



The Global
Biodiversity
Standard



**BOTANIC
GARDENS**
CONSERVATION
INTERNATIONAL



SOCIETY FOR
ECOLOGICAL
RESTORATION



TOORO BOTANICAL GARDENS



Missouri
Botanical
Garden

How Can Restoration Practitioners Strengthen Biodiversity Outcomes? Introducing the TGBS Mentoring Program

*Dr David Bartholomew, Amarizni Mosyafiani, Mutegeki Alislam
Said Musa (CERP), Narindra Ramahefamanan*

23 July 2026 / SER Global Webinar Series



TGBS website



Introduction to the TGBS Mentoring Programme

Dr David Bartholomew
Chief Executive Officer

The Global Biodiversity Standard



Why mentoring matters now

From restoration targets to effective restoration outcomes

- KM-GBF **Target 2** calls for at least **30% of degraded ecosystems** to be under **effective restoration by 2030**.
- The challenge is not only scaling restoration, but ensuring it improves ecosystem integrity, including **biodiversity**.
- SER Standards v3 define what good ecological restoration practice looks like.
- TGBS helps translate these principles into site-based biodiversity assurance and mentoring.
- Mentoring supports projects to apply this thinking before, during or beyond certification.



What is The Global Biodiversity Standard?

A certification scheme for credible, measurable biodiversity outcomes

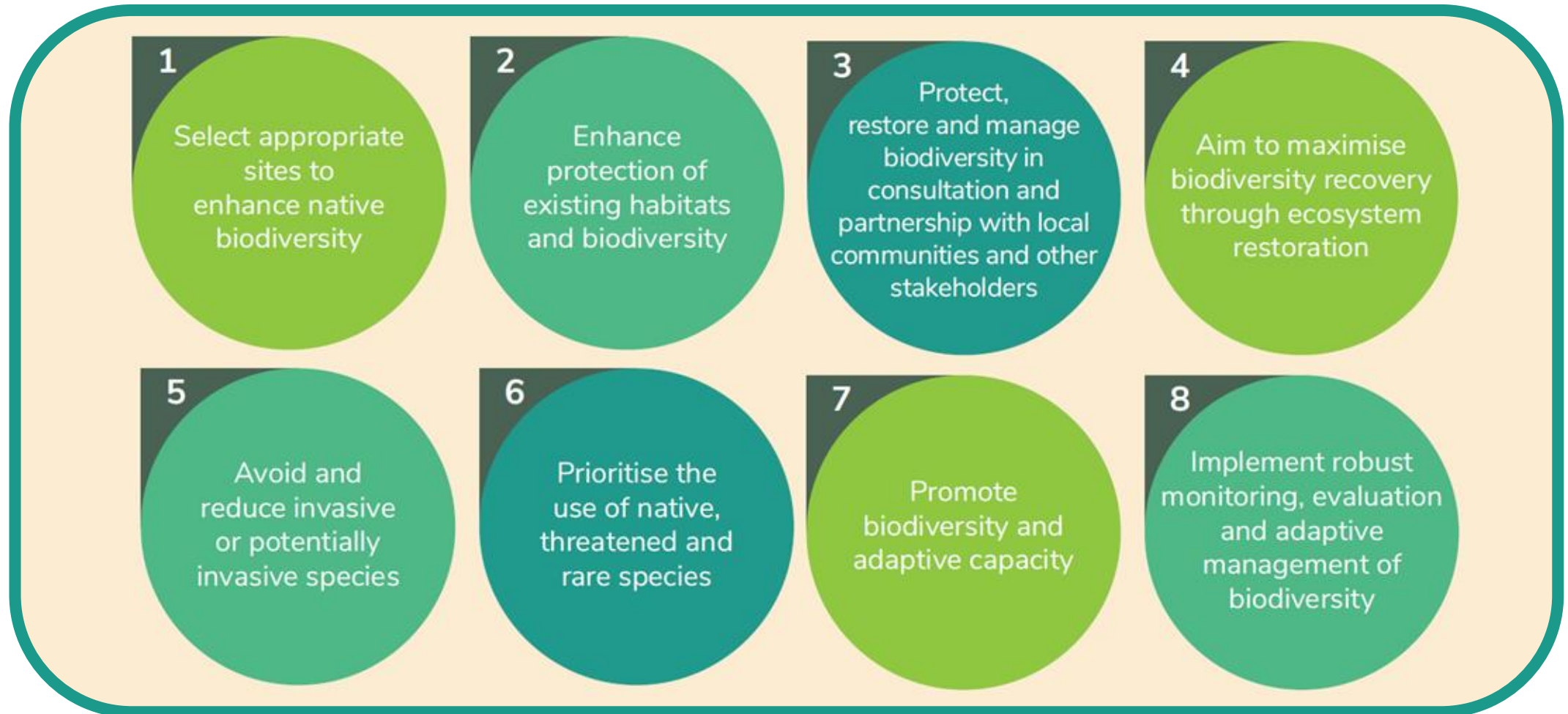
- TGBS provides independent assessment and certification for tree planting, restoration and habitat recovery projects.
- It is designed to recognise projects that deliver positive biodiversity outcomes, not just implementation activity.
- TGBS is structured around eight criteria.
- The mentoring programme helps projects understand and apply this framework in practice.





