



SCALE

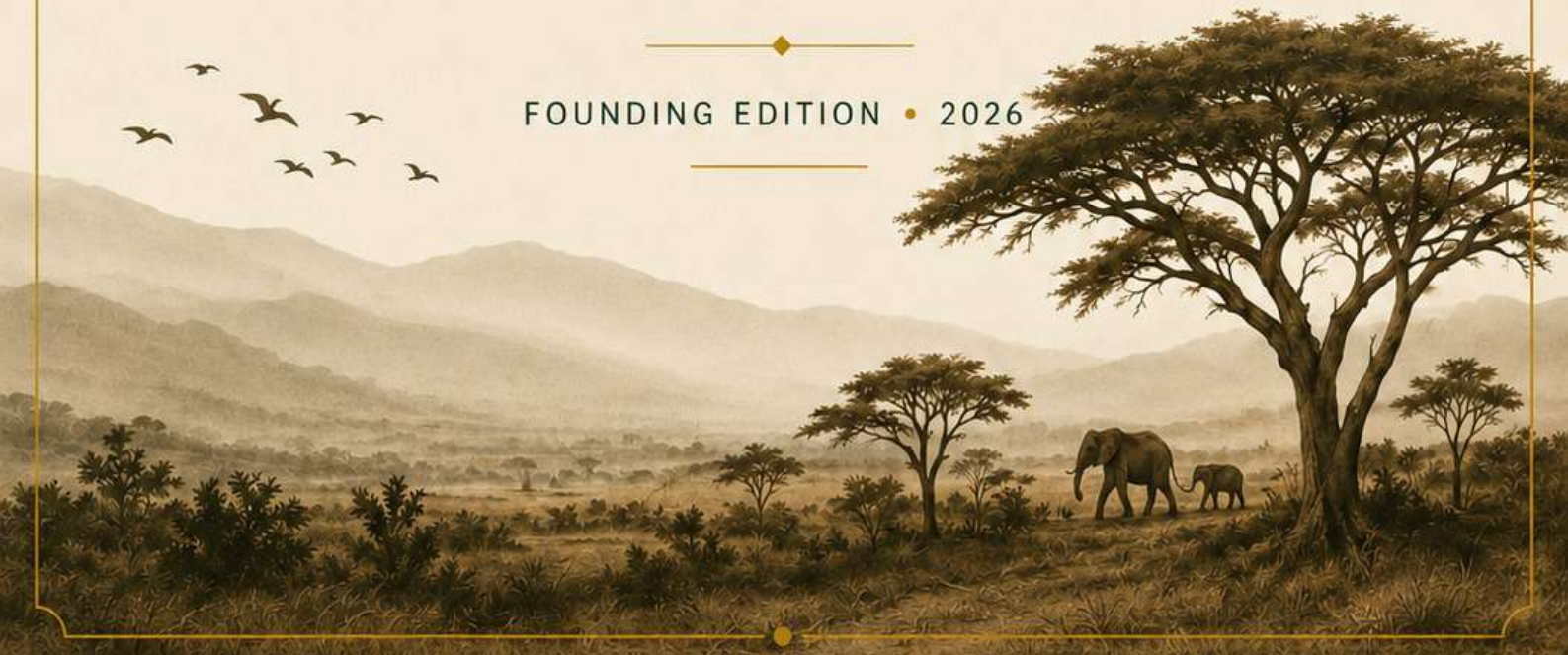
CONSERVATION & LEADERSHIP EDUCATION

— • FOUNGING EDITION • —

Building the Future of Conservation Leadership

*A founding vision for connecting
conservation practice,
leadership formation,
and the future of conservation.*

FOUNDING EDITION • 2026



Why SCALE Exists

Conservation is changing.

Restoration, nature finance, community stewardship, tourism, governance and climate resilience are reshaping the sector in ways that demand new forms of leadership.

Yet the systems developing future conservation leaders have struggled to evolve at the same pace.

Across conversations with conservation practitioners, educators, researchers and sector leaders, one observation emerged repeatedly:

“

*The future of conservation is
changing faster than the systems
developing the people who will lead it.*

”

This is more than an educational challenge.
It is a leadership challenge.

