



MONTHLY NEWSLETTER OF THE AFRICA LEADERSHIP TRAINING AND CAPACITY BUILDING PROGRAM FEBRUARY 2012 ~ FOCUS ON SOUTHERN AFRICA AND EAST AFRICA

USAID Supported Agricultural Leadership Training in Zimbabwe and Zambia

"I have attended many workshops...most of which have ended up fizzing out and people going back to do their usual things... We can only remain intact if we have actions /activities that put us together. We need to take our action plans very seriously." Simbarashe Sibanda, TroParg Consultancy services, Zimbabwe.

In its continuing support to African agriculture leaders, the Africa Lead program provided Leadership for Change training to over 55 Champions for Change from Zimbabwe and Zambia--January 30-February 3 and March 13-17, 2012, respectively. Thirty-eight percent of the participants were women while sixty-two percent were men. Participants attending the training hailed from the private sector, public institutions, civil service society organization, and research institutions. The training gave participants important leadership tools such as team building skills and Kotter's eight steps for leading change to spearhead institutional change. Participants noted that the training was a resounding success in generating enthusiasm for the CAADP agenda in both countries. Champions reflected their motivation

and energy through the development of individual and group action plans at the end of both trainings. The group plan of the Zimbabwe Champions emphasizes influencing the process of the development and implementation of the Zimbabwe Compact and agricultural investment plan while the Zambia group plan highlights mainstreaming climate change in CAADP. Both plans formulate a time table and clear responsibility among Champions about how the plans are to be implemented following the training. Additionally, the plans incorporate performance indicators and planned targets to assess implementation progress. ■

USAID Connected Ethiopia Commodity (ECX) with Hershey Co. in the U.S. *Interview with Tizita Alemu, ECX Inspection, Manager (translated from Amharic language)*

Africa Lead (AL): Welcome to the U.S. Please tell us a little about yourself and ECX.

Tizita: [My name] is Tizita Alemu and I came from Ethiopia. I am working for the ECX as an Inspection Manager. ECX is a new initiative for Ethiopia and the first of its kind in Africa. ECX is creating a new marketplace that serves all market actors, from farmers to traders to processors to exporters and consumers. Currently, ECX benefits thousands of players through the provision of services such as commodity price risk management, product standard compliance, market data, warehouse receipts, and central depository.

AL: Why you are here in the U.S?

Tizita: [I] am a graduate of Champions for Change Africa Lead Leadership Training and Capacity Building program. I am here in the U.S. for a USAID-sponsored two month internship with Hershey Co. in Pennsylvania, U.S.

AL: What do you hope to learn that will help you improve commodity risk management for the ECX from the internship?

Tizita: [I] anticipate acquiring new knowledge and skills from Hershey's extensive commodity risk management experience. The internship is a unique opportunity to work with diverse experts in the area, understand the dynamics of the global commodity market and learn how to manage and mitigate the risks associated with costs, supply, currency, etc. ECX will be launching a futures trading platform in 2012. Thus, the experience and exposure to commodity futures and strategy in price risk management in the context of a major player like Hershey will be valuable and applicable for ECX.

AL: Can you describe how you feel about travelling to the U.S for this opportunity?

Tizita: [To me] it is a chance to take ECX to a higher pedestal of operation in Africa and be a model for replication to help the continent achieve sustainable food security.

AL: What are the aspects from the training you took with Africa Lead that had the greatest value for you and how do you merge these in your internship?

Tizita: [The] leadership for change skills that I learnt last year are some of the most valuable lessons I have learned in life. It changed the way I built a collaborative and responsive team in my work place. The most important lesson that lingers with me is the notion that the leadership trainer quoted from the [legendary anthropologist] Margaret Mead: "never doubt that a small group of committed citizens can change the world." This is apparent in my case. I manage a team of three employees in inspection section at ECX but we serve thousands of customers. We are a small fish in a big pond of 500 employees. Thanks to Africa Lead leadership training that has equipped me with the necessary skills and knowledge to motivate employees for better results. I am confident that the leadership training is going to bear even more fruit following this internship.

AL: Wishing you the best, do you have any question for Africa Lead?

Tizita: [I] would like to thank the generous sponsorship of USAID and Africa Lead's effort to make this opportunity possible. ■

BENEFICIARY STORY: Tanzania

Tanzanian Champion Releases an Article on Food Security



The most recent issue of Tanzania's Mkulima-Farmer's World Magazine features an article released by an Africa Lead *Champions for Change graduate*, Alawiya Mohammed. In her article, "Coming Together in Agricultural Stakeholders," Ms. Mohammed highlights the importance of mobilizing agricultural professionals, and policy makers engaged in the development and implementation of Tanzania Agriculture and Food Security Plan (TAFSIP). Ms. Mohammed further notes that TAFSIP requires action oriented leaders who are dedicated to bring change and promote agricultural investment in Tanzania.

In this regard, Ms. Mohammed emphasizes that the Africa Lead Leadership for Change training comes at the right time to help build capacity and mobilize agricultural leaders to take urgent actions in the implementation of TAFSIP. Ms. Mohammed intends that the article plays a catalytic role in leveraging and engaging a wide range of agricultural experts, policy makers, researchers, and other stakeholders both from the national and international community to implement TAFSIP to benefit food insecure people in the country. ■

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Or browse our online database of upcoming short courses relevant to African agriculture professionals at
AfricaLead.vudat.msu.edu/courses

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What is Africa Lead?

Africa LEAD is 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.
 - A second 4 day course, tailored to each country, has been developed to equip CAADP leaders to operationalize investment plans. The first offering took place in Tanzania in late October.
- **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

- ✓ 1,144 trained CAADP "Champions" from 29 countries:
 - 545 in East Africa
 - 375 in West Africa
 - 224 in Southern Africa
- ✓ 109 people supported to attend various technical trainings
- ✓ 6 professional interns trained in agriculture show management
- ✓ 10 national non-state actor workshops to mobilize NGOs and private sector actors to participate in CAADP
- ✓ Facilitation and logistics preparation for various conferences and meetings
- ✓ 29 institutional capacity assessments
- ✓ 2 assessments of CAADP Country Team processes
- ✓ A short course database features over 450 upcoming offerings relevant to African agriculture professionals! Browse or search by clicking on Upcoming Short Courses at the Africa Lead website:
<http://AfricaLeadFTF.org>