



Federal Ministry
of Food
and Agriculture



Inspiration durch Vielfalt – Herrsching wirkt!
Inspiration from diversity – Herrsching works!
Inspiration par la diversité – Herrsching ça marche!

28th International Leadership Workshop for Rural Youth in Herrsching am Ammersee
Conference transcript

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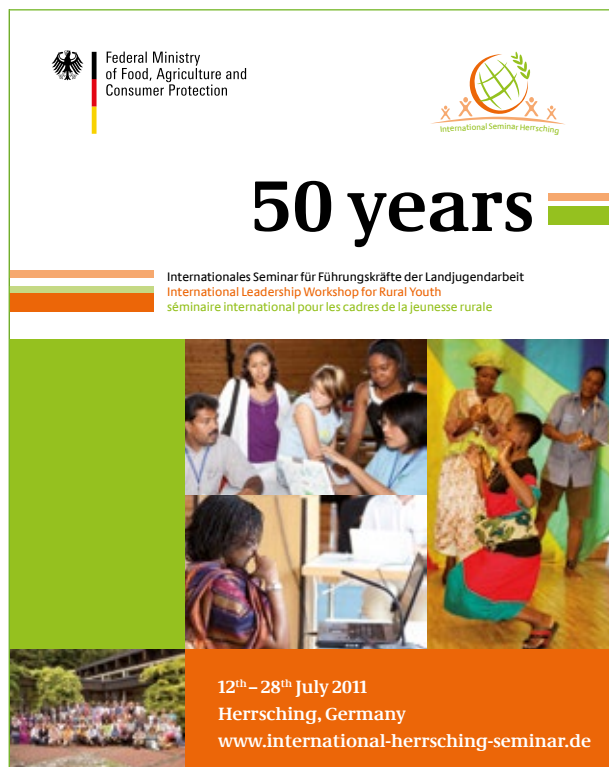
Inspiration par la diversité –
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Unless the context demands otherwise, words importing any gender
shall be interpreted to mean any or all genders.

The history of the International Workshop



Leaders from various areas of rural youth work have been meeting in the House of Bavarian Agriculture in Herrsching am Ammersee for more than 50 years. In the 1950s, many European rural youth leaders expressed a wish to establish a permanent centre to exchange experience and ideas. This led to representatives from the FAO (Food and Agriculture Organization of the United Nations), UNESCO (United Nations Educational, Scientific and Cultural Organi-

zation) and WAY (World Assembly of Youth) meeting in Paris on 22 July 1960 and agreeing to launch the International Leadership Workshop for Rural Youth.

The International Workshop is organised by the Federal Ministry of Food and Agriculture (BMEL) under the auspices of the FAO. On behalf of the BMEL, the Federal Agency for Agriculture and Food (BLE) has, since 1987, assumed responsibility as co-ordinator and permanent secretariat for the budgetary, organisational and technical tasks relating to preparing, holding and following up on the workshop. The training centre of the Bavarian Farmers' Union in Herrsching am Ammersee, now known as the House of Bavarian Agriculture in Herrsching (Haus der bayerischen Landwirtschaft Herrsching), has been the venue for the workshop from the very beginning. In 1993, the BMEL transferred responsibility for facilitating the International Workshop for Rural Youth to the House of Bavarian Agriculture in Herrsching.

Countless valuable ideas and project concepts to improve rural youth work across the globe have been put into practice over the past few decades. Over 2,000 participants from almost 150 countries have taken part in the workshops. In 2017, 100 guests from across the globe once more gathered in Herrsching to receive and exchange support and ideas for rural youth work. This workshop is unique in the world and enjoys an excellent reputation among rural youth movements on all continents. It is a very special workshop!



Opening ceremony

“Inspiration from diversity - Herrsching works”

100 participants from 56 nations - the inspiring diversity was tangible on the opening evening of the 28th International Leadership Workshop for Rural Youth. More than 150 national and international guests from politics, culture, academia and farming celebrated the inauguration of this workshop together.

Dr. Hanns-Christoph Eiden, President of the Federal Agency for Agriculture and Food, personally welcomed the guests from around the globe. In his address, he underlined the importance of the rural youth in respect of the global challenges that confront us. He said that however different countries and cultures were, the problems and questions we face, for example in respect of climate change, were the same. Dr. Eiden stated that only together could solutions to these problems be found and implemented.

Following the official welcoming addresses and an introduction to the seven lecturers from seven nations and three different continents, the young representatives from the different nations introduced themselves with a greeting in their own language. The official opening was accompanied musically by the KlangZeit duo on accordion and violin; the Herrsching brass band provided accompaniment during the Bavarian buffet.



“The special spirit of Herrsching”

Gunther Strobl, workshop host and head of the House of Bavarian Agriculture in Herrsching



Participants,
Honorary guests,
Ladies and Gentlemen,

Inspiration durch Vielfalt – Herrsching wirkt!
Inspiration from diversity – Herrsching works!
Inspiration par la diversité – Herrsching ça marche!

The 28th International Leadership Workshop for Rural Youth begins today under this motto, following almost two years of preparation. 100 participants from almost 60 countries, 7 lecturers from 7 nations and 3 continents, staff from the Federal Ministry of Food and Agriculture, the Federal Agency for Agriculture and Food, the House of Bavarian Agriculture, and a large number of other supporters and collaborators - you all help to make this unique workshop into something very special. Into the “International Herrsching Workshop”!

This is not just the internet address of the workshop; it is also the way this event was described, both in Germany and beyond, before the age of the World Wide Web and virtual networking. A workshop - held for the first time in 1962 at the then Farmers' Institute in Herrsching am Ammersee and entitled “Methods and Programmes for Promoting Rural Youth Work” - has over the decades become a brand!

This brand was not elaborately designed by well-paid marketing experts. No, it was shaped by the committed work of all those involved, by pursuing the founding goals with dedication and interpreting them according to the needs of the time; these founding goals were:

- to provide impetus and impart know-how world-wide in order to support rural youth work;
- to promote the exchange of thoughts and experience across borders;
- to facilitate the training and empowerment of leaders in rural youth work; and
- to motivate leaders in rural youth work to assume personal responsibility.

What does that mean for you and for us?

For us Herrschingers who, on behalf of the Federal Ministry of Food and Agriculture, are responsible for the design and structure of the seminar, it means a commitment to uphold this “International Herrsching Workshop” brand and to continue to work constantly on developing it. But above all it means an honour and a pleasure, esteemed participants from across the globe, to have you here for two weeks, not just to welcome you as guests but also to work with you and all collaborators to bring the 28th edition of this special workshop to life and make it a success. Let us together make the spirit of Herrsching tangible: for two weeks here in this building, and then after that carried forth by you, esteemed participants, into the countries of the world and integrated into your work.

Two years ago, my highly esteemed predecessor and the head and motor of this workshop for many years, my colleague and friend Dr. Wulf Treiber, who unfortunately passed from us well before his time in November 2015, stood at this lectern and spoke about migration across all borders. It is not just this challenge that remains high on the current agenda; the number of conflicts, catastrophes and wars worldwide does not seem to be getting any smaller. Terrorism and fundamentalism are frightening people and posing a challenge to liberty and diversity. Let all of us who have gathered here today, everyone with their own personal, cultural and vocational background, do their utmost to use the diversity of experiences and knowledge that have been brought here to develop solutions to the challenges facing rural youth work, agriculture and rural regions!

As an African saying puts it:

“When many little people do many little things in many little places,

they can change the face of the world.”

We have 100 guests from 56 countries here today. With all of you and the almost 2000 previous participants from over 150 countries, we really can change the face of the world!

Herrsching works! And so does rural youth work!

Active rural youth work can help improve living and working conditions in all continents, and not just for young people. What could be better?

The Federal Ministry of Food and Agriculture sponsors and funds the International Leadership Workshop for Rural Youth. It hence makes a very valuable contribution to establishing and stabilising rural youth work in all participating countries. I would like to thank you, Ms. Barth, as a representative of the ministry, for the great commitment it shows to the work carried out for rural youth and rural education.

I would like now to give a warm welcome to Dr. Hanns-Christoph Eiden, the President of the Federal Office for Agriculture and Food. I would like to thank you and your collaborators for the many years of good cooperation, the extensive preparatory work and for the good support during the workshop. You and your staff play an important role in making the “International Herrsching Seminar” a success.

I would also like to warmly welcome the Secretary-General of the Bavarian Farmers’ Association, Mr. Hans Müller. Together with Mr. Walter Heidl, Vice-President of the German Farmers’ Association and President of the Bavarian Farmers’ Association, he is so-to-speak our host. Many thanks for your encouragement and support of educational work in the field of agriculture and in particular of rural youth work.

My thanks also go to the Deputy Mayor of the municipality of Herrsching, Mr. Hans-Jürgen Böckelmann, and to Mr. Tim Weidner, the Deputy County District Commissioner of the district of Starnberg. They represent the local community and our district, and they will shortly say a few words to welcome our guests to Herrsching am Ammersee and to the Five Lakes region.

I would also like to thank the FAO, the Food and Agriculture Organisation of the United Nations, which has, by becoming patron of the workshop, shown its recognition of the global significance of this event. I am delighted to be able to pass on to you, esteemed workshop participants, the best wishes of José Graziano da Silva, the FAO Director-General. My particular thanks go to Mr. Günter Hemrich, who will be travelling specially from Rome to speak to you all on 14th August.

I would like to give a warm welcome to today’s guests from near and far, from politics and associations, from farming, from the world of culture and from the church. Thank you for your interest in, and support for, the “International Herrsching Workshop”! An opening ceremony definitely needs music, and the music today will be provided by KlangZeit. Thank you for your musical accompaniment, Marie-Josefin Melchior and Johann Zeller.