If future conservation leaders are to navigate increasingly complex ecological, social and economic realities, the systems shaping their development must continuously learn from the realities shaping conservation itself.

SCALE exists to build the infrastructure through which conservation practice continuously informs leadership formation.

By connecting conservation practice, higher education and future leadership through structured dialogue, shared learning and continuous knowledge exchange, SCALE seeks to ensure that leadership formation evolves alongside the sector it serves.

*Building the bridge between
conservation practice and future leadership.*

What the Sector Is Telling Us

Five recurring themes consistently emerged across conversations with conservation practitioners, educators and sector leaders.

01



Conservation is becoming increasingly interdisciplinary

Modern conservation increasingly intersects with ecology, governance, tourism, community development, land economics, climate adaptation, and nature finance.



Reflected across conversations including:

Daniel (Strategist),
John (CAK), Calvin (Cottar's)

02



Conservation is deeply people-centred

Conservation success is inseparable from trust-building, negotiation, conflict management, emotional intelligence, and long-term relationship stewardship.



Reflected across conversations including:

Mohanjeet (Porini),
Oli (Safari Collection), Simon (Offbeat)

03



Practitioners want to help shape future talent

Across the sector, there is a strong desire to contribute field experience, mentorship, and real-world insight into the next generation of leaders.



Reflected across conversations including:

Daniel (Strategist),
Calvin (Cottar's), Fuzz (Safari Conservation Co.)

04



Students benefit from deeper field exposure

Greater exposure to real conservation models, operational realities, governance challenges, and commercial constraints can significantly accelerate student learning.



Reflected across conversations including:

Mohanjeet (Porini),
Oli (Safari Collection), Simon (Offbeat)

05



The opportunity is curriculum enrichment, not curriculum replacement

SCALE does not seek to replace existing academic structures. Its opportunity lies in enriching them through structured practitioner insight, dialogue, and real-world contextualization.



Reflected across conversations including: across nearly all conversations

*Institutional tags shown for contextual reference
(e.g., CAK = Conservation Alliance of Kenya).*

The Opportunity

Across the conservation sector, one conclusion has become increasingly difficult to ignore.

Conservation is evolving rapidly.
Leadership development must evolve with it.

Not by replacing existing institutions,
but by creating stronger connections between them.

“

*The opportunity is not to build another
conservation organization.
It is to build the bridge through which
conservation practice continually shapes
conservation leadership.*

”

Universities generate knowledge.
Practitioners generate experience.
Researchers generate insight.
Communities generate wisdom.

Yet these perspectives rarely move through a shared system that continuously strengthens how future conservation leaders are formed.

That represents one of the greatest opportunities facing conservation today.



Continuous Learning

Leadership formation should evolve as rapidly as conservation itself.



Shared Intelligence

Field experience becomes most valuable when it continuously informs education, rather than remaining isolated within individual organisations.



Collective Stewardship

Preparing future conservation leaders is not the responsibility of universities alone. It belongs to the entire conservation community.

SCALE emerged from this opportunity.

Not as another programme.

Not as another institution.

