



Conseillers demain

CasDAR Project n°9068



Herrsching February 2013

From this 3-year project, three outcomes

1. Tools and postures experimented by a dozen of advisers and presented in the online **TOOLBOX**
2. Model of the relationship in advice to understand the job and presented in the online **MODELLING**
3. Proposals for managers of extension services in the online **ORGANIZATIONS**

The extension of advice situations

The significant decrease in the use of pesticides leads to a **profound change in practices** and therefore the elements to take into account to achieve the advice.

New elements related to knowledge, social and environmental policy objectives are taken into account.

The support by the organization

1. The **mandate** legitimate action of the adviser facing new situations
2. An adequate '**space**' for **exchange** and sharing of experience (exchange to debrief on what has failed or that has been very effective, and exchange to produce a new format of intervention, to share between advisers having the same mission)
3. A **team's portfolio of skills**, in line with the needs and aspirations of service



Adaptation of the advisory (1)

In order to involve the farmer in decisions:

A. Develop the **professional context** by adapting the mandate, facilitating network and exchange experiences on the successes, knowledge and practices

B. Strengthen **internal support** of people in charge of the advice, that is to say their ability to mobilize their internal resources (psychological, physical, mental) and external resources.

Adaptation of the advisory (2)

In order to involve the farmer in decisions:

C. Accompany the adviser in the acquisition and / or enhancement of:

- His/her **facilitation skills**
- His/her **listening and analysis skills** considering different profiles of farmers.
- His/her know-how on new tools and methodologies for **systems analysis and co-construction**