



All hub coaches have been offered training in technical, economic and soft skills

Deliverable D2.4



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An EU-wide farm network demonstrating and promoting cost-effective IPM strategies

Coordination and Support Action (CSA)

01 October 2020 – 30 September 2024 (48 months)

Deliverable D2.4

All hub coaches have been offered training in technical, economic and soft skills

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A**bstract**

Within the IPMWORKS project, new groups of farmers (hubs) are set up and managed by “hub coaches” to support farmers in adopting IPM strategies and facilitate the hub exchanges on these topics. However, within the IPMWORKS networks, hub coaches come with different profiles and different methods when supporting farmers. Therefore, the “capacity building” task has been organized to build a common ground of understanding of what is expected of hub coaches within the IPMWORKS project, as well as initiating exchanges between hub coaches.

The training was built and organized jointly with WP1 & WP3 partners highly involved in supporting hub coaches in their activities within the project. The whole capacity building was based on (i) two online training based on specific training material made available through MyGreenTrainingBox, (ii) a face-to-face 3-day session, and (iii) follow-up activities.

Due to the COVID-19 situation, all hub coaches have not been able to follow the whole training. However, all material and follow up activities have been organized in the project to involve all hub coaches.



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1. Building the training program

The organization of the hub coach training has involved a number of IPMWORKS partners. The capacity building has been developed by task 2.4 (led by CRAO) in several stages. A first work has been carried out within a restricted working group (APCA, CRAO, ACTA) in order to define (i) the objectives of the capacity building and (ii) a draft program.

A number of project partners were then involved in adapting and developing the program in order to answer these training objectives (Milestone 2.3).

Finally, the training program was designed with the objective of raising skills of hub coaches for two main aspects:

- Knowledge about the principles of IPM and technical aspects of IPM implementation;
- Specific skills for hub management to maximize IPM adoption by farmers of the hub (facilitation) and other farmers of the region (demonstration).

The training program for Hub Coaches was designed with two main components:

- An online self-training, making use of specific training material made available online;
- A face-to-face training session (Toulouse, 15-17 March 2022).

The organization and material regarding IPM principles was led by ACTA, and supported by sector leaders (SSSA, IFV, IFOAM, KPODR, COEXPHAL, INAGRO).

WP1 (ILVO, WR) contributed to the construction of resources and facilitation on the subject of supporting hub coaches in facilitating their hub and sharing their experiences.

WP3 (DELPHY) contributed to the construction of resources and facilitation to support hub coaches in organizing demonstration events.

Finally, the existing networks contributed by sharing experience and testimonies.

The first step of the training organization carried out by task 2.4 partners was to define the training objectives and build a draft program.

The second step consisted of involving the IPMWORKS consortium in the organization of the training session through:

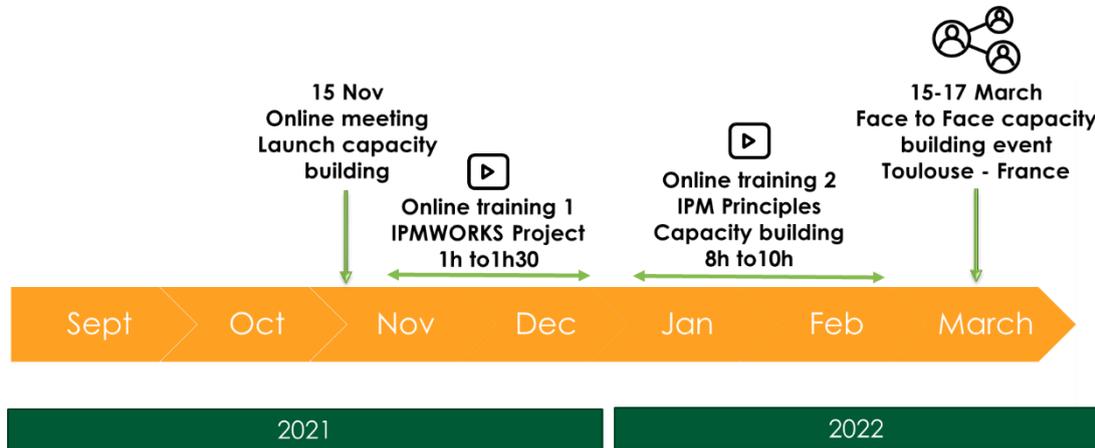
- Adjusting and validating the training objectives and program;
- Involving the WP and task leaders in drafting training material (for online and face to face session) and participating as speakers during the face-to-face training session.

The third step was to make available all the training material to the hub coaches, using the project tools to share information. This task has been developed in coordination with task 2.3.