The Global Biodiversity Standard

8 criteria for biodiverse restoration





Where mentoring fits

Capacity building and independent assurance have distinct roles

Mentoring	Certification
Builds ecological knowledge and local capacity	Provides independent, third-party assurance
Helps teams understand ecological risks and identify areas for improvement	Assesses whether biodiversity outcomes are credible, appropriate and improving over time
Supports stronger project design, monitoring and adaptive management	Evaluates performance through site-based assessment grounded in ecological science and local expertise
Can improve future readiness for certification	Remains separate from mentoring and project delivery
Is optional and does not guarantee certification	Provides a defensible basis for communicating

What mentoring is designed to support

Building ecological capacity and reducing risk

- Help project teams understand restoration risks, trade-offs and evidence gaps.
- Strengthen restoration design, monitoring and adaptive management.
- Clarify what credible biodiversity practice looks like in the project's local context.
- Build the ecological capacity of project teams and local partners.
- Improve readiness for independent assessment and reduce the risk of late-stage redesign.



The right expertise for each project

Pairing specialist knowledge with local ecosystem experience



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ERA

Ecological Restoration
Alliance of Botanic Gardens



GCC

Global Conservation
Consortia

Local Expertise

Hub Partners

- Specialists in local biodiversity
- Reduced travel emissions and cost
- Stronger community engagement
- Equitable, non-for-profit value chain
- More reliable interpretation of ecological conditions



CSIR-FORIG



cienciAmbiental



TROPICAL RAINFOREST
CONSERVATION
& RESEARCH CENTRE



Mentoring across the restoration journey

Support tailored to project stage, scale and ecological context

- **Project stages**
 - **Planning:** strengthen restoration objectives, reference models and project design.
 - **Implementation:** identify risks and improve management decisions.
 - **Monitoring and review:** strengthen evidence, evaluation and adaptive management.
 - **Certification readiness:** identify gaps before independent assessment.
- **Different scales**
 - Individual restoration sites
 - Multi-site projects and portfolios
 - Organisational or institutional programmes
 - Locally led initiatives requiring targeted capacity building.





Choosing the Right TGBS Mentoring Programme for Your Project Needs

Amarizni Mosyaftiani

Policy and Practice Specialist

Society for Ecological Restoration





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The TGBS Mentoring Journey



TGBS Mentoring Module

- **Three complementary modules** supporting any stage of restoration projects
 - TGBS Essential Module : 8 lessons
 - TGBS Sustainability Module : 6 lessons
 - TGBS Enrichment Module : specialized add-on topics
- **Need-based and flexible learning pathway**
- **Practice-oriented mentoring**
- **Mentors bring local expertise and global standards**
- **Supports professional growth of practitioners**



A. TGBS Essential Module

The essential starting point for high-quality, TGBS-aligned restoration projects.



No.	Mentoring Lessons	Learning Objective
A.	TGBS Essential	Develop a fundamental understanding of the TGBS and its essential components
1	Introduction to TGBS	Gain comprehensive understanding of the TGBS
2	Project eligibility	Acquire strategies for identifying and defining TGBS project sites, goals, and objectives
3	TGBS Certification Process	Receive a detailed explanation of the TGBS certification procedure
4	Baselines and References for project site assessment	Understand the importance of establishing baselines, native reference ecosystems, to assess current/interim condition of project site(s).
5	Enhance Protection of Ecosystem	Learn how to improve the level of protection for restoration sites
6	Stakeholder engagement and social benefits	Explore inclusive and culturally sensitive stakeholder engagement strategies that foster trust, support social equity, and strengthen long-term project outcomes
7	Introduction to ecological monitoring, evaluation and adaptive management*	Gain a general understanding of ecological monitoring frameworks and best practices, learn to plan basic monitoring aligned with restoration goals and adaptive management, and become familiar with site-level monitoring, evaluation, and the implementation of adaptive management plans.*
8	Submission Process	Understand the process of submitting TGBS project application for certification

*updated

B. TGBS Sustainability Module

Driving long-term success of the restoration projects through strong monitoring, adaptive management, and continuous improvement.



No.	Mentoring Lessons	Learning Objective
B.	TGBS Sustainability	Maintain the long-term success and beneficial impact of TGBS-certified projects
1	Monitoring plan development and resources	Develop advanced strategies for monitoring project progress and outcomes
2	Advanced monitoring strategies	Create effective monitoring plans including assessing available resources
3	Adaptive management	Understand adaptive management practices
4	Ongoing management	Develop an ongoing management plan
5	Long-term resourcing for management of restoration project*	Identify required resources, assess risks, and understand designing a sustainable long-term resourcing plan.
6	Strategic planning for continuous improvement	Understand the strategy for implementing continuous improvement

*updated

C. TGBS Enrichment Module

Expanding your restoration expertise through targeted, advanced enrichment topics.



