



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

## Africa Lead Launches Module 2 Workshops in West Africa

Over 1,200 Champions for Change for Food Security have been trained by Africa Lead over the past 18 months through the provision of leadership and change management training. Encouraged by the enthusiasm and energy Module 1 trainings generated for the food security agenda across 29 sub-Saharan countries, Africa Lead has launched the Module 2 workshop series. Introduced in April 2012, Module 2 is designed to provide technical skills in project design and management matched to specific activities and country context. These include National Agricultural Investment Plans (NAIPs) and the operation of CAADP country teams themselves. With these new skills, Champions are able to improve program results and ensure that organizational and unit action plans are aligned with CAADP/ NAIPs in each country. The ultimate goal of Africa Lead is to reinforce USAID Feed the Future's goal of aligning resources with country-owned processes to enhance food security.

In March/April, Africa Lead rolled out four Module 2 workshops in Ghana and Liberia. A total of 118 mid-to senior agricultural leaders instrumental to CAADP/NAIPs implementation processes drawn from 30 institutions attended these sessions.

The Module 2 program is a four-day intensive course on project design and management, monitoring and evaluation. It also covers strategic influencing for stakeholder participation and collaboration, managing the donor-recipient relationship, managing people to achieve results, financial management, and joint sector review methodologies.

Africa Lead has integrated a Rapid Results Approach (RRA) into the Module 2 curriculum that enables participants to develop action plans to be implemented within approximately 100 days after the training. The RRA materials were adapted specifically for Africa Lead by the Rapid Results Institute of Stamford, CT. The plans are joint efforts of 3-4 participants drawn from the same institution.

Africa Lead believes that a cohort of participants from the same institution augments the chances of action plans translating into practice.

The advantages of RRA are that projects produce results in terms of meeting short-term objectives. Additionally, Africa Lead will provide the necessary coaching and technical backstopping to ensure implementation of action plans. The lessons learned from RRA projects also will be used to further support NAIPs implementation.

Africa Lead will deliver the third sessions of Module 2 in May/June in Liberia and Ghana and will offer several deliveries of the workshop in East Africa beginning in August. ■



Module 2 Participants in Ghana  
Photo Credit: TRG Inc

## Champion Aligns Production to Market

Malawi Champion, Grace Mhango, has designed a new approach to unlock market barriers through the formation of farmers groups in Malawi. Ms. Mhango is the founder of African Women in Agriculture (AWIA), a regional agriculture network of over 1,000 members. Recognizing that traditional systems have left many small-holder farmers generating inconsistent income and suffering cyclic poverty, Ms. Mhango's "market followed by production" approach reverses the predominant pattern inherent in sub-Saharan Africa. Instead of producing what you can and then searching for markets in which to sell, being in a group provides members with the power to create markets through economies of scale.

For example, Ms. Mhango is helping these farmer groups to produce commodities for niche markets in Zimbabwe. Considering the low crop production and food deficits that have prevailed in Zimbabwe for the past few years, this represents a new market for Malawi farmers.

Applying Ms. Mhango's advice, Malawian farmers have secured a contract for food commodities worth USD 200, 000 in Zimbabwe. In addition to new market gains for Malawi, disadvantaged Zimbabweans are benefitting through access to affordable food. Grace Mhango credits Africa Lead with giving her the confidence and skills to apply effective leadership tools such as "thinking outside the box". ■

Visit us on the web at  
[www.AfricaLeadFTF.org](http://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 – 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

- ✓ 1,209 trained CAADP "Champions" from 29 countries (Module 1):
  - 545 in East Africa
  - 375 in West Africa
  - 193 in Southern Africa
- ✓ 155 trained in Module 2 from 3 countries
  - 37 in East Africa
  - 118 West Africa
- ✓ 109 people supported to attend various technical trainings
- ✓ 9 professional interns trained in agriculture show management and agribusiness management
- ✓ 11 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
- ✓ A short course database featuring over 481 upcoming offerings relevant to African agriculture professionals!