COURSES OFFERED BY AWARD

MENTORING
Mentoring Orientation Workshop

THE LEADERSHIP SERIES
- Leadership Program for Agricultural Research and Development
- Women’s Leadership and Management Course
- Enhancing Negotiation Skills for Women
- Leadership Skills for Career Development

GENDER INTEGRATION IN AGRICULTURAL RESEARCH SERIES
- Gender Training for Senior Managers
- Engendering Agricultural Research for Development

SCIENCE SKILLS SERIES
- Science Writing and Publishing Skills Session
- Research Proposal Writing Session
African Women in Agricultural Research and Development (AWARD) works toward inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation.

AWARD invests in African scientists, research institutions, and agribusinesses so that they can deliver agricultural innovations that better respond to the needs and priorities of a diversity of women and men across Africa’s agricultural value chains.

While most of the work is focused on women scientists from across the continent, the AWARD Training program is global in scope, attracting participants from non-African countries, and from CGIAR centers and other international agricultural research for development (AR4D) institutions. AWARD Training has built a strong cadre of trainers from the African continent, all of whom have excellent facilitation and presentation skills and experience in Africa and globally. The training is designed to build strong, gender-responsive capacity in African AR4D institutions.

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**Our Vision**

A gender-responsive agricultural innovation system working toward agriculture-driven prosperity for Africa

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**Our Mission**

To unlock social value and create prosperity through scientific innovation, gender responsive research and the implementation of transformative leadership practices
Preparation Young Professionals to Succeed in Their Careers

Mentoring programs for institutional sustainability and continuity

Evidence has established that mentoring remains an essential component of effective knowledge transfer, well-planned career development and professional networking.

AWARD is offering a unique growth opportunity to professionals in agricultural research for development (AR4D) and other institutions through mentoring.

The one-year AWARD Mentoring Program pairs each professional with a senior mentor, who shares experiences, knowledge and networks, and supports the mentee grow. To begin the Program, AWARD has designed an orientation workshop to help mentees and mentors establish productive working relationships.

Objectives

The orientation workshop is designed to:

- Support and guide young professionals in the development of their careers.
- Clarify mentees’ and mentors’ roles and expectations in the mentoring relationship.
- Provide tips to cultivate, nurture and manage successful and effective networks.

Eligible Participants

This course targets:

- Institutions that envision harnessing their talent pool for organizational growth and succession planning.
- Ambitious, visionary and results-oriented young professionals from AR4D and other organizations who want help to advance their careers.
Equipping Emerging Leaders
Developing leaders today for tomorrow’s success

Where is your leadership taking you? Do you have the desire, intent and courage to lead your team to success? This program is for you!

Effective leadership is essential to achieve organizational goals. Today’s leader must inspire, guide, coach and motivate their people.

What makes this course unique?
This course is specifically designed for emerging leaders in today’s dynamic workplace, whether in the agricultural research for development (AR4D) or corporate landscape. AWARD recognizes that leadership and management in science-based organizations is as important as in the corporate world. This learning experience, equips participants with skills to manage themselves and to lead teams effectively. It is designed to help participants assess their strengths and blind spots for personal mastery. Participants will gain valuable insight into leadership communication, conflict management, team building negotiation skills and decision making. This course will strengthen participants to effectively communicate their ideas, enhance personal and corporate image, thus increasing their visibility and influence in their organizations.

Objectives of this course
The orientation workshop is designed to:

- This course will help participants lead more effectively through:
  - Strengthened self-esteem and confidence improved assertiveness and negotiation skills
  - Enhanced time-management skills for efficiency and impact
  - Improved decision-making techniques
  - Increased appreciation for the role gender and diversity play in leadership
  - Enhanced teamwork
  - Proactive conflict management
  - Improved communication and interpersonal skills

Eligible Participants
This course targets emerging scientists and administrators in AR4D.

Memorable moments
“I can express my views and contribute in meetings around the workplace and beyond.”

“The course helped me diagnose my leadership style and what it means to an effective leader. It was excellent!”

“I learned how to use my gender and culture as an added advantage in leadership.”
Leadership Program for Agricultural Research and Development (LEPARD)

Leading for success goes beyond technical excellence

Agricultural research for development (AR4D) organizations across the world are working in a complex and dynamic environment. This requires a different understanding of leadership and different leadership behaviors.

In many AR4D institutions leaders are mainly chosen based on their technical abilities. Often, these leaders lack the skills needed to steer an organization towards success.

The LEPARD program equips leaders to influence organizations and keep them relevant in this ever-changing AR4D environment.