No.	Mentoring Lessons	Learning Objective
C.	TGBS Enrichment (Add-ons)	Explore additional specific topics to enhance the knowledge of applicants before/after TGBS certification
1	Ecological restoration principles and techniques	Understand basic ecological restoration principles and practices
2	Genetic diversity conservation	Learn how to conserve and enhance genetic diversity
3	Seed-based restoration	Comprehend seed and other propagule collection and banking procedures
4	Propagation protocols	Learn protocols or how to conduct trials and record data for native plant propagation, including germination procedures and non-seed-based propagation.
5	Species Identification	Learn how to recognise and utilise floristic data to identify faunal and floral taxa native to the area.
6	Control of invasive species	Learn strategies for controlling invasive species
7	Community and cultural engagement	Learn how to engage stakeholders and cultures and ensure equitable benefit sharing
8	Ecosystem restoration and sustainable use	Learn how to sustainably use products from ecosystem restoration programmes
9	Other topics	Cover additional topics that can be requested on the GBS mentoring topic list (link)



TGBS Mentoring Structure

TGBS offers flexibility through two ways:

Duration

**ONE-TIME MENTORING
SESSION**

**LONG-TERM MENTORING
SESSION**

Delivery Format

**WORKSHOP-BASED
MENTORING**

ONE-TO-ONE MENTORING

TGBS Mentoring Duration

TGBS mentoring can be tailored to the needs of your project, for targeted or ongoing support.

ONE-TIME MENTORING SESSION

Focused Support

- Specific objectives
- Immediate challenges
- Focused engagement
- Targeted skill enhancement

LONG-TERM MENTORING SESSION

Sustained Support

- Complex project needs
- Ongoing engagement
- Continuous feedback
- Progress monitoring
- Project evaluation & readiness



TGBS Mentoring Format

Different mentoring formats provide varying levels of interaction, collaboration, and personalized support.

WORKSHOP-BASED MENTORING

- Group learning
- Interactive activities
- Case studies
- Field visit

ONE-TO-ONE MENTORING

- Personalized support
- Project-specific guidance
- Real-time problem solving
- Site visits (where relevant)



The Global Biodiversity Standard:
Manual for assessment and best practices

Section 7
TGBS Mentoring



Check for funding for personnel who receive local mentorship under TGBS. If none, where do you see?

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CONSERVATION INTERNATIONAL

 SER SOCIETY FOR
SCIENCE AND
PUBLIC AFFAIRS

Introduction to TGBS

INTERACT

[Risk Planner]

DURATION

1-2 hours

FORMAT

asynchronous/ hybrid

CONTENT

TGBS Overview

TARGET AUDIENCE

- Restoration practitioners
- Government and public institutions
- Financiers and funding institutions
- Corporate and private sector stakeholders
- Academics & research institutions
- Indigenous people & local communities

LEARNING OBJECTIVE

TGBS Essential Module Lesson 1: Introduction to TGBS

The **Introduction to TGBS** lesson gives participants a clear overview of the TGBS rationale, structure, partners, **introduction to** certification pathway, and monitoring programs. It equips participants to see how their own restoration project aligns with global frameworks and where it fits within the TGBS certification process.

LEARNING OBJECTIVE

Gain a comprehensive overview and understanding of The Global Biodiversity Standard (TGBS). Understand the purpose, structure, and framework of TGBS.

TARGET OUTCOME

Participants can achieve a thorough understanding of TGBS, explaining how TGBS works and how it supports credible, high-quality ecosystem restoration.

REQUIRED RESOURCES

- TGBS Manual
- Slides for Introduction to TGBS
- [Template: TGBS Planning, Essential: Target1_Introduction.pptx](#)
- Local-content case studies to be contextualized (e.g., slides 10-12, 18-20, 34, 37-38)
- Speaker notes
- Navigation guide (online course)
- Quiz + recorded participant responses (Googleforms, Mentimeter, etc.)
- Feedback form

COURSE MATERIALS

TIME	DURATION	Topic	Description
Part A (15 min)			
00:00 - 00:05	5 min	Welcome & Warm-Up	Quick introduction + 1 word prompt ("What is a high-quality ecosystem restoration project?"), learning objectives + outcome

