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FROM THE AMERICAN PEOPLE



Volunteer Name: Richard (Rick) Wills

Country: Uganda

Country project: Oil Seed Crops –

Assignment Name: Management & Leadership Training

Host: Alito Joint Multipurpose Farmers' Cooperative

Venue: Various locations throughout Lira, Oyam, Apac & Alebtong District

Audience: Cooperative Group Leaders

Number of people : 346 (216 M / 130 F)

Date: 14/07/2016 – 29/07/2016





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**Thank You
USAID Farmer to Farmer
and CRS
for this opportunity to
participate and share in this
very worthwhile project!**



1. Assignment Objectives as in SOW

1. Streamline leadership & management for new farmer group leaders with emphasis on roles and responsibilities of leaders and association members.
2. Train in conflict resolution, group dynamics and group cohesion.
3. Create awareness of importance of collectively working together.

2. Achievement of the assignment objectives

- 1. Achieved.** Much discussion and creation of personal goals on functions of management and roles and responsibilities of leadership.
- 2. Achieved.** Leaders roles and techniques in dealing with conflict, how groups are created and grow, and how to build stronger teams.

2. Achievement of the assignment objectives

3. Achieved. Discussions of the importance of creating and maintaining strong cooperative groups were implemented

3. Recommendations to the host with regards to the assignment

1. Creation of a Long Term/ 5 Year Plan to focus on the growth of Alito Joint Cooperative
2. Development of Annual Plans to move to attainment of the Long Term Plan with delegation of appropriate areas of the annual plan assigned to individual groups.

3. Recommendations to the host with regards to the assignment

3. Development of a Communication Plan to establish key dates and locations for meetings between Alito Joint Directors and local members.

4. Anticipated Impact

1. Long Term Plan will develop goals for the growth and success of Alito Cooperative by identifying critical factors for their long term needs.

- Financial needs

- Human Resource needs

- Production needs

- Marketing needs

4. Anticipated Impact

2. Creating of Annual Plans with measurable Specific Objectives based upon the achieving the Long Term Plan will move the cooperative towards its growth objectives

Relevant delegation of appropriate specific objectives to local groups should be assigned.

4. Anticipated Impact

3. Creation of a Communications Plan
which will establish specific dates and locations for meetings with members to share progress on Annual Plan Objectives, financial condition of the cooperative, and interact with members will create transparency for between the Board of Directors and members

5. Recommended Future Volunteer Assistance

1. Training of local group and subgroup treasurers on basic bookkeeping/ accounting skills.
2. Training of rest of subgroup leaders on Management and Leadership skills
3. Training on marketing skills for both their products and the cooperative itself

6. Recommendations to other non-host stakeholders

- None

Snap shot of training sessions

















Action plan for host recommendations

Recommendation	Specific Action	Responsible person	By when
1. Long Tern (5 Year) Plan	Develop 5 year goals for financial condition, human resources, production & marketing	Christopher Okwang, Board Chair in collaboration with the Alito Management team	October 31, 2016
2.Develop Annual Plans and Specific Objectives	Create annual objectives to move toward meeting 5 year goals. Delegate objective areas to local groups.	Christopher Okwang, Board Chair in collaboration with the Alito Management team	December 31, 2016
3.Create and implement Communications Plan	Establish and share dates and locations of meeting to be held with cooperative members	Christopher Okwang, Board Chair in collaboration with the Alito Management team	January 31, 2017

7. How can CRS improve future volunteer experience

Thank You!