Program outline

The course aims to increase participants' capacity to develop effective, contextually-appropriate and high-impact agricultural research programs. The course will do this through building participants' capacity to work in multi- stakeholder partnerships to increase agricultural innovation, adoption and extension. The course will strengthen participants' management, planning, problem-solving, communication and outreach skills; and abilities as agents of change.

The course is of six weeks' duration, plus an optional one-week Agricultural English Intensive for those seeking English-language support. The one-week online intensive will be held in late-October 2019.The first four weeks of face-to-face training will be held throughout November 2019 in Kenya followed by a final week of face-to-face training to be held in Arusha, Tanzania in early December 2019. Post-course webinars will be held in the three months after the face-to-face delivery.

Course objectives

By the end of the course, participants will be able to:

- Identify different models for increasing impact of agricultural research and discuss the strengths and weaknesses of each, within the context of their own work environments;
- Understand key strategies for enhancing impact that can be applied to their specific context within Africa;
- Describe and implement the key concepts underpinning successful innovation platform research including partnership formation and management;
- Adopt improved management, planning and problem-solving techniques and disseminate new knowledge to enable more effective leadership in Africa's public and private agricultural environment;
- Present a Reintegration Action Plan that clearly identifies the steps to be taken by the participant to effect meaningful change in enhancing research impact in their workplace;
- Demonstrate improved communication methodologies and outreach skills, particularly in participatory team management, gender-sensitive activities, report writing and presentations;
- Demonstrate improved change management skills to effectively implement lessons learned throughout the course in their own workplace;
- Communicate more effectively in English in the agriculture and development environments; and
- Develop a network of colleagues in African countries and Australia for ongoing advice and support.

Characteristics of ideal candidates

This course is designed for African, mid-career male and female professionals, working in agricultural policy, research and outreach, both in government and the private sector. African agricultural managers and researchers from across government, NGOs and private sectors are encouraged to apply. Private sector participants will represent pre- and post-farm gate stakeholders along the value chain who play a role in translating research outputs to the agricultural community. Participants should also include policy makers and decision makers at the national and regional levels who influence research direction, resourcing and uptake capacity. Candidates should have experience in agricultural research methodologies, translation of research to stakeholders and/or outreach. Ideally, they should have an undergraduate degree, and at least five years of relevant work experience. African women and those with a disability are encouraged to apply.

Course content – including pre- and post- engagement requirements

The training program is built around six key modules plus an optional English module, delivered in Kenya. The course will commence with Module 1, a one-week online intensive to orientate and prepare participants for the program. This will be followed by an optional one-week Agricultural English Intensive in Nairobi for those who have limited English skills. Module 2 is a foundation module covering introduction to agricultural research models. Modules 3 & 4 focus on skills and methods development while Module 5 focuses on impact. Module 6 is the Capstone focusing on a networking event and fine-tuning each participant's Reintegration Action Plan (RAP).

Pre-course engagement: Prior to the start of delivery, participants will be emailed a Training Needs Analysis form. Module 1 is a one-week online intensive, expected to take each Awardee two to three hours per day for five days while at home.

Post-course engagement: Webinars will be held in the three-month period post-course. Participants will be asked to give a brief presentation on their progress at these webinars. The webinars also serve to encourage the development of a community of practice.

Course details on a weekly basis

	MODULE	DESCRIPTION	LOCATION
WEEK 1	**Module 1 – Online intensive**	Daily readings and preparatory tasks for participants (including identifying their organisational mandate, current research programs, organisational structure and resource capacity, current and past partnerships, and evidence of adoption).	**Online**
WEEK 2 (OPTIONAL)	**Optional English**	Basic concepts of sentence and word structure in English for agriculture and writing for academic audiences.	**Nairobi, Kenya**
WEEK 3	**Module 2 – Models**	Models for agricultural research: traditional agricultural research approaches; linear and technological supply push models; multi-disciplinary approaches; demand-led research; Agricultural Research for Development; systems approaches to livelihood analysis; Innovation Platforms. Introduction to soft skills development and the RAP. Gender-sensitive methodologies.	**Nairobi, Kenya**

WEEK 4	**Module 3 – Methods**	Methods utilised in maximising impact in agricultural research: understanding the institutional culture and setting research priorities; managing people; managing relationships including identifying, forming and facilitating stakeholder partnerships, particularly Innovation Platforms; scaling out and up; theories of change; funding and funders; managing finances/resources; ethics and intellectual property; nutrition-sensitive agricultural interventions. Further work on the RAP and soft skills.	**Nairobi, Kenya**
WEEK 5	**Module 4 – Practice**	Field and site visits across Kenya to examine and understand effective research in action at individual, organisational and institutional scales. Using an experiential learning approach, reflection sessions at the end of each day will encourage participants to explore how lessons learnt can be incorporated into their work practices, and incorporated into the participants' RAPs.	**Kenya**
WEEK 6	**Module 5 – Impact**	Showcases a number of public/private partnerships to facilitate research impact and to address constraints and challenges. The program will include a joint research symposium with the Australia Africa Universities Network (AAUN), specifically designed to link Participants with other universities in Australia and Africa and to extend their network for future partnerships. Utilising monitoring and evaluation tools for impact.	**Nairobi, Kenya**
WEEK 7	**Module 6 – RAP Capstone**	Integrating the new skills and knowledge from the course through refining and presenting a RAP. Two day-long field visits to research institutions based in Arusha. Other topics covered include influencing policy with evidence.	**Arusha, Tanzania**