



# Scaling up

*Welcome, Bienvenue, Akwaaba!*

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LET'S LEARN & HAVE FUN!

and more...



**Carla Dominique Denizard**  
*Regional Director,  
West Africa Office*

Africa Lead continues to provide targeted capacity development assistance to support and advance African-led agricultural transformation on the continent .

We believe "Scaling Up" means accelerating and expanding our programs to reach more champions for food security including more youth and women and to achieve high impact and results. At the same time we promote and foster innovation and learning.

We look forward to sharing great and exciting news and stories about the Africa Lead program. Africa Lead promotes sustainable agricultural transformation to develop the capacity of leaders for improved food security in Africa.

In this issue, we share news of our West Africa program, success stories from our Champions for Change, results of some of our short courses, and much more!

We hope to enrich and inspire you to become a "Champion for Change".

**Enjoy!**

## PROGRAM NEWS

# GHANA

## Savannah Accelerated Development Authority (SADA) set to revamp its organizational capacity



SADA is an independent agency set up by the Government of Ghana to coordinate a comprehensive development agenda for the northern savannah ecological zone in Ghana. This area comprises the three Northern regions of Ghana namely, Upper East, Upper West and

the Northern Region, and stretches to the northern part of the Brong-Ahafo and Volta regions.

Africa Lead received an invitation to organize and facilitate a workshop to assess the organizational capacity of SADA in Tamale. The objective of the workshop was to identify the capacity gaps, assess the skill set of staff in SADA as well as review the institution's organogram and make recommendations. Over thirty two (32) representatives of the Government, Civil Society Organizations, Media and Development Partners attended the workshop.

The Africa Lead team will make specific recommendations which will help strengthen the capacity of SADA to enable it to perform its mission and deliver on its mandate.

## Ashesi University Career Fair 2015



"I am very glad I found the Africa Lead stand, I have been very excited about meeting Africa Lead when I got the list of companies coming for the fair. I love agriculture even though I am a Business Administration student..." says Samuel Asenso Kumi, third year Computer Science student at Ashesi University. Samuel says he is keen on being a "Champion for Change" as he wants to "do agric differently" from how his father is doing it now.

*"I am very glad I found the Africa Lead stand, I have been very excited about meeting Africa Lead when I got the list of companies coming for the fair. I love agriculture even though I am a Business Administration student..." says Samuel Asenso Kumi,*

University Career Fair with about fifty other companies; Ashesi University has population of about five hundred students from different nationalities, including Nigeria, Lesotho, Kenya, and the Gambia. The fair provided an opportunity to interact with over 120 students and visitors.

The students were introduced to a range of service offerings including the "Champions for Change Leadership" short courses, the Agribusiness Leadership Program and the "Agribusiness Meet and Greet" Forum. A vast majority of the students were excited to know about the work of Africa Lead and its internship opportunities.

Africa Lead participated in the 2015 Ashesi

A member of the Africa Lead team noted "It was exciting to see students who were thrilled about agriculture and food security, especially the ones from farming communities and families who had interests in helping their families to "scale up" their agric businesses."



## Partnering with the West African Civil Society Institute to build the capacity of Civil Society Organizations



*Carla Denizard, West African Regional Director and Nana Asantewaa Afadzinu, Executive Director of the West African Civil Society Institute*

Partnering with the West African Civil Society Institute to build the capacity of Civil Society Organizations

As part of its efforts to strengthen the capacity of civil society organizations, Africa LEAD recently partnered with the West African Civil Society Organization. Africa Lead signed a Memorandum of Understanding (MOU) with WACSI to empower and build the capacity of 11 Champions for Change networks. "We are looking forward to tapping into WACSI's skills

and expertise and being able to have greater impact and to reach more civil society organizations" said Carla Denizard, AL Regional Director for West Africa.

The Executive Director of WACSI, Nana Asantewaa Afadzinu said "This partnership is one that looks at strengthening the capacities of civil society organizations to be fully and meaningfully engaged on the issue of food security in West Africa"

## Rapid Capacity Needs Assessment for Ghana Commercial Agriculture Program (GCAP)



GCAP, funded jointly by the World Bank and the USAID has a mandate to develop the commercial agriculture sector in Ghana. It seeks to increase access to land, private sector

finance, and input-output markets by smallholder farms, through private-public partnerships in the Accra Plains and Savannah Accelerated Development Authority (SADA)

A two-person Africa Lead team comprised of Dr John Azu and Dr Femi Nzegwu conducted a rapid capacity needs assessment of ten staff members of GCAP. The team conducted a focus group discussion centered on the following three key issues:

- a. The staff's perception of the main obstacles to their work
- b. The staff's greatest strengths and skill areas in relation to carrying out their work
- c. Aspects of their work that they felt particularly appreciative of and which were prime work.

