



RAID's 2019 Capacity Building Workshop

Agricultural Research Leadership and Management

Background

Research organisations, whether they be universities, government agencies, not-for-profit or private, are made up of different people, roles and skillsets, and at their core is a drive to innovate, understand and solve the problems facing the world. There are many pathways that researchers can choose to grow on, within research organisations, all of which contribute to the development of new knowledge and technology. By understanding the fundamentals of people, management and leadership, early to mid-career researchers are able to identify which research career pathway is ideal for them to grow and what skills and knowledge they need to get there.

A current priority of the Crawford Fund is training agricultural researchers from around the world to develop their research leadership and management skills. Together, RAID and the Crawford Fund, are hosting a workshop targeting passionate Australia-based researchers who will learn from experts on developing leadership skills in agriculture research, projects and organisations. This workshop is the first of a series of activities that will deliver the RAID priority to build capacity of RAID members in all aspects of agricultural research leadership and management skills in international agriculture research.

<i>Title:</i>	Agricultural Research Leadership and Management
<i>Places available:</i>	25
<i>Length:</i>	Two days
<i>Date:</i>	<i>Monday to Tuesday, 9-10 September 2019</i>
<i>Location:</i>	Darwin
<i>Venue:</i>	WFD 3.08, Waterfront, Charles Darwin University (see map on last page)

Aim

The workshop will provide an introduction to managing and leading in the context of research for development; and enable each participant to develop a set of actionable outcomes (the 30-day challenge) as a result of participation.

Objectives:

- Understand the basic concepts of managing and leading
- Build self-awareness of your own styles and preferences and understand how these impact both your perceptions and how you interact with people
- Explore people management, and the way people work with and respond to each other
- Gain skills in providing and receiving feedback, and how to manage conflict
- Learn about how to manage up-wards
- Understand models that integrate evaluation and planning
- Explore processes for effective project management
- Plan a process of on-going self-directed learning

The workshop will be a combination of seminar style presentations, class and group discussions and group exercises

Target Audience

Outcomes of this workshop will be most useful to those currently working as researchers on agriculture projects in developing countries. However, all of the content is relevant to agricultural research in Australia. PhD students at any stage of their candidature would also benefit.

Networking Event: Wednesday 11 September 2019

The workshop will include a networking event for participants, RAID committee, Crawford Fund state committee of Northern Territory, RAID members and supporters. This event will be held on **Wednesday 11 September 2019 from 7:00pm to 10:00pm at Burnett House**, Myilly Point Heritage Precinct, 4 Burnett Place, Larrakeyah. Short presentations will be made by invited guests and experts. A light meal will be provided for all in attendance.

Requirement of attendees

The selection process will favour early-to-mid career applicants (including students) currently working on projects in Australia or in developing countries. Other applicants are welcome to apply, as additional places may be available. The places in the workshop will be capped at 25, so register early to avoid disappointment. Post workshop, each attendee is to write a blog for publication on the RAID website. Attendees are required to fund their own way to the event.

Registration Details

- RAID Members - \$140
- Non-members - \$400
- Must be Australia-based and speak fluent English
- Pursuing a career in agriculture, agrifood research and/or international development

To register your interest go to

https://docs.google.com/forms/d/e/1FAIpQLSc1pX0hEJ5Mf43QLIXV0h0nOKlpukU1ia_jArGLmGlvC6sKGA/viewform?usp=sf_link

Attendance to workshop will be confirmed after receipt of registration fees

For more information about the workshop, contact Rebecca Cotton at Rebecca.cotton@aciar.gov.au OR Rohan Yargop at rohan.yargop@adelaide.edu.au OR Tamaya Peressini at Tamaya.Perissini@aciar.gov.au

Applications close **Friday, August 30th, 2019.**

The workshop will be a combination of seminar and lecture style presentations, class and group discussions, individual reflection and group exercises.

Draft Workshop Agenda

Monday 9 September 2019	
<p>8:30 am to 5:30 pm</p> <p>(Breaks for morning and afternoon tea and lunch provided)</p>	<p>Management and Leadership Fundamentals Presenter: Shaun Coffey</p> <ul style="list-style-type: none"> ○ Introduction to management and leadership and why they are important for research. <ul style="list-style-type: none"> ○ Your experience of “management” and leadership ○ Sapienza’s research on how scientists experience management. ○ Managing – administering, leading and engaging ○ Introduction to common leadership models, adaptive leadership and steward leadership. ○ Culture contexts for leadership ○ Career management and development pathways (including T-individuals {static perspective} and neo-generalists {dynamic learning perspective}). ○ Your development journey – leveraging the course into a self-directed learning program. Reflective practice. <p>People Management: from self-awareness to influence Presenter: Lynne O’Brien</p> <ul style="list-style-type: none"> ○ Exploring self-awareness; personal styles and your impact on people. ○ Working in Teams; team roles. ○ Interpersonal communication. ○ Conflict management and resolution. ○ Receiving and Giving Feedback. ○ Managing upwards - handling the boss. ○ Coping with toxic environments. ○ Performance management.
Tuesday 10 September 2019	
<p>8:30 am to 4:00 pm</p> <p>(Breaks for morning and afternoon tea and lunch provided)</p>	<p>Project Management, Evaluation and Impact, And Personal Effectiveness Presenter: Shaun Coffey</p> <ul style="list-style-type: none"> ○ Principles of project management <ul style="list-style-type: none"> ○ Logic models <ul style="list-style-type: none"> ▪ tools like Bennett’s Hierarchy and Kirkpatrick’s 4 frames ○ Project planning and delivery ○ Building your project team or redesigning the team you inherit <ul style="list-style-type: none"> ▪ Successful self-managed teams (Buurtzorg model) ○ Evaluation and planning for impact <ul style="list-style-type: none"> ○ “Snappy Systems” exercise ○ Identifying and writing better objectives and translating them to KPIs ○ Understanding outputs, outcomes and impacts <p>Managing yourself</p> <ul style="list-style-type: none"> ○ Time management and to-do-lists/priorities ○ Handling meetings