Objectives of this course

Participants in this transformational learning will acquire tools and skills in effective leadership through:

- A heightened sense of awareness of self and others
- A deeper understanding of the key competences of emotional intelligence and leadership styles
- A practical exposure to managing challenging conversations
- Enhanced understanding of diversity and ability to working productively with its various forms
- An ability to lead and manage change

Eligible Participants

This course targets scientists, managers with supervisory and higher level responsibilities who work for national, regional, and international organizations.
Women’s Leadership and Management Course

Any institution that desires growth and sustainability cannot afford to ignore leadership development. As institutions gain momentum, they must intentionally prepare entry, middle and senior level professionals for roles that could impact the choices and decisions made by entire regions. Institutions would then be able to create pools of qualified, capable internal candidates for promotion while addressing any gender imbalances there may be at upper levels.

Leadership is a difficult and lonely journey, especially for women. As more women take up senior positions, they need support to thrive and to start making an impact as soon as possible. This course is designed to specifically address the challenges and opportunities senior women face in their leadership roles. It aims to reinforce their leadership and managerial effectiveness by building skills for teamwork, conflict management, creating alliances, and leveraging diversity for good research and business results.

This learning experience also helps build a rich network of women professionals who can benefit from better information exchange and professional support. One special feature of this course is that it incorporates a 360-degree review of participants’ current management and leadership skills. It also provides insight into broader gender issues that women might encounter in the workplace.

**Course Objectives**

This course equips women to:

- Strengthen their leadership and managerial effectiveness
- Apply information gained from skill and style inventories to strengthen their leadership and managerial effectiveness
- Practice essential communication skills
- Build and sustain effective team performance
- Constructively manage interpersonal conflicts

**Eligible Participants**

The course targets women in upper middle and senior management positions in AR4D institutions.
**Enhancing Negotiation Skills for Women**

**Getting to Yes!**

Good leaders can negotiate effectively to advance institutional objectives. To realize an agenda for any change requires building alliances among different stakeholders and constituencies.

For women, skill in negotiations is even more important. Even if her job carries with it formal power and authority, gender relations in organizations can make it difficult for women to exercise that authority. As a member of a team, she may not be seen as influential and so she has to negotiate for her point of view or agenda.

**Learning outcomes**

In this course participants:

- Learn how to recognize the fundamentals of different negotiation models and processes involved in achieving successful negotiations
- Appreciate the value of taking time to prepare for negotiations
- Identify their bargaining strengths and weakness
- Explore strategies to position themselves as effective negotiators and problem solvers

Promoting collaborations and building coalitions are key for effective negotiations. This course highlights the multiple ways gender plays out in negotiations.

**Eligible Participants**

The course targets women in upper middle and senior management positions in AR4D institutions.

**A major objective of the course is to recognize the multiple opportunities available to negotiate at work and to see the connection between taking advantage of these opportunities and one’s work, career, and personal success.**

**Inspiring testimonies from previous participants**

“The different sessions made me realize just how many chances I have missed in life because of not knowing how to negotiate. Before, negotiation was me winning and the other party losing, but now I know differently.”

“I used to think negotiating was only about buying and selling, now I understand how I can apply these skills to my work and personal life.”
Embracing gender in every aspect of an institution’s work for better outcomes requires deliberate investment in a transformative process of change. The AWARD gender courses provide participants with knowledge and skills to equip scientists and administrators in agricultural research for development (AR4D) institutions to raise productivity and facilitate high impact research products.

1. Gender Training for Senior Managers and Leadership
This course helps leaders and senior managers in agricultural research institutions understand the benefits of gender responsiveness in administration, organization of workflow and resource allocation.

Course objectives
This course is designed to help participants:
- Understand gender concepts as they pertain to agricultural research
- Appreciate the relevance of including gender considerations in planning and implementing agricultural research
- Understand the implications of gender responsiveness in agricultural research institutions
- Recognize areas to improve productivity and performance of work teams for a gender-responsive workplace and research

Target Audience
The course targets program managers and institution leaders in AR4D organizations.
2. Gender responsive agricultural research for development: A practical flexible and holistic approach

This practical course uses an exploratory approach which ensures that participants identify opportunities within their programs and institutions for smooth gender integration. It also offers personalized coaching sessions that support participants to streamline ideas and proposals for greater impact.

