



+6-++2nd RUFORUM TRIENNIAL CONFERENCE

CONCEPT NOTE

LEADERSHIP DEVELOPMENT FOR EMERGING SCIENTISTS

Mentorship Sessions for nurturing the next generation research leaders in Africa.

Dates: 11th August 2024 **Time:** 8:30-13:00 CAT

Venue: University TBD, Room TBD

15th August 2024 **Time:** 14.00 –16.00 Southern African Time (SAT)

Venue: Mercure Hotel

Registration Link:

Contact: Prof Majaliwa Mwanjalolo (m.majaliwa@ruforum.org)

INTRODUCTION

Mentoring is a process by which a “novice individual” gets assistance from a senior and experienced person. Provision of mentoring services at organization level requires multiple strategies such as technical support and coaching for an early career and other junior staff setting in the new environment or position. Leadership on the other hand is a critical skillset that transcends academic disciplines and is essential for driving positive change in society. This is key for Post-Doctoral Fellows and postgraduate students who represent the next generation of leaders, poised to make significant contributions to their fields and communities.

Mentoring and leadership training programmes contribute to building a talent pipeline, fostering a culture of learning and development, and driving organizational success in the long term. Investment in mentoring and leadership training demonstrates the organization's commitment to growth and career progression of staff. It cultivates a growth mindset, creativity and resilience, empowerment of leaders to drive change and innovation, and capitalize on emerging trends that are essential for driving performance. However, staff mentorship and leadership development are often overlooked in traditional academic programmes on the continent.

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Co-organisers:





RUFORUM, recognizing the importance of mentorship in career development of young professionals who are the next generation of leaders and change makers in society, has organized a mentorship session for Principal Investigators, Post-Doctoral fellows and graduate students as part of the 2nd Triennial Conference to be held between 11th and 16th August 2024.

OBJECTIVES

1. To develop Post-Doctoral fellows' and Principal Investigators' leadership competencies, and soft skills in communication, critical thinking, decision-making, team building, and conflict resolution skills among others.
2. To foster self-awareness and personal growth among Principal Investigators, Post-Doctoral fellows, and graduate students through reflection, self-assessment, and coaching.
3. To promote collaboration and networking among Principal Investigators, Post-Doctoral fellows, and graduate students to foster a sense of community and collective purpose, through peer mentoring, and networking.

APPROACH

A variety of delivery methods that create a dynamic and engaging mentorship and leadership skills to meet the diverse needs of participants and maximizes learning outcomes will be employed. These include among others; reflective exercise, experience sharing, and group discussions. This event will be conducted in two sessions. The first session will involve all the participants and will be facilitated by an experienced researcher on building academic research leadership. The second session will focus on various issues in career readiness and professional development including diversity, equity and Inclusion, mentoring, institutional leadership and governance, lifelong learning, and continuous improvement among others. The participants will be grouped by gender to discuss these issues.

OUTPUTS AND OUTCOMES

1. Participants gain theoretical and practical knowledge about leadership principles, styles, and strategies.
2. Enhanced leadership skills such as communication, decision-making, conflict resolution, and emotional intelligence.
3. Improved self-awareness of participants (strengths, weaknesses, and leadership style preferences).
4. Mentorship plan developed by the senior scientists.

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Co-organisers:





5. The development of effective leaders who inspire, motivate, and empower their teams, enhance team performance, and ensure smooth transition of leadership roles.
6. Participants experience career advancement as they apply their enhanced leadership skills and receive guidance from mentors who have navigated similar career paths.
7. Institutionalization of a strong mentoring and leadership training culture in the network that fosters a supportive environment where knowledge sharing, continuous learning, and mentorship are valued.
8. Increased feeling of job satisfaction and high retention rates

PARTICIPANTS

The participants will include Principal Investigators of RUFORUM supported grants, Post-Doctoral fellows, postgraduate students, and Principals and Deans of RUFORUM member universities.

ORGANIZERS

The event is organized by RUFORUM, with support of the committee of Principals and Deans, the Government of Namibia, and RUFORUM member universities in Namibia.

PROGRAMME

SUNDAY 11 th August, 2024	
SESSION 1: PLENARY	
Venue: TBC	
Registration Link:	
Session Chair:	
Rapporteur: Waswa Moses, Emmanuel Okalany, Selma Ndapewa Nghituwamhata, Yamungu Boniface	
Time	
08:30-08:35	Welcome remarks from the Chair. Prof Majaliwa J.G.M
08:35-10:00	TRAINING THEME: <i>Building academic research excellence.</i> Professor Umezuruike Linus Opara
10:00-10:30	Tea Break
SESSION 2: GROUP WORK	

Co-organisers:





10:30-13:00	Title: <i>Creating an environment that fosters academic excellence, student success, and institutional advancement</i> Former Principal College of Agriculture and Veterinary Sciences, University of Nairobi / Justine Namalwa Professor Richard Mulwa /Prof Achille Assogbadjo/ Prof Emmanuel Tanyi.
12.55-12:55	Way-Forward Prof. Corli Witthuhn, University of Free State
13:00-14:00	Lunch Break
15:55-16:00	Closing remarks

WENESDAY 15th August, 2024

SESSION 2: PLENARY

Venue:	
Registration Link:	
Session Chair:	
Rapporteur: Waswa Moses, Emmanuel Okalany, Selma Ndapewa Nghituwamhata, Yamungu B.	
Time	
14:00-14:35	Leadership lessons learned during the Triennial Conference Prof. Corli Witthuhn, University of Free State
14:35-15:50	Discussions Professor Agnes Wakesho Mwang'ombe, Former Principal College of Agriculture and Veterinary Sciences, University of Nairobi
15:50-16:00	Way-Forward
15:55-16:00	Closing remarks

Co-organisers:

