



MONTHLY NEWSLETTER OF THE AFRICA LEADERSHIP TRAINING AND CAPACITY BUILDING PROGRAM
JULY 2012 ~ FOCUS ON ADVANCED LEADERSHIP TRAINING OPPORTUNITIES

Africa Lead Champions Go Global

Africa Lead trains leaders. Nowhere is the success of this goal more evident than in a recent opportunity for selected Champions for Change and other accomplished agricultural specialists to participate in an international leadership forum. Four Champions from Kenya, Liberia, Tanzania, and Uganda journeyed to San Francisco to participate in the July 26-27 "Leadership Challenge Forum". **Josephine Akia**, Policy and Advocacy Officer at the National Organic Agricultural Movement of Uganda (NOGAMU), noted how firsthand testimony effectively conveyed lessons of leadership. The Africa Lead delegation was not only inspired by the roles and values different people shared, but also they showcased their own stories. She asserts, "Leadership is a journey and every journey has a story." The Africa Lead participants greatly valued the storytelling technique.

Catherine Harris Karmo, Training Specialist with the Food and Enterprise Development Program (FED), Liberia, reflected on how the skills presented in the Forum revealed how many small, everyday things she and others do are "encouraging the heart", one of the Five Leadership Skills for which the Leadership Challenge Forum experts, Barry Posner and Jim Kouzes, are renowned (the other four are: Model the Way, Inspire a Shared Vision,

Challenge the Process, and Enable Others to Act.) There was also an opportunity to listen and interact directly during breakout sessions with people from different leadership and intellectual backgrounds on how they employed the above five leadership skills within their different organizations and how they succeeded.

Jacqueline Mkindi, Executive Director of the Tanzania Horticultural Association, observed that the delegation had the opportunity to learn about leadership evaluation and assessment tools like the Leadership Practice Inventory (LPI) approach of Kouzes and Posner. While exposed to LPI during the initial training offered by Africa Lead,

she said they were of the opinion that leaders in Africa need to be trained more rigorously on such tools so they can more effectively engage them for better impact.

Ancieta Mwiti, Managing Director in Agri and Co-operative Training and Consultancy Services Ltd (ATC), Kenya reflected on the difference between being among a non-African assembly and viewing the skills as "powerful" in and of themselves. She emphasized how these skills reinforce the approach to "inspire a shared vision" that Africa Lead has developed through the symbol of the broken African pot. "By filling the pot we feed our people in Africa in a common vision", she said. ■



From left to right: Josephine Akia (Uganda), Catherine Harris Karmo (Liberia); Jacqueline Mkindi (Tanzania) and Ancieta Mwiti (Kenya)

Africa Lead Champions Go Global *continued*

The four Leadership Challenge forum participants acted as ambassadors for Africa Lead. They purposefully selected different sessions in order to maximize their exposure to the expertise shared. They then debriefed one another at later points to compare notes. Their participation was recognized by the Forum attendees for having traveled so far to join the event bringing unique perspectives to the mostly US and other developed country participants. In addition to the sharpened skills and

new approaches each is taking back to her home country, the Fellows are eager to share what they have learned with other Champions of Change. The Africa Lead delegation also made a point to meet separately with Messrs. Kouzes and Posner. During that meeting, they won the support of the two world-renowned leadership gurus who agreed to join them in a potential leadership forum in Africa should such an event be arranged. Leadership indeed! ■

The Africa Lead delegates are joined by Jim Kouzes (left) and Barry Posner (right)



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for the latest news, training descriptions, and our online database of upcoming short courses relevant to African agriculture professionals.

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What is Africa Lead?

A USAID-funded program – and part of the Feed the Future global food security initiative – that builds the capacity of African agriculture professionals to lead change in food security

Africa Lead supports the Comprehensive Africa Agriculture Development Program (CAADP) by providing 4 main services to participating countries and regions:

- Developing and delivering **training modules**:

CAADP Champions for Change: a 5 day course about CAADP and leading change, **Module 1**

A second 4 day course, tailored to each country, has been developed to equip CAADP leaders to operationalize investment plans, **Module 2**

- Providing logistical and financial support for other trainings and **innovative learning partnerships** that connect participants with institutional hosts, such as the *International Food Policy Research Institute (IFPRI)*, the *World Food Programme*, and private sector agribusinesses.
- **Assessing capacity needs** of national and regional institutions, CAADP Country Teams, and National Agriculture Investment Plan implementation.
- Developing an **online database** of short courses relevant to African agriculture professionals.

RESULTS TO DATE

- ✓ **1,310** trained CAADP “Champions” from 29 countries (Module 1):
 - 545 in East Africa
 - 375 in West Africa
 - 390 in Southern Africa
- ✓ **237** trained in Module 2 from 3 countries
 - 37 in East Africa (USAID/Forward)
 - 200 West Africa
- ✓ **134** people supported to attend various technical trainings
- ✓ **9** professional interns trained in agriculture show management and agribusiness management
- ✓ **12** national non-state actor workshops held to mobilize NGOs and private sector actors to participate in CAADP
- ✓ Facilitation and logistics preparation for various conferences and meetings
- ✓ **38** institutional capacity assessments
- ✓ **2** assessments of CAADP Country Team processes ; **2** CAADP/NAIPs implementation case studies: Ethiopia and Rwanda
- ✓ A short course database featuring over **481** upcoming offerings relevant to African