Facilitating partnerships and institutional engagements

An Overview

Ed Rege, Denis Mujibi (PICO-EA)

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1. Design and facilitate national innovation platforms of chicken VC stakeholders
2. Catalyze the emergence of private sector leadership of the National Innovation Platforms
3. Provide advisory opinions in lessons-learning and adaptive implementation of the project.
4. Support sub-national coordinators in design and delivery of Community IPs
What worked well

1. **Partnership and understanding** between implementing partners – catalyzed interest of more actors than previously anticipated

2. **Accommodative cooperation**: Flexibility around schedules and plans

3. **Learning**: knowledge sharing and adaptive implementation across countries
What could have been better

1. Slow transition to private sector-led national IP
2. Slow start of community platform processes
3. Limited oversight and support to Innovation Platform Taskforces
4. Inadequate engagement and participation of youth in IP meetings

Overall – Poor momentum for change!
What needs to improve

- **Support**: Capacity enhanced to ensure priority task delivery – by national TFs and at community level processes

- **Targeting**: Better stakeholder targeting by country teams *(Private sector drive/content)*

- **Communication**: 

- **Resources**:
What needs to improve

Systematic allocation of resources for priority task delivery

Develop effective in-country communication & strategic collaboration - beyond ACGG
Key Challenges we must address

1. How to catalyze effective support, monitoring and completion of IP priority tasks which underpin the VC transformation
2. How to attract and maintain active involvement of private sector actor in IP meetings
3. How to equip country teams to design community IP models that link to national IPs (in both directions)
4. How to optimize SNC engagement in national and community processes to take full advantage of their potential
Thank you
Improving within-team communication and cohesion

Role of Facilitative Leadership Skills

PICO-Eastern Africa
helping institutions work...
Are you facilitative?

Do team members find you:

1. **Responsive** to their needs (vs. unresponsive)?
2. **Supportive** to others’ ideas and needs (vs. only to your needs)?
3. **Flexible** (within reason) – or unreasonably rigid?
4. **Confident** (knowledgeable and humble) (or arrogant – coming through as ‘know it all’)?
Facilitative Leaders

1. Facilitative leaders focus on supporting others to solve challenges/issues
2. They do this by asking questions, empathic listening and achieving deep understanding
3. They lead by asking, and use limited telling...
4. They are supportive collaborators, not passive passers-by, or arrogant ‘shouters’
Facilitative Leaders

Skills/Attributes include:

1. Seek solutions
2. Facilitate solution-finding mechanism/processes
3. Support others – individuals and teams to get things done
4. Have service orientation
5. Are motivated and radiate positive energy
6. Are self-aware
7. Are aware of their environment and notice/appreciate things - e.g. body language, group dynamics, people’s feelings, etc.
Facilitative Leaders

Facilitative leaders balance managing content and process:

Individuals using a facilitative approach are concerned both with what the group is discussing or deciding and with how group members are interacting.
Fundamentals of Facilitative Leadership

1. Use **active listening** skills including paraphrasing, summarizing, reflecting and questioning
2. Encourage and **generate participative** discussion in groups
3. Stimulate creative thinking through **brainstorming or other idea-generation processes**
4. Stimulate **strategic consideration of alternatives** and informed decision making of appropriate choices
5. **Manage contrasting perspectives** that might result in conflict among members of a group
6. **Intervene** with individuals and groups *without taking total control* of the situation

7. **Design meeting processes** to accomplish a wide range of goals and objectives

8. **Draw out others’ opinions** in an objective and nonjudgmental manner

9. **Support** teams in various stages of group development

10. **Help individuals and groups** reflect on their experiences and **capture relevant learning**

11. **Lead and design inclusive group processes** that honor different learning styles

12. **Help shape more powerful and strategic questions** for exploration
What is your individual commitment?

Reflect on your own for 90 seconds and put down up to three things you will do or do differently to improve your facilitative leadership skills?
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