Update from People and Organizational Development Directorate

Stella Kiwango

Institute Planning Meeting
4-7 October 2016
Institute Planning Meeting

Exciting Science! Week! People!
A shared vision

- Shared Vision
- Better Science
- Better Lives

- Quality of discussions

- Engagement and Participation

- Asking the right questions
Who is P&OD?

Partners

Colleagues

Advocators

Auditors

Counselors

Police?

Negotiators

Staff representatives

Management representatives

Judges

Collaborators

Investigators

Facilitators

Family
Trending words @ IPM....

- Influencing
- Integration
- Impact
- Output driven
- Responsive
- Critical mass in the regions
- Marketing campaigns
- Nimble
- Newbies
- Theory of Change
- New skills
- Collaboration
- Sympathetic
- Communication
- Networking
- BDU support
Implications to P&OD

• Identify concrete institutional priorities and plans
• Identify core competencies needed
• Acquire competencies
• Build capacity and competence in core functions for successful implementation
Investing wisely in talent

A mix of strategies

- Resourcing
- Internal capacity building
- More use of technological learning platforms
- Skills inventory
Key question:

- What does the world want from ILRI?
- What do we want from each other?

- Build and leverage on existing talent
- Strengthen internal cohesiveness and collaboration between programs and support functions as well as inter-program collaborations
Leadership

“Better Science keeps the Objective in mind”

• Leadership is key to keep us focused on the objective

• Leaders are not always born – sometimes they have to be made

• Management Development Program

• Leadership Development Program
High Performance

• Success means performance and vice versa

• Focus efforts towards delivery of critical success factors through high performance

• Performance management for institutional cohesion and excellence
Our values, our culture

“We should Walk the Talk”

Respect
Responsive
Responsibility

Diversity and Inclusion
Our Responsiveness

Communicate:

• Policies and guidelines and reviews
• Microsite: ilri.org/pod
• Service level agreements
• Opportunities for growth: competency framework, career paths and career development plans
• Better partnerships
• Inclusiveness of regions
• Proactiveness
We would like to hear more of:

- Resource mobilization

What is not going away:

- “Theory of change”
“Do not waste a challenge, it is an opportunity”
better lives through livestock

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