00:05 - 00:10	5 min	Background & Rationale of TGBS	Why TGBS was developed: global need for comprehensive standards to assess impacts on biodiversity.
		Overview of TGBS	Purpose, components, and development timeline of the Global Biodiversity Standard.
		Relationship to Other Policy Frameworks	Alignment with GBF and global standards.
		Introduction to Partners & Hub	Roles of IBA, BCI, GRI, IUCN, ERM, Rain Vets, and regional Hubs.
00:10 - 00:15	5 min	Quiz Segment A	Short 2 questions collected through form or other clear mechanism.
00:15 - 00:20	5 min	Housework	Hydration, body stretching, or etc. (checkbox in, review)
Part B (15 minutes) * May be presented directly following the break or at a subsequent, designated time			
00:20 - 00:30	10 min	Overview of the Certification Process	Explaining the certification form application, assessment, verification, and certification.
		Certification Process	Explaining the certification form application, assessment, verification, and certification.
		Introduction to the TGBS Manual	Guidelines for understanding criteria, assessment, indicators, and scoring.
		Overview of the Monitoring Programme	How monitoring improves low-scoring criteria and supports project capacity.
00:30 - 00:35	5 min	Q&A	
00:35 - 00:40	5 min	Quiz Segment B	Short 1 question collected through a form or other clear mechanism.
00:40 - 00:45	5 min	Closing	Feedback link (recommended to complete) + closing summary.

PREPARATION

Slides to prepare to tailor the mentoring to the local context

- National context for land degradation/biodiversity
- Country-level policies for ecosystem restoration
- Country-level policies that TGBS helps to support
- Information on the national TGBS hub
- A locally relevant case study of a TGBS certified site

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What can TGBS Mentoring help you achieve?

Identify and
mitigate against
risks early

Improve project
planning &
decision-making

Enhance
capacity in
monitoring,
evaluation, &
adaptive
management

Strengthen
stakeholder
engagement &
collaboration

Develop
restoration
knowledge &
professional
capacity

Connect with a
global restoration
network &
regional
expertise

Build readiness
for biodiversity
assessment &
certification





WHICH TGBS MENTORING PROGRAM IS RIGHT FOR YOU?

- ☐ Do you need assistance in expanding your knowledge and gaining expertise for strengthening your project?
 - ☐ ONE-TIME MENTORING
- ☐ Do you require assistance during one or several stages of the project?
 - ☐ LONG-TERM MENTORING
- ☐ Do you prefer to learn with other restoration practitioners?
 - ☐ WORKSHOP-BASED
- ☐ Do you need personalised project guidance?
 - ☐ ONE-TO-ONE



Visit the TGBS Mentoring Program webpage to find programme guidelines and contact details

Learn more: Download
the TGBS Mentoring
Guide

Express interest: Tell us
about your mentoring
needs

Contact us: Get in touch
for more information



<https://www.biodiversitystandard.org/mentoring/>



Standardizing Biodiversity Success: A Practical Guide to Enhancing Restoration Outcomes through the TGBS Mentoring Framework

Mutegeki Alislam Said Musa,
Program Coordinator- TGBS Uganda Hub
Tooro Botanical Gardens



KYAMUGAVU FOREST AND WILDLIFE SANCTUARY RESTORATION PROJECT MENTORING



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TGBS Uganda Hub Mentoring Team



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Invertebrate Specialist
CERP, Certified Biodiversity Assessor &
Trainer



Mutegeki Alislam Said Musa

Plant Taxonomy
CERP, Certified Biodiversity Assessor & Trainer



Alele Gabriel Ogwang

Conservation Biologist
Certified Biodiversity Assessor (GIS, M&E
Practitioner)



Tumusiime Stephen

Ornithologist (Above ground
biodiversity monitoring specialist)

UNDERSTANDING PARTNER REQUIREMENTS



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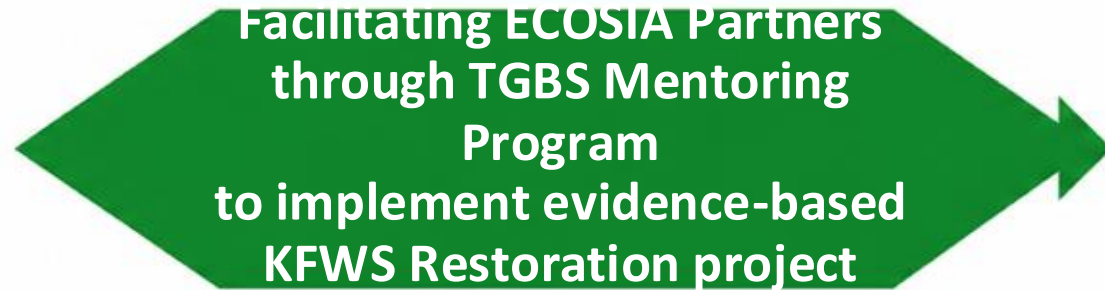


45 Searches

ECOSIA; a search engine
that dedicates 100% profit
to the planet



**1 Tree
Planted**



**Functioning
Ecosystems**



Rationale: To move beyond mere tree-planting numbers to ensure evidence-based ecosystem recovery

CASE STUDY:

Kyamugavu Forest and Wildlife Sanctuary restoration project



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1



Location:
Mubende District,
Central Uganda



Ecosystem:
Combretum wooded grassland
(Endangered)



Size:
405 Hectares



Threats: Intensive cultivation,
livestock grazing, agrochemical
contamination.

