



PICOTEAM

Institute for People, Innovation and Change in Organisations

PICO Eastern Africa

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5th November 2014

Dr. Fred Mugivane,
Chairman,
Department of Agricultural Economics
University of Nairobi
PO BOX 29053-00625 Nairobi, Kenya
E-mail: mugivanefi@yahoo.com

Dear Dr. Mugivane,

Subject: Nomination of Dr. David Jakinda Otieno for a Leadership Mentorship Program

I am pleased to inform you that as part of our collaboration with the Department of Agricultural Economics at University of Nairobi, PICO-EA would like to nominate David Jakinda, a lecturer in your Department for a Leadership Mentoring Program. This is a 4-year program that focuses on training and mentoring early career individuals in national research systems in eastern and southern Africa. The program is supported by the McKnight Foundation. We have now been officially informed that the grant for this program has been approved and the program will start in January 2015. We are very excited about this. The process of nomination is highly competitive as it will only cover 48 mentees from these regions during the four years. Fortunately for David, our interactions with him over the last several months has convinced us that he has potential to be research leader and we believe this program will mentor him towards the realization of this potential.

As part of the mentoring process, Fellows will be expected to:

- Attend research management and leadership learning workshops in the region
- Conduct mini-leadership projects, within their institutional environments and relevant for their typical work settings
- Be matched with mentors who will nurture them over the fellowship period and be available for face to face or virtual interactions with the mentor.

The mentoring process is expected to build the mentees' leadership skills for managing research and training initiatives. We envisage that such mentoring will prepare the Fellows involved to be effective researchers, trainers and overall leaders in their respective professional areas and institutional settings. Interactions with other fellows from different cultures and professional backgrounds, mentors of these fellows and other stakeholders (resource persons) that will be mobilized to inspire learning, will expand professional networks and create confidence while also enhancing their individual visibility as well as that of their institutions and programs in which they are involved.

As you will appreciate, the institutional environment in which the Fellows work will be a critical core to the mentoring program and we will be working closely with employers, especially



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immediate supervisors, of fellows to be sure that: fellows get the support they need in the work place to maximize their learning; and that the institutional context is taken into account in designing the mentoring program for individual fellows; and that supervisors play whatever direct role they can play within their means and capacity.

Finally, please note that, other than attendance to face to face learning and mentoring sessions, Fellows will not need to be away from their work for extended periods. In addition, the face to face learning/mentoring sessions will not be longer than one week. Moreover, the scheduling will be made well in advance to facilitate planning and to minimize work disruption. No more than four such one week learning workshops are anticipated each year.

We look forward to working with you to contribute to the development of the leadership capacity which our institutions in the continent dearly need.

Yours Sincerely,

Ed Rege
Founder and Chairman, PICO-Eastern Africa