Leadership Course in flood-based farming system & water harvesting

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Fellowships and Institutional Partnerships

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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

<table>
<thead>
<tr>
<th>Economics</th>
<th>Engineering</th>
<th>Agroforestry</th>
<th>Agronomy</th>
<th>Animal &amp; Livestock</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aquatic &amp; Fisheries</td>
<td>Biodiversity</td>
<td>Crops Sciences</td>
<td>Ecology</td>
<td>Entomology</td>
</tr>
<tr>
<td>Extension Education</td>
<td>Food /Nutrition</td>
<td>Horticulture</td>
<td>Molecular Biology</td>
<td>Natural Resources</td>
</tr>
<tr>
<td>Virology</td>
<td>Soil Sciences</td>
<td>Veterinary Sciences</td>
<td>Water/Irrigation</td>
<td>Other</td>
</tr>
</tbody>
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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

Jeniffer Bisikwa Fellow Pilot F07

Pheona Nabukalu FM07

Florence Kyazze F08

Stella Kiconco FM09

Monica Karuhanga-Beraho F09

Edida Empaire F13

Mirriam Siriri F13

Christine Menya Kawuma FM08

Esther Gloria Mbabazi F13

Janice Nakamya FM13

Judith Asiimwe FM13

Pamela Achan FM13
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