- Connecting these 'islands' (habitats) with stepping stones and corridors on, for example, agricultural land also connects populations inhabiting them and thus decreases the risk of extinction due to unstable environmental conditions and genetic homogeneity (see Figure 6 below). Farmers thereby can contribute to preserve, enhance and create/restore these habitats.

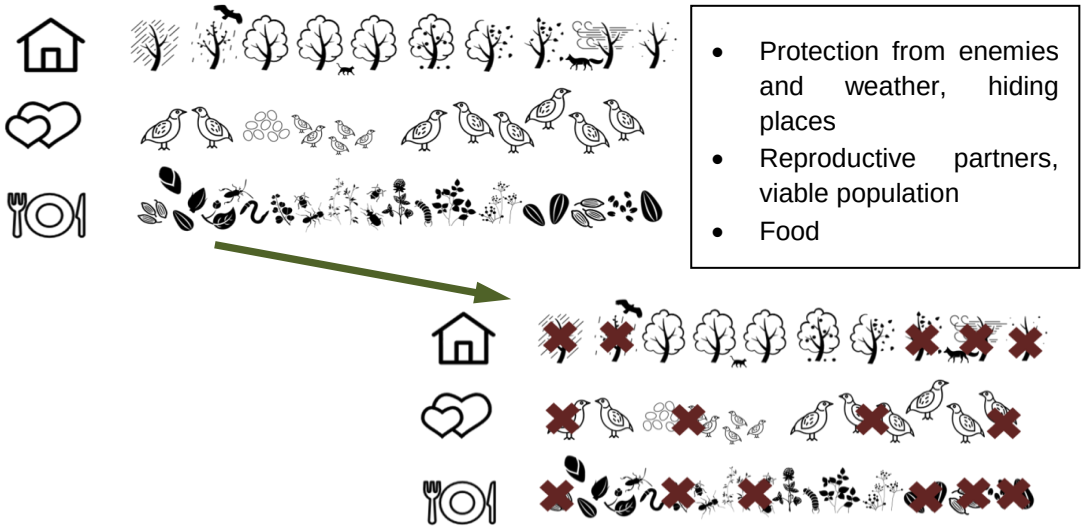


Figure 4 Icons as visual anchor throughout the presentation



Figure 5: comparison between actual islands and the distribution of landscape elements

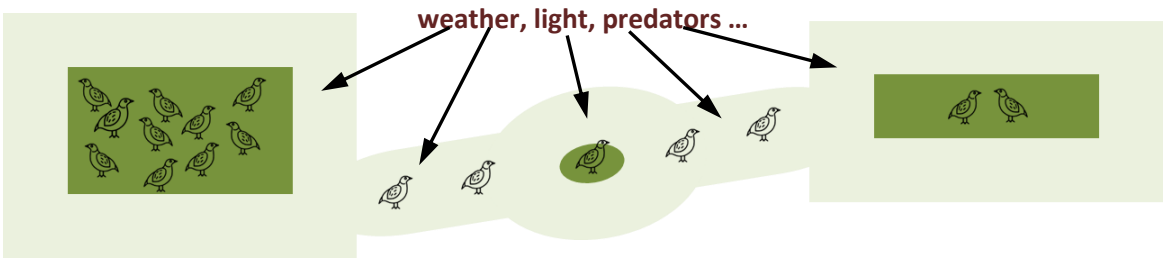


Figure 6 Graphic illustrating edge effects, core habitats, corridors and stepping stones.

