

LEADERSHIP AND MANAGEMENT WORKSHOP FOR SENIOR MANAGEMENT OF RA IV CARIBBEAN MEMBERS

COURSE OVERVIEW

The Leadership and Management Workshop for Senior Management of Caribbean NMHS is co-organized by WMO and CMO as part of the overall capacity building plans for the region.

The Programme will be conducted entirely in English.

TARGET	Senior managers of Caribbean National Meteorological and Hydrological Services
No. of PARTICIPANTS	A maximum of 30 representatives from RA III and IV, Caribbean members funded by WMO (1 participant per NMHS). When different institutions conduct meteorological and hydrological activities, WMO will support one participant from each institution. Any other request is at the country's expense
DATE VENUE	December 01 – 05, 2025 Radison Trinidad Hotel, Port of Spain, Trinidad & Tobago
TRAINING MODALITY	In-person
HOURS	40 hours
LEARNING OBJECTIVES	<ul style="list-style-type: none"> • Leadership and management for a NMHS including strategic communication • Implementation of QMS and Competencies frameworks • Leveraging UN and development cooperation opportunities • Navigating political and socioeconomic drivers and integrating NMHSs activities with national policies • Budgeting and human resource management, succession planning
RESOURCE PERSONS	<ul style="list-style-type: none"> • Dr. Arlene Laing (CMO) • Mr. Kenneth Kerr (CMO) • Mr. Paul Bugeac (WMO) • Ms. Laura Patterson (WMO) • Dr. Veronique Bouchet (WMO) • Mr. Rodney Martinez (WMO) • Mr. Jeffrey Simmons, PR of Bahamas • Mr. Sabu Best, PR of Barbados • Dr. Albert Martis, PR of Curacao and Sint Marteen • Mr. Evan Thompson, PR of Jamaica • Mr. Shakeer Baig, PR of Trinidad and Tobago

Workshop Agenda and Contributions

Local Time	GeneveTime	Topic title	Presenter	PT (min)
Day 1 Monday, 1 December 2025				
09:00	14:00	Course overview	WMO Secretariat	15
09:15	14:15	Opening remarks	Secretary General	30
09:45	14:45	Ice-breaking		25
Session 1 Global and regional context for NMHS				
10:10	15:10	Global and regional trends global influencing the future of your NMHS in the next 10–20 years	Dr. Arlene Laing	15
10:25	15:25	Gaps and challenges of NMSs faces in preparing for this vision of the future	Mr. Shakeer Baig	15
10:40	15:40	The international environment: UN80 and trends of cooperation	Laura Paterson	15
10:55	15:55	Coffee break		15
11:10	16:10	Practical exercise 1 “Defining the context of your NMS, local trends, gaps and challenges ahead”	Participants	110
13:00	18:00	Lunch break		60
14:00	19:00	Practical exercise 1 “Defining the context of your NMS, local trends, gaps and challenges ahead”	Participants	30
14:30	19:30	Interactive real-time survey: Improvements, opportunities, gaps, and remaining challenges for Caribbean NMSs (Mentimeter)	WMO Secretariat	20
Session 2 Leadership and Management of a NMHS				
14:50	19:50	Best practices in budgeting and human resource management & Regional collaboration to reduce costs of calibration, maintenance, and shipping of meteorological equipment	Dr. Arlene Laing Mr. Kenneth Kerr	30
15:20	20:20	Coffee break		10
15:30	20:30	Good practices on QMS implementation	Jeffrey Simmons	30

16:00	21:00	Round of interventions and general discussion	All participants	60
Day 2 Tuesday, 2 December 2025				
09:00	14:00	Good practices leveraging technological advances, empowering the youth and the intergenerational mutual learning	Mr. Sabu Best	20
09:20	14:20	Round of interventions and general discussion	All participants	40
10:00	15:00	Business continuity Management Guidelines	Haley Anderson	60
11:00	16:00	Coffee break		15
11:15	16:15	Round of interventions and general discussion	All participants	60
12:15	17:15	WMO Competency Framework QMS, Human resources and competency management, impact on strategic planning. Impact of AI in the evolving role of the specialized staff	Paul Bugeac	45
13:00	18:00	Lunch break		60
14:00	19:00	Round of interventions and general discussion	All participants	60
Session 3 Strategic approaches and communication				
15:00	20:00	Successful approaches to assure political support and sustainable investment on NMS.	Mr. Kenneth Kerr	30
15:30	20:30	Coffee break		15
15:45	20:45	Round of interventions and general discussion	All participants	75
Day 3 Wednesday, 3 December 2025				
09:00	14:00	Resource mobilization and partnerships: Good practices and Guidelines (with Q&A)	Daniel Kull	60
10:00	15:00	The impact of AI on NMHS activities (with Q&A)	Dr. Veronique Bouchet	60
11:00	16:00	Coffee break		15
11:15	16:15	Practical exercise 2 "Preparing a road map to strengthen your NMS"	Rodney Martinez	105
13:00	18:00	Lunch break		60
14:00	19:30	Round of interventions and general discussion	Rodney Martinez	30
14:30	19:30	Communication, public speaking and stakeholder engagement	Mr. Evan Thompson	30

15:00	20:00	Round of interventions and general discussion	All participants	30	
15:30	20:30	Coffee break			15
15:45	20:15	Leveraging WMO, other UN agencies, and the evolving cooperation framework to foster international cooperation.	Rodney Martinez Laura Paterson	75	
Day 4 Thursday, 4 December 2025					
09:00	14:00	Combat against misinformation and disinformation	Mr. Evan Thompson	30	
09:30	14:30	Round of interventions and general discussion	All participants	30	
10:00	15:00	Strategic approaches for political visibility	Dr. Albert Martis	30	
10:30	15:30	Round of interventions and general discussion	All participants	30	
11:00	16:00	Crisis management and negotiation	Rodney Martinez Arlene Laing	30	
11:30	16:30	Coffee break			15
11:45	16:45	Round of interventions and general discussion	All participants	45	
12:30	17:30	Mentimeter: Identifying the main challenges to position NMS at political level gaps and opportunities	All participants	30	
13:00	18:00	Lunch break			60
14:00	19:00	Good practices on strategic communication (internal and external)	Mr. Evan Thompson	30	
14:30	19:30	Practical exercise 3 “Drafting a plan to strengthen strategic communications and visibility in NMS ”	All participants	150	
Day 5 Friday, 5 December 2025					
Session 4 Strategic partnerships					
09:00	14:00	Panel discussion on: Strategic approaches on Public-private partnership Moderated by: Dr. Arlene Laing (Online invitation to Representative of the Caribbean Chamber of Commerce), other virtual participants from US and Canada			120
11:00	16:00	Practical exercise 4 “Simulation of a meeting to request to high level authorities to invest in NMHS”	All participants	30	
11:30	16:30	Coffee break			15
11:45	16:45	Practical exercise 4 “Simulation of a meeting to request to high level authorities to invest in NMHS” Individual presentations	All participants	75	

13:00	18:00	Lunch break		60
14:00	19:00	Why be active and engaged in WMO	Dr. Arlene Laing	30
14:30	19:30	General discussion, Q&A, Closing remarks WMO Secretariat, Dr. Arlene Laing P/RA IV Mr. Evan Thompson, and the Participants		50