2

The Baseline Reality

Restoration was underway, but biodiversity monitoring was inconsistent, empirical evidence was limited, and uncertainty against TGBS indicators was high.

3

Mentoring Intervention - TGBS Essential Module

The Uganda Hub provided active restoration planning and developed a robust Native Reference Ecosystem model, drawing precise targets from nearby undisturbed sites (Murchison Falls, Budongo, and Bugoma).



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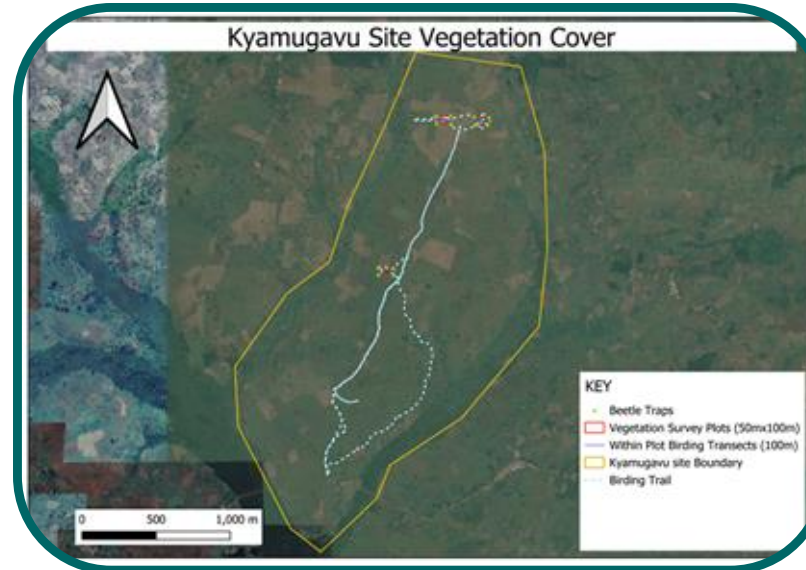


Understanding Partner Needs



Goal Setting

What precise biodiversity outcomes are you aiming to achieve?



Ecological Context



What specific native ecosystem are you restoring?
(e.g., Combretum wooded grassland)



Data Reality

What verifiable evidence do you currently collect and monitor?