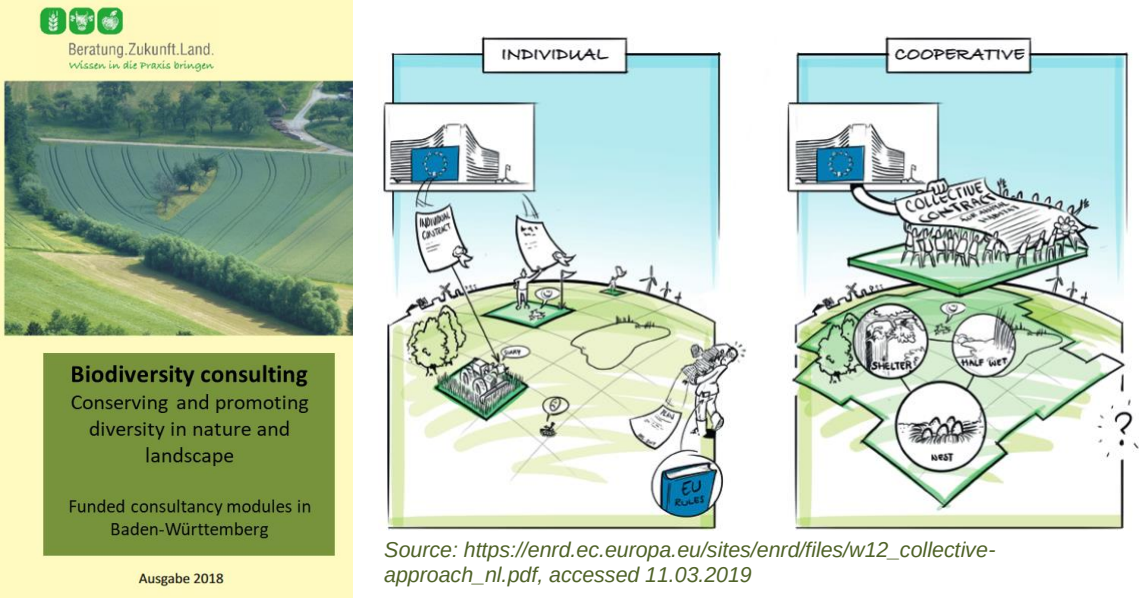
2.2.1.2 Presentation: “cooperative approaches in GBI and linking biotopes"

The presentation aimed to provide a better understanding of how the preservation of habitats via landscape elements on agricultural land can work in practice by giving examples of existing cooperative approaches in the agricultural sector related to nature conservation. The presentation demonstrated that nature protection outside designated areas is important for linking semi-natural elements with each other, and for creating a beneficial interplay and joint concept for agriculture and biodiversity. The examples also showed that cooperation for reaching a common objective can work, and that exchange of experience and advice is important for such measures in the area.

The examples were taken from the regional, national and international context. Examples presented were:

- **Nature protection strategy 2020 of the federal state Baden-Württemberg**: Existing protected area network is considered in contracts on landscape conservation. State, local authorities, nature conservation and agriculture cooperate for the integration of ecological measures (as compensation) into production.
- **Alliance for small game**: The network of hunters, nature conservation, farmers, research, municipalities and authorities promotes biodiversity (protection of small game) on agricultural land through advice exchange and development of measures such as perennial flowering areas, seam strips, etc.
- **Network Flowering Landscape**: Nature conservation, farmers, research, local authorities, beekeepers and consultants jointly promote the protection of pollinators by informing, sensitising and advising activities.

- **Agri-environment schemes in the Netherlands**: Agri-environment measures need to be based on habitat requirements and require joint application of farmer cooperatives, thus creating a win-win situation for farmers and nature conservation (see Figure 7).



Source: https://enrd.ec.europa.eu/sites/enrd/files/w12_collective-approach_nl.pdf, accessed 11.03.2019

Figure 7: Nature protection strategy 2020 of Baden-Württemberg (left) and joint applications approach to agri-environment measures in The Netherlands.

2.2.2 Interactive workshop elements

In order to better understand why the most valuable measures for biodiversity available through agricultural policy mechanisms such as greening are poorly used, the discussion was split into two parts, namely:

1. which measures are most suitable to increase biodiversity in agricultural landscapes
2. what prevents us from using these measures and how can the situation be improved

2.2.2.1 Open discussion: measures are most suitable to increase biodiversity in agricultural landscapes

Participants were asked to assume that no barriers exist to taking up measures or solutions to them have already been found. As background, the definition of GBI was written on a flipchart to ensure a common understanding of the participants and serve as a reminder of the discussion focus (see Figure 8).