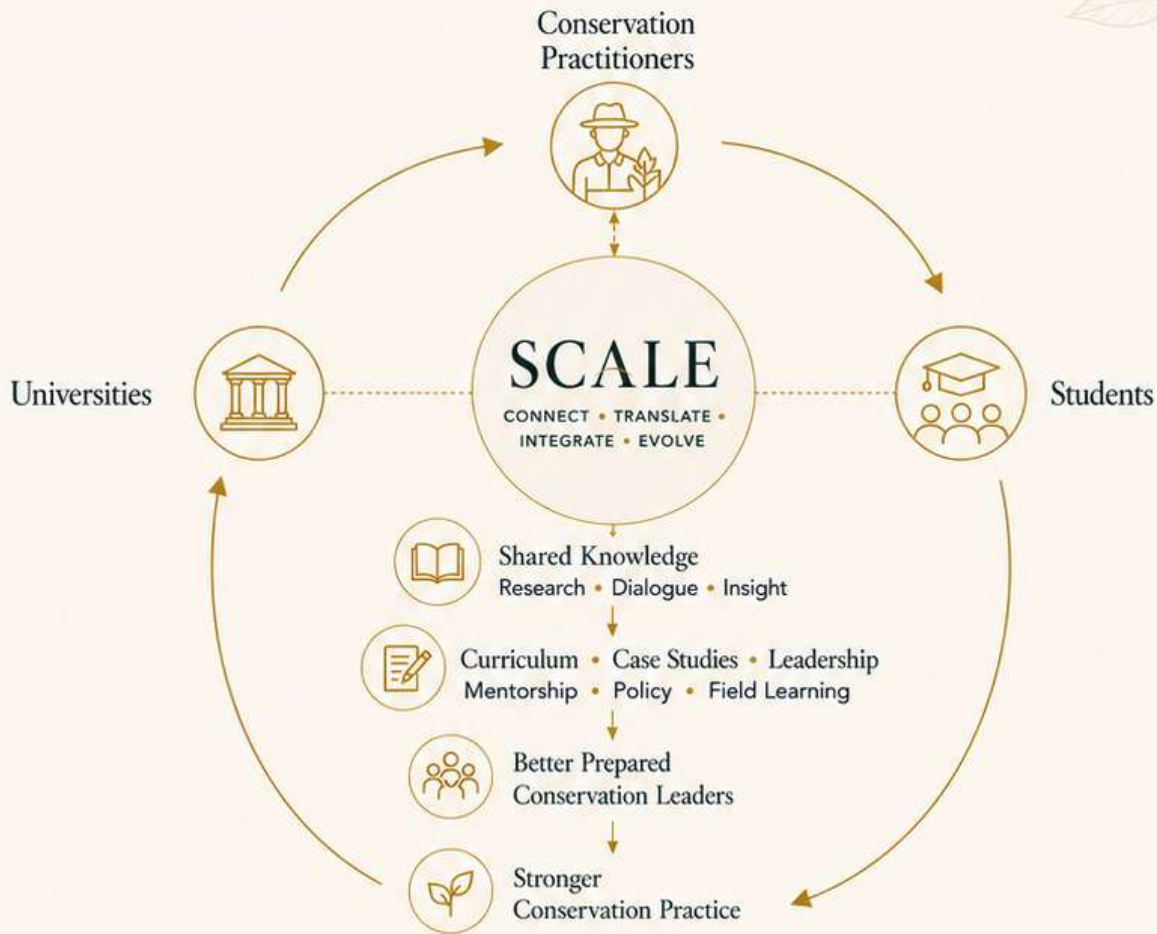
But as a platform through which conservation practice, higher education and future leadership continuously learn from one another.

*Every conversation strengthened the same conviction:
the future of conservation leadership must be built together.*

How SCALE Works

SCALE is designed as a continuous learning system that connects conservation practice with leadership formation.

Rather than creating parallel structures, it strengthens the relationships between institutions that already exist.



Convene

Bring together practitioners, educators, students and researchers around emerging conservation realities.



Translate

Convert practical experience into structured knowledge, shared understanding and educational insight.



Integrate

Support curriculum enrichment through case studies, field engagement, mentorship and practitioner dialogue.



Evolve

As conservation changes, leadership education changes with it.

SCALE does not seek to own conservation knowledge.

Its purpose is to help knowledge move more effectively across the conservation ecosystem.

*A stronger conservation sector begins
with stronger feedback between practice and leadership formation.*

Building the Future Together

No single institution can prepare the next generation of conservation leaders alone. The future will be shaped through stronger relationships between those generating knowledge, those applying it, those supporting it, and those preparing future leaders.

