

Welcome to IPM: Embracing change for excellence

We are a relatively small international organization with staff from the four corners of the planet. As experts in our own areas—communications, IT, finance, sciences, social sciences, personnel management etc., we frequently have little knowledge of each other's work. But as I have learned in organizing this event, there is so much depth to ILRI, and this IPM is a great opportunity to bring all our visions together, and to see how the whole is greater than the sums of the parts. Increasing synergies, reducing duplication, will make us sharpen our work.

Helping you meet new people we have used a randomized selection algorithm for the group work. A computer program will put you in groups with people you may hardly even know. ILRI is in transition and we need to embrace change, be constantly open to learning, if we are to achieve excellence in our work. Pushing us outside our comfort zones, opening us up to new experiences, valuing the best of what we do and changing what's no longer fit for purpose, that's what I hope this IPM will help achieve.

*Julie Ojango, chairperson
IPM planning committee 2016*



Tuesday 4 October

From 11:30
Registration at the IPM tent

13.30
Opening and welcome from the IPM2016 chair,
Julie Ojango

14.15
Better lives through livestock: ILRI futures,
Jimmy Smith

14.45
On the bench—Better science; better lives, followed
by panel and audience discussion

16:00
Better science for better lives: Getting ILRI's science
right, Iain Wright

Translating better science to better lives: A theory
of change for ILRI research: Tom Randolph

16:45
Take-home insights from IPM committee members,
Chris, Emily

Overview of agenda for Wednesday, Julie Ojango

17:00
COCKTAIL: Meet new staff

Learning from IPM 2015

Isabelle Baltenweck, one of the organizers of the virtual IPM in May 2015, offers a few words on how to do things better this year.

While last year's event lacked the benefit of being able to meet people face-to-face, it offered many staff an opportunity to engage, learn about and shape the direction of ILRI. Staff could participate in meetings, and not fall behind in their day-to-day tasks. What the meeting lacked in physical interaction and face-to-face conversations, it made up with virtual meeting rooms and opportunities for collaboration and co-creation.

Tips for a successful IPM

1. Give all staff opportunities to engage with and follow the process, both physically and online
2. Make all the content accessible to non-scientists so they too can contribute to better outcomes
3. Ensure open discussion is encouraged and respected
4. Respect the time limits for all sessions

IPM expectations

In a pre-event survey, we asked people to identify up to three things they hoped to get from the IPM. Ninety seven people responded and expressed a rich diversity of hopes and expectations.

Looking through the list, some strong trends emerge: Catch up with, network and get to know colleagues, especially new ones and those from faraway places; understand and know about the new programs and their science; better understand ILRI strategy and plans globally and in different regions, including engagement in CRPs; learn what others in ILRI are doing; contribute to ILRI science and program plans; develop and explore ideas for collaboration, new projects, synergies and linkages, across programs and ILRI; give and gain feedback; share experiences, best practice and knowledge; see where I can contribute or best fit to ILRI. Some individual aspirations stand out: coming away with at least one new idea; getting to know program leaders and their plans; renewing institutional enthusiasm in the face of continuous budget stress; transiting ILRI from a research-only to a research-for-development institution; how ILRI science can generate tangible development benefits while tackling global hunger and poverty, building natural resource sustainability, and growing the capacities of stakeholders; and finally: a break from the usual!



Let's work hard, but also have fun

This IPM comes at a crucial moment for ILRI. January will see the start of the new CRP portfolio and the restructuring of ILRI programs to best meet the demands of a rapidly changing world. Yet more than half our staff have joined ILRI since our last face-to-face IPM in 2013. Many have never met or had an opportunity to bounce ideas off each other. While we have set the general direction for the reform of ILRI programs, there is still a lot of thinking to do. So the IPM is a good opportunity for staff to hear about the current thinking, but it is also an opportunity to contribute to shape that direction. There will



be lots of time for discussion for listening to staff views.

We want staff to see the synergies and how they might contribute across programs,

rather than just to their own program. Because to be effective as an organization we will need to harness the skills and capacities across the whole of ILRI.

One of the key challenges facing ILRI as it strives to become a global organization has been the expansion of our

IPM is important in underpinning how we deliver on the research agenda in the science strategy and articulate our approach to the CRPs in which ILRI is participating. But we also need to enjoy ourselves. Yes we're here to talk about the future direction of ILRI and its research programs, but let's also have fun. Let's work hard, but also have fun.

*Iain Wright, deputy director general
for Integrated Sciences
(photo from IPM 2010)*

On Thursday lunchtime—12:40 to 13:50—the IPM tent will host meetup spaces for people to get together to discuss an area of work or interest not covered in the agenda. Topics are listed below. There will also be a lab tour opportunity – sign up in advance at the registration tent.

- Can commercial approaches capitalize small ruminant (meat) markets?
 - Farmer field school
 - The future of pastoralism
 - Gender at ILRI: what next, what more, what else should we do?
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- Grants management
 - Impact assessment at ILRI
 - Livestock service delivery: business models, bundling of services
 - Mobile applications
 - Mycotoxins in food and feed: potential intervention strategies
 - Research ethics at ILRI
 - Scaling feed resources innovations
 - Ticks: vectors for integration
 - Young people in dairy value chains
 - Genetics, from upstream to downstream



ILRI marketplace, learn about our services

Do you know how to procure lab equipment? Have you always wondered how incident management in the ICT department works? Do you know who to contact to get your research edited and published or covered by the media? Or have you been struggling to find out about the new research compliance procedure?

ILRI has many support units and teams, but only few of us really know about all of them and who to ask for help. The marketplace will allow participants to discover the diversity of ILRI support services, to know more about how they contribute to ILRI strategy and to raise questions and make suggestions.

*Marketplace session behind the big tent
12:30–14:00 on Wednesday.*