Esteemed participants, it is our wish and our aim that you should enjoy your time in our country, in Germany, and in this house in Herrsching. We look forward to your ideas, your experience and your skills. From this moment on, you are the principal players in the 28th International Leadership Workshop for Rural Youth. We look forward to the inspiring diversity! We believe that, once again, this “International Herrsching Workshop” will create a lasting impact!

My motivation to come, Haddy M. Ceesay, Gambia



Good evening to the head of the house, dear facilitators, dear honorable guests and participants.

It is indeed a great honor and privilege to share with you some of the reasons why I decided to attend this course. I'm also here to share experience with a diverse groups of dynamic youth, with experience and expertise in the field of agriculture. Also I like to share success stories and determine what works and what can be implemented back at home. Since we all have similar or the same challenges in terms of market access, access to finance, and land-rights for women, especially in parts of Africa, it will be amazing to learn what others are doing right and how to implement what they are doing instead of repeating mistakes. And also to eat a lot of food and hopefully to gain weight. Thank you.



Why I am here, Rok Damijan, Slovenia

Dober večer – Guten Abend – Hello, good evening. The reason why I am here is simple: because no one from Slovenia had taken part previously and our countries are only separated by the Alps. I would like to express my warm thanks and I feel very honoured to take part here on behalf of the Slovenian rural youth and I would like the sound of Herrsching to ring out on the other side - the sunny side - of the Alps.

I want to pass what I learn on to others, Verohanitra Olivia Randriamalala, Madagascar

Hello! I am delighted that I was chosen to participate in the 28th International Workshop in Herrsching



so that I can extend my leadership qualities and pass on the knowledge I gain in the organisation of our country. I believe that an international and inter-continental exchange of experience in the area of agricultural development is expedient and important. Thank you.

I want to discover new things,
Veronica Saetti, Italy



I am excited and happy to be able to be here. I am delighted to be able to find out about so many cultures, traditions and customs. I am curious to discover how other people tackle their problems, and I am delighted to learn new things from them in order to improve myself. Thank you for this unique opportunity!



Comments from our guests on the opening evening

Dr. Hanns-Christoph Eiden, President of the Federal Office for Agriculture and Food



Young people are the future of rural areas. They therefore need good prospects to encourage them to remain in the rural areas and they must be able to play a major role in the development of these areas. Hardship and a lack of good prospects weaken structures in rural areas. Empowering young people means tackling problems at their roots. Innovation in rural areas is therefore imperative! I would like to encourage all participants to use this intensive time in order to gather ideas and skills for your work at home and to allow others to share in your knowledge and ability.

Hans Müller, Secretary-General of the Bavarian Farmers' Association



Young people are creative and are not so set in their ways as older people. I believe that food production, energy generation and the shaping of rural areas require great innovative strength for the future in order to keep rural areas vibrant and enable farm-

ing families to generate value and continue to enjoy their varied and fascinating work.

Tim Weidner, Deputy County District Commissioner of the district of Starnberg



We rely heavily on rural youth to ensure that agriculture does not die out and instead has a bright future. We need young people: for new ideas and new energy.

Hans-Jürgen Böckelmann, Deputy Mayor of the municipality of Herrsching



You must start with the young people to make progress with the development of a country or of a region. If you manage to inspire young people for something, that will bring success in the future. If you have the young people, you have the future.



Anneliese Göller, farmer from the rural women's group of the Bavarian Farmers' Association

We need our rural youth. We also need favourable conditions, such as broadband and good infrastructure in rural areas, so that our young people stay. Agriculture is something beautiful, valuable.

The “International Herrsching Workshop”: time and space for an exchange of ideas and for global cooperation



Each year, it is fascinating to experience the diversity and colourfulness of the many different cultures during the International Workshop in the House of Bavarian Agriculture in Herrsching. Fifty-six nations, with their own roots, traditions and religions, meet at this workshop. In Herrsching we succeed each year in bringing these different individuals together so that everyone can ultimately profit from this incredible diversity and return home enriched by the experience.

The educationalists at the House of Bavarian Agriculture design the programme, are in almost daily contact with the lecturers well ahead of the start of the event, plan the technical excursions and trips, train staff at the Workshop venue and prepare the venue for the international guests.

When the international guests arrive, they are greeted by a welcome team, who offer multi-lingual house excursions and walks on the lake to enable the guests to familiarise themselves with house and surroundings.

A varied supporting programme with sport, trips and technical excursions on agricultural topics, and visits to agricultural holdings, enable the participants to get to know each other but also to gain an insight into the everyday life of people in Germany.



Part 1: Herrsching Leadership Training



In the first part of the workshop, the participants got to know each other in small language groups and underwent an intensive group process in which they focused on identifying and training key skills for leaders. The aim of this section of the workshop was to strengthen the participants' leadership skills, promote a sense of community and to thus prepare the participants for the next sections of the workshop. Professional interpreters and multilingual lecturers and workshop participants ensured that the contributions were translated expertly. The working languages were German, English and French.

The following topic areas were dealt with in this first section:

- Methods of group work
- The promotion of personal gifts and talents
- Creativity techniques
- Presentation techniques
- Methodological skills for cooperation
- Skills for resolving conflicts
- Motivation, leadership behaviour and challenges that leaders face
- Communication and presentation techniques
- Evaluation methods and feedback

The morning and afternoon were devoted to different activities in language or topic groups. In the midday breaks, participants were able to prepare

individual presentations or plan large events, but there was also time to exchange and gather thoughts and ideas. In the evenings, there were, besides sport and joint activities, also lectures on current topics, such as “the future of food and agriculture”. Many participants met up afterwards to play and sing.

There were a number of different leisure trips to promote exchange across language groups:

A hike to Andechs Monastery



A first joint trip took the participants along part of the Way of St. James from Herrsching to Andechs Monastery, one of the oldest places of pilgrimage in Bavaria. Once they had reached the top of the mountain, Father Valentin was waiting to take the guests on a tour of the monastery. They finished their hike in the monastery's restaurant.

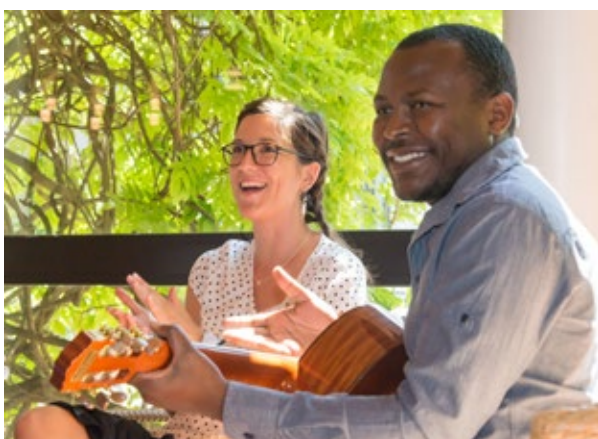
State capital Munich



Nymphenburg Palace in the west of the city served as an ideal starting point. The guides met the guests in the historical centre of the city for a fascinating walk through this picturesque area.

International evening

The participants present their customs and their culture. Impressive music and dance performances in traditional costumes demonstrate the cultural diversity.



International church service and meeting with the church community in Herrsching



“Hosting the world in Herrsching” - this is how Angela Smart, the local pastor, described the Sunday on which the seminar participants met in the Church of the Redeemer for the international service. The participants contributed to the Church service with their own songs and dances. Afterwards, the participants met in the community hall for a relaxed exchange with people from Herrsching.

Dachau Concentration Camp Memorial Site

“The trip to the Dachau Concentration Camp Memorial Site was a very intense and powerful experience, as this visit enabled us to learn a lot about an important period in world history,” said a participant from Morocco. The Memorial Site in Dachau receives over 800,000 visitors from across the globe each year, making it the most visited memorial site in Germany.



Part 2: World Conference



The second part of the workshop focused on technical exchange and on promoting lasting networks among all participants, both within and beyond the language groups. Talking with each other and learning from each other are important elements of the International Workshop. The lecturers and the methods used are of course crucial in this regard. But the architecture of the House of Bavarian Agriculture, with its foyer, atrium, colonnade and conservatory, also provides an ideal setting that promotes and encourages chats and discussions.

The four technical excursions on the subjects of education, resources and environment, food and nutrition, and integration provided new impetus and the chance to meet different people. Visits to different institutions, such as the Training and Test Centre for Dairy and Beef Cattle Husbandry in Achselschwang or the Home Economics Training Centre in Fürstentfeldbruck, and the subsequent trips to agricultural holdings, offered the participants the chance to gain first-hand, practical knowledge of training and work in rural areas.

One of the participants' task during the World Conference was to use dominoes to make a map of the world that was more than 100 m². The different languages did, of course, present a challenge. The chain reaction that ultimately knocked over all the dominoes was itself an indication of how well the participants dealt with challenges relating to international and intercultural cooperation.

In the World Café, the workshop guests discussed local and global challenges relating to rural development. They focused on subjects such as food security, resource use, environmental conservation and education. Through an intensive exchange, the participants seized the opportunity to share their experiences and technical knowledge and to provide each other with new ideas, impetus and concepts.

The technical excursions on the subjects of integration, education, environment and nutrition

Excursion on the subject of integration

„I felt at home“ - Stefania Silveyra, Uruguay



On the day of the excursion I opted for the subject of integration. When I visited the institution I ascertained that the problem in Uruguay probably consists in the fact that, although the people have many tools made available to them, some were missing which meant that it was not possible to convey the working culture to them. For people in socially precarious positions, it is more difficult to act themselves in response to support received.

In Germany, support is offered within a clear organisational structure, whereas organisations in Uruguay join together from various different areas in order to help families, but without any clear organisational structure and therefore without binding promises or continuity.

