



Leadership Course in flood-based farming system & water harvesting

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Overview of AWARD



Career-development program that:

- **strengthens** research and leadership skills in order to
- **accelerate** agricultural gains
- **benefiting** small-holder farmers, most of whom are women



11 countries, + 5 francophone pilot



Disciplines



				
Economics	Engineering	Agroforestry	Agronomy	Animal & Livestock
				
Aquatic & Fisheries	Biodiversity	Crops Sciences	Ecology	Entomology
				
Extension Education	Food /Nutrition	Horticulture	Molecular Biology	Natural Resources
				
Virology	Soil Sciences	Veterinary Sciences	Water/Irrigation	Other

AWARD focus: 2008 - 2017



- Fostering **mentoring** partnerships
- Building **science** skills
- Developing **leadership** capacity
- **Learning, monitoring, and evaluating**

New AWARD Strategy 2017 - 2027



Mission

Investing in African women scientists and institutions to deliver innovative, sustainable, gender-responsive agricultural research and development

- Pillar 1: Individual
- Pillar 2: Institutional
- Pillar 3: Enabling environment



Mentoring



***“Mentoring is a brain to pick,
an ear to listen, and a push in
the right direction.”***

Dr. John Crosby, author

Mentoring partnerships



- **Backbone** of AWARD
- **Foundational** to all career development training offered
- **Critical** to match fellows with the right mentor to help them achieve goals





Purpose of mentoring in AWARD

- Allows senior professionals to share experience, knowledge, and networks with an AWARD Fellow.
- Provides nurturing support for fellow to grow both within her field and place of work, encouraging her to build her career and strong leadership potential.



How mentoring process starts

- First activity of fellow and her mentor is attending a Mentoring Orientation Workshop (MOW):
 - learning personality & working style
 - guidelines and tools
- Mentoring is tailored to meet career development goals of fellow

What Do We Look for in a Mentor?

- Knowledge
- Reputation and recognition
- Proximity to Mentee
- Commitment





What do we look for in a mentor?

- Personal qualities
 - *compassionate, respectful, honest, ability to listen, mature, willing, credible, tolerant, selfless, wise*
- Professional qualities
 - *experienced, receptive, intellectual, visionary, communicative, skilled, coaching, leadership*

What motivates mentors?



In their own words:

- Help women scientists advance in their careers
- Share experience and knowledge
- Encourage professional women to aim high in male dominated sectors
- Enhance skills in mentoring
- Network & increase visibility
- To be a role model to younger women

“A champion who does not raise other champions is not worth celebrating. As accomplished scientists, our work will be evaluated by the number of scientists we raise and the value we add to their lives to help them achieve greater heights...”

Professor Emmanuel Ohene Afoakwa,
Associate Professor, Department of
Nutrition and Food Science, University of Ghana



“After being an AWARD Fellow myself, I wanted to be a mentor in order to pass on my positive experience and to motivate others as I was motivated and inspired to aim high, gain confidence, and have the courage to take risks. My first surprise as a mentor was the positive effect that I had on my mentee and the motivation she had after each time we spoke. That was a huge motivation for me to try harder to help and inspire her.”

Dr. Maria Alexandra Jorge,
former Mentee 2009 who became a mentor 2011
Was the Genebank Manager, Forage Diversity, ILRI, Ethiopia





“I accepted the invitation to be an AWARD Mentor without realizing that I would gain so much in the process. The program develops the skills that compliment research work. It strengthens and nurtures talented women to reach their full potential. I am an AWARD Mentor because I could clearly see and experience the development of a young researcher's confidence, focus, and vision, and because I see the need for more sensory food scientists in Africa.”

Professor Riette de Kock, Department of Food Science,
University of Pretoria, South Africa