Resource Mapping

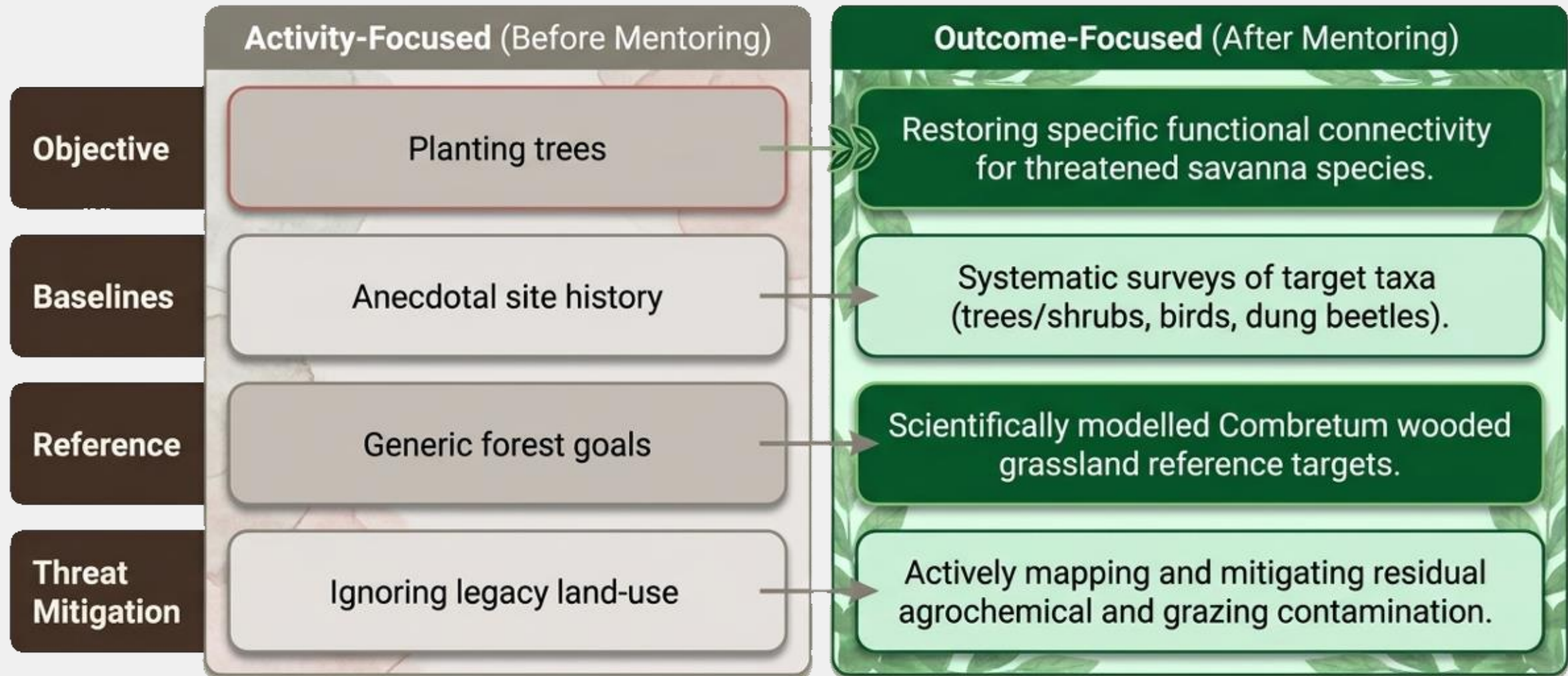


Where are the capacity gaps, and what support do the field teams require?

Mentoring in Uganda demonstrated the effectiveness of knowledge sharing and capacity building.



The Transformation: Activity vs. Outcome



Scaling Confidence and Value



“

That restoration is not about planting trees.

“

Every site relating to restoration should do this mentoring and assessment before they start to implement.

“

I highly recommend all teams working on restoration projects to go through this TGBS mentorship program.

Standardising biodiversity success is not about creating identical projects—it is about ensuring every project has the knowledge, evidence, and adaptive capacity to achieve measurable gains.



Inclusion of mentoring within restoration plans in Madagascar

Narindra Ramahefamanana
TGBS Focal Point - TGBS Madagascar Hub
Missouri Botanical Garden



Context

🌳 Tropical forest are lungs of the planet: carbon, biodiversity and livelihood

🌳 In Madagascar, most forest areas are increasingly degraded :

- 90% of the island's original forests have disappeared.
- Population growth high (2.4%) and Ca. 85% of Malagasy people depend directly on natural capital for their livelihoods.



AERIAL PHOTO 1950



Urgent Need?

- **Prioritize the protection and management of remaining forests** (including the facilitation of natural regeneration = “passive” restoration).
- However, active restoration is important in severely degraded zones (especially to improve integrity of remaining forests).
- Effective restoration efforts must be carefully conceived to be sustainable, ensure long-term ecological integrity and meaningful stakeholder engagement.



GOOGLE EARTH 2026

What is the current state of active restoration in Madagascar?

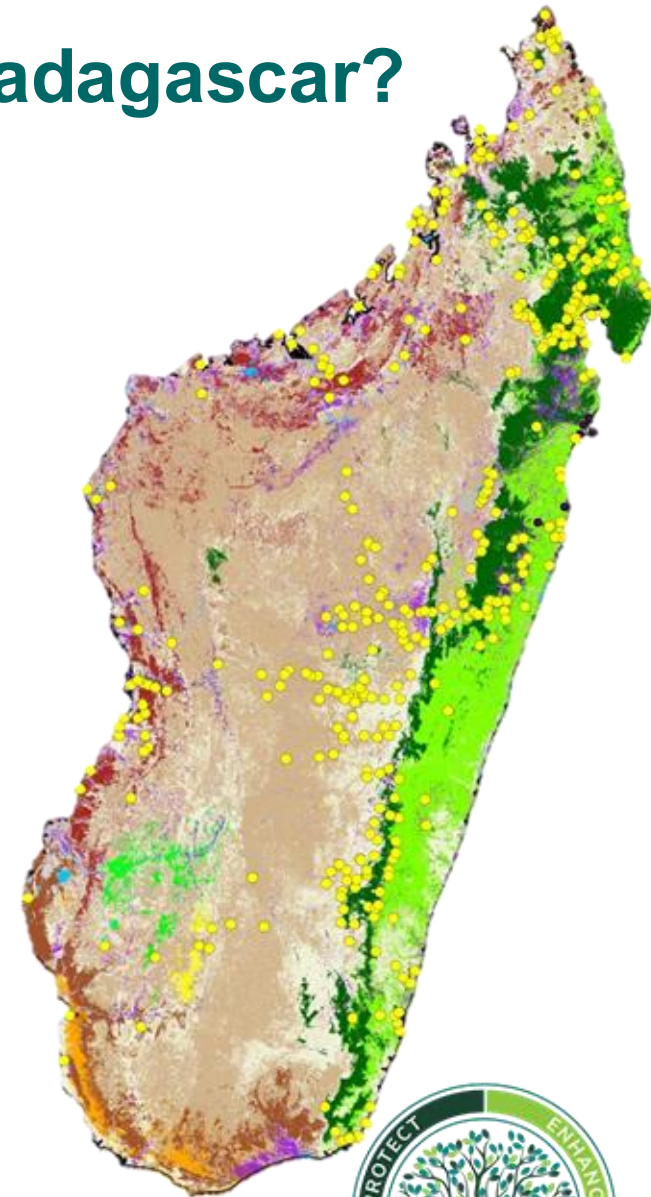
- Several NGOs seek to invest in active restoration to enhance ecosystem integrity and habitat connectivity (especially in context of PA management).
- But, to date, interventions are small-scale, with limited and underwhelming results (high seedling mortality and poor growth).