We visited a dairy farmer whose cows were not the same breed but were similar to those on my farm.

The same is true regarding the dairy structures and the rest periods for the cows.

In Uruguay, we also employ people with social problems. We take them in and familiarise them with work in the family. In contrast to the institution we visited, the people in Uruguay are normally young - between 17 and 22 years of age - and usually only stay for about a week.

As far as the system for waste collection for the biogas plant is concerned, I found it very interesting that there is an association for this. We have only used such methods in a few cases, and some achieved positive results.

Overall, it was an intensive course for me. Thank you for this chance to develop myself.

Excursion on the subject of education

Quality requirements and consumer rights -, Ya-Lan Cheng, Taiwan



My name is Yalan Cheng and I am from Taiwan. I wanted to find out more about agricultural training in Germany, as I teach horticulture at a vocational secondary school for agriculture.

On the excursion, we first visited a training centre and listened to an introductory speech. I saw how Holstein cattle are fed, the dung removal system to produce manure and the water-spraying system for washing and cooling. We then visited a private holding with an automatic milking system, which I found most interesting of all.

Due to the quality and safety requirements that milk must satisfy before being consumed, the quality of the raw milk is a key factor for the processing.

Excursion on the subject of environment

“I hear, I forget, I see, I remember”, Poonam Ghimire, Nepal

‘I hear, I forget; I see, I remember’. So, to learn by experiencing, I had chosen the excursion on ‘Resource and Environment’.

We first went to the Bund Nature Reserve. During the bus ride, we were provided with the brief overview of the environment and climate change by the facilitators.

We were welcomed by the officers of the reserve and after a brief introduction we were introduced to the indigenous plants and animals of Bavaria.

The nature reserve had an independent youth wing organizing own programs in the local level which made me feel glad on how the nature reserve included youth in nature conservation and reminded me that Bardiya National Park of Nepal has similar youth group for wildlife conservation, especially tiger.

On further discussions about the climate change and the roles of Germany on mitigating it, we got to know that Germany had exit nuclear power generation. I had already realized the energy efficiency of Germany as we did not use air conditioning during seminar. Germany is taking the initiative to reduce the impacts of climate change.

The best part of the excursion was the practical demonstration of the energy consumption by the community consisting of small and big houses, industries and the farms. Each of us had separate roles as farmers, industrialists, politicians, mayor, local people and environmentalists and we had to negotiate on how we could play our roles on reduc-



ing energy consumption and to mitigate climate change at local level.

Next, we visited a biogas plant of 100 KW/hr. It was subsidized by the government and was expected to run for at least 20 years. Although that biogas plant used grass and silage as fuel, I was quite interested on how we could replicate the same process with animal manure in Nepal in big animal farms so that they can be independent on energy for at least their own farms.

Overall, the excursion was the practical learning in the multicultural environment.

Excursion on the subject of nutrition

Visit to the Office for Food, Nutrition, Agriculture and Forestry -, Christina Kornell, Germany

Our first stop was the Office for Food, Nutrition, Agriculture and Forestry in Fürstenfeldbruck. Staff from the domestic economics section showed us a video about providing children and senior citizens with a healthy diet and about mass catering using the example of schools and refectories. Following this, we had the opportunity to exchange views and ideas with the staff members. There was a range of different information materials, including on providing infants and young children with a balanced diet and a baking box for people who are suffering from dementia. We were also able to look at, feel and smell different spices from far-off countries.

An institute for home economics also belongs to the Office for Food, Nutrition, Agriculture and Forestry; men and women of all ages can qualify at this institute as home economists. We were able to see the rooms for teaching and practice and a member of staff explained exactly what the training entails and what the participants learn.

Following this we visited the Schüssler family farm. The family has a dairy farm and as a second source of income they let holiday flats under the "Farm Holidays" programme. Mr. and Mrs. Schüssler told us about their everyday lives in and with agriculture, reported on challenges and opportunities, and answered the group's questions.

I opted for the subject of "food security" because it was a new subject for me and I wanted to learn about the work of the Office for Food, Nutrition, Agriculture and Forestry in this area.



Part 3: Action Plans



In the third and last part of the International Workshop, each participant designed, based on the impetus and ideas gained over the course of the workshop, an individual Action Plan to implement at home in his or her respective country. The Action Plans were presented in the language groups and, with feedback from the other group members, drawn up as a concrete Action Plan so that every participant could return home with a firm undertaking.

Trip to the Bavarian Alps

The third and last learning section was rounded off by the climax of the International Workshop's support programme: a joint trip to Garmisch-Partenkirchen and a hike in the Bavarian Alps. The first stop was the Olympic Stadium; we then hiked in four groups, divided up according to fitness, to a mountain lodge with catering. For many participants, it was their first ever mountain hike. They were correspondingly fascinated by the nature and the wonderful mountain panorama. The alpine farmer Anton Bartl gave the participants a guided tour of his farm and the mountain guesthouse and told them how his family enterprise was founded. Following a joint evening meal, the participants went back down into the valley either by cable car or on foot.



Action Plan of Bianca Stirling, South Africa

Green Cubs - Who are Green Cubs?

Green Cubs initiative aims at incubating positive LITTLE minds on the value of food, agriculture and environment in growing little minds and the importance of food security.

It teaches sustainable agriculture and nutrition which form basis for stable livelihood and informed consumption habits. The cubs are LITTLE demonstration for community/rural pre-primary schools contributing towards food security and biodiversity conservation at a foundation phased level.

Impact

- Allowing the little cubs to plant and incubate their own little gardens and to facilitate the procedure from seed to EAT. This would create the beautiful story and the impact and importance of agriculture, self-sustainability and food security and how everyone in society impacted from a very LITTLE age
- Cubs will gain hands-on experiences in food production, transformation and consumption.
- They will interact with communities, other students during food fairs, agricultural shows and they will be able to showcase their activities and this build their leadership skills at a very young age.

Benefits

- Positive effects on good nutrition, health and well being
- Emphasizing to society of the value of food when young
- FREE school meals
- Builds life and employability skills
- Supports school improvement and development
- Strengthens communities and interaction.
- Emphasizing to the society that the values we learn when young persist-on even in adulthood and investing in the youth is investing in prosperity and sustainability.
- Poverty WILL be reduced

Who will be involved in this process?

- Policy makers and Government will rethink the curriculum and develop policies promoting sustainable agriculture in learning Pre-Primary children.
- Teachers will embrace Green Cubs initiatives and guide the students better in realizing their objectives, healthy and sustainable living at home and this would reduce poverty
- Parents will support the activities of students in schools; provide room and opportunities for cubs to replicate the same at home.
- Train the cubs on business and marketing skills at a foundation phase
- Organizing workshops and seminars for the youth.

When will this take place?

- Draft proposal to Ministry and should this be approved roll out November 2017.

Where will this take place?

- ROLL OUT will take place at 4 schools in communities and rural areas

Action Plan of Hiromitsu Iio, Japan

Mosquito control by rural youth products

Approach to mosquito control by rural youth products made by pyrisram, collaboration with Uganda & Japan

Background/Problems of rural youth in Japan

- Decline of agricultural household
- Lack of international networking (74.4% are not interested)
- Lack of the engagement of the world
- Lack of limited resources
- With globalization going forward, only possible by big company.

Background /problem of rural youth

- Unemployment
- Uneducated
- Bad Sanitary condition

Experiences

- Planting and growth Pyrisram and produce mosquito repellent from it.
- Teaching/training How to use Pyrisram to Uganda youth.
- Can buy pyrisram for low material of mosquito in japan

UGANDA		JAPAN	
WHAT WE WANT:			
Workshop for Rural youth		Teaching & Exchange	
WHY DO WE ACHIEVE:			
Make job for rural youth / Sanitary condition of mosquitos / employee		Need exchange ideas / engagement of the world	
HOW DO WE DO:			
Rural youth Farmer (especially women) Youth entrepreneurs		Rural youth Global company NGO	
WHO IS INVOLVED:			
Government supports for expansion UN supports for sanitary		Government supports for expanded UN supports for sanitary	
WHAT WE NEED:			
Production of raw materials / Scout program Youth organization / Funding		My company can buy materials / capacity build- ing for products / Schedule management	
WHEN:			
1 st year	2 nd year	3 rd year	4 th year
Agreement of collaboration	Researches / Farming skill	Farming skill / Make products / Use for rural / Sell for city	30th youth leaders WS presentation
Visiting	Exchanges youth		

Reports from lecturers



„The art of communication is the language of leadership“ - lecturer Anelia Coetzee



In respect of this statement by J. Hume, S. Sharma said that the term leadership does not mean a title or a designation. It means effect, influence and inspira-

tion. Effect is linked to a focus on results, influence is the passing on of enthusiasm for your work, and team colleagues and clients must be inspired.

Some people exert influence via questions, while others say what is to be done. Some are more people-orientated while others focus more on the tasks in hand; some are more objective, others more emotional, some go into detail, others make sure that things are moving in the right general direction. The manner in which people communicate is characteristic of their leadership style. Leadership can be subdivided into four categories: relationship-orientated / supportive; task-orientated or directive, strongly directive, supportive coaching; and delegation without specific instructions, with people being left to perform the task on their own. This is shown in the table below.

During the International Leadership Workshop for Rural Youth, the participants discover their own



communication and leadership style after they have analysed themselves, the styles of other group members, and their colleagues in their homelands. They discover their differences, why they occasionally argue or perceive someone in a very different way than via his/her talents and abilities. This creates a



deeper understanding of themselves and others and offers an opportunity for new relations at the workplace, in their organisations and at home.

