

## 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