Finally, the exchanged knowledge and experiences between hub coaches has enabled WP1 & WP3 to organize follow up activities to the training program. These activities that have taken place at the annual meeting (2022) or will be organized in 2023 will enable to capacitate the hub coaches in their future tasks.

Training organisation



- Introduction to the training session (November 2021)
- Online training 1: An online module to understand the IPMWORKS environment (starting in November until December 2021)
- Online training 2: An online “go at you own pace” module in order to raise awareness of hub coaches to the role IPMWORKS has entrusted to facilitate adoption of IPM strategies, and a reminder of the IPM principles (starting in January until February 2022)
- Face to face session: this session has been built to encourage peer to peer exchanges between hub coaches on their different tasks (15-17th March 2022)
- Available material from the project to all hub coaches (sharepoint and newsletter information)
- Follow up activities

2. Training Part 1: Online training

2.1. Launching the training and presenting the training program

The launch of the training for hub coaches was made during an online meeting gathering hub coaches and training managers.

Duration of the meeting	Online meeting	Objectives of the meeting	Content and unfold
1h – 2h 15 Nov-2021	1 – Introduction to the online capacity building session	Present the training objectives and the training program Initiate hub coaches to the use of the hub journal and its use for facilitating the group	Present : <ul style="list-style-type: none"> • the training deadlines • the work to be done between the online and face to face session • the hub journal as a tool to facilitate the hub • The capacity building as part of the network building within the IPMWORKS project

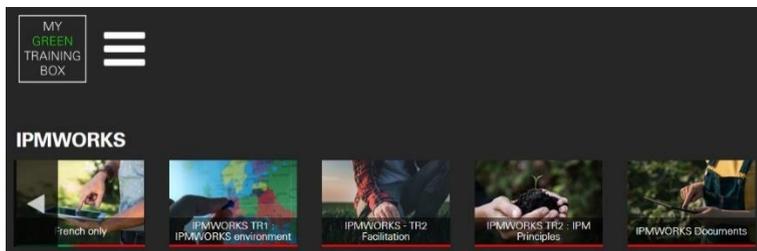


2.2. Online training organization

Training modules and other useful information have been posted on the web platform “MyGreenTrainingBox [MGTB]” (<https://mygreentrainingbox.com/>) with restricted access for participants: hub coaches, sector leaders, WP partners.

All email addresses have been sent to the MGTB webmaster in order to give access to participants. New hub coaches were also registered as they arrived in the system.

The training was therefore built according to the following model (see complete program in Annex 1):



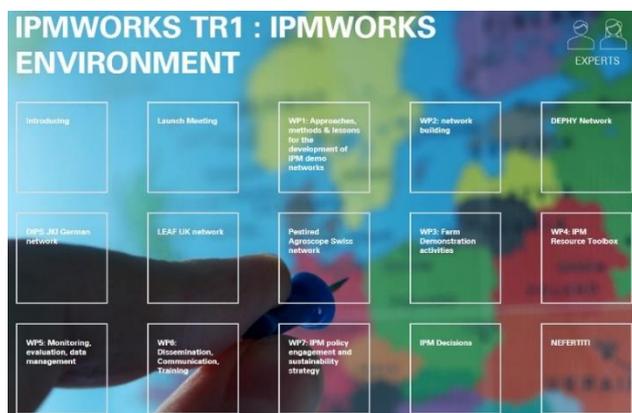
It has been divided into 3 main modules and a “documentary resources” part.

2.2.1. Training 1: The IPMWORKS environment



Online resources were to be viewed at your own pace.

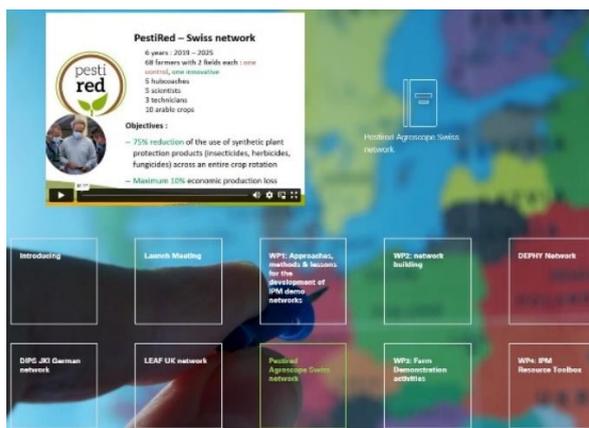
- Estimated time 1-2h
- Deadline for module completion on the 31st December 2021



This module presents the project environment with a presentation of each WP as well as the partner projects. A video presentation accompanied by a pdf file allows you to learn about each of the WPs and partner projects.

Each module is composed of a video and an explanatory sheet as you can see below (WP1 and PESTIRED examples).