Strong
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“Let your creativity flow” - lecturer Edouard Portefaix



Leadership is closely connected to creativity. Creativity was not dealt with separately. It was instead examined as an overarching approach that feeds into each and every element of the programme.

Different approaches, such as dancing, telling stories, and creative writing were used to take the



participants out of their comfort zone, in order to explore the terrain, become acquainted with non-verbal communication, to find other ways of describing a situation, and to use resources in a manner other than that planned. Ultimately, they were made able to question the way they view things.

During the training, the participants were encouraged to permit complexity. They were acquainted with creative tools, such as mapping, in order to better be able to graphically represent the challenges in their respective communities. Viewing these challenges as a network of relationships, as ecosystems dependent on one another, was really very helpful for many of them.

In the training room, learning is viewed as a holistic process. Creative work enabled the participants to also be spontaneous and use their imagination and talents that have been untapped or unused in a vocational context. They were also able, by these means, to gain self-confidence, to improve their ability to assert themselves and to enjoy their learning experience.

“Reaching our goal together – the Supporting Programm” - lecturer Gabriela Quiroga Gilardoni



Gabriela Quiroga Gilardoni (MSc) is a social scientist with a Master of Science in International Development Studies from the University of Amsterdam and has more than 15 years' experience in agricultural innovation, development research and extension



work for a large number of national and international governmental and non-governmental organisations in South America and West Africa.

While in the first week of the workshop there was always a particular focus on the work in the language groups, these supporting activities gave the participants a great opportunity to meet and interact with each other.

The participants normally join the language group using the workshop language which they speak the best (German, English or French). Some discovered during the supporting programme how well they could communicate in other languages as well.

Mention should also be given to how the participants worked together to deal with challenges, for instance in respect of the hike to Andechs in the rain. When the participants left the training centre, all of them could see the monastery in the mountains. There were differences in how strenuous the participants found the hike of around three kilometres; some walked quickly and others walked at a leisurely pace. All participants received different questions, in order to encourage exchanges of thoughts and talks amongst each other. On the trip into the Alps the situation was similar; many took

on the challenge of hiking up to a height of 1,300 metres, others took the cable car part of the way and then hiked a short way. In all cases it was always the company of the others that motivated the participants to carry on. In addition to the pleasure we had at all of us reaching the goal together - even if at different speeds.

Such a wonderful group atmosphere that all countries were of the opinion that there was more that united them than there was that divided them – lecturer Jonathan Cook



Jonathan Cook is a British training and communications expert with extensive experience in the field of agricultural development and in consultancy and education in Europe, Africa, Asia and the Caribbean. His work in UN and EU projects, and as a university lecturer for development communication, has provided him with opportunities to work with people from almost all countries of the world.

In my experience, it is only the Herrsching Workshop that manages to bring together such a diverse group from so many countries and enable the participants to exchange information and to work together in a spirit of cooperation and friendship. Other workshops use elements of the programme - experimental games, group processes and an exchange of information, but I am not aware of any other where so many countries are represented. And despite this, the workshop is able to create such a wonderful atmosphere that all countries are of the opinion that there is more that unites them than there is that divides them.

The workshop has for some years consisted of three main sections. In Part I, we put groups of strangers together and learn something about the processes and the exchange of thoughts and information, and we look for ways we can use this information. In Part II, we discuss topics, exchange thoughts and listen to what experiences others have made in their fields.

The transition from Part I to Part II was always the most difficult part. This year, particular attention was given to it by using methods from Part I to ensure a smooth transition to Part II. This worked by making three large mixed groups out of the initial seven groups, and by making sure that a few of each language group were in each. The members of these three new groups had to then first become acquainted with each other, agree on how they wanted to work together and cooperate using the methods from Part I. The transition was then concluded with a large-scale group exercise in which the entire group of 100 participants were brought together. And now, instead of being in a completely new situation amongst strangers, the discussion of the tasks and the joint drawing up of solutions in the World Café was more effective, as everyone had a joint concept for cooperating with the group members they knew or with those they did not yet know.

In Part III, the participants draw up Action Plans based on what they have learned in this workshop and what they can use in their own countries. These Action Plans sometimes concentrate on the leadership and group-work qualities from Part I, but often the ideas and inspiration come from the discussions in Part II and the informal contacts made over the entire course of the workshop.

The programme now works seamlessly, all the way from the formation of groups, the promotion of

a common attitude to bring people together, the exchange of knowledge, and the process of learning from one another to the process of building on what has been learned in the workshop in order to apply it in the participants' own countries.

Breaking the ice with informal talks, despite language barriers: in Herrsching it works – lecturer Marthe Wandou



Marthe Wandou is a social entrepreneur, founder and main coordinator of ALDEPA, a non-governmental organisation that has, since 2002, been headquartered in Maroua in Cameroon. She is a jurist with a Master's degree in project development and project management.

Informal talks naturally make up a large part of the International Workshop.

In Herrsching, the participants had many opportunities to interact and to work together in the large group in the open air. They provided impetus, and imparted and followed the instructions of others. In this way, the participants learned from one another and conducted talks with those around them. It was surprising to see how they got to know each other better and some participants were willing, without being asked, to translate from French to English and vice versa.

Work for the domino game in the large conference room: communication between the participants in order to deal with the task of ten groups building five continents out of dominoes. Following negotiations, talks and the cooperation of ten individual group, group representatives decided to approach each other in order to be able to solve the task and the continents were then quickly completed.

The informal evening events organised by the participants of the 28th International Workshop took place under the motto "Herrsching at night".

Thank you very much for the unforgettable experience!

Creative conflict resolution - lecturer Mona Knesebeck



Mona Knesebeck is a German consultant and trainer, providing customised training, coaching, assessment and support in change processes to international and national organisations to improve their impact on the market and to increase efficiency within their organisation. She has more than 18 years of experience supporting clients in their approach to leadership communication, conflict management and intercultural training. She has consultancy experience in many countries and speaks German, English and Arabic fluently.

Resolving conflicts constructively by Chairs Exercise

1. To show participants how to manage conflict by turning it into cooperation
2. To help them focus on the possible differences in the interpretation of instructions
3. To make participants aware of cultural differences in handling conflict

The participants were divided into 3 groups; each group had got one set of instructions (either A, B or C). They were not allowed to show their slip of paper to other participants, as this will defeat the purpose of the exercise.

Instructions:

- A Put all the chairs in a circle. You have 15 minutes to do this
- B Put all the chairs near the door. You have 15 minutes to do this
- C put all the chairs near the window. You have 15 minutes to do this

The participants were asked to start the exercise, following the instructions they were given

The analysis focuses on aspects of non – aggressive conflict resolution. The instructions cannot be carried out unless people with identical instructions cooperate. The sub groups cannot carry out their instructions unless they cooperate.

This exercise has great scope for creative conflict resolution. Groups often burst into frantic, use force and sometimes carry chairs with others desperately sitting on them to their corner. When some participants are trying to find a cooperative solution, others can be seen continuing to collect and defend their chairs. This turn frustrates the co-operators, who forget their positive intentions and join the argument.



Types of conflict:

- Conflict of Values: the parties judge causes and effects of situations differently, which in many cases is attributable to incompatible values.
- Conflict of cultures: the actors hold incompatible values as results of their different cultural, religious or ethnic background.
- Conflict of distribution: the parties do not agree on access to the (fair) distribution of scarce goods and services.
- Conflict of goals: the parties pursue conflicting goals, which may be detrimental to the other party.
- Conflict of roles: the mutual expectation of parties is incompatible with the respective conception each side has its own role.
- Conflict of information: the parties try to prevent each other from obtaining information, withhold information, or defame the information source and the reliability of the information they supply.

We should always try to resolve conflicts before they escalate to a point where the situation gets out of control and there are very serious consequences.

Resolving conflicts constructively:

Create a win-win situation

The different viewpoints will be discussed and both try to come to an agreement, which is acceptable for both parties. Important in coming to a constructive solution are: Both sides need to develop trust, must not be forced into speaking their mind, there should be free access to the information, which is needed, for participatory decision making.

Avoid win-lose situation

When one wins at the cost of the other. Especially in a situation of power-play.

Normally, this can be avoided and both parties could seek a solution together.

Lose-lose situation destroys motivation

When neither party are satisfied that they get what they want then what develops is only frustration and aggression. The worst thing is to run. They can destroy an organisation. The better way would be

to seek ways of compromising and looking for new chances for future.

Tips for Conflict discussion

- Use I - message instead of You - message
- State your own goals or wishes and also consider the other person's wishes seriously
- Appreciate the other person despite your different viewpoints
- Step by step come to an agreement and be ready to compromise

Ten steps to convince people

Some hints for convincing other to cooperate and support your plan of action:

Sketch of three

The groups of three tool allows to find out commonalities as well as peculiarities of every member of the group, and to attractively visualize results for the presentation in the plenary.

Process: Three persons form a small group. Each member sketches his or her portrait in one corner of the paper. In the middle, they draw a circle showing commonalities such as education, professional experience, family, hobbies etc. Peculiarities are drawn close to one's own portrait- with the help of symbols and drawings.

In the plenary the small groups introduce each other

Walking along the line

As a second activity to know each other a line was placed on the floor. Participants were asked to line themselves up along according to questions from the facilitator:

1. Who had the longest way to travel to the workshop sites?
2. Who comes from the smallest place, who is living now in a rural area?
3. The years of working experiences?



Comments from workshop participants

“Thank you for the remarkable experience” - Teilnehmer Norod-din Maguindanao, Philippinen

I'm coming from the largest island of the Philippines, Mindanao, from a small rural city, named Marawi, which is considered the “Melting Pot of the South”. This is where our organization operates mostly.