Workshop presenters

Lynne O'Brien



Lynne has extensive experience working in a range of senior management roles within the Australian Public Service. Her career commenced in the Australian National Audit Office in 1984 and, subsequent to achieving Chartered Accounting Qualifications, was promoted to the Senior Executive Service as a financial statement-signing officer in 1990. Lynne subsequently moved to Medicare Australia and later, the Department of Agriculture,

Fisheries and Forestry where she undertook a range of senior executive roles in financial corporate, program management and service delivery functions.

Capabilities include:

- Financial management
- Program design, implementation and management
- Change management
- Human Resource Management
- Corporate management
- Service delivery.

Following her retirement in 2014, Lynne now volunteers with a Canberra based food rescue service, and is the Director Finance for the Murrumbidgee Golf Club. She has qualifications in Accounting and Information Technology and is currently studying Financial Advising.

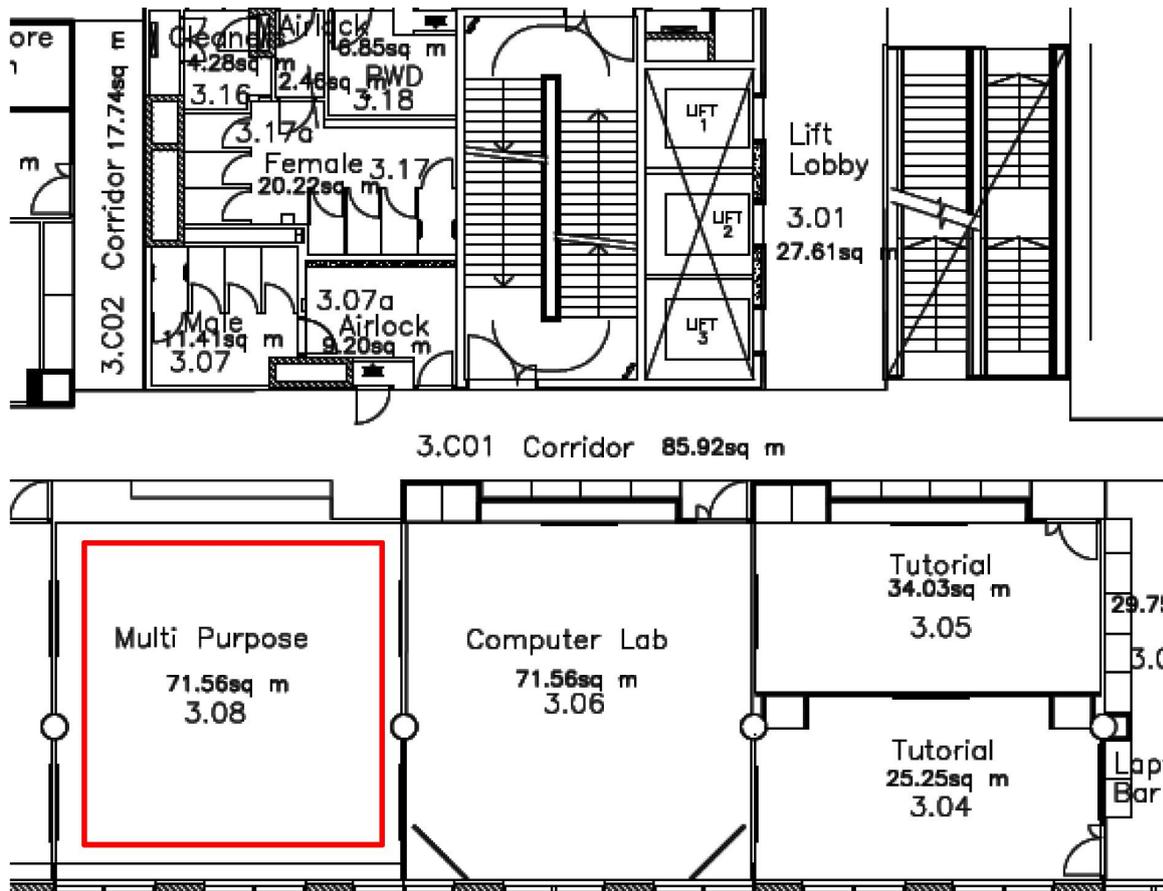
Shaun Coffey



Shaun Coffey is Director of Capacity Building in the Crawford Fund. An agricultural scientist by training, his career has included appointments as Chief Executive of Industrial Research Ltd, a New Zealand Crown Research Institute; Foundation Chief of the CSIRO Division of Livestock Industries, and Director of Research and Extension in the Queensland Department of Primary Industries. He currently serves in several roles, including as a Director of Technical and Further Education Queensland, Director of the Australian Institute of Agriculture, Adjunct Professor in the School of

Management in Victoria University of Wellington, and Managing Editor of the Journal of Agricultural Science.

Shaun is a recipient of the Silver Medal of the International Federation of Agricultural Journalists (2001), a Centenary Medal of Agriculture from the University of Melbourne (2006), and the Royal Society of New Zealand's Thomson Medal (2010) for his leadership of research and commercialization. He is an elected Fellow of the Australian Academy of Technological Sciences and Engineering, elected Companion of the Royal Society of New Zealand and Fellow of the Australian Institute of Company Directors.



Waterfront – WFD 3.08



RAID is a program of [The Crawford Fund](#)