Mentoring: Sharing forward



Fellow's mentee

Mentor

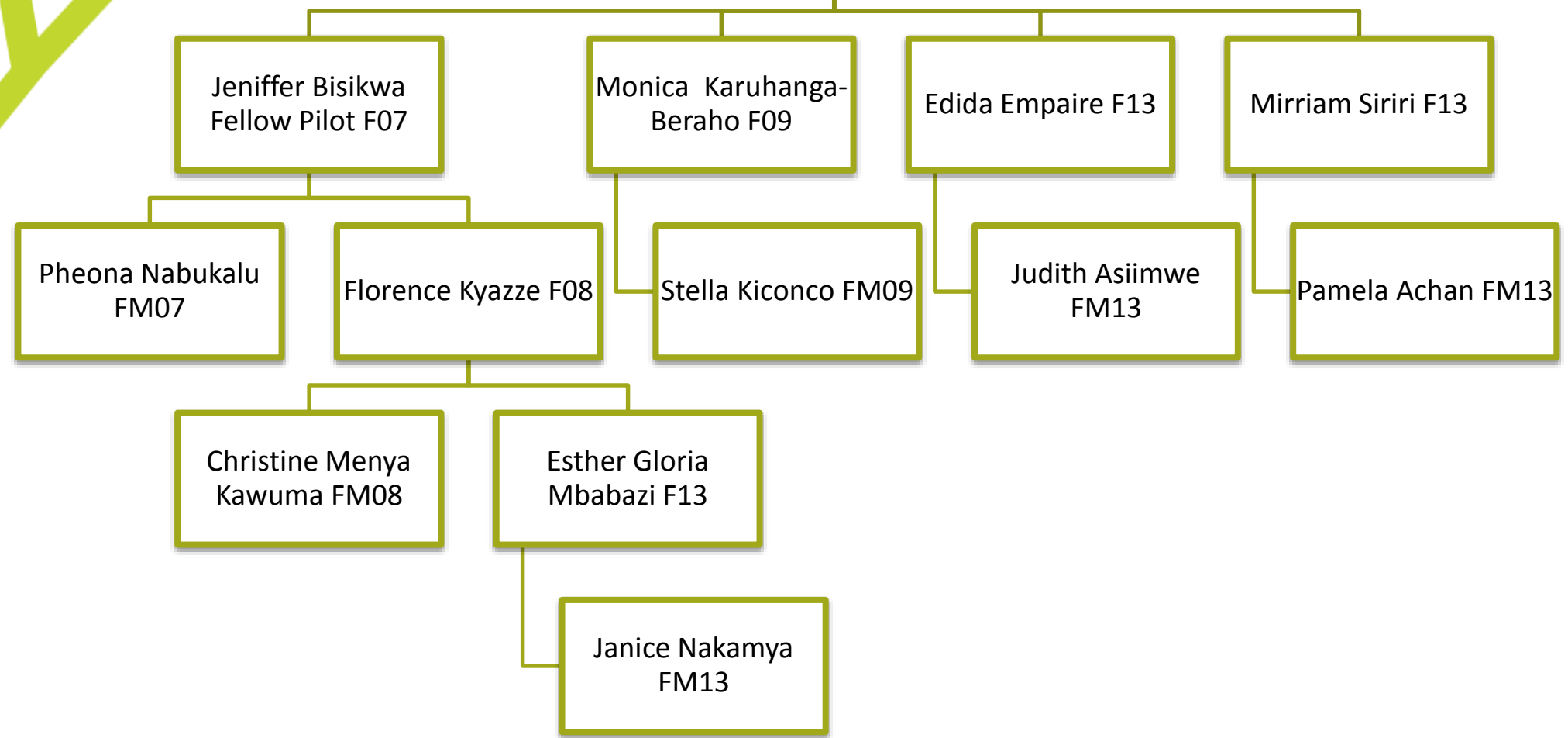
Fellow



Institutionalizing mentoring



Margaret Mangheni
M07, M13



Role-modeling



- All fellows conduct a role-modeling event
- Fellows encouraged to involve mentors, mentees, colleagues, and local leaders
- Examples:
 - seminar / inspiring talk
 - community workshop, workplace, career fair, farmers' market, or other similar activity

Role modeling



Role modeling





Fellows' mentees

- Fellows mentored for one year
- In 2nd year, fellows serve as mentors to junior women scientist.
- This serves three purposes:
 - Fellows practice new skills
 - Benefits extended
 - Institutions are strengthened through participation – fellows, mentors and fellows' mentees



What worked well?

- **Application** of skills from MOW
 - More focused goals
 - Greater sensitivity on gender issues
- **Regular** mentoring meetings
- **Proximity**
- **Support** from institutions
- Good **relationships**: trust and commitment
- **e-mentoring** if unable to meet face-to-face



Issues

- Conflict with supervisors
- Physical distance
- Time management /
Work-life balance

Summary

- Mentor sourcing
- Matching
- MOWs
- Role modeling
- Fellows' mentees
- Monitoring
- Feedback



Working with partners



NARS

- SUA
- CSIR
- ...

CG/IARCS

- ICRAF
- IRRI

Other

- YPARD
- ...



Thank you