2.2.2. Second online training

- Online resources could be viewed at your own pace
- Estimated time 10 hours
- Deadline for module completion on the 1st March 2021

TR2 Part 1: IPM Principles

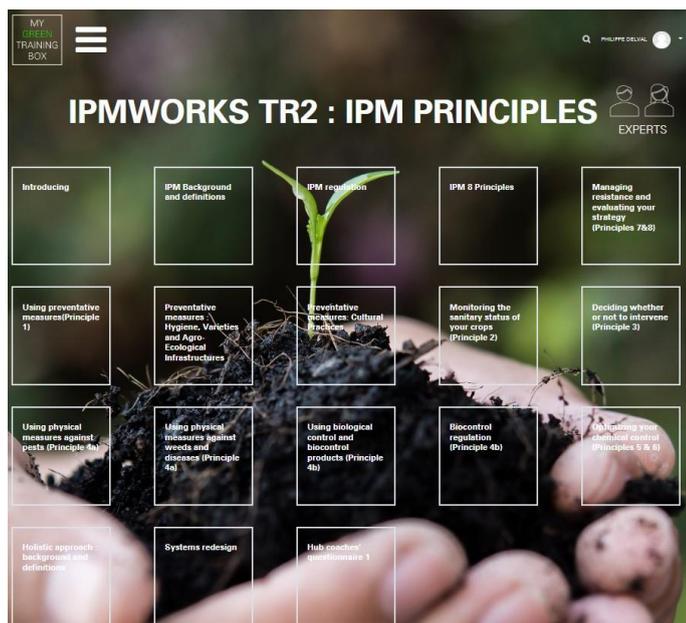


Objectives of the sequence:

- Enable all hub coaches to acquire a common vocabulary and clarify different IPM concepts, arguments for IPM adoption
- Know where to find resources per country and sector

Duration of the sequence: 7 to 8h

Content and unfold = Modules



1. IPM: background and definitions
2. IPM regulation
3. 8 IPM principles
4. Managing resistance and evaluating your strategy (Principles 7 & 8)
5. Using preventative measures (Principle 1)
6. Preventative measures: Hygiene, Varieties and Agro-Ecological Infrastructures
7. Preventative measures: Cultural Practices
8. Monitoring the sanitary status of your crops (Principle 2)
9. Deciding whether or not to intervene (Principle 3)
10. Using physical measures against pests (Principle 4a)



11. Using physical measures against weeds and diseases (Principle 4a)
12. Using biological control and biocontrol products (Principle 4b)
13. Biocontrol regulation (Principle 4b)
14. Optimizing your chemical control (Principles 5 & 6)
15. Holistic approach: background and definitions
16. Systems redesign



Each module is made up of an interactive video that includes useful links for participants.

Follow up – personal work:

Each hub coach identifies possible alternative measures/practices that could be put forward to the hub for discussion in order to answer the issues faced by the hub, taking into account the situation of the hub, sector.

Document 1: Exploring alternative pest management measures in line with the IPM principles

Identification of IPM strategies and alternative pest management measures within the agricultural context of the hub. Hub coaches answered Questionnaire #1 to prepare face-to-face session of day 1 “Working on IPM principles within your sector”:

1. Give 4 or 5 measures/practices related to the described principle that can be implemented within your sector
2. Which measures/practices are already used within the area you are working in and by farmers of your hub?
 - Do you feel confident to share on these practices with other hub coaches seeking information on them?
3. Which practices/measures do you feel could interest farmers of your hub?
4. Do you identify practices/measures on which you would need further information/questions (barriers, ways of implementation, feedback of advisors/farmers), before being able to discuss them within your hub?

