

Leading from the Middle

Virtual
November 2023



A Wise Investment

This course provides a unique opportunity to up-skill staff capacity for effective leadership, service delivery and career growth in light of the rapid global digital transformation, rise in artificial intelligence, machine learning and statistical techniques.

What Makes This Course Unique

Leading from the middle is not about a position; it is about mission management, efficient program operations and taking initiative to ensure institutional resources are availed, effectively deployed, shared, coordinated and optimized in the pursuit of the organization vision. It is about exercising leadership.

This impactful program will therefore build capacity of the participants to lead with purpose, communicate with courage and influence unconditionally for better coordination of initiatives up, down and across the organization.

These middle level professionals will be skilled and empowered to efficiently coordinate business activities within their administrative, technical and team roles as they implement the institution vision, mission, values and goals leading to institutional success and career growth.

Target Audience

This four-week training is designed for administrators and technical personnel who provide critical research, logistical and organizational support in national, regional and global Agricultural Research and Development organizations.

It is also valid for staff transitioning from individual contributor roles to coordinative people and resource management roles.

"It's easy to forget to strengthen the middle of an organization...Middle managers face immense challenges advancing their careers when they lack the right skills to do so, ...neglecting this critical, core layer, of a company could lead to declining employee engagement and higher turnover."

Forbes Magazine

Course Objectives

Participants attending this course will acquire knowledge, skills and strategies to:

- Understand key leadership and management functions and when and where to apply them.
- Cultivate the mindset required for thriving as they lead from the middle.
- Develop techniques for self-mastery and social influencing through Emotional Intelligence.
- Sharpen their priority setting and efficient task management for enhanced productivity.
- Identify and apply effective communication skills to successfully lead meetings, give and receive feedback and also handle challenging conversations with different stakeholders.
- Thrive in a fast changing and unpredictable environment (mental well-being, self-care and stress management).

Course Structure

The eight-module (2 ½ hours each) ONLINE course is spread over four weeks and includes two group coaching sessions in a peer-to-peer learning environment. The course intentionally focuses on building a strong online learning and networking community.

Participants can look forward to engaging sessions with leadership experts, career coaches and peer discussions to resolve leadership and work management challenges.

Through practical tasks, group assignments, case studies and enlightening presentations, they will be challenged to develop effective and efficient routines, and will come away with refreshing networking experiences, strategies, and insights from fellow leaders in different careers around the world.

Facilitators

AWARD courses are facilitated by A-TEAM, an international group of professional trainers, subject experts and process facilitators in leadership, mentoring, science, knowledge management and gender with global training experience.

How

The course will be hosted on the Zoom platform and technical support will be availed for the course duration.

Cost

USD 2,000 per person

Registration

Email: awardtraining@cifor-icraf.org
cc: p.bomett@cifor-icraf.org
www.awardfellowships.org

"The course was very useful to me and has been an eye opener and now I have all the reasons to work harder to achieve my goals. It has boosted my confidence in working with others and an assurance in becoming a great leader."

AWARD Training Participant