The team gave recommendations on key areas such as capacity building, project design and management as well as monitoring and evaluation. These recommendations outlined how GCAP could better achieve its goal and objectives.

## Africa Lead Celebrates International Rural Women's Day in Ghana



As part of the "scaling up" agenda, Africa Lead joined hands with some key organizations such as FAO, FONG, ECASARD and SEND to celebrate and recognize the relentless efforts and contributions of rural women to agriculture.

The theme of the event, "Women as Guardians of Seed, Life and Earth" took place in Akrofrom, a farming community in the Brong Ahafo region of Ghana. Over three thousand (3000) women participated in the event.

Cecilia Addae, Non-State Actors Component Manager, who represented Africa Lead emphasized the importance of everyone's role especially women in ensuring food security. She encouraged the women in attendance to rebuild the "broken pot" by contributing their efforts to mending the pot. She also emphasized the importance of the government in investing more in agriculture to increase food production and thereby eventually eliminating food insecurity.

## REGIONAL

### Africa Lead supports Feed the Future Ebola Crisis Consultative Workshops on Agriculture in Sierra Leone & Guinea



Africa Lead supports Feed the Future Ebola Crisis Consultative Workshops on Agriculture in Sierra Leone & Guinea

The Africa Lead team worked together with staff from the USAID/Bureau for Food Security to

organize these workshops in Sierra Leone and Guinea.

The workshops brought together about eighty key members of the Sierra Leonean and Guinean Governments, including the Ministries of Agriculture and Health and Sanitation, civil society groups, as well as other international agencies. The purpose of the workshop was to gather critical information from key stakeholders who would be instrumental in designing a new multi-year agriculture and nutrition development strategy for both countries.

### Facilitating Agriculture Investment in Senegal



We are pleased to announce the expansion of Africa Lead's activities in Senegal. With support from USAID/Senegal, Africa Lead plans to open a new project office in Dakar. This program will focus on increasing investments into Senegal's agricultural sector, improving the performance of key governmental organizations involved in investment facilitation and strengthening the environment for market led growth.

Africa Lead will work closely with key institutions such as Agency for the Promotion of Investment (APIX), BOS/PSE and the International Food Policy Research Institute (IFPRI).

**Keep reading for more news on Africa Lead's exploits in Senegal!**

### CORAF/WECARD Advanced Leadership Training and Team Building Short Course

Africa Lead recently organized a five day leadership training and team building short course for thirty three key management and technical staff of CORAF/WECARD in



*Africa Lead's Nana Amoah, Regional Program Manager issuing a certificate to Soukeyna Cisse, CORAF/WECARD Executive Bilingual Assistant*

Saly, Senegal. The training introduced the participants to key topics on how to improve leadership skills in individual staff members and teams. The courses challenged the participants to move to the next level of leadership performance and to develop action plans for self-improvement.

Dr. Aliou Boly, Lillian Adegbola and Paul Purnell, facilitated the short court course.

The Africa Lead team received positive feedback on the training from participants. One participant remarked, "The training clearly brought out the critical role of leadership and management and equipped me with the necessary tools and techniques to be able to lead and manage"

Dr. Aboubakar Njoya, the Director of Research and Innovation at the close of the session said "If we are able to implement what we've learnt here today, I believe we can transform CORAF/WECARD"

## Scoping Visit to the Democratic Republic of Congo

David Tardif-Douglin, Chief of Party and Carla Denizard, West Africa Regional Director, recently visited the Democratic Republic of Congo (DRC) and met key stakeholders in the agriculture sector landscape. Africa Lead will work to provide targeted technical assistance and capacity building services to major stakeholders to promote CAADP and institutional reforms in the agricultural sector to enhance food security in the country.



...to be continued.

## *Hello, let's talk HR!*



**Angela Brunache,**  
Human Resource Manager

### *Greetings from HR!*

As Africa Lead continues to expand and scale up, the Human Resource Department works closely with our technical team to ensure we always have a talented pool of professionals available for assignments!

As such we're always looking for consultants with a wide range of skills such as training and facilitation, investment promotion, and organizational and capacity development. If this sounds like you, than we'd love to hear from you! We are currently accepting CV's for a number of short-term assignments. If you're interested in having an impact in the field of agriculture, and working in a multifaceted, and exciting, and environment--with opportunities to travel across West, and Central Africa then we're the right place for you!

**Please send any questions you may have to [africaleadftf@dai.com](mailto:africaleadftf@dai.com)**

## CHAMPIONS CORNER!

### Meet Edna Asante



Edna, a Public Relations Specialist with a private law firm in Accra, Ghana attended the Champions for Change Women's Leadership training program in Akosombo, Ghana in November 2014.