TR2 part 2: Facilitation

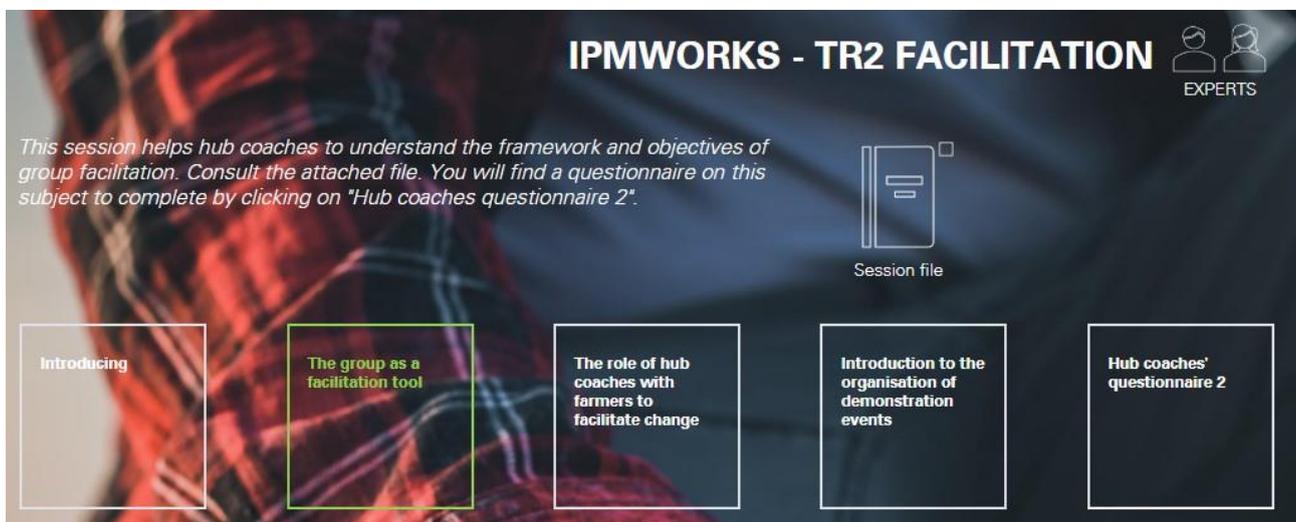
The objective of this training is to present the different phases concerning the work of hub coaches and to provide them with tools. The module was divided into 3 main parts and accompanied by a questionnaire allowing to situate the hub coach in view of the activities that are done face-to-face.





For each session, a text presents the objectives of the session and a document provides access to resources.

Module 1: The group as a facilitation tool



Objectives of the sequence:

Help hub coaches understand the framework and objectives of group facilitation

Duration of the sequence: 45min-1h

Content and unfold

- Present the principles of a group dynamic and group facilitation
- Give example of group facilitation

Follow up – personal work:

Personal work after resource viewing (15')

Document 2: Understand and question my group facilitation

Reflection on the aims set by hub coaches for themselves and the group within IPMWORKS

For this sequence, four questions were asked in the questionnaire #2:

1. How does the video resonate with your experience of working with groups of farmers? What do you recognise, what seems different?
2. In your experience, what are keys to facilitating meaningful group action & interaction so that it helps participating farmers to interactively learn their way forward in relation to IPM?



3. What facilitation processes (methods, ways of interaction, etc.) would you recommend to other hub coaches to help such meaningful action & interaction to take place?
4. What are for you key challenges in facilitating such meaningful action/interaction in your group?

Module 2: The role of hub coaches with farmers to facilitate change



IPMWORKS - TR2 FACILITATION EXPERTS

This session makes hub coaches aware of their role and the need to adopt a different approach with farmers initiating change in their work practices. Consult the attached file. You will find a questionnaire on this issue to complete by clicking on "Hub coaches questionnaire 2"

Session file

- Introducing
- The group as a facilitation tool
- The role of hub coaches with farmers to facilitate change**
- Introduction to the organisation of demonstration events
- Hub coaches' questionnaire 2

Objectives of the sequence:

Make hub coaches aware of their role and the need to adopt a different approach with farmers initiating change in their work practices

Duration of the sequence: 30-40min

Content and unfold

- Present the roles and attitudes, why, how and when to adopt them (active listening)
- Illustrate this change of approach with one or more examples

Follow up – personal work:

Personal work after resource viewing (10')

Document 3: Clarify my role within the hub and my mandate

- Clarification of the hub coach's role as a facilitator within the group and during individual support to farmers
- Identification of particular needs of hub coaches (skills)

For this sequence, six questions were asked in the questionnaire #2:

The different roles that can be adopted:

1. **Problem analyst:** active listening to the situation of farmers and their needs and analysing this information into a clear problem statement.
2. **Moderator:** facilitating group discussions.
3. **Motivator:** encourage a group to actively participate in activities.
4. **Crisis manager:** improvise when nothing goes as planned.
5. **Reflector:** help the group to reflect on their own situation and on past activities.
6. **Networker:** seeking the necessary expertise to solve a problem and provide access to information resources.

7. **Organisator:** organisation of events.
8. **Diplomat:** strengthen the trust and relationships between group members.
9. **Teacher:** explaining complex and technical matters.

1. What different roles do you believe should be adopted by advisors when using the (technics viewed in the video material):

- Clear vision
- Problem Based Learning
- Discussion Group

2. Which roles and activities are you used to take up?

3. Which roles will be most needed in your hub?

4. How do you expect farmers will behave during group discussions and farm visits?

5. Which roles are your strengths and weaknesses to manage your hub during discussions and farm visits?

6. From your previous experience, what key tips and tricks in relation to the above questions can you share with other hub coaches?