SCALE exists to strengthen those relationships. ♦



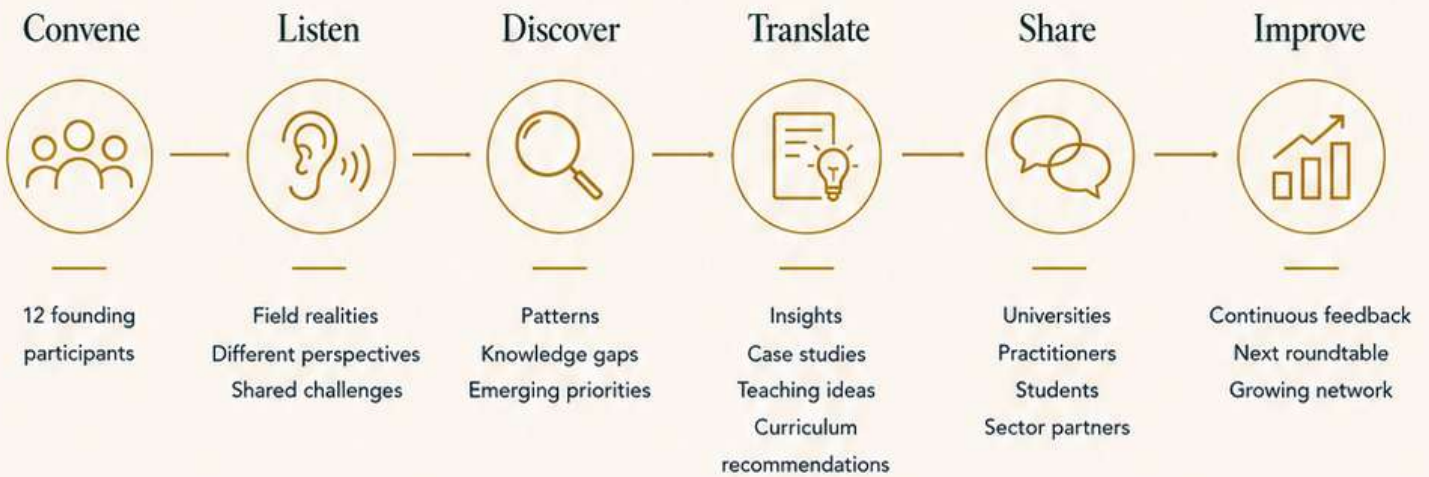
“
*The future of conservation leadership will not be built by one institution.
It will be built by stronger connections between them.*
”

The Founding Roundtable

Every enduring institution begins with a conversation.

SCALE's first convening is designed to bring together a small group of people who rarely have the opportunity to think collectively about the future of conservation leadership.

The objective is not to reach immediate consensus, but to begin building the relationships, trust and shared understanding from which better conservation education can emerge.



FOUNDING ROUNDTABLE COMPOSITION


PRACTITIONERS
4
Conservation practitioners
Safari leaders
Industry experts


UNIVERSITIES
4
Lecturers
Researchers
Academic leaders


STUDENTS
4
Emerging conservation leaders
Student representatives
Young professionals

A deliberately small group designed to maximize thoughtful dialogue rather than large-scale presentation.

“
Every system changes when
the right people begin having the right conversations.
”

Looking Ahead

*The future of conservation leadership will not be built by one organization.
It will be built by people willing to shape it together.*

SCALE is at the beginning of a long-term journey.
Our immediate focus is to convene an initial Founding Roundtable,
continue learning from practitioners, educators and students, and
begin building the long-term feedback infrastructure
that conservation leadership deserves.

Every conversation strengthens the model.

Every partnership expands the network.

Every contribution helps shape the future.

Join the Conversation

Whether you are a university, conservancy, conservation practitioner,
researcher, policymaker, foundation or student...

There is a place for you in this conversation.

THREE WAYS TO ENGAGE



Share Your Perspective

Contribute your experience,
ideas and critique to help
strengthen the model.



Join a Future Roundtable

Participate in future convenings
exploring the future of
conservation leadership.



Explore Partnership

Discover how your institution or
organization could help shape the
future of conservation leadership
through SCALE.

CONNECT WITH SCALE



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*“ The future of conservation leadership is already being written. ”
The question is who will help write it.*



SCALE

CONSERVATION & LEADERSHIP EDUCATION

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Building the Future of Conservation Leadership

FOUNDING EDITION • 2026

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Registration No. RZ100599

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