Risk: Misallocation of limited resources and a potential **loss of donor confidence**, jeopardize future funding opportunities.

Is the restoration plan part of the restorative process in Madagascar?

- Written restoration plans absent in over 90% of the sites whose managers were interviewed.
- **Key barriers:** lack of perceived need, lack of technical expertise, not requested by donors



Enhancing Forest Restoration Outcomes with Robust Restoration Plans

What are the benefits of having a restoration plan?



- **Clear Structuring and Anticipation of Actions**

Enables strategic orientation (setting of clear goals, outcomes and outputs) and a methodical organization of diverse activities, supported by a timeline and measurable milestones to track progress.

- **Strengthening Cohesion and Knowledge Capitalization**

Promotes stronger internal collaboration, encourages consideration of a wide array of issues, clarifies roles, and facilitates the recognition and integration of lessons learned and best practices from past experiences.

- **Resource and Stakeholder Mobilization**

Identifies available resources and existing gaps, serves as a lever to attract funding, integrate local knowledge, and align with stakeholder expectations to ensure long-term commitment and impact.

- **Communication Tool**

Facilitates communication across internal teams, locals, donors, government entities, and other relevant actors.



What are the processes for developing a restoration plan?

- **Stakeholder Consultation and Drafting**

Includes surveys, literature review, and discussions with all stakeholders, followed by drafting and validation of the restoration plan.

- **Communication of the Restoration Plan**

Summarizing the plan on a poster or visual format, with regular reminders of its content to ensure stakeholders—including staff—remain focused on the objectives.

- **Monitoring – Evaluation – Learning**

Consistent tracking of selected indicators using standardized protocols, evaluation and reporting of progress, and adaptive management based on lessons learned.

RESTORATION PLAN

- Serves as the foundation and framework for all activities
- Adaptive Management



The Role of the Hub & TGBS Framework

Ecosia Project's case



TGBS Project Assessment in 2024:

- Millions of seedlings planted but **little diversity and technically flawed leading to high mortality**
- **Lack of holistic plan** to direct restoration and to control alien invasive tree species (high fire risk)
- **Weak community engagement** — collaboration limited to labor, grievance mechanisms not applied, resulting in strained relations with local communities.
- **No protected area management authority**
- Grievance mechanism not applied
- Several criteria scored zero or negative

The Hub used the participative conception of a restoration plan founded on global principles of best practice to guide mentoring efforts to

- **Clarify goals, outcomes and activities**
- **To define and implement effective approaches for community collaboration:** engage communities and implement grievance mechanisms to ensure transparency and accountability.
- **To define and train locals in best site-specific procedures** for seed collection, nursery management, site-preparation, post-planting care, and MEL to track progress and facilitate adaptive management

TGBS Mentoring

The Role of the Hub & TGBS Framework



Knowledge transfer



Facilitating access to global knowledge of foundational principles and best practice for effective restoration

Capacity building



Mentoring ensures local teams can independently achieve best results and meet certification standards.

