



MONTHLY NEWSLETTER OF THE AFRICA LEADERSHIP TRAINING AND CAPACITY BUILDING PROGRAM
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MEASURING RESULTS: “Sustaining the Momentum” – Beyond the Trainings

On June 11th, Africa Lead facilitated a Lessons Learned workshop in Nairobi, Kenya bringing together USAID, CAADP representatives, project implementers, Champions and other beneficiaries of the project to meet and discuss the accomplishments and lessons learned over the 3 years of the project. The goal of the “Sustaining the Momentum: Champions Transforming Institutions” workshop was to both share and capture the essence of the project, while extracting the different legacies that are being left behind and can be built on, such as, the motivated Champions, strengthened institutions, increased knowledge, improved leadership training and strengthened institutional capacity tools.

During the workshop, a general project overview and results were presented (see page 2). But more impactful were the stories that the Champions shared about how their involvement with Africa Lead through trainings had impacted their lives. Champions expressed how they have been energized or re-energized by the “Champions for Change for Food Security” course, which empowered their continuous commitment to food security at the individual, institutional and country level. Each participant had a different story; some talked about how Africa Lead created a new “religion”;

a community of believers with a certain “fire in their belly” and how it doesn’t matter where you took the training, in Zimbabwe or Tanzania, all the participants talk the same language and are always at home when they are with each other. Beyond the knowledge that the trainings provided, they also created an empowered community of people. One participant explained it as, “the training changed me from a human ‘being’ to a human ‘doing’.”

Champions also conveyed how Africa Lead created an overall passion for food security and explained how the legacy of the project will live on within each of the Champions as they take what they had learned and share it with their co-workers; become more actively involved with their own

institutions, communities and governments to initiate change; and incorporate the principles they learned into their work and everyday lives. Over and over again the Champions articulated how they felt a sense of urgency about food security and the need to empower others while creating change. Champions shared how Africa Lead helped them realize their role in food security, transforming them into great leaders and teaching them to look at the food security issue with a heart.

Participants emphasized their belief in the importance of leadership training and how it often gets overlooked because of the focus on technical training. The conversation illustrated how leadership is key to food security

Key Lessons Learned from Africa Lead

Below is a compilation of the most frequently cited types of lessons identified by participants in the workshop:

1. Encourage “**cascade trainings**” - participants share their new knowledge with their institutions or communities.
2. Include **parliamentarians and other politicians** in leadership trainings.
3. Champions are the **legacy** of the project – Champions should be supported in creating a network (e.g. share lists of champions, hold reunion conferences or other networking events)
4. **Leadership training** is just as important as technical training.
5. True leadership is leadership with a **clear vision** to build on.
6. Using African regional trainers in an **African context** was a large part of the success of the training.
7. Assessments are most useful when they also have **capacity building programs** (e.g. training or technical assistants)
8. Assessments require **engagement and buy-in** from all stakeholders.

continued

in Africa, helping to unlock the potential for African agriculture and achieving remarkable results.

“For whatever I am doing, if I can plant something about food security, I will do it and make a difference.”

- **Workshop Participant**

The two day workshop concluded with a brainstorming session on lessons learned and how the momentum could be sustained as Africa Lead comes to an end. A range of ideas were discussed (see text box above). The key points were focused on ways to support leadership to create sustainability in capacity building. All of the ideas shared should be considered for any follow-on project or other capacity building projects.

Whether the Champion participated in one of the Module 1 or 2 trainings, a customized course, delivered the training, or were sponsored for an internship or business exchange; all the beneficiaries that shared their stories had something positive to reflect and something that they will carry with them into the future as they continue to work toward food security in Africa. All the Champions felt a part of something and appreciated that they were being invested in. Africa Lead may be ending but the legacy will live on within all of the Champions. ■

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 short term courses offered by training institutions in the continent that can be matched to the leadership training and capacity building needs relevant to African agriculture professionals.

RESULTS TO DATE

Task 1:

- ✓ **1,343** trained CAADP “Champions” from 29 countries (Module 1): (578 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
- ✓ **707** National non-state actor workshop participants

Task 2:

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

Task 3:

- ✓ **49** institutional capacity assessments

Task 4:

- ✓ **1,228** Short courses in the database from **151** separate organizations.