

Sanginga visits IITA Kinshasa and says IITA staff is the best strategy



Dr Sanginga and Mr. Bamba while addressing the staff

During a mission to Kinshasa, Democratic Republic of Congo (DRC) to mobilize technical and financial partners, Dr Sanginga took the opportunity to meet the staff and consultants of Kinshasa station on Thursday, 20 June 2019.

Dr Sanginga emphasized hard work, maintaining team spirit, patience, and

appreciating changes in leadership during the meeting. He said, ***“The best strategy for institutions is the people... The staff who do their job well and respect the regulations of the institution will always find their place at IITA and not those who do the opposite.”*** The Kinshasa Staff took the opportunity to ask Dr Sanginga about the impact of his strategic

mission to DRC on their professional future in IITA.

DG Sanginga met the President of the Democratic Republic of the Congo, His Excellency Felix Tshisekedi and financial partners of IITA in the DRC such as the AfDB, the World Bank, and USAID for financial and technical resource mobilization during his mission.

P4D holds Retreat, Team Building, and Harassment and Discrimination awareness in Cotonou

The Partnerships for Delivery Directorate held a 4-day intensive and strategic session from 9 to 11 July 2019 in Cotonou with a total of 33 participants across the P4D Directorate. The retreat was facilitated by Marc Schut and Murat Sartas, while the various sessions were chaired by Robert Asiedu, Bernard Vanlauwe, Leena Tripathi, Kwesi Atta-Krah, and Ken Dashiell: Some of the talking points were:

- “Current Situation: Insight in the state-of-the-art thinking and practice of scaling innovation in IITA”
- “Desired Situation Visioning exercise on information needs to enhance effective scaling of innovation in IITA” “What does



Partnerships for Delivery Directorate group photograph

Scaling Readiness provide? What is available to get from current to desired situation?";

- "What is useful from Scaling Readiness? What could fulfill the identified information needs? What are the gaps?"
- "Way forward and commitments: Way forward and next steps to start moving from current to desired situation. Commitment on next steps to the P4D Directorate."
- "Resource mobilization with Private Sector"
- "Resource mobilization with Government" and Development investors like AfDB, USAID etc.
- "How to communicate effectively with Governments and the Private sector to convince them to scale one or more innovations"
- "P4D – Our role as the leader for the CGIAR on delivery in Africa,

where are we now and how do we become a better leader"

- "Enhancing capacity for delivery: how does IITA become and remain a reference in capacity development in agriculture for Africa?"
- "Review action points and way forward from all the sessions and Closing".

On day 3, the P4D team came together in a 2½ hour team building with the theme: Collaboration that works! The program was sponsored by Lilian Mendoza -Head of Human Resources and facilitated by IITA-Team Builders—Helen Adeniji, Organizational Development Manager and Wole Oladokun, Employee Services Manager.

Participants were engaged in three fundamental activities namely: Team dynamics, Pulling together, and P4D Masterpiece. The key takeaways from the team building reinforced most of the earlier technical discussions on

the need to scale up and scale out Agricultural research technologies through collaboration, innovation, strategic planning and implementation, timely delivery, communication, commitment to goal attainment, effective leadership, trust, and followership.

Lastly, the P4D retreat participants attended an interactive awareness seminar session on harassment and discrimination. This was vital to ensure that all project leaders and unit heads understand IITA's zero tolerance for harassment and discrimination and model the behavior expected of their team members as the Institute is committed to providing a work environment that respects the dignity of all individuals and promotes a work place that is free from all forms of discrimination based on ethnic, social or political background, color, nationality, religion, gender, disability, and all forms of general and sexual harassment.

The International School of IITA Community Service

IITA International School implemented the second part of its "Community Service" and the "Gift of Reading" at the end of May 2019.

- Playgroup up to Grade 1 visited **Chosen Continental Primary School**. They presented the books that were collected, shared reading practice, and sang songs. While, Mrs Onigbinde led a teachers' workshop for some of their teachers, Mrs. Ugoji led the children in several action songs.
- Grade 2 up to Grade 7 visited **Ola Oluwa Primary School**. They presented the books that were collected, shared reading practice, presented a Reader's Theater, implemented other reading activities, and sang some songs. Mr Odukoya led a teachers' workshop for some of their teachers, while Mrs. Okorie led the songs.

