## Theory of Change Leadership

### The Diagnosis
- Bureaucracy and power dynamics in Ag. R+D institutions create highly segregated work environments without enough multi-disciplinary and cross-sectoral collaboration.
- Weak AEI leadership and mentoring.
- Research often doesn't respond to farmers' needs.
- I wonder if we can refine this more? There are limited resources both from funders but also limited attention by organizations and even PIs to these and other things such as training, financial management, organizational capacity, M&E etc.
- The diversity of roles and actors in a work landscape including formal leaders, early adopters, innovation brokers etc warrant a more expansive view of the function of leadership.

### Principles of Leadership for Research
- Capacity building also develops leadership.
- Leadership is not limited to those who are formal leaders.
- Treat everyone as a knowledge worker with shared responsibility and mutual accountability.
- Attend to power dynamics.
- Continuously test assumptions and thinking through open questioning and debate.
- Facilitate collaboration and cooperation across disciplines and organizational levels.
- Risk is not just tolerated but encouraged in order to foster creativity and innovation.

### The CCRP Response
- Model principles of leadership.
- Provide gender balanced support, training, mentoring and institutional building at all levels and in all types of organizations and individuals.
- Provide capacity building on research quality, facilitation, peer review, M&E, participatory approaches, gender dynamics, AEI and systems approaches.

### Outcomes
- Individuals are more empowered and confident through knowledge and respect for everyone’s opinion.
- Leaders recognize the value working collaboratively and cooperatively across disciplines and levels.
- Leaders facilitate the process of management, innovation, and decision making rather than dictate and drive the decision making.
- Research institutions that work across organizational silos to meet the needs and demands of their constituents.
- Better quality, more relevant, AEI focused research.