Marawi and the Meranaws which are mainly people of the city fondly called the “People of the Lake” or “Dwellers of the Lake” have few opportunities when compared to other cities and tribes living in the Philippines. The Province of Lanao del Sur is ranked as 3rd Class Province. Meranaws seem to live in isolation compared to other cities in the Philippines which are fast growing in terms of economic stability and opportunities. Marawi seems to remain in the Stone Age era. The Millennium Generation wastes their time on unimportant matters rather than being in school and getting motivated in helping their community. They lack the motivation to volunteer in various community activities or to

attend youth capacity building seminars, workshops and trainings.

Being part of the 28th International Rural Youth Seminar Workshop was an eye-opener, it is like knowing the similarities and differences of each country specifically on their challenges, best practices and most important solutions in facing their country's trials. Knowing these all is like going to their country and learning it first-hand.

“A spirit of openness, acceptance, exchange and a joint vision for development work” - workshop participant Didier Tidjem, Chad

Tidjem Didier, born on 25.05.1980, Chadian, married, father of 2 children

Educational background: Agricultural economist

Profession: Programme and Project Coordinator at APR, a Chadian non-governmental organisation for rural self-marketing

I chose Herrsching due to a need for openness and exchange and a need to create.

In taking part in the Herrsching workshop, I have used a saying from my village as guidance. It goes: “If you build something for me without me then you do so against me.” So I decided to take part in an event relating to the farmers’ world to play my part.

The task of presenting a project in five minutes and the feedback sparked my pleasure in creativity.

As far as the World Conference was concerned, the different groups talking about their topics and presenting them graphically and using a flip-chart was a completely new experience for me. Drawing up an action plan as the last step facilitated the development of a clear vision for the success of a project.

“Working together to win it all” - Coffi Richard David Pliya, Benin

I recently started working at the International Institute for Tropical Agriculture IITA in Benin. This vast structure also includes the centre of green innovation for the agri-food sector where I am responsible for coordinating activities.

We support and flank over 300 producer groups (rice, soy, poultry, maize) in the use of innovations; we work with 25 experts of the National Institute for Agricultural Research of Benin (INRAB) and employ more than 160 young people who provide services.

Our approach is based on the Rural Universal Network model.

In the workshop we acquainted ourselves with the instruments for leadership, conflict resolution and communication. I was also impressed by the method of giving a 5-minute presentation.

Herrsching is an opportunity that all rural leaders should take, and I would like, following my return, to apply the knowledge I have gained in practice in the different training events.

“Will I be the same after the Herrsching Seminar?” - Teilnehmer Roberto Espinola Alfonso, Paraguay

My name is Roberto Espinola, I am a South American young leader.

Like my friend Hiro from Japan said, we might never again have another chance to share in a small group of 16 people, each of us from different countries, and create a space of familiarity and confidence, all of us thinking outside the box and gaining skills in areas like team building, cooperation and communication.

The best thing I get from the Seminar is the networking. We can all see where the current agriculture industry is in the world and how its future looks like regarding the most important issues in the world like food security, agricultural education and research, young capacity building, and my favorite: entrepreneurship and leadership.

“Colourful diversity in a very moving atmosphere” – workshop participant Chakirath Folakè Arikè Salifou, Benin

My name is Chakirath Folakè Arikè Salifou. I am from Benin and am a lecturer and scientist in the department of animal production at the Polytechnic of the University of Abomey-Calavi

It is a very enriching workshop which enabled me to get to know the culture of 60 countries, to learn about the challenges facing farming and sustainable development worldwide and to discover approaches to dealing with these challenges.

“A learning process in which the facilitators applied participatory and active teaching methods“ – workshop participant Wiame Ahmam, Morocco

My name is Wiame AHMAM and I come from Morocco. I work in the national agency for agricultural advisory services, a governmental organisation.

As women and young people remain some of the weakest parts of rural society, they receive technical assistance and training from our agency in order to be able to carry out small projects.

In view of this, my main motivation for taking part in the workshop was to exchange thoughts and experiences with other young leaders from across the world, and to develop my technical knowledge through learning from other participants from different countries with different cultures and through working in different areas with similar or different strategies.

“Indeed, Herrsching works“ – workshop participant Joshua Masangano, Malawi

I am a specialist for agribusiness and rural development, and I work as a coordinator for association services at the National Smallholder Farmers' Association of Malawi (NASFAM).

NASFAM ensures that poor farmers in Malawi have access to clubs and associations. I work with farmers from different tribes in Malawi. I therefore thought that the workshop would give me a good opportunity to learn how communicative barriers can be overcome and the diversity of cultures and processes utilised.

Herrsching does indeed work. Bringing together different ideas and views is very instructive. Together, the workshop participants made up a group of 100 people with different religions, different political views and very different cultural backgrounds. We somehow all managed to ignore our differences and concentrate on things that unite us, on our common

interests i.e. our commitment to young people. For this very reason, we spent the two best weeks of our lives together.

“Each and every participant takes a specific Action Plan back home with them” - workshop participant Lukas Ratheiser, Austria

As a member of the International Committee Landjugend Kärnten, I was already excited weeks ahead of the workshop to find out what awaited me. A lot of people had strongly recommended this workshop to me and they had all been greatly impressed with how much they had benefited from their two weeks at the workshop.

But the outcome at the end was even more varied and diverse than I had expected. I personally was able to gain a lot of new experience in the area of leading and guiding people. It was particularly exciting in this respect of experience how much attention had to be paid to the differences between different cultures. I had never had the opportunity to be the main contact for a brief period for around one hundred people from 56 different nations. There was therefore already a great deal that I learned in respect of the first main focus of “leadership skills”. There were also some workshop units in which important skills for leaders were spoken about and applied. I got to know many, many methods, and was able to pack a large number of exercises on subjects such as teamwork, cooperation, coordination and motivation into my own “bag of methods”.

Another important point besides the subject of “leadership skills” was the many talks about problems and solutions to problematic agricultural issues in the different countries. Often participants sat long after the end of the actual units and talked until well into the night about how specific problems are approached and solved in the one or other country. For example, problems that belong to the past for many were the main reason for a bad harvest in other countries.

Mention must now also be given to the third part of the workshop: probably the most valuable part of all. In this part the focus was on actually taking action

and solving a problem. Specific action plans, discussed in teams, were intended to provide the basis for this and help to bring about genuine change. This meant that each and every participant took something very valuable home with them, something that will provide a further great benefit even after the end of the workshop.

“Cooperation is the greatest gift of the workshop” – workshop participant Trevor Mtisi, Zimbabwe

Globalisation has made the world into a single global village.

Although everyone asked themselves how Herrsching would work, it took only a few hours until the first contacts were being made between participants in the language groups. By the second day, everyone was already able to address everyone else by name. The well-structured trips also helped people make contacts beyond the language groups. People need both a physically and a psychologically willingness in order to be trained as leaders. I was inspired by the dynamism of the facilitators, who mastered their subjects superbly.

Cooperation, networking and a unified approach were among the most important achievements of the workshop. The results of this cooperation will become visible in the course of time and will show that bilateral cooperation and a unified approach work: Herrsching worked.





Reports from former workshop participants

“It’s not the end, but another beginning” - Chen Tz-Rung, Taiwan

I work in the National 4-H Club Association and am responsible for the national 4-H youth training programme which focuses on young leaders, evaluation, problem-solving and voluntary helpers.

When I returned, I was given the task of planning a staff-training session at the annual conference. The use of the mind-mapping method can help in planning the entire course of organising a certain task or activity. This process requires mutual help in developing the task and extensive communication. The World Café method helped with problem-solving, understanding and joint talks.

I also set up a new training method using the film-role method. This is helpful in planning sharing meetings with young people. Using the visualisation and narrative technique, I developed the teaching material for the 4-H incubation project.

Thank you for everything, Herrsching!

“HERRSCHING - What will come after 2015?” –Sylvia Namukasa, Uganda

My experiences at the 27th workshop and the skills I gained had an effect on a number of rural communities and schools in Uganda. I began immediately to implement the Action Plan I presented on the last day of the workshop.

We have many guests from different countries who visit us as guests, volunteers, scientists and tourists. Most of them come from the USA and Germany, some also from Spain.

In February 2017, our community, headed by Rosanna Bauman who also took part in the 27th International Workshop, was visited by a team of nine young leaders from Kansas. They were farmers through-and-through, and so our local farmers had

a chance to exchange thoughts and ideas with the farmers from the USA and to learn how people farm in the USA.

During the two-week visit, the team stayed in our village at the environmental guesthouses of KYEMPAPU and they had a tough schedule. They were included in all the community activities, e.g. fetching water from the nearby well, peeling regional foods, cooking, and harvesting and processing coffee. There was inter alia a health camp, building activities, the installation of solar collectors, the distribution of supplies and sports activities - in short it was a real experience.

It was the right time for Rosanna and me to recall the implementation of what our facilitators Anelia and Dr. Jana had taught us. It worked perfectly.

Following this partnership between KYEMPAPU and the farmers from Kansas, in July we sent two Ugandan farmers to Kansas for a three-week exchange.

KYEMPAPU welcomes the current participation of other participants from the 27th International Workshop from a number of different countries.

This should be proof positive that Herrsching really does work.

feedback in the area in which I work as a voluntary helper, for example in programmes on supporting children, on providing support and mobilisation in the field of health and in other similar areas and other youth promotion programmes.

Herrsching 2015 opened the way for me to work during the 2016 measles campaign as a voluntary helper at organisations such as the Kenyan Red Cross after they saw my certificates about the study course.

I feel honoured to have been able to take part in the workshop and I hope that more and more rural youth leaders will be able to develop their skills and knowhow.

