

Staff endorse IITA new organizational structure

IITA staff have given their backing to a newly approved organizational structure for IITA that now has three Deputy Director Generals. The endorsement came during separate meetings between the Director General and Internationally Recruited Staff on one hand and another meeting between the DG and Nationally Recruited Staff in Ibadan.

The new organogram now has DDG Research, DDG Partnerships and Development, and DDG Support. The three DDGs will report to the Director General.

Besides having three DDGs, the new organogram is realigned to ensure a smooth transition to the CGIAR Research Programs in particular and the CGIAR reforms in general.

The organogram gained acceptance when it was first presented to staff for inputs on 21 and 24 November 2011 during the CRP meetings in Ibadan.



Dr. Sanginga shares his vision for IITA and presents the new organogram to IRS.

It was approved by the Board of Trustees in Tanzania during the meeting that was held between 7 and 10 December 2011.

The new structure will also help the institute to attain its goals and vision of reducing hunger and eradicating poverty in tropical countries.

IITA DG, Dr. Nteranya Sanginga said the new structure would help, not hinder, individual growth that would ultimately lead to improved organizational output and impact.

He urged staff to make meaningful contributions that would help the growth of the institute, stressing that teamwork was imperative.

According to Sanginga in his New Year message, IITA management will continue to listen, learn and make adjustments to achieve the greatest impact for the largest number of farm families. For full details of the DG message, visit the intranet.



Dr. Sanginga presents new organogram to IITA managers and senior staff in Ibadan

IITA joins Swiss to celebrate 30 years anniversary

In December 2011, Switzerland and Benin celebrated the 30th anniversary of the cooperation agreement between the two countries. A number of events took place on the spot to mark this anniversary. IITA-Benin joined other development partners to mark the anniversary.

Dr. Tamo Manuele, IITA Country Representative said the Switzerland government is a strong supporter of IITA's work not only in Benin but also in West Africa.

According to him, the biocontrol work that brought several benefits to Africa received strong financial support from the Swiss government.

During the celebration, IITA-Benin

exhibited some parasitoids used against major pests in the region.

Also publications that received support

from Swiss were also displayed.

Scientists used the event to seal partnerships.



L-R: Goergen Georg, Manuele Tamo, and Benjamin during the exhibition.

IITA doesn't 'swallow' its partners

Preliminary findings from a study on IITA show that the institute does not 'swallow' its partners but rather works with them so that they have some level of autonomy and minimal loss of identity while growing.

The finding is one of the 'positives' about IITA, according to Prof. Krishnamurthy Sriramesh, a visiting professor.

Other positive sides include the spread of the institute in sub Saharan Africa which is a plus, and its low charge on overheads among others.

Sriramesh, who is looking at partnership at the institute, said that trust and commitment among partners were necessary elements that could engender good relationships and promote effective partnerships.

Also equally important are control mutuality, i.e., the degree to which partners influence each other; and satisfaction, which is the extent to which each partner feels favorably towards the other.

Sriramesh described a good partnership as one which fosters an upward shift in the alignment between the values, goals and expectations of an



Prof. Sriramesh speaks on his preliminary findings during his presentation.

organization.

The visiting don viewed IITA as an organic organization characterized by a high level of internal knowledge; hence it needed to develop its external partnership relationships.

He advised that segmenting partners and increasing understanding of the diversity in values and expectations among partners were elements that could help in strategically managing communication.

On the other hand, he examined the costs of poor partnership.

These included a high turnover of employees, unfavorable legislation, decreased brand recognition and donor support among others.

He affirmed that social marketing was very important for social campaigning, and in promoting good relations among partners, stressing that it had helped some developed countries to get what they wanted.

Prof. Krishnamurthy Sriramesh is a Professor at the College of Business, Massey University in New Zealand.

IITA rejigs unit heads for efficiency

IITA management has reorganized the R4D Support Units. This is part of efforts to enhance greater efficiency in the system. The restructuring is as follows:

Travel update to Nigeria

Nigerian trade unions have embarked on a strike that enters its fifth day today. As a result, KLM has cancelled its Nigeria operations till further notice. Air France is still operating as scheduled.

The major challenge is not in meeting staff arriving to Lagos but in transporting them to Ibadan. There are several flash points along the expressway where irate youths have taken advantage of the strike action to extort and injure motorists.

Oyo state government has declared a dusk to dawn curfew in the state to curtail violence.

IGH is fully functional and has the capacity to accommodate staff that may need to remain there till Saturday when there will be free movement. Travelers to Nigeria should take note!

Help conserve electricity!

Before leaving the workplace at the day's end, make sure that you have:

1. Powered off all unnecessary electrical office/lab equipment;
2. Turned off air conditioners; and
3. Switched off all lights.

Communications:

Headed by Kathy Lopez. Moves to Partnership & Development Unit and reports to DDG Partnership and Development.

Farm office:

Headed by Wilson Igbaifua. To move back to research; reports to DDG R4D but coordinated by NRM. Dr. Stefan Hauser to supervise, to relieve the burden on DDG R4D.

Hub Administration:

Headed by Arman Mohammed, based in Tanzania. He will report to DDG Support.

Information and Communications

Technology:

Headed by Jim Scott. Units under this group are: Computer – headed by Jim Scott; IT Systems & Applications – headed (acting) by Hameed Olaide; Telephone & Telecommunications – headed by Idowu Ifaturoti. Jim will report to DDG Support.

School:

Headed by Carole Inniss-Palmer. Considering the functions of the DDG Partnership, all capacity building activities are expected to be in one box where everything will be coordinated. As the school is tending towards capacity building, it is logical to put the school under capacity building to ease HR

activities. The School will operate under DDG Partnership.

Facilities Management & Services:

Headed by Rod Bishop, and assisted by Museendeeq Oyedeji. Reports to DDG Support.

HOTCAT:

Headed by Samiran Mazumdar. Remains under R4D Support and will be part of the Social Marketing Unit under Partnership and Development. Reports to DDG Support.

Human Resources:

Headed by Lilian Mendoza. Continues to report to DDG Support.

Medical Services:

Headed by Samson Adeleke. Continues to report to HR Manager.

Security Unit:

Headed by David Oluwadare. Continues to report to DDG Support.

Supply Chain:

Headed by John Last. Continues to report to DDG Support.

Each Unit will henceforth be evaluated first by DDG Support and secondly by DDG Partnership and Development or the Director of Finance, depending on the responsibility of the Unit. In the case of the School Head, her second evaluator will be the HR Manager.