Edna, one of sixty seven participants at the training, indicated that the course was "transformative and informative."

She said "The Africa LEAD Champions for Change Women's Leadership training has transformed and changed me from a timid person to a confident young lady. This has boosted my confidence and productivity at work and has helped me change how things are done on our family cocoa and maize farms in Koforidua"

According to Edna, the Champions for Change course has transformed her into a "more organized person, who puts her thoughts on paper before implementing them." This she said has not only increased her "productivity at work" but has also motivated her to share the knowledge acquired with ladies from the Okaishie Central Constituency Women's Association and farm hands on her parents' cocoa and maize farms"

"The Africa Lead Champions for Change Women's Leadership training has transformed and changed me from a timid person to a confident young lady. This has boosted my confidence and productivity at work and has helped me change how things are done on our family cocoa and maize farms in Koforidua"

Edna spent most of her school vacation days as a young girl on her parents farms, admits, "I know I have a role to play when it comes to Ghana's food security and this Champions for Change training has helped me make significant contributions to the success of my parents agric business"

***"The course has remarkably affected my productivity at work, my personal development and my attitude towards Ghana's food security. Thank you Africa Lead".***

## DATA! DATA! DATA!

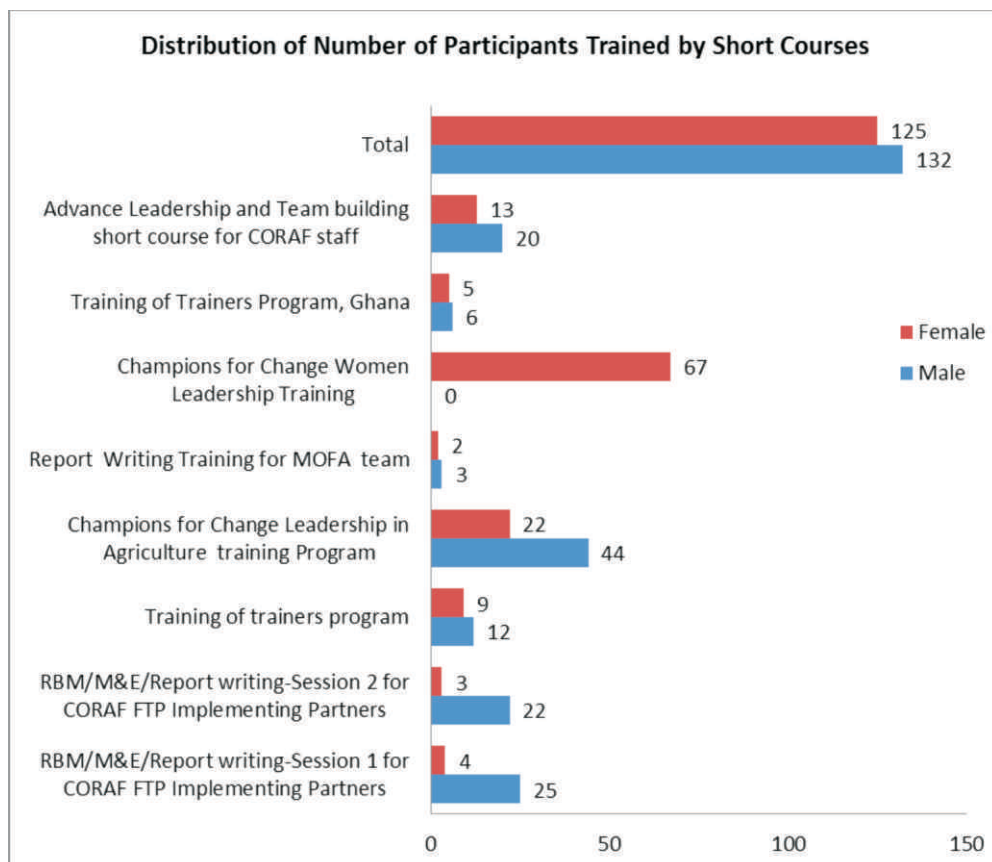
### *Welcome to the M&E Corner!*

At Africa Lead, we believe in making a lasting impact and achieving excellent results. In this segment, we will share the results of some of our short courses and events within the region.

*We hope you are inspired.*

### Monitoring & Evaluation team

Africa Lead provides capacity building services to various organizations and institutions to equip them with skills to achieve results. We work at achieving impacts from the various capacity building services we provide. The chart below shows the distribution of the number of participants who have benefitted from various short courses organized by Africa Lead. A total of 257 individuals from research, farmer organizations, public, private and women associations across West and Central Africa have been trained in diverse short courses.