Module 3: Introduction to the organisation of demonstration events



IPMWORKS - TR2 FACILITATION EXPERTS

This session raises awareness on the importance of preparing a demonstration event and presents the different steps of the preparation of a demonstration event. Consult the attached file.

At the light of the tips given in the video and resources given on the pdf, choose one particular demonstration event that you have planned, going through the 10 tips stated, to complete hub journal - 4. Demo events planning.

Session file

- Introducing
- The group as a facilitation tool
- The role of hub coaches with farmers to facilitate change
- Introduction to the organisation of demonstration events
- Hub coaches' questionnaire 2

Objectives of the sequence:

- Raise awareness on the importance of preparing a demonstration event
- Know the different steps of the preparation of a demonstration event

Duration of the sequence: 1h max

Content and unfold

- Explain what a demonstration event is within IPMWORKS
- Present the keys to a successful demonstration event (using examples, testimonies or Nefertiti toolkit?)
- Present the tools available to hub coaches to organise a successful demo event (hub journal, Nefertiti Toolkit and Leaf podcast)



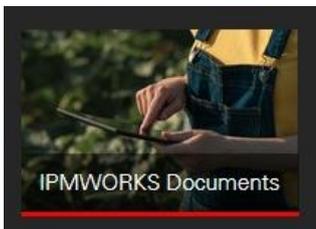
Follow up – personal work:

Personal work after resource viewing (20')

Hub journal: Plan the next demonstration event, or report on a past demonstration event and its success/failures

2.2.3. Further resources

Finally, the last session includes a module and useful documents.



The “IPM resources in Europe” module, in the form of an interactive video, presents continent-wide resources as well as national resources. A special slide provides direct access to the desired national resources.



Each national page includes the text in the local language but also an English translation, which allows everyone to know the resources of each of the partner countries of the project.

Example of the Portuguese national page



2.3. Participation report

On technical training, 32 person, hub coaches, sector leaders and other WP persons involved in the e-learning training, created an account at the MGTB platform to have an access and follow the developed modules.

Throughout the face-to-face building in Toulouse, a survey has been distributed to gather as much information as possible to identify opportunities for MGTB platform improvement and IPMWORKS resources. The questions were:

- Did you already know this platform before using the IPMWORKS part? If yes, how?
- Did you appreciate the platform design?
- Was it easy to use the platform helping you find your way?
- Did you watch other training modules (other than IPMWORKS) on the platform? If yes, name the modules?
- What is your level of satisfaction?
- Would you advice MGTB free Access modules (for people outside the IPMWORKS consortium)?
- Would you use this platform in your daily work?

14 answers were collected. Feedbacks of « IPM principles / measures » training on the MGTB platform were overall positive.

- ◆ We can see this platform is a very nice discovery, none of them **did not know it** before attending the IPMWORKS sessions.
- ◆ The **platform design** was neat and user-friendly for most of them. One person found it too simple, and on the contrary, one answered that it could be more intuitive to use.
- ◆ Unanimously, the **path was straightforward**, and **guidelines were useful** except one person.
- ◆ 2/14 have **watched others than IPMWORKS training modules** on the platform.
- ◆ The average **level of satisfaction** is estimated at 2,4 out of 3.
- ◆ Most of the hub coaches **would like advice MGTB free access modules**, but in some instances: only for general introduction of IPM, for example. The display language seems to be not very readable.
- ◆ Most of them would be willing to **use this platform in their daily work**. Video with sound and technical details are required.

During the face-to-face session, there was a discussion about contents on MGTB platform, notably about on-line training videos:

“It’s going too fast, they didn’t have enough time to take careful notes by running it without press pause button”. As some external resources were accessed through downloaded files, some participants found this organisation difficult. They would like a PDF gathering all links to resources aside from the video”.

Overall, the first feedbacks are encouraging for the rest of the capacity building session.

3. Training Part 2: Face to face training session – 15-17 March 2022

3.1. Training program

The face-to-face capacity building was organized from 15 to 17 March 2022. This event was the first occasion for hub coaches to meet and share on their experience of hub coaching (see Annex 2). The main objectives of the session were to capacitate hub coaches on:

- General information on the IPMWORKS project (deadlines, tools, representations of the project)
- Facilitation, meetings and creating group dynamics
- Demonstration event
- IPM principles within sectors

Day 1: 15 March

Time	Content	Speaker
9:30	Introduction to the capacity building	Speakers from INRAE, CRAO, AU, WR, ILVO
11:00	Break	
11:15	Introduction to facilitation	Speakers from WR & ILVO
12:30	Lunch break	
14:00	Understanding the IPMWORKS project	WP1-2-3
15:30	Break	
15:45	Working on IPM principles within your sector	Speaker from ACTA & Sector leaders
17:45	Discussing organic IPM principles	Organic sector leader

