



USAID
FROM THE AMERICAN PEOPLE



Volunteer Name: Paul Ohlrogge

Country: Uganda

Country project: Leadership and
Cooperative development/management

Host: WENIP

Venue: WENIPS Office, Panyango, Konga
& Pakadha

Audience: WENIP staff and Cooperative
leadership team

Number of people :

Date: November 30-Dec 11



1. Assignment Objectives as in SOW

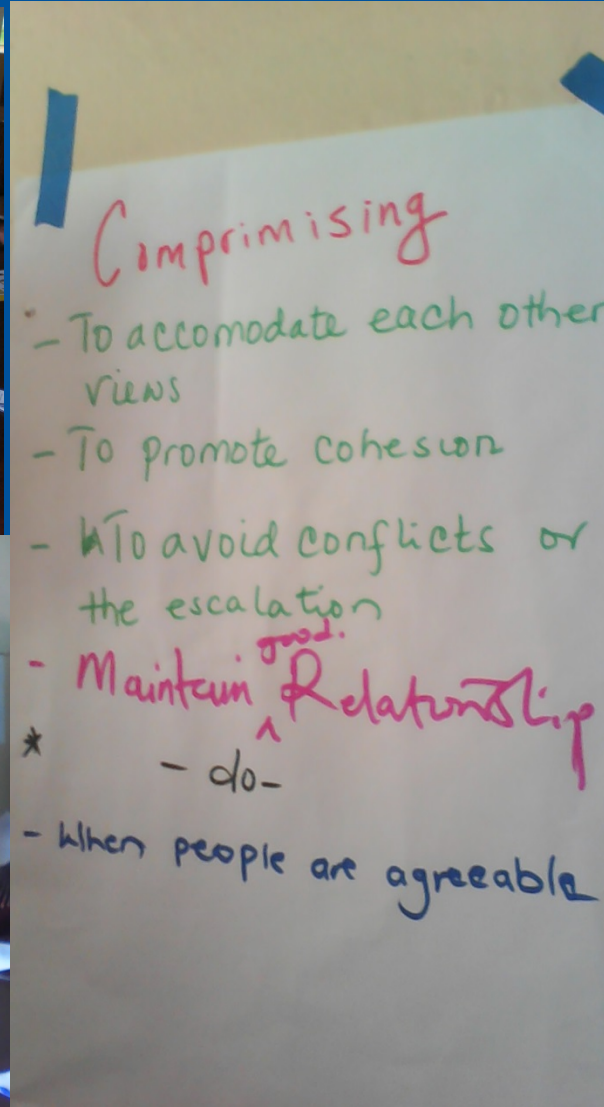
Objective 1. Build the capacity of WENIPS staff in the cooperative leadership and management training to backstop the infant cooperatives as well as supporting the formation of future cooperatives.

For Objectives #1.

Conducted training on the following with WENIPS staff

- Facilitation techniques
- Personality Inventory – A lively discussion followed
- Conflict Styles and Resolution
- Leadership reflection – Circle activity
- Emotional Intelligence – Principles and Practices
- Leadership Styles

Photo Shots



2. Achievement of the assignment objectives

Objective 2. Strengthen the leadership and Management of the newly formed cooperatives through imparting skills on cooperative principles, roles & responsibilities, group dynamics in conflict resolution and communication skills.

2. Achievement of the assignment objectives

At Pangyango –

- Provided training on setting aside our own positions and focus on shared purpose
- Facilitated lengthy interactive discussion on the characteristics of a good and bad team.
- Personality Inventory and how this can be used in strengthening their cooperative efforts
- Conflict styles and acknowledging tendencies
- Shared with executive committee the 7 core values adopted by International Co-operative Alliance in 1995

At Jang Okoro and Pakadha

- Provided training on setting aside our own positions and focus on shared purpose
- Facilitated lengthy interactive discussion on the characteristics of a good and bad team.
- Facilitated a discussion on personal leadership stories – this discussion was good as we had some farmers who could not read or write..... Excellent Interpreting done by WENIPS staff
- Personality Inventory and how this can be used in strengthening their cooperative efforts

Field Activities



4. Anticipated Impact

- Expect the WENIPS staff to be active in leadership and practice the techniques learned and practiced with the farmer groups that they are involved with. Expect WENIPS staff to demonstrate good leadership skills in identifying concerns of farmer cooperatives and assist/lead groups through conflict and decision making.

4. Anticipated Impact

Continued mentoring and coaching may be needed of cooperative leaders as their respective organizations start to come together. There may be a need for Executive Committee training, focusing on the roles and responsibilities of each officer.

5. Recommended future volunteer Assistance

- Cooperative Board training.

6. Recommendations to other non-host stakeholders

- Perhaps there are opportunities to offer some cross training

Action plan for host recommendations

Recommendation	Specific Action	Responsible person	By when
1. Step by step process for Cooperative Leadership to complete organizational planning	Mini strategic action plan over six months - directed at one cooperative to be the first example	WENIPS staff, With CEO support	March 2016
2.Continued education and outreach on By-law writing and adoption	Develop a template and finish with one cooperative and share completed work with the others.	WENIPS staff With CEO Support	March 2016
3. Training for executive committee members of farmer cooperatives	Develop a short curriculum for Cooperative leaders	WENIPS Staff, with CEO support	June 2016
4. Training conducted by WENIPS staff – practice leadership training	Have WENIPS staff conduct training on the “new” learnings with neighboring districts.	WENIPS Extension Staff – Jolly, Patrick Maureen	

7. How can CRS improve future volunteer experience

Thank You!