“Herrsching 2015 changed my life” –James K. Njoroge, Kenya

Herrsching 2015 changed my life. Previously I only worked for my community as a voluntary helper. Sometimes it was a bit difficult to cope with subjects relating to slums as I had not learned to deal with conflict. Herrsching 2015 was a new start for me as I was able to acquire conflict-management skills during the workshop which I then imparted to the members of my grassroots organisation (via group work).

With the little money I had saved I enrolled in a small college in our town to study “municipal development”. I completed my studies in 2017, and I have facilitator Anelia Coetzee and the whole team to thank for this as they helped me to make my dream come true. During this study course I learned evaluation methods and ways of providing qualified

Returning home highly motivated



With a sense of melancholy, but also full of motivation, ideas and energy, the participants and lecturers said goodbye to each other at the closing celebration. Christian Schmidt, the Federal Minister of Food and Agriculture, was a guest at the celebration and spoke of the “spirit of Herrsching” that should be carried out into the world: “You represent the potential which tomorrow’s world can draw on. I therefore hope that you, in your role as multipliers who wish to build global networks and promote peace, will go out and help spread this inspiration, which is the core of the spirit of Herrsching.

Closing celebration of the International Workshop

Closing speech by Gunther Strobl, workshop host and head of the House of Bavarian Agriculture in Herrsching



Ladies and Gentlemen, guests, participants of the 28th International Leadership Workshop for Rural Youth.

Today is a special day! A very special day!

Firstly because we have the honour of welcoming Christian Schmidt, our Federal Minister of Food and Agriculture, to this event.

A warm welcome, esteemed Federal Minister Schmidt, to the House of Bavarian Agriculture, a warm welcome to the "International Herrsching Workshop" as this workshop is called throughout the world!

Thank you for the fact that, by coming, addressing the participants and personally presenting the certificates, you have underlined the great, global importance of rural youth work and the esteem in which you hold the 100 participants of this workshop, an event which your ministry has financed and supported since 1962!

Secondly, this day is a very special day because, after two weeks here near Lake Ammersee in Bavaria, this day marks the end of a unique workshop with very special people and very special aims.

For 14 days, 100 multipliers in the field of rural youth-work from 56 countries, 4 continents worked here together in 3 workshop languages in the House of Bavarian Agriculture:

they networked, exchanged thoughts and ideas, identified local and global challenges, discussed, debated, and gathered and developed ideas for potential solutions on the basis of their wide-ranging expertise on subjects such as:

- promotion of rural youth work by soliciting, strengthening and networking fellow workers;
- developing of training and research for forward-looking agriculture;
- thinking and acting like entrepreneurs in the countryside - safeguarding and promoting the prosperity of rural areas; and
- ensuring that the population receives good nutrition through sustainable agricultural production and marketing, with quality and quantity geared towards the population's needs.

They drew up action plans on how each of the participants can put the impulses, ideas, skills and knowledge developed and gained into practice in their organisation, their position, their region and their country and feed all this into their work on the ground.

You, esteemed participants, have achieved a huge amount! You have overcome boundaries, obstacles and barriers in order to make progress yourselves and to advance rural youth work worldwide. This was particularly evident at our "World Conference" in this room last Thursday when you all contributed your individual expertise and worked on local and global challenges facing rural youth work in theme-based groups rather than in language groups.

It had an element of the Tower of Babel, with the many different languages, but when you presented the results on Friday, you showed in highly impressive fashion how challenges posed by international and intercultural cooperation can be mastered, how productive in every respect cross-border exchange can be, and how inspiring diversity can be.

Esteemed guests, here at this 28th International Rural Leadership Workshop you see before you 50 women and 50 men at this unique event who have developed with each other and through each other, by means of their commitment for rural youth work, for rural areas, for a better world through personal dedication and the willingness to take on responsibility. And they have done so across and beyond countries and cultures.

You see before you 100 multipliers who wish to make a difference, who can make a difference and who will make a difference!

I wish you, the graduates of the 28th “International Herrsching Seminars” – and I am sure that I can say this on behalf of everyone here – every success in making a difference in the world, in implementing your projects for the benefit of the rural youth, of agriculture and of rural areas!

I am convinced that Herrsching has had an influence on you and that you will now influence others. Herrsching works! Allow me at this point to say thank you!

Thank you to you and your ministry, Federal Minister, for commissioning us, the House of Bavarian Agriculture in Herrsching, along with all those involved and all those who supported us, to make this unique workshop a success!

Thank you for your great trust in us - in the past, today and hopefully also in the future! We are happy to use all our energy, all our abilities and all our resources to continue the 55-year tradition and success story of the International Rural Leadership Workshop here in Herrsching and adapt it to keep it up-to-date!

Many thanks to Dr. Wessels and Ms. Barth, two of your members of staff, for the excellent cooperation!

I would also like to thank the FAO, the Food and Agriculture Organisation of the United Nations, which, by assuming the patronage and by contributing a highly interesting lecture on the future of food, nutrition and agriculture, recognises the global importance of this workshop!

Thank you to the Landwirtschaftliche Rentenbank which, with its financial support, plays an important role in implementing this workshop!

A big thank you to the entire BLE team as well, and to Ms. Werner, who is here today on behalf of them all! You played a major role in the success of the workshop, both beforehand and during the event, in particular with regard to managing the workshop and liaising with the participants.

Thank you very much indeed to all those who supported the International Workshop, to all those involved, to all the ambassadors and to all our colleagues. I would like to make particular mention of the “implementation team” of the 28th “International Herrsching Workshop”, in particular the 7 lecturers!

A big thank you to our supporters, both those I’ve mentioned by name and everyone else!

Last but not least I want to single out all our guests of honour! Thank you very much for coming, and for your ongoing support and regard for our work!

And most especially greetings to:

Mr. Walter Heidl, our President of the Bavarian Farmers’ Association and Vice-President of the German Farmers’ Association. Thank you for your welcoming address, and thank you for giving such strong support to this workshop and to the House of Bavarian Agriculture!

Greetings also to Mr. Sebastian Schaller, the Federal Chairman of the Federation of Rural Youth in Germany.

It is a valued tradition that the Federation not only speaks at the closing ceremony of the International Rural Youth Workshop but also always lends its support to the workshop as a whole. Thank you for that!

Greetings to all the political representatives here today, from Mr. Schöffel and Dr. Herz, members of the Bavarian Parliament, and Mr. Scheitz, our Deputy District Commissioner to the representatives of the Herrsching municipal council, headed by Deputy Mayor Böckelmann.

A warm welcome to all honorary and permanent leaders from the Bavarian Farmers’ Association, the rural youth organisations and other agricultural associations such as the Bavarian association for agricultural training (VLF).

A warm welcome to all representatives of the universities, colleges and other educational establishments!

A warm welcome to the representatives of organisations involved in international co-operation!

A warm welcome to all our guests from near and far!

And finally: Thank you very much to Franz Jetzinger on saxophone and Floreian Wagner on piano for the musical accompaniment during the closing ceremony.

Enjoy the afternoon, allow yourself to fall under the spell of the International Workshop's wonderful atmosphere.

A warm welcome to the closing ceremony of the 28th "International Herrsching Workshop"!

"Magic Moments or Friends from around the Globe" - Marlies Hiebaum, workshop participant from Austria



Honorary guests, lecturers and above all participants!

When I open the diary that my language group designed and I read the pages then it always makes me smile. So many colourful pages that describe the days exactly as we experienced them together. It was really a lovely and colourful time.

It was difficult at first. At home I had already wondered what it would be like here. But when I saw the first smiling faces, I knew that I would feel welcome here.

We were able to learn a good bit in the language groups and we dealt with a large number of exercises as a team. Why did we manage to do this? Because we worked as a team and stuck together as a team. Respect plays an important role in a team, in order to make joint progress. The mottos of our language group were fun and respect. I hope that you all noticed this because we really made them come alive.

Of course, two weeks are a long time and you can lose a bit of motivation every now and again. But everyone in our group gave their best and didn't let the team down.

It is incredible what differences there are from country to country. You hear a lot on the radio and the internet but you can only really believe it when you've experienced it yourself. We are all here to exchange our thoughts and ideas. To share our cultures, our topics and the issues that matter to us. We are here to learn something and to then implement it at home.

There is one thing that we will be able to keep for the rest of our lives: I'm sure that during the course of the workshop each of us had a magic moment. Please don't forget it and think back to it as often as you can with a smile on your lips. I hope that the smile will stay when I say the words "friends from across the globe". We can really say that many of us have become friends.

Unfortunately, at the end of the workshop, I now have to finish this diary. But I will always be able to open it again and see from the colourful pages how lovely the time was.

I am proud to have been part of the 2017 International Herrsching Workshop.

Thank you

“Let us be agents of the changes that we dream of” - Djinfé Nti Lamine Agossou, workshop participant from Togo



Minister, Ladies and Gentlemen,

I would like first of all to say how delighted I am to be able to speak to you here; it is a great honour.

My name is Lamine and I am from Togo. I am an entrepreneur and founder of an association called "Jeunesse pour l'Innovation et pour le Développement Durable" (Youth for Innovation and Sustainable Development). In 2015, we set up a platform called "Univers-Cité des entrepreneurs" - a platform to teach young people entrepreneurial skills.

During the last 14 days here in Herrsching, I have had a detailed look at the work practices used here and at the content of the training. I presented my Action Plan with great humility, but I also know that there has been a very far-reaching change for me and my association.

For all that I would like to congratulate the organisation team and, over and beyond that, I would like to express my heartfelt thanks to them. I would like to express my admiration and the admiration of my colleagues for this masterpiece, as it is a masterpiece that we have experienced over the last 14 days:

- generous and attentive leaders;
- people who have looked after us with a surgeon's delicacy.

