CGIAR Gender Researchers' Leadership and Mentoring Program

About the program

The Gender Researchers’ Leadership and Mentoring Program is a collaboration of African Women in Agricultural Research and Development (AWARD) and the CGIAR Generating Evidence and New Directions for Equitable Results (GENDER) Platform.

The GENDER Platform, through its capacity development strategy, is working towards a world where research on gender equality drives transformation towards equitable, sustainable, productive and climate-resilient food systems.

The GENDER Platform-AWARD collaboration focuses on strengthening researchers’ capacity to influence institutional processes towards gender-equitable and socially inclusive agricultural transformation.

Targeting mid-career gender researchers in the CGIAR and partner institutes, the Program seeks to equip participants with practical tools to increase their visibility, gain influence, and accelerate the impact of gender research for global sustainable development.

Program structure

Through the Gender Researchers’ Leadership and Mentoring Program, AWARD is committed to developing effective and confident gender research leaders who will promote the advancement of science, policy and practice for gender-equitable and sustainable agricultural development.

The Program consists of four main components:

01 Leadership package
02 Coaching package
03 Mentoring package
04 Networking package
Leadership

Participants will undertake a customized leadership and negotiations skills training course designed to strengthen the leadership capabilities of gender scientists and enhance their knowledge on:

- Self-mastery and emotional intelligence
- How to build resilience for thriving in the current rapidly changing world
- Developing the courage to communicate and act effectively amid adversity
- Techniques for driving change in challenging environments
- Strategic influence and how to navigate politics to achieve high-level outcomes

Coaching

Targeted coaching sessions will support gender researchers in their journey toward advancing their careers. The six-month coaching is tailored to:

- Increase participants' awareness of underlying thinking patterns that drive behavior and performance
- Increase self-drive and influence
- Enhance participants' ability to leverage opportunities and navigate challenges

Mentoring

The mentoring package includes both mentoring sessions and mentoring training to equip the gender researchers with the knowledge of a formal mentoring process and the mentoring tools they can use to enhance their career pathways and those of emerging scientists.

The training provides a unique opportunity for both the mentors and mentees to explore how different aspects influence personal and working relationships and develop a solid foundation for a successful mentoring relationship. The mentoring sessions will bring together two generations of researchers connected and investing in each other: a mentor and a gender researcher.

Within their mentoring relationship, the mentors and gender researchers will meet regularly to discuss and document progress, challenges, and achievements against the goals set in their Purpose Road Maps.

Networking

It is hoped that the "graduates" of the Leadership and Mentoring Program will be influential leaders and role models who will strive to create a vibrant, visible community of practice. The community of practice will be designed as a network to share knowledge, learnings, and skills with peers and other stakeholders in the gender and agricultural development fields.

The "graduates" will be required to contribute to the CGIAR GENDER Platform's annual conferences, which are some of the networking platforms that provide the opportunity to share knowledge and forge collaborations within the CGIAR centers and beyond.
**Expected outcomes**

The focus on mentoring and leadership development of gender researchers, to support their professional career, personal growth, and capacities, will enable them to increase their perceived legitimacy and relevance – and that of their gender research.

1. **Push limits to increase their visibility, influence, and relevance**
   - We hope to see:
     - Self-confidence and motivation to perform
     - Visibility through enhanced communication skills
     - Improved capacity to navigate the system of and to influence their organizations
     - Motivation for career progression

2. **Empower with their inspirational experience and success stories**
   - Some of the specific likely results will include:
     - New insights about gender research
     - Free thinking and improved communication
     - Motivation to lead and perform

3. **Anchor their impact and ignite change in the world**
   - We hope to see:
     - Enhanced visibility and respect for gender researchers
     - Improved interdisciplinary team collaboration within and between institutions
     - Increased commitment towards gender equality, institutional and societal change

**Application procedure**

The application was opened on July 5, 2021 and closed on July 31, 2021

**Contacts**

For more information about the Program, please contact:

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Key dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 5, 2021</td>
<td>Call for applications open</td>
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<tr>
<td>July 31, 2021</td>
<td>Call closes</td>
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<tr>
<td>August 2-6, 2021</td>
<td>Selection process</td>
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<tr>
<td>August 9-14, 2021</td>
<td>Notification to the selected candidates and institutional endorsement</td>
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<tr>
<td>August 30 - September 14, 2021</td>
<td>Needs assessment and pre-course</td>
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<tr>
<td>September 22, 2021</td>
<td>Program orientation</td>
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<tr>
<td>September 23, 2021</td>
<td>Program launch</td>
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Donor acknowledgement

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