### Kirkpatrick's Model

<b>Level 4: Results</b>	<b>To what degree targeted outcomes occur, as a results of the learning event(s) and subsequent reinforcement.</b>
<b>Level 3: Behavior</b>	<b>To what degree participants apply what they learned during training when they are back on the job.</b>
<b>Level 2: Learning</b>	<b>To what degree participants acquire the intended knowledge, skills, and attitudes based on their participation in the learning event.</b>
<b>Level 1: Reaction</b>	<b>To what degree participants react favorably to the learning event.</b>

Africa Lead will assess various training programs using Kirkpatrick's four levels of Learning Evaluation Model: Reaction; Learning; Behavior; and Results. The program will incorporate various mechanisms for assessing training relevance, effectiveness, and content-based learning outcomes—both for training participants and training provider partner institutions. An assessment of training participants' learning and retention of knowledge immediately after the training will be conducted through pre- and post-training surveys. Behavior change, knowledge retention and skills utilization will be assessed ex-post using feedback from trainees' supervisors (within 6-12 months) to assess on-the-job application of what was learned and to gauge the impact on performance; identify success as well as the challenges met; and to plan follow-up with capacity building support as needed.

Let's learn & have fun!



- How many people in the world go hungry each day?  
 a. 8million  b. 80 million  c. more than 854 million
- List five factors that affect food security.
- What is food security?
- Poverty is the main cause of food insecurity. True or False

[See answers at the back of newsletter]



- Which vegetable's name and first letter sound the same?
- What vegetable is dangerous to have on board a ship?
- Why was the tomato blushing?  
 [See answers at the back of newsletter]



Well over half of the world's hungry people - some 578 million people - live in Asia and the Pacific region. Africa accounts for just over one quarter of the world's hungry population.

## LEADERSHIP



### What is Leadership?

**Leaders are people who do the right thing; managers are people who do things right.**

- Professor Warren G. Bennis, University of Southern California (03/08/1925-07/31/2014)

**Leadership is the art of getting someone else to do something you want done because he wants to do it.**

- Dwight D. Eisenhower

More on leadership here...



- How Good is Your Time Management?
- Read on 10 Common Time Management Mistakes

### "Food Security Quotes"

**The quest for food security can be the common thread that links the different challenges we face and helps build a sustainable future."**

- José Graziano da Silva, United Nations Food and Agriculture Organization (FAO) Director-General

# PHOTO GALLERY

## Feed the Future Implementing Partners Exhibitions



2015 USAID Ghana Implementing Partners Meeting

## SADA Assessment, Tamale



A cross section of participants at the plenary session.



Minister of Agriculture Hon. Fifi Kwetey at the Africa Lead stand



Group discussions: SADA staff



Plenary session at the IP meeting



Group discussions: SADA staff

## Upcoming Events

### MAY

- 5 - 8 Women Network planning Meeting, Accra, Ghana
- 8 - Nigeria/FMARD Planning Meeting, Abuja, Nigeria
- 10 - Senegal Office start up, Dakar, Senegal
- 11 - 15 Africa Youth Network for Agric. Transformation Planning Meeting, TBD
- 12 - 13 Agricultural Financing Network Kick off meeting, TBD
- 12 - 16 West African Workshop on Farmer-Led Research & West Africa Farmer Innovation Fair, Ouagadougou, Burkina Faso
- 21- Senegalese Program Meeting, Dakar, Senegal

- TBD - SADA Validation Workshop
- TBD - ECOWAS/CILSS rapprochement scoping assignment
- TBD - NSA Mapping Exercise
- TBD - Resource Mobilization and Proposal Writing
- TBD - Hershey Intern Orientation, Accra, Ghana
- TBD - JSR Meeting, Accra, Ghana
- TBD - JSR Meeting, Abidjan, Ivory Coast
- TBD - JSR Meeting, Kinshasa, DRC
- TBD - JSR Meeting, Bujumbura, Burundi
- TBD - JSR Meeting, Niamey, Niger

### JUNE

- 8-9 CORAF Board Governance Training, Dakar, Senegal
- 11-13 Networking and Alliance Building Short Course
- 15-18 ECOWAS Regional Climate Smart Conference, Bamako, Mali
- TBD Commercial Farmers Roundtable
- TBD NSA mapping kick off meeting

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Find the answers here!

#### Quiz.

1. C- more than more than 854 million
2. Poverty, Civil conflict, Climate, Population growth and Policy failures
3. Food Security means that all people at all times have physical & economic access to adequate amounts of nutritious, safe, and culturally appropriate foods, which are produced in an environmentally sustainable and socially just manner, and that people are able to make informed decisions about their food choices.
4. True

RIDDLE 1: [Pea]

RIDDLE 2: A leek (leak)

RIDDLE 3: [Because it saw the salad dressing.]



Stay Connected:   

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