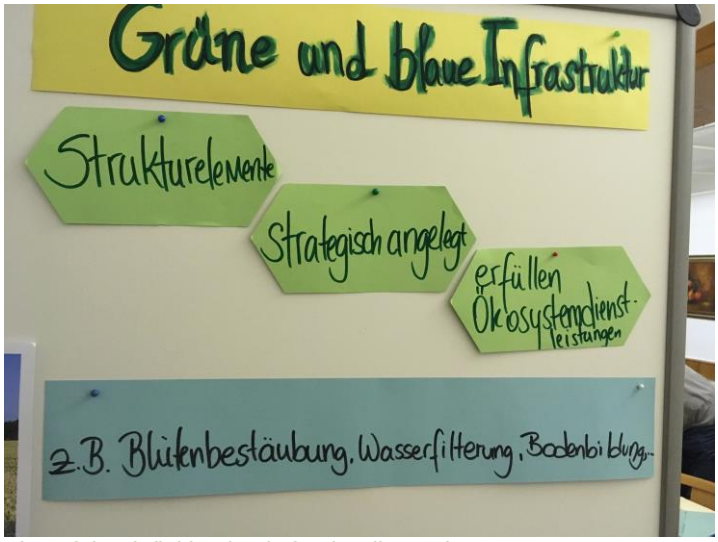


Figure 8: Flipchart presentation of the definition basis for the discussion.

The discussion departed from the standpoint that not all measures or GBI elements are equally valuable to all species. The aim was To deliver a better understanding for the participants which measures are more beneficial for which species (e.g. insects, ground breeding birds, …) or ecosystem services (e.g. water filtration, …), examples could be presented ahead of the discussion.

Tips
An interactive approach could be used to allow participants to prioritise landscape elements according to their benefits for biodiversity, soil, water or agricultural use, followed by a short exchange with their neighbour. A further exercise could be to reflect on how to address conflicting goals and differing advantages and disadvantages.

To prevent the discussion moving onto the issues that will be focused on later during the workshop (e.g. barriers during the exercise on possible measures), participants can be asked to write down their thoughts about potential barriers on cards as they occur to them and keep them for the later discussion.

Decisions about which measures to implement in the fields should take into account the existing situation for biodiversity including the abundance and status of species as well as their protection needs. The measures also depend on the landscape structure (existing GBI). In the given case, it is very diverse in structuring landscape elements..

Tips
Previous research and information on the region's threatened species and environmental problems enables a more concrete and applied discussion. A contact point might be the regional environmental protection authority.

Regional agricultural offices or consultancy services and landscape protection associations can provide information on relevant regional conditions such as landscape or farm characteristics, existing approaches and cooperations, current developments and events.

Advice and consultancy offers should provide information on threatened species in the region. Advice formats relevant to the farmers can be discussed during the workshop.

Points raised in the discussion tended already to include arguments on the barriers and concerns farmers have, e.g. the economic viability.

Tips
Common arguments aiming to move the discussion away from the purpose of the workshop should be prepared for and responses could include highlighting the positive potential that agriculture has. The moderation does not need to have answers to all questions or arguments, but can offer to verify facts following the workshop.
Digressions moving from the intended focus of the discussion (potential measures for the region) could be addressed by formulating guiding questions or suggestion which lead back to it.
A more creative atmosphere might establish by a more detailed introduction to the discussion and a visualisation of the departing point for the potential measures in the region (e.g. a satellite image of the region).
Another option might be to focus on the landscape elements that farmers already have on their fields and what benefits they perceive these have. This might inspire other participants to try new measures or raise awareness about what they contribute already and how to communicate it.

2.2.2.2 Exchange of experiences within the group: existing barriers and possible solutions

The exchange departed from the question 'Which barriers exist or which reasons are preventing the implementation of certain measures?' as a starting point to focus on solutions in a following step.

Farmers were asked to identify barriers and then possible solutions.

Tips
The identification of barriers might be facilitated by a short input on barriers named or researched in articles or based upon previous work or guiding questions. These could be:

- *What are meaningful measures that you would like to implement if there were no barriers?*

The identification of solutions might be facilitated by guiding questions. These could be:

- *How do your colleagues deal with the barriers?*
- *How could xy be minimized?*
- *How can you understand measure xy? Which programmes exist that fund which measures?*
- *Which options do exist for cooperation?*
- *Are these options that you would implement? (Why not?)*

The discussion on solutions could be initiated based on previous work or the workshop preparation. During the contact with the regional landscape preservation office, the idea of a public goods bonus was praised as fulfilling farmers' needs and generally being supported by farmers' associations.

Barriers were categorised and clustered according to categories presented in Table 6. The categorisation can take place during the session or as a wrap-up. One way of doing this is interactively using cards of different colours or similar (see Figure 9).

Table 6: Categories of barriers and solutions (exemplary).

