



MONTHLY NEWSLETTER OF THE AFRICA LEADERSHIP TRAINING AND CAPACITY BUILDING PROGRAM
APRIL 2013

MEASURING RESULTS: Building Organizational Capacity through People and Results

In February 2012, USAID's Africa Lead project conducted institutional assessments for two West African Organizations, 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 to boost job performance. To help ensure a path forward, a staff training plan was developed to support these efforts.

Africa Lead custom designed the different courses and since October 2012, nine courses have been delivered to 135 people. In addition to the training, Africa Lead has provided ten interns to help CORAF and CILSS. The interns work with the staff of the host institutions to improve monitoring and evaluation (M&E) systems, Human Resource Management, Knowledge Management and Communication systems.

These courses and interns have delivered positive results for both the individual beneficiaries and the respective organizations. Some of which include:

Ousmane Ndoeye is a program manager at CORAF who was experiencing challenges with organizing his different work responsibilities and achieving all of his objectives. In May 2012, Mr. Ndoeye participated in the Results Based Management (RBM) and Advanced Leadership courses. As a result of the training, he prepared a work plan that has helped him work toward achieving his goals at work, while better managing his time and resources. The RBM course made him think about how to identify and accomplish his objectives rather than simply focusing on his daily activities. He also learned about using indicators to help monitor his work which has been important in effectively tracking the progress of his program interventions.

Sanfo Kader is one of the interns with CILSS and has participated in

Courses Developed for CORAF & CILSS:

- Budget Development & Management
- Results Based Management I
- Proposal Writing
- Board Governance
- Scientific Writing and Project Proposal
- Report Writing
- Evaluating Projects
- Report Writing
- Advanced Leadership and Communications

various courses; however he felt that the RBM course was particularly useful (both for his current and future work) in helping him to understand not only how to identify challenges at work but more importantly, how to address them. Mr. Kader is at the beginning his career and, is eager to strengthen his project management skills and M&E knowledge. Following the training he asked how he could access additional material for continued learning about RBM that could be applied to his job.

"Obviously my commitment to sustainable development is not enough. Continuously improving my skills through a bridge capacity development program like yours will be a key and an added value in moving toward my personal and professional goals"

- Sanfo Kader, CILSS Intern



CILSS staff in a group discussion at the Evaluating Projects training in Niamey, Niger

Patrice Leumeni is a staff of CORAF who participated in the M&E Systems training. Before the training, Mr. Leumeni thought a Performance Monitoring Plan (PMP) was a simple table to be developed and submitted to donors (especially USAID),

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however the training helped him realize how useful a PMP can be in collecting and managing data.

Overall Mr. Leumeni feels that he is now better equipped to carrying out his M&E role in setting up a functional M&E system which will enhance the overall achievements at CORAF/WECARD.

For Mamane Soule, the training helped him design a PMP for CILSS, Niger. Mr. Soule also uses the knowledge he acquired in his daily work, especially helping to improve the quality of his reports. He feels that he is more effective and

efficient at work and has more confidence in their monitoring system that is now reviewed regularly, enabling them to take corrective action, when needed, to achieve their results.

These are just a few examples of the positive results for CORAF and CILSS and their staff as they continue to learn and gain skills that can be applied to their jobs to achieve the overall capacity objectives of their organizations.

"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 Ndoye, Project Manager
CORAF**

Visit us on the web at
www.AfricaLeadFTF.org

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 which supports the Feed the Future global food security initiative working to build the capacity of African agriculture professionals to help 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:

Task 1: Developing and delivering leadership training modules:

- **Module 1:** CAADP Champions for Change, a 5 day course about CAADP and leading change.
- **Module 2:** A second 4 or 5 day course, tailored to each country, has been developed to equip CAADP leaders to operationalize investment plans
- **Customized Short Courses,** Module 1&2 Hybrid, and national non-state actor workshops held to mobilize NGOs and private sector actors to participate in CAADP

Task 2: Providing logistical and financial support for other trainings, internships and **innovative learning partnerships** that connect participants with institutional hosts, such as the International Food Policy Research Institute (IFPRI), Sokoine University of Agriculture, and private sector agribusinesses.

Task 3: Assessing capacity needs of national and regional institutions, CAADP Country Teams, and National Agriculture Investment Plan implementation.

Task 4: Developed an **online database** of trainings on the continent that can be matched to the leadership training and capacity building needs relevant to African agriculture professionals.

RESULTS TO DATE

Task 1:

- ✓ **1,310** trained CAADP "Champions" from 29 countries (Module 1): (545 in East Africa, 375 in West Africa, 390 in Southern Africa)
- ✓ **333** trained in Module 2 from 23 different countries: (104 in East Africa and 229 West Africa)
- ✓ **135** trained in Customized Short Courses for CORAF & CILSS
- ✓ **546** National non-state actor workshop participants

Task 2:

- ✓ **8** professional interns trained in agribusiness management
- ✓ **10** professional Interns for CORAF and CILSS
- ✓ **19** Interns for Sokoine University of Agriculture (SUA)
- ✓ Facilitation and logistics preparation for various conferences and meetings

Task 3:

- ✓ **44** institutional capacity assessments

Task 4:

- ✓ **1,138** Short courses in the database from **151** separate organizations.