



AWARD-ICWAE Mentoring Program

Women Agricultural Economists in the Global South

Program Overview

The **Mentoring Program for Women Agricultural Economists in the Global South** is a collaboration of African Women in Agricultural Research and Development (AWARD) and the International Association of Agricultural Economics (IAAE) through its International Committee of Women in Agricultural Economics (ICWAE).

AWARD and ICWAE build on their common vision to increase gender diversity in the agricultural profession and strengthen the career advancement, professional success, and recognition for women in the profession. Mentoring plays a pivotal role in achieving this common vision because it is a powerful tool for developing unique skills and for leveraging and capitalizing on opportunities to support personal and professional growth.

The **two-year virtual Mentoring Program** aims to equip women agricultural economists with the **core skills, networks, and practical resources** to develop their careers, enhance their visibility and increase their their legitimacy and relevance. The Program targets:

- **Mentees** - Women who have a Ph.D in agricultural economics and are currently working as an agricultural economist. Priority to those with 3-5 years of work/research experience. In addition, the Program targets women who are from the Global South (Africa, Asia, Middle East, Latin America, the Caribbean and Pacific Islands) and are currently based in institutions in the Global South.
- **Mentors** – Agricultural economists with at least five (5) years of professional experience who are currently members of the IAAE or a regional agricultural economics professional association.

Program Structure

The Mentoring Program consists of three (3) components:

Mentoring Orientation Workshop (MOW) – This workshop provides the basis on which to build a mentoring relationship. It will equip the participants with an understanding of the formal mentoring process. The training provides a unique opportunity for both the mentors and mentees to get to know each other better, share their ideas, and clarify the roles and expectations in the mentoring process. The trainers will work closely with the mentoring pairs to explore how different factors influence personal and working relationships to help them set a solid foundation for a successful mentoring relationship. The MOW culminates with the development of a **Purpose Road Map (PRM)** that will guide goal-setting and the critical steps to achieve them.

Mentoring in practice – These are working sessions organized regularly by the mentoring pairs – Mentor and Mentee- to discuss and document progress, challenges, and achievements against the goals set in the Purpose Road Maps. The sessions should culminate with the preparation of

articulated plans for onward mentoring (of the next generation of - aspiring - women agricultural economists) and role modelling events.

Coaching program – These sessions will complement the ‘Mentoring in practice’ exercise. Facilitated by AWARD trainers, the sessions will emphasize the personal and professional development agenda of the participants that aligns with the program objectives.

Mentoring Orientation Workshop (MOW)	Main objectives <ul style="list-style-type: none"> - Understand the rationale and guidelines for a formal mentoring process - Develop mentoring tools and plan monthly sessions Duration: One-month online training sessions <ul style="list-style-type: none"> - First cohort (15 Mentees and 15 Mentors) – May 09-31, 2022 - Second cohort (15 Mentees and 15 Mentors) – Nov. 1-30, 2022
Mentoring in practice	Key objectives <ul style="list-style-type: none"> - Develop mutually beneficial and supportive relationships around their professional capacities and interpersonal skills Duration: 8-month virtual sessions <ul style="list-style-type: none"> - First cohort (15 Mentees and 15 Mentors) – July 2022 to Feb. 2023 - Second cohort (15 Mentees and 15 Mentors) – Dec. 2022 to Aug. 2023
Coaching program	Main objectives <ul style="list-style-type: none"> - Identify and access new choices and possibilities - Draw up action-oriented plans to increase self-drive and influence - Enhance ability to leverage opportunities and navigate challenges Duration: 6-month virtual sessions with AWARD trainers <ul style="list-style-type: none"> - First cohort (15 Mentees and 15 Mentors) – Aug. 2022 to Jan. 2023 - Second cohort (15 Mentees and 15 Mentors) – Jan. to June 2023

The Program will also entail a **series of workshop trainings** - on key research issues in agricultural economics - which will be delivered throughout the Mentoring Program.

Program commitments

Each mentoring pair agrees to:

- Participate together in the **Mentoring Orientation Workshop** to kick-start the Program
- Develop a comprehensive **Purpose Road Map** for their mentoring relationship
- Meet regularly **at least once a month** for about two 2 hours over an 8-month period
- Communicate important **updates** and maintain **high standards** of professionalism
- Attend **Progress Review Meetings/Mentoring catch-ups** for experience sharing
- Participate in **training and networking events**

Mentees	Mentors
Bring their knowledge to the discussions Contribute to solving issues raised in meetings Carry out the agreed action plan Engage extensively in the individual coaching Get ready to to replicate mentoring skills	Provide overall guidance and encouragement Contribute to solving issues raised in meetings Participate in the Program evaluation and review

Program benefits/outcomes

The two-year Program will focus on mentoring theory and practice as well as coaching. It is expected that, through the engagement with content, processes, and activities, the selected women agricultural economists (Mentees) will become more visible, relevant, and influential within the wider economic community, and to the extent possible, within their institutions.

At the end of the Program, the following outcomes are expected:

Mentees

Increased level of self-confidence and motivation to perform
 Visibility through enhanced communication skills
 Clear road map for driving change and motivation for career growth
 Increased ability to empower with inspirational experience and success stories

Mentors

Personal satisfaction to contribute to increasing the pool of women agricultural economists
 Recognition of skills, knowledge and commitment to profession
 Expanded professional networks, skills & knowledge transfer, and more exposure

Key dates – Cohort 1

Date	
March 1, 2022	Call for applications open
March 25, 2022	Call closes
Mar. 28 – Apr. 8, 2022	Selection process
April 11-15, 2022	Notification to the selected candidates and onboarding
April 18-30, 2022	Mentoring needs assessment and pre-course
May 6, 2022	Program orientation
May 9, 2022	Program launch

Key dates – Cohort 2

Date	
July 1, 2022	Call for applications open
July 25, 2022	Call closes
July 28 – Aug. 8, 2022	Selection process
August 11–15, 2022	Notification to the selected candidates and onboarding
August 18-30, 2022	Mentoring needs assessment and pre-course
October 2022	Program orientation
October 2022	Program launch

For more information, contact: icwaementoring@gmail.com