	Barrier	Suggested/discussed Solution
Ecological	• not adapted to species' requirements or regional conditions • too frequent mowing	• Allow regional interpretations and adaptation of regulation • E.g. Sequential mowing.
Agronomic	• lack of planning certainty (payment is not long-term)	
Financial	• fallow land brings no returns	• alternative financing possibilities for efforts and reduced returns;

		• increase flexibility to react to weather changes
Administrational	• complicated application project • high documentation effort • participation in voluntary programmes brings about more controls	• joint applications (also reduces burden for the individual farmer) • Reduce the control burden and risk of accidental mistakes
Personal (knowledge)	• lack of time for gathering knowledge, e.g. on additional regulation of protected species	
Societal	• negative perception of fallow land, non-visible measures	• spread risks and awareness to other actors



Figure 9: Clustering of inputs from farmers to barriers and solutions using coloured cards.

Tips

This exercise could be visualised by interactive work using an example such as a satellite image of fields (complemented with an explanation of biotope networks) or the presentation of landscape elements that one of the participants has on its field. Again, guiding questions can facilitate the reaching of ideas to a solution:

- *Which landscape elements are there?*
- *What are the characteristics of these landscape elements, also are they part of protected areas?*
- *What measures would be necessary?*

Overall, there was a fruitful discussion and farmers were able to identify several measures that they can imagine implementing more of, such as:

- Keeping greenland and flowering seeds for a longer time (also as beneficial for insects)
- Managing areas that are only mowed once a year

- Keep fallow land on less productive areas
- Renaturation of abandoned land
- Measures that do not take a lot of spaces but provide benefits (e.g. nesting boxes, wooden/Stone stacks)
- Biodiversity consultations on farm/site level
- Selling of CO^2 certificates to firms that need areas for recompensation

3 Overall feedback

The regional agricultural office was contacted ahead of the workshop invited to provide feedback on the workshop format and contents (relevant background information on the topics addressed).

In general, the feedback from the administration on the proposed workshop was positive: roundtables, and similar discussion opportunities, are considered crucial for regular exchange. Representatives also highlighted that such events can increase the motivation of farmers to participate in more environmentally beneficial measures if his or her efforts are recognized and considered.

Overall, the workshop atmosphere was positive. From the organiser side, the agenda was seen as being flexible enough to adapt to the feedback of the participants such as changing the order of the input presentations (e.g., the presentation about cooperation should be placed before the second interactive session to invite for a more solution-oriented discussion). During the final discussions, the participants highlighted the importance of communication and of being able to express their concerns and opinions. Also, organic and conventional farmers should not be set against each other. In general, agriculture should not be perceived as the only area responsible for environmental problems. The input on the example of international cooperation was found interesting by several participants and more international examples could be welcome.

More detailed feedback could obtained by asking participants to give their opinions on different elements and formats of the workshop in written form (Annex I: Particpant feedback form). The preparation of such a feedback form is recommended, the decision on whether to distribute it may depend on several factors such as time, and the perception of need for a more detailed feedback.

For replication in other contexts, specific factors might need consideration. The farmers and participants of the workshop seemed to be well informed on the topic, and many had already been interviewed by the project team and had taken part in an initial feedback workshop. The workshop might have a different character if farmers are less well informed. This shows the importance of initially understanding the situation and knowing your participants.

Annex I: Particpant feedback form

Workshop: Relevance of landscape elements on the own agricultural areas.
Tuesday, 12 March 2019, 16:00 – 19: 00

General evaluation of the workshop

	Excellent	Good	Fair	Poor	Very poor
Agenda of the workshop	○	○	○	○	○
Moderation quality	○	○	○	○	○
Presentation quality	○	○	○	○	○
Provision of information ahead	○	○	○	○	○
Venue	○	○	○	○	○
Event duration	○	○	○	○	○
Overall organisation	○	○	○	○	○
Relevance for own work	○	○	○	○	○
Opportunity for exchange and networking	○	○	○	○	○

Further comments

Evaluation of workshop formats/agenda points

	Excellent	Good	Fair	Poor	Very poor
Introduction round	○	○	○	○	○
Presentation: Structural elements as a solution for the loss of biodiversity?	○	○	○	○	○
Experience exchange I: Measures with great benefits for biodiversity	○	○	○	○	○
Experience exchange II: Which barriers in the implementation of nature conservation measures have you already been able to overcome?	○	○	○	○	○
Presentation: Cooperative approaches for biotope networking	○	○	○	○	○
Presentation: CAP Reform of the EU - where do we stand?	○	○	○	○	○

Further comments

Outlook: Which recommendations / suggestions do you have for the project team regarding the workshop concept?