



CHAMPION STORIES

Building Organizational Capacity – CORAF & CILSS

Last February, USAID's Africa Lead project conducted institutional assessments for the Permanent Interstate Committee for Drought in the Sahel (CILSS) and the West and Central African Council for Agricultural Research and Development (CORAF) to help gain a better understanding of the organizations capacity development needs. These assessments revealed the need to provide capacity building training to staff in certain key areas that would equip the beneficiaries to boost their job performance. Based on the findings in the assessments and to help ensure a path forward a staff training plan was developed for the provision of capacity building of CILSS and CORAF working to help build their capacities to improve job performances in the targeted areas.

Short Course Beneficiary- **Ousmane NDOYE**

Institution: **CORAF/WECARD**

Country: **Senegal**

Ousmane Ndoeye is a program manager at CORAF who has benefitted from USAID's Africa Lead training. Ousmane expressed that he had challenges in organizing his different responsibilities and being able to achieve his work objectives, seeing his work responsibilities as being routine. He had no clear plan for his daily tasks and was focusing more on the overall activities of his work rather than the results.

In May 2012, Ousmane participated in the Results Based Management (RBM) and Advanced Leadership short courses conducted by Africa Lead. As a result of the training, he prepared a work plan that has helped him work toward achieving his goals at work, this plan included how to better manage his time and resources at work. He also learned how to plan, manage and conduct more effective meetings with his colleagues. The RBM course made him think more about how to reach and achieve his goals rather than only focusing on his activities. He also learned about indicators and how they can be used to help monitor the progression of his work towards the project goals. This particular component about indicators Ousmane felt it was essential to his field work and being able to more effectively track the progress of program interventions.

Ousmane explained that *"The training helped me to be more focused and avoid blunders in my work. I now know how to distinguish what essential and necessary from what is superfluous"*. Ousmane will continue to use the knowledge he gained during the training in his work. Ousmane is looking forward to building his confidence and accepting more responsibilities and challenges in his work. Ousmane overall felt the training taught him more about being a leader and that the skills

he learned alongside his colleagues during these courses have created a more efficient and workplace for everyone.

Name of Trainee- Sanfo Kader (Intern at Niamey)

Institution: CILSS-AGRHYMET

Country: Niger

Sanfo Kader is an intern with CILSS as part of USAID's Africa Lead revolving internship program. Sanfo has participated in a various short course training programs; however felt that the Results Based Management (RBM) course was particularly useful for his current and future work. This course provided him with a more in depth knowledge about how to incorporate RBM into an organization such as CILSS, helping him to understand not only how to identify challenges at work but more importantly how to address them. Sanfo felt this was so important that after the training he inquire about more materials and plans to continue to educate himself more on RBM that he can then related to CILSS operations, allowing him to be more accountable of the results and objectives of his work. This process will help him to always have the objectives of CILSS in mind when performing tasks assigned to him.

Sanfo is at the beginning of his career and is putting a great deal of effort into continuing to gain more knowledge and experience in order to strengthen his skills in project management and more specifically in monitoring and evaluation, which the RBM course helped with. *"The knowledge I acquired from Africa lead Bridge Capacity Development Program will be a great asset for me in competing for a new position in M&E as I have better skills in RBM and project/program evaluation"*.

He has a strong commitment to development and wants to continue to be challenged as he moves through his career. *"Obviously my commitment to sustainable development is not enough. Continuously improving of my skills through a bridge capacity development program like yours will be a key and an add value in moving toward my personal and professional goals"*.

So far Sanfo has been successful as this with after the training, since he is more familiar with CILSS's official documents and projects, he had the opportunity to actively contribute to the preparation of the Agronmeteorology and Operational Hydrology and their Applications' (AGRHYMET) annual report and the results matrix for 2013.

Name of Training Participant: LEUMENI NOUTADIEU Patrice Danaud

Institution: CORAF/WECARD

Pays: Senegal

Patrice Leumeni is a staff of CORAF who benefitted from USAID Africa Lead's Monitoring and Evaluation Systems training. During this training he learned about what an M&E plan is and the different components including the importance of documenting all project indicators and having a methodology description for collecting data on program indicators. Before the training, Patrice thought a Performance Monitoring Plan (PMP) was a simple table to be developed and submitted to donors (especially USAID), but after the training, he realized it is a whole

document that involved different steps and is a very useful tool in collecting and managing data. He also learned the importance of developing the PMP at the time of project design, enabling it to be a tool to monitor the data collection throughout the span of the project. Overall Patrice feels that he is better equipped to set up a functional M&E system and be more effective in carrying out his M&E role at CORAF, enhancing upon his overall achievements at CORAF/WECARD.

Name of Participant: Mamane Soule

Institution: AGRHYMET

Country: NIGER

The USAID Africa Lead capacity building training has been a great asset to most participants. Mamane Soule is one of the participants who now have a better understanding of certain concepts and procedures of donors, which has allowed him to better contribute to the development of his current projects. He now understands the need and importance of following particular procedures closely when working with donors. The Results Based Management (RBM) training helped him in designing a Performance Monitoring Plan for CILSS, Niger. Mamane also uses the knowledge he acquired in his daily work, especially helping to improve the quality of the reports he writes.

Mamane is grateful to USAID for the capacity building program that has given him the knowledge he required in project evaluation to assess the impacts of activities of Agronmeteorology and Operational Hydrology and their Applications (AGRHYMET). He now feels that he is more effective and efficient at work. Mamane is also more confident that AGRHYMET will now have a more robust monitoring system that will be reviewed regularly to enable them to take corrective action in order to achieve their results. For example, as a result of the training, CILSS has enhanced its output indicators and quarterly targets. Also, the poor understanding of monitoring and evaluation by agents of Centre Regional AGRHYMET had been solved to an extent.

Mamane explained that the USAID Africa Lead training was particularly timely as there were plans underway for training the staff of AGRHYMET on the basic concepts of monitoring and evaluation. He plans to share the knowledge he acquired with his colleagues at Centre Regional Agrhyment and feels that the monitoring and evaluation system at AGRHYMET will be more operational with greater involvement of all stakeholders because of what they learned through the training, "Personally, I am now able to assess the impact of my performance on timely basis".

Name of Participant: Mainassara Abdoul Aziz

Institution: AGRHYMET

Pays: Niger

Aziz is the webmaster of Agronmeteorology and Operational Hydrology and their Applications (AGRHYMET) a beneficiary of USAID Africa Lead's capacity building program. The communications training has helped him to improve upon his report writing skills where he now applies the improved techniques he learned. He always seeks to achieve results in his job area. As a result of the training, Aziz will now pay more attention to reading through and editing documents carefully.

before submitting. He has planned to share the knowledge he has acquired from the communication, Results Based Management and Report writing and editing training programs with other colleagues in the communication unit of AGRHYMET. ■