Day 2: 16 March

Time	Content	Speaker
9:00	Group Dynamics	Speakers from WR & ILVO
10:30	Break	
10:45	Preparing Demonstration events	Speaker from Delphy
12:15	Lunch break	
14:30	Farm visit	DEPHY hub coach & Speaker from Chambers of Agriculture of GERS
16:30	Demo event evaluation	Speaker from Delphy

Day 3: 17 March

Time	Content	Speaker
9:00	Facilitation tools	Speaker from ILVO & existing networks: <ul style="list-style-type: none"> • PestiRed, Switzerland • LEAF, UK • DEPHY, France
10:30	Break	
11:00	Peer to peer learning	Speaker from WR
12:00	Open ended questions – how learning in sector meetings can be facilitated	
12:30	Lunch break	
14:00	Evaluation and wrap up of the event	Speaker from ILVO
15:15	Wrap up	

3.2. Participation report

The event gathered **40 partners, representing 17 of the 22 new hubs engaged in the project, representatives from the 5 existing networks** and project partners (see annex 2).

Participants to the event pointed out the importance of this first face-to-face event to start exchanging on the different tools and experiences among hub coaches. Hub coaches appreciated most the feedback from peers, using concrete situations, learning tips from peers and the format used in the event where tools were put in practice directly, using participatory methods.

A reflexive report on the different sessions on the face-to-face event has been built by IPMWORKS partners who were involved in the session organisation to use this experience for further support to hub coaches (see annex 3).

3.3. Training evaluation

Two feedbacks from participants were collected regarding the face-to-face training.

The first feedback collected at the end of the event gathered 23 answers. Most participants point the usefulness of exchanging with other participants regarding: facilitation methods and tools, sharing experience, tips regarding the demonstrations events. Regarding elements participants wish to learn more about, many point out the will of having more support on facilitating the hub, as well as exchanging on demonstration events. WP1 therefore offered support to hub coaches regarding these issues during the events that followed in the project (annual meeting) and a webinar. Exchanges were organised between hub coaches during sector meetings, providing opportunities to share ideas and methods for optimizing demonstration events.

A second survey was sent to participants following the training event. This survey gathered 13 responses. The global satisfaction of participants regarding the event averaged the satisfying note of 4.8/5. Participants

stated particularly the importance of this event to launch the peer-to-peer exchanges between hub coaches, exchanging interesting ideas regarding facilitation as well as IPM practices.

4. Follow up on the training

4.1. Sharing the training material to hub coaches

All training material was made accessible to hub coaches beyond the training calendar. Training online resources are left available to hub coaches through the maintenance of the “mygreentrainingbox” platform.

All presentations and conclusions of the face-to-face capacity building session were uploaded on the project SharePoint (internal online sharing system) on the WP2 page, where all useful information are gathered. The monthly newsletter sent to all hub coaches was also used to disseminate to hub coaches the links to all the useful material produced during the training program.

3. Capacity building

The capacity building is here to give to hub coaches tools to set and manage their hub on IPM issues. However, this event is also crucial for hub coaches to meet and exchange on their work experience in IPM and hub management.

The capacity building consisted of two main parts, an online training still available, followed by an event in march 2022.

3.1 Face to face session

Exchanging practices between hub coaches

The Face to Face session took place from the 15th to the 17th of March 2022, thank you to all that contributed and participated!

Access all ressources of the Capacity building in the [dedicated folder](#), or browsing through the agenda.

Summaries on the different subjects discussed will soon be available. Find the summary on :

- [General information on the IPMWORKS project](#) (deadlines, tools, representations of the project)
- [Facilitation, meetings and creating group dynamics](#)
- [Demonstration event](#)
- [IPM principles within sectors](#)

You would like to use some images for the project of this event? Some photos have been uploaded [here](#).

3.2 Online training

Prior to the Face to face event gathering IPMWORKS hub coaches in March 2022, an online training was built to prepare the event. All ressources are still available using the platform

mygreentrainingbox.com

Information document [here](#)

How to register? Easy, first click on the "Sign in" button on the main webpage, then click on the "Sign up" text on the following webpage

For any questions-problems on the platform, contact Philippe Delval (philippe.delval@acta.asso.fr) or Solène Batard (solene.batard@acta.asso.fr)

Step 1: Understanding the IPMWORKS project environment - online ressources

Online launch meeting : Introduction to the capacity building event - **15th November 2021** - 10-11:30 am CET [PRESENTATION HERE](#)

THE IPMWORKS ENVIRONMENT: Present the project and the environment in which the hub coach evolves, understand how their work fits into it

- Estimated time 1-2h

Step 2: IPM principles and raising awareness on group facilitation - online ressources

Sharepoint page of the project gathering all training material

The March 2022 newsletter sent to all hub coaches was also focused on the training event. This newsletter enables to access easily resources produced during the training event and material to be remobilized by hub coaches. March 2022 newsletter: <https://mailchi.mp/b5561feafc85/ipmworks-hub-newsletter-15961894>

4.2. Training follow up activities

The training has consisted of an online training, a face-to-face session and finally delivering all training material to hub coaches. However, the dynamic initiated by the hub coach capacity building has been followed by sessions organized during the annual meeting. The October 2022 annual meeting has enabled WP1 partners to organize a role play that was initially programmed during the training session but could not be carried out due to time constraints. The session aimed to collectively interpret the conversation category and explore its use to facilitate a holistic conversation on IPM in the hubs. The purpose of the role play is to experience as a hub coach how to steer a conversation towards a certain category.

Such activities will be programmed during the future project events in coordination with WP1, such as annual meetings, in order for hub coaches to build their competences in hub facilitation.

Sector sessions organized during sector meetings and annual meetings have enabled hub coaches to share further technical knowledge on the IPM practices developed within their hubs.

Finally, the tools presented during the face-to-face session, along with demands from hub coaches following the session will be used by WP1 partners to organize thematic webinars.

5. Deviations or delays

Due to the sanitary conditions and specific national policies, all hub coaches were not able to participate to the face-to-face capacity building session. Four hubs from the network were not represented during this session. However, the project partners have worked to make available all training material to hub coaches to mitigate this situation. Individual interviews were carried out by WP1 during the summer 2022, aiming among other objectives, to identify possible need of support, possibly due to the absence of hub coaches during particular steps of the training program. Regular sector interactions led within the project are also the opportunity for hub coaches to share IPM knowledge and interesting practices.

Annex 1. Online training summary

First on line training TR1 = IPMWORKS Environment

- Launch meeting
- WP1 : approaches, methods & lessons for the development of IPM demo networks
- WP2 : network building
- Presentation of network partners
 - DEPHY network
 - DIPS JKI German network
 - LEAF UK network
 - PESTIRED Agroscope Swiss network
- WP3 : farm demonstration activities
- WP4 : IPM Resource toolbox
- WP5 : monitoring evaluation, data management
- WP6 : dissemination, communication, training
- WP7 : IPM policy engagement and sustainability strategy
- Presentation of partner projects
 - IPM Decisions
 - NEFERTITI

17

Second online training [TR2]:

TR2 Part 1 = IPM Principles

1. IPM: background and definitions
2. IPM regulation
3. 8 IPM principles
4. Managing resistance and evaluating your strategy (Principles 7 & 8)
5. Using preventative measures (Principle 1)
6. Preventative measures: Hygiene, Varieties and Agro-Ecological Infrastructures
7. Preventative measures: Cultural Practices
8. Monitoring the sanitary status of your crops (Principle 2)
9. Deciding whether or not to intervene (Principle 3)
10. Using physical measures against pests (Principle 4a)
11. Using physical measures against weeds and diseases (Principle 4a)
12. Using biological control and biocontrol products (Principle 4b)
13. Biocontrol regulation (Principle 4b)
14. Optimizing your chemical control (Principles 5 & 6)
15. Holistic approach: background and definitions
16. Systems redesign



TR2 part 2 = Facilitation

1. The group as a facilitation tool
2. The role of hub coaches with farmers to facilitate change
3. Introduction to the organisation of demonstration events

IPMWORKS Documents

- IPM Resources in Europe

Annex 2. Face to face training session – Toulouse 15-17 March 2022 participant list

Attendees - 15 March 2022

André Cascailh	CRAO	Training organiser
Andrew Christie	James Hutton Institute	Hub coach
Ángela Muñiz	FEUGA	Hub coach
Anna Kaszkowiak	KPODR	Sector leader - WP3 co leader
Bárbara Castro	CONSULAI	Hub coach
BATARD Solène	ACTA	WP2 task representative -Online training organiser
Callum Bennett	LEAF	Existing network representative
Calypso Picaud	CRAO	WP2 leader, training organiser
David Lafond	IFV	Sector leader
Eduardo Crisol-Martínez	COEXPHAL	Hub coach
Florian Denard	APABA 12	DEPHY hub coach
Francisca Viveiros	CONSULAI	WP6 task representative - speaker
Geert Kessel	Wageningen Research	Hub coach, Existing network representative - GROEN
Giovanni Pecchioni	SSSA	Hub coach
Harm Brinks	Delphy	WP3 leader - speaker
Herman Schoorlemmer	WR	WP1 representative - speaker
Isidora Stojacic	BioSense Institute	Hub coach
Jan van der Blom	COEXPHAL	Sector leader
Jendrik Holthusen	Grünlandzentrum	Hub coach
João Pedro Oliveira	CONSULAI	Hub coach support
Jolien Claerbout	Inagro vzw	Hub coach
Jonathan De Mey	Inagro vzw	Hub coach
Joris Tielen	Delphy	Hub coach
Josip Zubac	KPODR	Hub coach - Sector leader - WP3 co leader
Kalliopi Kounani	AUA	Hub coach
Laure Triste	EVILVO	WP1 leader - speaker
Mélanie Lobietti	CRAO	Existing network representative - DEPHY
Mette Sønderskov	Aarhus University	WP2 coleader - speaker
Nicolas Munier-Jolain	INRAE	Projet coordinator
Noelia Telletxea	INTIA	Hub coach