Certification readiness



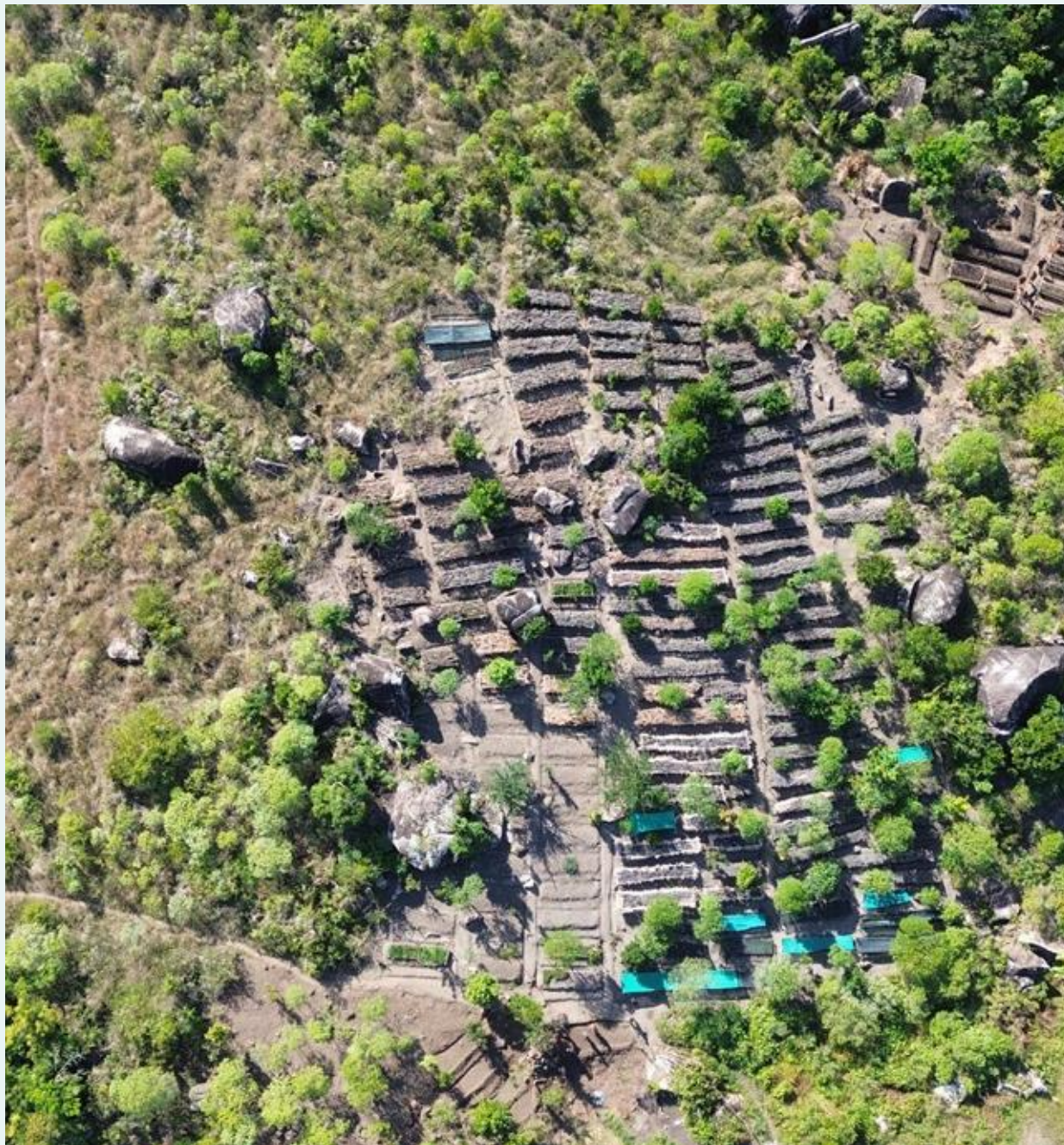
Mentoring bridges the gap between local practice and international expectations within the foundation of a site-specific restoration plan, making projects eligible for recognition and funding

What are the advantages of working with TGBS?



- Collaborate with leading global restoration thinkers and experienced restoration practitioners
- Become part of national and international networks
- Mobilize multidisciplinary expertise to complement existing competences
- Align work with international standards
- Access broader perspectives





CONCLUSION



- Restate: Mentoring is not optional—it is **essential** for the success of tropical restoration projects (high standards and good value)
- Call to action: Encourage investment in **mentoring networks** to scale restoration impact across tropical regions.

TAKE HOME MESSAGE

- A restoration plan provides a compelling framework to articulate global thinking on best practice for restoration in a local setting and enables focused and structured mentoring to address competency gaps



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THANK YOU!

Learn about Mentoring Program



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QUESTION(S)?

info@biodiversitystandard.org

www.biodiversitystandard.org/mentoring/



Questions & Answers

Add your questions in the Q&A box





Get Involved with TGBS Mentoring



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Could mentoring support your project?

Strengthen restoration practice, capacity and future readiness



Describe your project

Discuss your needs

Agree on a tailored mentoring approach

Receive Mentoring



www.biodiversitystandard.org/mentoring

info@biodiversitystandard.org

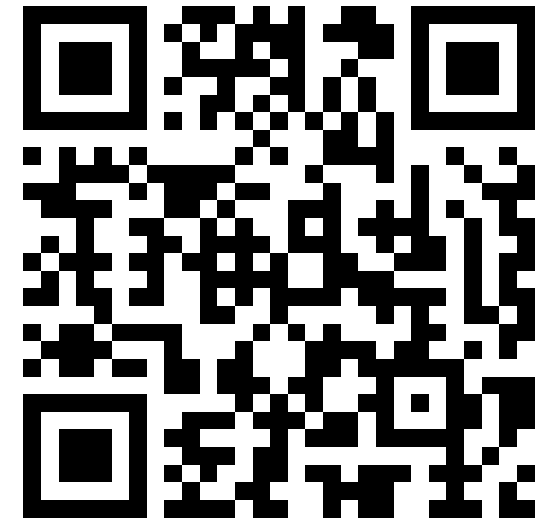


Could you contribute as a mentor?

Help strengthen restoration outcomes
through specialist and local expertise

We welcome expressions of interest from:

- TGBS-certified assessors
- SER Certified Ecological Restoration Practitioners
- Practitioners connected to BGCI's Ecological Restoration Alliance
- Relevant IUCN SSC specialists



www.biodiversitystandard.org/mentoring

info@biodiversitystandard.org



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Thank you

www.biodiversitystandard.org/mentoring
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