I would like to say to all you participants from all corners of the world how privileged I have felt to have you living next door to me, to have shared my meals with you, to have learned from you and I hope that you have also learned from me.

If there is one thing that I will take from this workshop, it is the knowledge that diversity is inspiring and that if many small people do many small things in many small places, then we can change the world. So: Let us be agents of the changes that we dream of.

Yes, I will miss you all.

Thank you.

“It always seems impossible until it’s done” - Suren Sewchuran, workshop participant from South Africa



Federal Minister Schmidt, guests, ladies and gentlemen!

It is almost time to say goodbye. Most of us will soon be leaving the picturesque town of Herrsching and the House of Bavarian Agriculture, which has been our home over the last weeks, and heading back to our home countries. Unfortunately we have reached the end of the 28th International Leadership Workshop for Rural Youth and I have been asked to say a few words to you in closing.

It is really a sad task - firstly, because it is the end of an interactive and inspiring workshop, and secondly because we must say goodbye. Goodbye to the other participants who were strangers to us at the beginning but who sat around the same table with us this afternoon and with whom we have formed bonds that are stronger than many family ties.

However, it is also a privilege and an honour to be given this task and to be able to regard myself as a part of this community of such clever people. A community made up of around 100 participants from 60 countries who embody a broad range of all social areas such as government, agriculture, education, social enterprises and many others besides.

The sadness that we feel on our last afternoon together may be softened by the awareness that we are not only determined to stay in contact but that we are parting as leaders who are pursuing a joint goal, who are committed to mobilising everyone we meet and to inspiring them to join us on our journey.

This applies in particular to the young people in the communities in which we work, tomorrow’s leaders, who we intend to strengthen and guide with the knowledge we have gained in Herrsching.

There is indeed a lot for us to think about. We have heard many different statements, positions and messages on a whole range of aspects of leadership skills and if these enrich our individual and collective efforts to face the global challenges, then the workshop will have truly fulfilled its purpose.

Allow me to choose, from the huge number of points, a few that I consider the most important and to examine these again.

Leadership training

- Group-work techniques
- Personal gifts and talents
- Creativity techniques
- Cooperation models
- Conflict management
- Communication and presentation techniques
- Motivation and leadership skills

Implementation strategies

- Knowledge sharing
- Team-building
- World Conference (new for me)
- Excursions (enabled us to gain an insight into the past and present of this country)

Sustainable action

- What we had learned thus far (the implementation of what we have learned leads to tried-and-tested practices)
- Action Plans
- Engagement and the creation of networks

I would also like to mention the entertaining activities carried out during the learning process. The many games, the morning warm-up exercises and the urgently required energisers which helped us, particularly after a rich lunch, to carry on listening attentively.

The very interesting and informative subjects that we talked about, and the even better way in which these subjects were conveyed to us. I am firmly convinced that this workshop fulfilled its purpose. It gave us food for thought, created strong personal-

ities, who are now even better equipped to become good leaders, develop strong teams and build better communities.

A conference is only successful if the participants come and actively participate in the spirit of the motto of the conference. They are the elixir of the workshop. I would therefore like to ask you to join me in thanking all those who came to spend the last couple of weeks with us. We would like to thank each of you for your participation and your active involvement which were the prerequisite for the success of this workshop. You inspired all of us with the contributions you made. Doubtless, not everyone agreed with everything that was said, but from now on, everyone of those here today will at least grant you the right to say what you would like to say.

Both here in this room and beyond these walls, there were many people who worked untiringly, and continue to do so, to enable this workshop to be such a positive experience for us.

It is a genuine pleasure for me to be able to express my thanks to you all today: to the participants who became facilitators; to those who will change tomorrow's world. Please pay tribute to this workshop by using the concepts that you have learned here to make the world a better place for all living beings.

Last but not least, I would like to wish you all a good journey home. Take care and I hope you all reach home safely. You will return home strengthened, rich in new personal insights and experiences.

I would like to finish my speech with the immortal words of a man who inspires me.

The words of a freedom fighter who became the president and father of my homeland.

Nelson Mandela once said: "It always seems impossible until it's done." When I was asked to hold this speech, it first seemed impossible to pack all my thoughts and feelings into a few short minutes, but now that it is done I would like to say goodbye and farewell to you all.

Thank you very much!

"Harmony is not created by everyone playing the same note"
- Jonathan Cook, lecturer



Harmony is not created by everyone playing the same note. But if notes do not go with each other, then this creates disharmony.

Federal Minister Schmidt, guests, ladies and gentlemen!

This workshop sets itself a very ambitious goal. It wants to offer an environment in which the current and future decision-makers from across the globe learn from one another and at the same time can work together harmoniously.

We offer a safe location for the 100 participants from around the globe at which they can work together and enjoy being together, irrespective of their religion, culture, nationality or where they come from. Russia and Ukraine can sing together, Kosovo discovers common ground with Taiwan and Japan makes contacts with Kenya.

The workshop participants do not just learn theory; they experience personally what it feels like to start as a stranger and to then open themselves to diversity, to listen to each other, to learn to appreciate the differences and to still work together as a team. They experience two intensive and strenuous weeks, but to use the words of Igor Stravinsky: "Listening is an effort, but there is no merit in merely hearing. A duck is capable of hearing."

We live in a world that consists of relationships. Everything depends on our inter-personal relationships - whether in public or in private. No matter whether they are suppliers, contractors, clients, interest groups or voters - efficient cooperation

only works if we have good relationships with these people.

Bad relationships are detrimental to efficiency. A lack of understanding and engagement in respect of others leads to discord - beginning with problems with our colleagues and up to and including the brutal terrorist attacks that we experienced recently.

This workshop establishes unusually good interpersonal relationships. In Herrsching, it becomes evident that people can work together harmoniously, irrespective of their background, language or religion.

Some former participants now have influential duties. Charlene Yen became Taiwanese Director of Agriculture and is currently on the Global 4-H Board of Directors. She wrote that she puts down a large part of her engagement in Taiwan and worldwide to the experiences that she gained here at the Herrsching Workshop.

An Indian participant in the last Herrsching Workshop wrote to me recently to say how thankful she was to the German government and that this workshop constituted a unique platform for solving problems together. She said that since the workshop she had greatly expanded her work in the region and was now in a position to pass on what she had experienced and learned in Herrsching to others.

So what is so special about this workshop?

- The programme itself and the fact that so many participants from so many countries can take part in it, an environment that within only two short weeks makes the participants into friends who listen to each other and work with each other in order to exchange their experiences and knowledge and then apply their new insights in their work.

- The location of the House of Bavarian Agriculture right in the countryside, with the superb range of possibilities it offers and its helpful staff who provide the participants with a safe place in which they can feel at home, an open space in which we can share everything.

- The fact that it takes place in Germany is also a major factor. As one participant accurately summed up after his return from Dachau, after a trip to Munich, and with regard to the superbly sign-posted hiking routes and the many cable cars

in the Alps: "The Germans are very structured. They have learned to ensure that everything works well, like in the workshop."

- And finally the enormous experience behind over 50 years of holding the Herrsching Workshop. That has made it to what it is today - the most unforgettable and inspiring workshop which many will ever take part in in their lives.

Some criticise the fact that two weeks are too short to do everything that they would like to do, but as Leonard Bernstein once said: "To achieve great things, two things are needed: a plan and not quite enough time."

The workshop achieves this task so impressively that the participants will never forget their stay and will always connect Germany with this workshop.

It will never be possible to persuade everyone to think the same, to follow the same ideas and to have the same attitude, but even if this were possible, it would not be desirable. We need diversity and we must learn from it. By means of this workshop, Germany shows in an impressive manner how the world can learn from diversity and I am delighted to have once more had the opportunity to take part in it.

But enough from me.

As Steve Martin once said: "Talking about music is like dancing to architecture." So let the music continue. Thank you.

“Inspiration and Networking – the spirit of Herrsching” – Closing address by Christian Schmidt, Federal Minister of Food and Agriculture



Ladies and Gentlemen, workshop participants from over 50 countries!

Listening to the saxophone makes me immediately think of Bill Clinton, the only foreign statesman who has ever played the saxophone in Germany. This summer, Bill Clinton expressed a thought which I would like to share with you. He expressed it at an event that one normally would not quote from. It was at the European memorial service for Helmut Kohl, the former German chancellor and the father of German reunification. The audience that Bill Clinton was addressing next to the coffin of Helmut Kohl at the European Parliament in Strasbourg was at least a generation older than the audience I am addressing right now. Bill Clinton pointed out that many things have an impact that lasts longer than a term of office. He reaffirmed that we all had the

opportunity to contribute to things that were larger than ourselves.

You don't have to be a statesman to feel that the world is changing and that for this very reason our earth urgently needs people who leave a lasting impact. People who leave messages and who are willing to discover these messages in the first place. One of the lessons we have learnt in Germany as well as in Europe from our painful history is that living together in peace is the result of treating each other fairly and openly and trying to solve problems together. I am not talking about problems that do not really exist and that are only identified in order to have something to solve. I am talking about real problems that often affect humankind as a whole.

President, as we walked into this beautiful conference centre in Herrsching we were discussing extreme weather conditions and the storm that swept over parts of Bavaria and Germany. Participants, I am sure that you have experienced similar weather conditions in your countries. I wonder whether these phenomena have always been with us or whether it is one immense global phenomenon? I fear the latter is the case. The Paris Climate Agreement and the Climate Conference in Marrakesh have therefore been vital.

Next to climate change there are numerous essential issues we have to discuss. Among them is the question of what will happen in rural regions in a changing world? As different as the conditions in your countries are, one thing is clear: Many challenges may be different in scope and scale but they are similarly structured. We all wonder, for example, how rural regions will develop. Will the global urbanisation trend continue unabated? The largest migrating movement of our times continues to be from rural regions to cities.

