



The Sixth African Higher Education Week and RUFORUM Biennial Conference,

Date: 15th – 19th October, 2018.

Leadership Training for Carnegie Post-Doctoral Fellows

Background

Leadership training is an area that no institution desiring growth and sustainability can afford to ignore. As African ARD gains momentum, there is need to intentionally prepare entry, middle and senior level professionals for roles that could impact the choices and decisions made by entire regions. AWARD offers distinct leadership courses aimed at empowering professionals in different areas and levels of ARD. AWARD will deliver a leadership program design for RUFORUM/Carnegie Post-Doctoral Fellows. The aim is to build their capacity by providing leadership based on values such as inclusiveness, transparency, integrity, and efficiency. This a five-day residential course. The course has four unique features: it focuses on gender responsiveness; it is rooted in the African context and values; it is grounded in real-life experiences and challenges; it recognizes best practices in global leadership.

Fast tracking positive change in the agricultural landscape of Africa requires many more competencies than those currently offered in traditional university training. Agricultural researchers and practitioners face steep challenges to cope with the sectoral demands:

- To mobilize resources for research work, development interventions, and management of their institutions; and
- To build strong impactful partnerships, high performing research teams, and work in interdisciplinary teams all of which require additional competencies.

For agricultural transformation to happen, it is important that more investments be made in Africa’s agricultural institutions, scientists, agribusinesses and other key stakeholders to deliver better targeted interventions. Beyond producing technocrats, agricultural research institutions in Africa including, Higher Agricultural Education (HAE) institutions must produce graduates with a transformative mindset of

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leadership. These emerging leaders and change agents need the 'soft' skills and commitment to transforming the continent. They need to fully appreciate the challenges faced by smallholder farmers and be ready to lead and drive the agricultural transformation process for the continent. African Women in Agricultural Research and Development (AWARD) and Regional Universities Forum for Building Capacity in Agriculture (RUFORUM) share this common vision and work closely together to support and nurture a growing pipeline of talented African researchers who can effectively work at the nexus of agricultural science and policy issues towards more inclusive agricultural transformation in the continent. In line with this approach, RUFORUM and AWARD are co-organizing a Leadership training course that will be held in Nairobi, Kenya from 15-19 October 2018.

Purpose of the Side Event

AWARD aims to catalyse transformative change in researchers and agricultural research institutions by enabling them to conduct and promote research and innovations that better respond to the needs and priorities of a diversity of women and men across agricultural value chains. Ultimately, AWARD envisions participants spearheading the necessary change process within their institutions. The aim of AWARD is to equip the whole person with knowledge, skills and experiences that greatly enhances their confidence to innovate and lead in their domains. AWARD leadership course design and delivery was informed by the need for scientists to master leadership skills that are extremely essential for leading and working effectively in interdisciplinary and diverse teams. Such skills are not only limited to technical but also soft skills. AWARD views partnership with universities to train academic staff and postgraduates as greatly enhancing its own mandate to equip the human resource in academia for more impactful training of the future custodians of African Agriculture innovation landscape.

Objectives of the side Event

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The five-day course has four unique features: it focuses on gender responsiveness; it is rooted in the African context and values; it is grounded in real-life experiences and challenges; it recognizes best practices in global leadership.

Course Objectives

By the end of this course, participants will be able to:

- Identify personal and other leadership styles and know how to apply them strategically
- Have increased self-awareness through identifying personality preferences, particularly as they pertain to emotional intelligence
- Strengthen their ability to lead diverse groups
- Improve their ability to have and work through challenging conversations

Approach and Methodology

AWARD designs its programs to be learner-centered. The training will be delivered using different methodologies for optimum impact. This program is designed such that participants already start experiencing the course before they attend it. We have a mix of approaches that include lecturers, group and panel discussions, team activities, participants teaching participants and one of one trainer/participant coaching/consultation. We also use different audio-visual aids to maximise learning.

Venue and Participants

This course is designed for middle to senior level managers in research organizations and aims to strengthen ARD institutions by providing leadership based on values such as inclusiveness, transparency, integrity, and efficiency.

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Expected Outputs

- RUFORUM and AWARD steer the agenda for leadership development in NARS to positively influence ARD.
- Strong motivated ARD leaders skilled to lead diverse teams effectively and who will serve as change agents in their institutions
- Active authentic participation and follow up by course participants as change agents arising from AWARD and RUFORUM working closely with their institutions.
- Awareness about this leadership development program for future deliveries

Side Event Organizers and Contact

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