Both schools are situated close to the main gate of IITA. We used transport to help us and we had security when we walked to the schools. The walk was "eye-opening" as the pupils and their teachers saw another aspect of the local community as well as the basic facilities at both schools. IITA has also agreed that it can donate a white board to each school with some markers. Thank you to IITA Management for their support.

This "Gift of Reading" was a great success and our children reflected deeply on empathy, tolerance,



IITA International School community social responsibility

perspective, responsibility, and being open-minded.

The children were full of appreciation to all teachers involved particularly two teachers for their work as they facilitated this Community Service: Mrs Peju Okungbowa and Mrs Gonzales. Well done!

My Impressions by Abi Siin (Grade 5)

On 31 May 2019, grades 2 to 7 visited Olaoluwa Primary School to donate books to their library. The kids looked very happy to see us. I think their school was good but, in my opinion, I think we can improve the well-being of the children and staff. The books we

brought to them will help increase their knowledge, so one day they can accomplish their dreams.

Wishlist

I would like to help their school; I strongly believe they should have:

- Bigger school
- Bigger library
- More school supplies
- Safer doors
- Fire alarm
- More electronic devices
- More chairs

Making other children happy by Oceane Teeken, Grade 1

I went to a school. We went with the bus. We had partners. When we were at the school, we had an assembly. We had a lot of fun. Afterwards, we gave them books and they were happy. We can give them clean classrooms. They need to plant more trees and they need boards. They were singing a song and it made me happy because they were singing about love.

Community service by Tumi Abu (Grade 6)

When we went to the Olaoluwa School, they showed us hospitality, which I admired. Their hospitality was most enjoyable therefore I think we

could have done more to help the school. We could have provided more for the school and engaged in more activities.

What we could donate to help the Olaoluwa Primary School by Peter Ojo (Grade 5)

The visit to the Olaoluwa primary school was a very pleasant visit because the students were so happy to see that we donated books to their library. But I think we could go "the extra mile" for the school, meaning that we could donate some more things. We could raise some money maybe by selling old toys that can be used by other younger people and give that money to the Olaoluwa Primary School, so they could improve their school.

I also think that we could share, with the Olaoluwa Primary School, the PYP learner profile and PYP attitudes and explain to them what it means. We can create little dramas to pass across our point. It will help them to know what they can do and what to get better at. For example, being a risk-taker, the students might be very good at taking risks but being open-minded the students still think they need to improve and when they think they have achieved being open-minded the students can apply the profiles and attitudes to their daily lives.

These are the things I think we could give to the Olaoluwa Primary School!!!



2019 Scholarship Scheme

The IITA Women's Group is happy to announce the annual scholarship competition for 2019. We welcome applications from qualified candidates for scholarships in the following categories:

- Junior-Secondary school (JSS)
- Senior-Secondary school (SSS)
- Post-Secondary (including vocational trainings)
- University

The criteria for the awards are:

- Applicants must be children of IITA employees on Pay Grades 1–6; and not above 21 years old.
- Parents/Guardians of applicants must have a valid contract with the Institute as regular or short-term staff. Regular Staff must have a 2-year contract whilst Short-Term Staff should have at least a 6-month valid contract with the Institute at the time of application,
- Applicants are expected to be above average academically (60%) and should produce a current school report to prove this.
- Applicants must be registered in schools or must have secured admission into a recognized school.

- Forms should be signed and stamped by the headmaster/headmistress for JSS and SSS, and by the faculty member for PSS; forms that are not signed and stamped will not be accepted.

Shortlisted candidates will be expected to take a written exam and an oral interview to qualify for the grant. The value of the grant for 2019 is:

- Junior-Secondary: US\$250
- Senior-Secondary: US\$300
- Post-Secondary: US\$350

All sums will be paid out in local currency with exception to countries where US\$ is used.

The cut off mark for the written and oral interview is 70%.

Interested applicants should collect and return their forms to:

Ibadan Headquarters: Employee Services Officer, Human Resources, Bld. 500

Outside Hubs/Stations

IITA Regional Hubs: The Regional Administrator and copy to the IITA Women's Group focal person in the hub

IITA Stations: The Station Administrator and copy to the IITA

Women's Group focal person in the station

All Duly Completed forms should be returned to the above persons on or before 20 September 2019. **Note that late or incomplete forms will be disqualified.**

For more information please contact: R.Bhattacharjee@cgiar.org or S.Oyinlola@cgiar.org

For IITA WG Scholarship Committee:

C. Sanginga

Quotable quote

"The problem with communication... is the illusion that it has been accomplished."

~ George Bernard Shaw.

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