PILLAR	STEP	ACTION	TIME-FRAME
1.0 Testing, Adapting and Evolving the Lion Guardians Model	1.1	Carry out changes in Lion Guardians field-level personnel based on performance data	Q2
	1.2	Identify means to improve Lion Guardians field/community personnel motivation	Q4
	1.3	Carry out Lion Guardians Games	Q2
	1.4	Improve understanding of younger age-sets (murrans & herders) cultural values to develop adaptations of Lion Guardians model	Q4
	1.5	Test improved strategies for mitigating and preventing lion depredation resulting in new integrated strategies	Ongoing
	1.6	Take concrete measures to involve Group Ranch leadership in key local decision-making processes	Ongoing
	1.7	Maintain high level (80%) of responsiveness to all major lion depredation reports & moderate level to daily high-quality Guardian reports of lions (30%)	Ongoing
	1.8	Ensure data is captured, organized, cleaned and analysed	Ongoing w Q2 & Q4 gap analyses
	1.9	Maintain high level of responsiveness to community events, resulting in excellent levels of community tolerance and acceptance	Ongoing
	1.10	Improve collaboration and reporting with KWS & other strategic/necessary regional stakeholders	Ongoing
2.0 Improve Capacity of Partnered-sites	2.1	Carry out certification of Ruaha Carnivore Project partnered project site	Q2
	2.2	Identify and hire manager for Ruaha Carnivore Project-Lion Guardians	Q2
	2.3	Explore opportunities for Ruaha Carnivore Project program expansion	Q4
	2.4	Identify funding needs between Lion Guardians, Ruaha Carnivore Project and Panthera	Q3
	2.5	Recruit coordinator for Ngorongoro Lion Guardians & set up systems	Q3
	2.6	Develop and implement Ngorongoro Lion Guardians lion assessment & monitoring systems	Q2/Q4
	2.7	Firmly establish cooperation with Ngorongoro Conservation Area Authorities	Q2

PILLAR	STEP	ACTION	TIME-FRAME
	2.8	Establish or formalise key relationships in Ngorongoro Conservation Area /Improve community and stakeholder relations	Q4
	2.9	Assess TLRI-Lion Guardians project	Ongoing
	2.10	Improve understanding of high-potential sites and prospective partnership opportunities	Q4
	2.11	Prepare customized training program materials for partner sites	Q2/Q3
3.0 Strengthen Human Resource Capacity	3.1	Recruit and employ Operations Manager	Q3
	3.2	Recruit, employ, and train Office Manager	Q2
	3.3	Identify and possibly recruit Phone Operator	Q4
	3.4	Formalize staff development process	Q4
4.0 Grow and diversify funding base	4.1	Increase overall revenues from existing large funders	Q4
	4.2	Maintain/grow network of HNWIs through targeted events	Ongoing
	4.3	Explore opportunities for working with tour operators near LG sites	Q4
	4.4	Carry out public fundraising campaigns	Q4
	4.5	Plan 2016 Board and donor trip	Q4
5.0 Grow and deepen networks and brand awareness	5.1	Help initiate and participate in PRIDE development	Q4
	5.2	Market Lion Guardians Training Program to affiliates	Ongoing
	5.3	Develop plan to utilize "My Lion" film	Q2
	5.4	Strengthen internal capacity by carrying out training with senior staff & directors	Q2

PILLAR	STEP	ACTION	TIME-FRAME
6.0 Strengthen Organizational Administrative Systems & Maintain Infrastructure	5.5	Participate in Borderlands Initiative	Ongoing
	5.6	Publication of scientific papers in peer-review journals to enhance scientific credibility	Ongoing
	5.7	Launch LINC	Q2
	5.8	Raise profile of Lion Guardians through communications products to facilitate fundraising, training, and maintain a general level of supporters (financial and otherwise)	Ongoing
	6.1	Roll-out Canvas (internal information management)	Ongoing
	6.2	Carry out Lion Guardians risk assessment & develop sustainability plan	Q4
	6.3	Maintain Lion Guardians Training Center	Ongoing
	6.4	Vehicles maintenance & management	Ongoing
	6.5	Equipment maintenance & procurement	Ongoing
	6.6	Staff management	Ongoing