While considering the global urbanisation trend we have to bear in mind the issue of food security. Last year, the Habitat III Conference in South America focused on the issue of who will supply food to growing cities. Is it possible to grow enough food in a few roof gardens? No, this won't be enough. We won't succeed – not even in the long term – in supporting cities without the help of rural regions, despite all the promising approaches on urban food production. How can we then create good prospects for people living in rural areas and how can we ensure food supply in cities? The answer lies in a sustainable and resource-efficient agriculture and in

vibrant rural areas. The key to food security lies in the agricultural industry and in rural areas.

We have to make our agricultural sector productive, resilient and sustainable. At the same time we have to create economic prospects in rural regions to give people good reasons to stay, in particular in Europe's neighbouring regions. These are the tasks of the future. These are the tasks that will be faced by the next generation of people who live in rural areas and work in the agricultural sector. I assume that you have discussed some of these issues during the workshop as well.

Esteemed participants, the Nobel prize winner for literature, George Bernhard Shaw, once said:

"If you have an apple and I have an apple and we exchange apples, then you and I will still each have one apple. But if you have an idea and I have an idea and we exchange these ideas, then each of us will have two ideas." I think this quote grasps the essence of what has been achieved over the past two weeks. This seminar is about something which contemporary communication sociology calls "networking". I don't want to highlight the term "networking" as such since the term is at least as old as the Herrsching seminar. The key concept is for people to get together, develop ideas and be aware of their joint responsibility. So please take good care of the friendships and networks you have developed here. Exchange your thoughts. Share your ideas because we need your ideas for a good life and jobs in rural regions!

All of us are dependent on preserving natural resources and safeguarding them for future generations. Who is supposed to find solutions to the challenges and to develop new ideas and approaches if not you, the young generation?

Who else should realise that food and agriculture are closely interwoven with peacekeeping? I always get annoyed if bright minds – or maybe minds that are not that bright after all – discuss global crises. I am annoyed if they only touch on the root causes of many crises. Who talks about the state of food security in some regions of the world? Who mentions the droughts in Syria – which has generally been a good country for agricultural production – from 2006 onwards that have severely jeopardised the country's food supply? Who talks about the fact that this has played a significant role in the surge of conflicts in the region? Who says that prevention measures

are necessary in order to avoid reaching a situation where crisis management is the only remaining possibility? I think that this is your task as well, a task for the young generation!

For this reason, as the saying goes, we would have to invent this workshop if it hadn't already been invented. Under my leadership, my Ministry will do everything in its power to preserve the Herrsching Workshop as a trademark and a cornerstone for the networking of forward-thinking young people in rural areas.

Let me explicitly thank the German representatives of rural youth organisations for their work. We recently met in my Ministry in Berlin for a rural youth meeting at national level. I would like to encourage you to keep at it! Let's take care of water, communication and agricultural resilience together.

I point this out particularly this year since our country is chairing the G20 in 2017. In January I and my agricultural minister colleagues opened the sessions of ministers' meetings. Water supply, soil protection and digital technologies were on our agenda. Harnessing the potential of digital technologies is key in tackling hunger. By using precision agriculture, farmers improve their yields while humankind as a whole benefits from higher yields. Farmers can then use valuable resources carefully and efficiently. To this end, we must seize the opportunities that arise from agriculture 4.0. This is in the best interest of food security, environmental conservation and climate change mitigation.

I am therefore very pleased that you have discussed these topics over the last two weeks. I have the impression from the reports that it hasn't exactly been the most German of workshops. We Germans tend to work, to organise and then to write it all down again. But we have improved as well. We have learned that not everything must be based on rules. Sometimes you just need to wind down and let your mind flow. In Germany, Bavaria and the lake Ammer provide the best possible setting to do this. I hope that you have had enough free time despite all the work. As Mr Strobel has pointed out, you seem to have found a good balance.

When you go back to your home countries, you will sooner or later assume positions that come with a great deal of responsibility in your own enterprise, in your profession, in the public or private sector. You represent the potential which tomorrow's world



can draw on. I therefore don't just hope that you will have fond memories of these fourteen days. I also wish and hope that you will take and spread the inspiration, which is the true spirit of Herrsching, in your role as multipliers who wish to build global networks and secure peace.

Allow me in conclusion to take a brief look at my own country. In 1990, a watershed event took place in Germany, across Europe and beyond. A peaceful revolution, without a shot fired, enabled citizens in many European countries to live a life in freedom. Currently, many people in Germany are worried; looking at the large number of hotspots, they wonder why there are so many critical and incomprehensible situations. Are we going back to the times we thought we had left behind? No, this won't be the case. But we have to recognise that there is a risk of events taking a turn for the worse if we do not address them. It is up to all of us to feed responsibility, sustainability, international development and the force for good into future decisions. In this spirit, I wish you all the best. We will no doubt meet again in Herrsching at some point.

„I just never liked it to end” - Noeline Nalukwago, Uganda

I hadn't been expected before to attend such an international workshop so at first, I was nervous but

as days went on I just never liked it to end. I really enjoyed it and the skills and knowledge I gained from it.

“I learned the importance of communication” - Hiromitsu Iio, Japan

I have had many experiences so far and have been studying. However, this workshop was more exciting than any experience so far and I was able to learn many encounters and respects, subjectivity, leadership and cooperation.

In an international network, words are really important. Especially for those who aim for rural leaders. Using precise words and deepening understanding together is really important.

I strongly learned that the language skills to understand by listening to people's stories and the language skills to understand by talking about my thoughts are different. But, I also learned to supplement my language skills by making reliable relationships with communication using workshop on various methods.



By learning and spending time with people all over the world, I learned the importance of communication, my ability, and what I need to learn.

I would like to study more in the future so that we can meet everyone in the international stage as rural leaders again.

Thanks for everything; you gave me many kinds of opportunities to learn.

“A huge family around the globe” - Seher Gumus, Türkei

Working in a group with different cultures as well as different personalities is exactly what the Seminar is about: “Inspiration from Diversity!” Even if it was challenging sometimes, we have seen that with communication and collaboration: Everything is possible and we can get the result.

Regarding leadership skills, knowing my capabilities is another feedback of the Seminar, as we all have the chance to express ourselves at the same level. For my personal interest, I also learned different techniques of presentations; like role playing and pecha

kucha and I know better now how to enrich my presentations.

And the best thing about the Seminar is having all these experiences in a very comfort environment where everybody feels and makes each other feel at ease.

As a final remark, I would like to mention that networking is one my expectations before the Seminar and now, I believe that I have a huge family around the globe.

“A once in a lifetime opportunity” - Trevor Mtisi, Simbabwe

The seminar is a worthwhile once in a lifetime opportunity, which is structured in a way that prepared us physically, through the well-timed excursions and mentally through the presentations and class activities. Personally, I felt empowered because the seminar constitutes an excellent foundation for good leadership and interpersonal cooperation which are keys to the development of communities.

“In Herrsching I saw peace, I felt it and I lived it” - Hana Voca, Kosovo

As a person who was born and raised in a conflict zone, I must say, I do believe in peace and I am eagerly willing to work for it. In Herrsching I saw peace, I felt it and I lived it for two weeks with hundred people coming from different countries. Politics, race, religion and other meaningless ideologies did not make any sense when we joined together to build our teams, when we shared Bavarian food, when we clapped to Russian songs or danced Taiwanese dance. Herrsching indeed works! I suggest to make this kind of seminars for politicians -maybe they will find a way to get inspired by diversity.

Countries that took part in the 28th International Leadership Workshop for Rural Youth

Kontinent	Land	Teilnehmer
Afrika	Ägypten (EGY)	1
	Äthiopien (ETH)	3
	Benin (BEN)	4
	Burkina Faso (BFA)	2
	Dem. Rep. Kongo (COD)	1
	Elfenbeinküste (CIV)	1
	Gambia (GMB)	1
	Ghana (GHA)	2
	Guinea (GIN)	1
	Kamerun (CMR)	2
	Kenia (KEN)	2
	Komoren (COM)	2
	Madagaskar (MDG)	1
	Malawi (MWI)	3
	MALI (MLI)	3
	Marokko (MAR)	2
	Mauritanien (MRT)	1
	Nigeria (NGA)	2
	Sambia (ZMB)	3
	Senegal (SEN)	1
	Simbabwe (ZWE)	1
	Tansania (TZA)	1
	TOGO (TGO)	3
	Tschad (TCD)	1
	Tunesien (TUN)	4
	Uganda (UGA)	2
Asien	Armenia (ARM)	2
	Aserbaidtschan (AZ)	1
	Bangladesh (BGD)	2
	Indien (IND)	1
	Iran (IRN)	1
	Japan (JPN)	1
	Nepal (NPL)	1
	Pakistan (PAK)	1
	Philippinen (PHL)	1
	Sri Lanka (LKA)	1
	Südafrika (ZAF)	4
	Tadschikistan (TJK)	1
	Taiwan (TWN)	3
	Türkei (TUR)	1
	Vietnam (VNM)	1
Europa	Deutschland (DEU)	5
	Finnland (FIN)	3
	Italien (ITA)	1
	Kosovo (XKX)	1
	Österreich (AUT)	4
	Russland (RUS)	1
	Slowenien (SVN)	1
	Ukraine (UKR)	1
	Ungarn (HUN)	4
Nor-damerika	Dominikanische Republik (DOM)	1
	Vereinigte Staaten von Amerika (USA)	2
Süd-amerika	Brasilien (BRA)	1
	Paraguay (PRY)	2
	Uruguay (URY)	1

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