Philippe Delval	ACTA	WP2 task representative -Online training organiser
Sabien Pollet	Inagro	Sector leader
Sandie MASSON	Agroscope	Existing network representative - Pestired
Shay Phelan	Teagasc	Hub coach
Silke Dachbrodt-Saaydeh	JKI	Existing network representative - DIPS
Simon Lox	ILVO	WP1 representative - Speaker
Stefano Carlesi	SSA	Hub coach - Sector leader
Thomas Rottstock	JKI	Hub coach
Yulia Barabanova	IFOAM Organics Europe	Sector leader

Attendees - 16 March 2022

André Cascailh	CRAO	Training organiser
Andrew Christie	James Hutton Institute	Hub coach
Ángela Muñiz	FEUGA	Hub coach
Anna Kaszkowiak	KPODR	Sector leader - WP3 co leader
Bárbara Castro	CONSULAI	Hub coach
BATARD Solène	ACTA	WP2 task representative -Online training organiser
Callum Bennett	LEAF	Existing network representative
Calypso Picaud	CRAO	WP2 leader, training organiser
Eduardo Crisol-Martínez	COEXPHAL	Hub coach
Francisca Viveiros	CONSULAI	WP6 task representative - speaker
Geert Kessel	Wageningen Research	Hub coach, Existing network representative - GROEN
Giovanni Pecchioni	SSSA	Hub coach
Harm Brinks	Delphy	WP3 leader - speaker
Herman Schoorlemmer	WR	WP1 representative - speaker
Isidora Stojacic	BioSense Institute	Hub coach
Jan van der Blom	COEXPHAL	Sector leader
Jendrik Holthusen	Grünlandzentrum	Hub coach
João Pedro Oliveira	CONSULAI	Hub coach support
Jolien Claerbout	Inagro vzw	Hub coach
Jonathan De Mey	Inagro vzw	Hub coach
Joris Tielen	Delphy	Hub coach
Josip Zubac	KPODR	Hub coach - Sector leader - WP3 co leader
Kalliopi Kounani	AUA	Hub coach
Laure Triste	EVILVO	WP1 leader - speaker
Mélanie Lobietti	CRAO	Existing network representative - DEPHY

Mette Sønderskov	Aarhus University	WP2 coleader - speaker
Nicolas Munier-Jolain	INRAE	Projet coordinator
Noelia Telletxea	INTIA	Hub coach
Philippe Delval	ACTA	WP2 task representative -Online training organiser
Sabien Pollet	Inagro	Sector leader
Sandie MASSON	Agroscope	Existing network representative - Pestired
Shay Phelan	Teagasc	Hub coach
Silke Dachbrodt-Saaydeh	JKI	Existing network representative - DIPS
Simon Lox	ILVO	WP1 representative - Speaker
Stefano Carlesi	SSA	Hub coach - Sector leader
Thomas Rottstock	JKI	Hub coach
Anthony Pages	Chamber of agriculture - Gers	DEPHY hub coach
Alain de Scoraille	Chamber of agriculture - Gers	Farmer & elected farmer at the Gers chamber of agriculture
Jean Bugnicourt	Chamber of agriculture - Gers	DEPHY hub coach support
Arancini Thomas	EARL Embarque	Farmer member of a DEPHY hub
Cyril Duffaut	EARL Embarque	Farmer member of a DEPHY hub

Attendees 17 March 2022

Andrew Christie	James Hutton Institute	Hub coach
Ángela Muñiz	FEUGA	Hub coach
Anna Kaszkowiak	KPODR	Sector leader - WP3 co leader
Bárbara Castro	CONSULAI	Hub coach
BATARD Solène	ACTA	WP2 task representative -Online training organiser
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Joris Tielen	Delphy	Hub coach

Josip Zubac	KPODR	Hub coach - Sector leader - WP3 co leader
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