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**Volunteer Name: Mahnaz M. Harrison**

**Country: Ethiopia**

**Country project: Grain Crops Production and sector support**

**Host: Bora Denbel Farmers' Cooperative Union**

**Venue: farms, local government and cooperatives' offices**

**Audience: Cooperatives' leaders, managers, farmers and the local government leaders**

**Number of people : 82**

**Date: October 29<sup>th</sup>-Nov 8<sup>th</sup>, 2015**





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# 1. Assignment Objectives as in SOW

Objective is to help cooperatives' leaders and members of the MAPFC and BDFCU in improving their cooperative leadership/management and grain business skills.





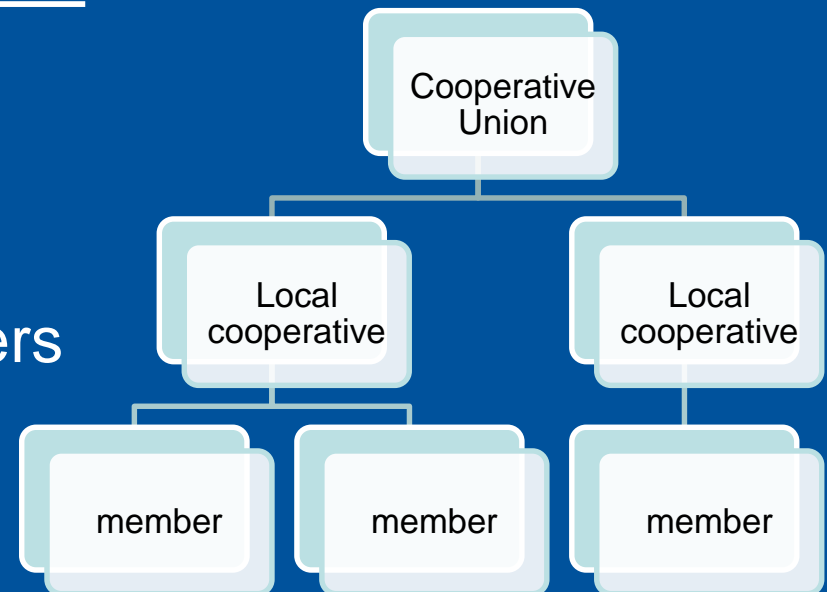
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## 2. Achievement of the assignment objectives

### Workshops and trainings were conducted:

- Cooperative leadership and management skills
- Roles and responsibilities of cooperative leaders and members





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## 2. Achievement of the assignment objectives

### Workshops and trainings were conducted:

- Effective leadership:
  - Improving decision making
  - Conducting effective meetings
  - Conflict resolution





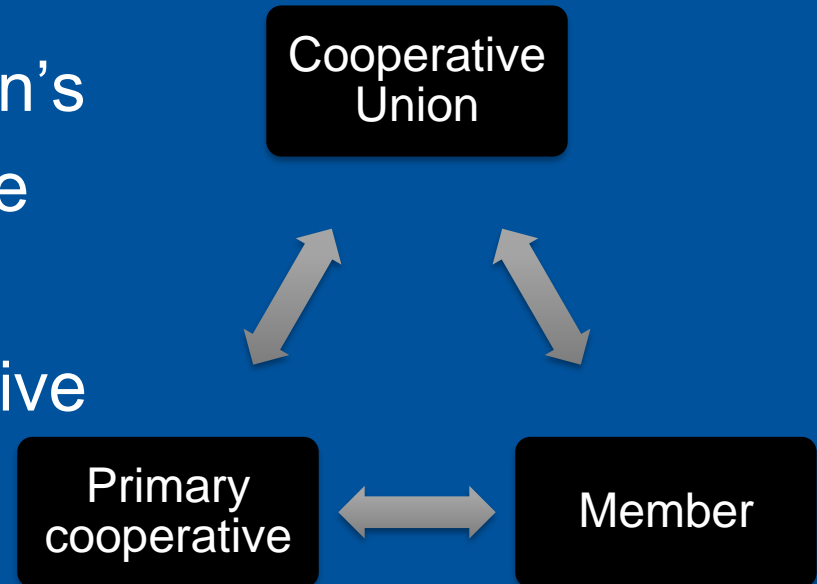
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## 2. Achievement of the assignment objectives

### Workshops and Trainings

- Strategies to enhance women's leadership in the cooperative
- Strengthening membership and attracting new cooperative members







The only Primary Cooperative with three women farmers participating in training for “Cooperative Leadership,” which led to design of a participatory nutritional training on haricot beans with preparation demonstration for the group





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## Engaging women farmers:

- Designed, coordinated and conducted a workshop for 13 women farmers
- Designed a poster to provide pictorial instructions on preparing haricot beans
- Provided a micro-grant for the purchase of ingredients





### **3. Recommendations to the host with regards to the assignment**

1. Develop an organizational plan based on sound management, finance and marketing principles
2. Develop the capacity of the primary cooperatives on modern management, financial literacy and marketing principles
3. Devise their training protocols for the primary cooperatives and the current pay for attendance procedure





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### 3. Recommendations to the host with regards to the assignment

4. Develop marketing plan to engage women as an economic bloc that both produces and consumes





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## 4. Anticipated Impact

- Cooperative leaders and district government staff through technical assistance learned the cooperative leadership and management skills pertinent to grain and value chain.





## 4. Anticipated Impact

- Cooperative leaders, members and government staff clearly understood leadership, functions of a leader and leadership types,
- Cooperative leaders, members and government staff became aware of skills in effective communication, conflict resolution, motivation, empowerment and team-building,



## 4. Anticipated Impact

- The Cooperative Union became aware of the values of running the union as an ecosystem that would include:
  - Business Center
    - Credit union
    - Input negotiated rates
    - Output negotiated rates
    - Timely access to market and weather information
    - Tools and equipment rentals
  - Investment Center
  - Social welfare
    - Provide community health
    - Provide education for children





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## 5. Recommended future volunteer Assistance

- Organizational planning and cooperative management capacity building
- Cooperative marketing and growth specialist
- Agro Market analyst to create awareness and exposure to computerize agro market software and technology
- Agro Market specialist to train local union staff on software and technology
- Communication specialist to work on various communication mechanism



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***Thank You!***