Objectives

This course is designed to help participants:

- Explain what gender-responsive research is, and discuss its benefits for agricultural research for development
- Provide effective and practical guidance on the methods, tools and techniques used in gender responsive research and programming
- Effect a shift in attitude and behavior to foster gender responsiveness in institutions
- Develop next steps or commitments to action with regard to implementing gender-responsive research programs in their respective institutions
- Catalyze actions and systematically integrate gender considerations in institutional processes and research programs

Target Audience

The course targets researchers, program managers and institution leaders in agricultural research.
Science Skills Courses

Cutting edge research and innovations for impact

A strong, effective workforce of scientists able to leverage agricultural research for development will improve livelihoods. This course develops individual competences while strengthening the institutional frameworks for research and development systems.

Most scientists, though technically competent, lack skills to publish and market their work. The AWARD science skills course aims to change this narrative. The course covers gender-responsive research proposal writing and publishing skills. It also equips researchers with skills to effectively influence policy.

The course is interactive. It emphasizes learning through “doing”, including fieldwork and revising draft manuscripts and proposals.

Course Objectives:
Participants will:
- Learn different forms of scientific writing
- Gain competence in navigating online resources
- Develop basic skills in conducting gender-responsive research
- Gain confidence in diverse environments, and improve presentation and personal branding skills
- Increase understanding and practice of ethics in research
- Present research with confidence to potential investors and partners
- Gain skills to turn a concept note into a full proposal

Eligible Participants
Persons eligible to participate in the course include researchers and development practitioners working in academia, with non-governmental organizations, national agricultural research institutes, and community based organizations. Postgraduate students keen to sharpen their research and science writing skills are welcome to participate.
Training of Trainers

“This program catapulted me into a master trainer with critical skills that have impacted my clients positively. Attending the course was the best investment I ever made.”

Effective trainers are key facilitators for organizational change. Institutions need in-house trainers to communicate skills, build institutional capacity, and ensure transformative change initiatives are implemented. The AWARD training of trainers (TOT) is a master class that equips participants with cutting edge training and facilitation skills. The course uses practical sessions, participative learning approaches and best practices that ensure participants leave with effective and practical delivery techniques.

The participants acquire skills in five main areas of training

- Program purpose, planning and preparation
- Assessment, design and enhanced delivery
- Presentation, critical training and facilitation
- Performance, feedback and evaluation
- Adult learning and the experiential learning cycle

Objectives

Participants will:

- Deliver demonstrated facilitation micro-skills to stimulate learner engagement
- Show mastery in delivering fundamental training methods
- Use appropriate interventions when managing challenging training situations
- Initiate a personal plan of action to strengthen their training and facilitation skills

Eligible Participants

This course will equip trainers with updated skills to deliver impactful learning experiences.
AWARD Training Team

AWARD courses attract widespread demand within and beyond Africa. This demand is fostered in part by a dedicated group of trainers — called the A-TEAM (AWARD Trainers Embracing the AWARD Mission) — who are highly skilled in facilitating learning.

The A-TEAM is an international group of experienced professionals, subject experts and process facilitators in leadership, science and gender. The team is committed to realizing the AWARD vision of gender-responsive agriculture driven prosperity in Africa. The trainers contribute to the success of this vision by delivering training programs, developing the talent of African scientists, and empowering the leadership of scientific institutions across the continent. The A-TEAM helps unlock social value and create prosperity through scientific innovation, gender-responsive research and the implementation of transformative leadership practices.

The A-TEAM has a membership of over 35 trainers from West, East and Southern Africa with a new chapter in francophone Africa. The current team also has a broader mandate in the areas of gender-responsive research and institutional leadership development.

Values
Our values bind A-TEAM members to deliver GLOBALLY COMPETITIVE programs, act with PROFESSIONALISM, RESPECT cultural diversity on all assignments, and realize the value of TEAMWORK to achieve success on every assignment. The trainers strive to facilitate TRANSFORMATION by creating new value for participants, patrons and AWARD partner institutions.

The A-TEAM has delivered science, leadership, mentoring and science programs for CGIAR centers, FAO, CARE, the World Vegetable Center, ICIMOD among many other institutions. They have trained in different countries, including USA, Sri Lanka, Philippines, India, Mexico, Rome, South Africa, and Germany.

Contact
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African Women in Agricultural Research and Development (AWARD) seeks to catalyse transformative change in African agricultural research institutions and scientists by enabling them to conduct more inclusive and gender responsive agricultural research for development.

Defining gender responsive agricultural research as research that addresses the needs and priorities of a diversity of both men and women across the entire agricultural value chain, AWARD is located at the complex yet critically important nexus of agricultural research, capacity building and gender transformation.

For more information, visit www.awardfellowships.org

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