ZIMBABWE SCIENCE LEADERSHIP PROGRAMME

8TH - 9TH JULY 2024

CAREER DEVELOPMENT AND LEADERSHIP INITIATIVE FOR EARLY CAREER AFRICAN SCIENTISTS



FUTURE AFRICA AT THE UNIVERSITY OF PRETORIA

tiba

ASPEN GLOBAL INNOVATORS GROUP aspen institute

THE UNIVERSITY of EDINBURGH

Z-SLP TEAM



FACILITATOR: FRANCISCA MUTAPI BSC DPHIL FZAS FRSE FAAS

Prof Francisca Mutapi is an award-winning global health expert empowering African scientists and policymakers to tackle infectious diseases and improve epidemic preparedness prioritising local needs and solutions.

She holds a Chair in Global Health infection and Immunity at the University of Edinburgh where she is the Deputy Director of the TIBA Partnership and University of Edinburgh's International Dean for Africa. Her research work on schistosomiasis has led to health improvements for over 50 million African children exposed to schistosomiasis. She has trained and mentored over 100 researchers and health workers in Global Health. She is helping shape global health research and training directly through her own research, as a thought leader and through independent advisory board membership. She sits on various funding, scientific, technical and strategic advisory boards including the WHO Africa Regional Director's Advisory Board, the UK Government's Foreign, Commonwealth & Development Office Science Advisory Group and is the vice chair of the Uniting to Combat Neglected Tropical Diseases board. She chairs the WHO African Region Monitoring COVID-19 Vaccine Effectiveness (AFRO-MoVE) network strategic advisory group. In 2024 she was invited to join the WHO Steering Group working on developing a blueprint for NTD research and development as well as the African Union working group developing a costed roadmap for the AU's domestic health financing strategic plan. She is a 2021 TED Fellow, Aspen Advanced Global Innovators Fellow as well as a fellow of the Zimbabwe Science Academy, Royal Society of Edinburgh and African Academy of Sciences.



FACILITATOR: DR TALKNICE JOMBO

Dr Talknice Jombo is a Food Scientist who leverages research and innovation to address critical challenges in food security and community well-being within the African food industry. His work has been published in multiple high-impact journals and awarded various grants by numerous stakeholders such as the Government, Non-Governmental Organizations (NGOs), and Food Processing companies. Currently, he is working on the potential of climatic smart crops, legumes, and edible insects to alleviate hunger in line with United Nations SDG 2 (Zero Hunger).

He is a 2023 African Science Leadership (ASLP) trained facilitator and fellow who holds a PhD in Food Science from the University of Pretoria, South Africa, and an MSc and BSc in Food Science and Nutrition from Midlands State University, Zimbabwe. He also holds a certificate in Milking to Potential: Developing a Strategic Framework for Dairy Sector Development in Emerging Economies from Wageningen, Netherlands. Presently, he is the chairperson for the Department of Food Science and Nutrition at the Midlands State University where he has garnered more than 14 years of lecturing (graduate and postgraduate) experience.



ASLP DIRECTOR: DR CONNIE NSHEMEREIRWE

Dr. Connie Nshemereirwe is the Director of the Africa Science Leadership Programme (ASLP) which is hosted at the Future Africa Campus of the University of Pretoria. She has been with the programme for 10 years now, starting out as a fellow, then a mentor, then a facilitator, and was appointed Director in 2021.

One of her major contributions to the ASLP in those years has been to oversee the establishment of the so-called Satellite SLPs in response to the enormous demand for science leadership training across the African continent, and since she took on the role of SLP Accelerator in 2018 there have been SLPs in Ghana, Nigeria, Ethiopia, Tanzania, Uganda, Benin, Cameroon, Mauritius, and the greater MENA region. These workshops have run both in-person and online.

The Zimbabwe SLP is the latest in this list of SLPs, and more are expected to take place in Egypt, Tunisia, and Botswana before the end of the year.

She completed her Bachelors in Engineering at Makerere University, and went on to complete her Masters and PhD in Education at Twente University in the Netherlands. She is also a Past Co-Chair of the Global Young Academy and serves as the Executive Secretary of the Uganda National Young Academy.



COMMUNICATIONS MANAGER: GABRIELLE THOMPSON

Gabrielle is an information scientist and the communications officer for the Tiba and Parasite Immuno-epidemiology Group. She has contributed to numerous projects and initiatives aimed at raising awareness about neglected tropical diseases and is passionate about making science accessible to the general public through visual media. She has also played a role in communications, presented at, or co-chaired several high-profile events, including the Affected Voices Meeting in Zimbabwe and Zanzibar, the Diagnostics Workshop in Zimbabwe, the BAME: Unheard Voices Symposium at the University of St Andrews, and the ISNTD Virtual Festival.

Gabrielle earned her Bachelor's degree from the University of Pretoria and is currently pursuing a Master's in Data Literacy for Social and Environmental Justice at the University of St Andrews.

SUMMARY

BACKGROUND

It is becoming increasingly evident that the training of many young scientists features little focus on soft skill development, personal branding and leadership development within their respective fields. It is imperative to prepare the next generation of scientists for the complexities that inter- and transdisciplinary research approaches to science entail. There is an internationally emerging paradigm that recognizes that the focus on individual leadership is often inadequate to address complex challenges; and that instead, a collaborative leadership approach is more appropriate. This however, requires skills across many sectors and collaborative processes. The Zimbabwe workshop will therefore focus on developing soft skills and collective leadership strategies that will help fellows contribute to personal branding and identifying individual leadership initiatives. We will also have a general discussion of the UN Sustainable Development Goals (SDGs) and how leadership initiatives can be aligned to addressing the SDGs for the good of Africa.

WORKSHOP OVERVIEW

The Z-SLP workshop is a joint initiative of the Africa Science Leadership Programme (ASLP) and the Tackling Infections to Benefit Africa (TIBA) and is aimed at developing excellent early to mid-career African academics in the areas of thought leadership, team management and research development, with the intention of enabling them to solve the complex issues facing both Africa and the global community.

The ASLP is part of the Future Africa initiative led by the University of Pretoria in partnership with the Global Young Academy and has been running for the last five years in South Africa. In a bid to expand the ASLP to the different regions of Africa, the ASLP has partnered with the TIBA partnership to run the first ever Zimbabwean African Science Leadership workshop for early career researchers in the region.

As part of the Z-SLP, we intend to expose the participants to global leaders of African origin who are making a transformative contribution to lives on the African continent, particularly through progressing efforts to reach the Sustainable Development Goals and African Union's Agenda 2063 targets.

The programme aims to creating a lasting network of science leaders on the African continent, spanning not only across countries, but also across disciplinary boundaries.

THE TIBA PARTNERSHIP

With the belief that having access to the best science and technology locally would facilitate African governments to respond to local and continental health challenges better, a group of Africa-based and UK-based scientists already conducting human health-related research in Africa put together a partnership called TIBA to address health research and delivery needs in Africa. TIBA stands for Tackling Infections to Benefit Africa and is the KiSwahili verb. TIBA has now grown international reputation as a trusted, progressive and impactful Africa-led research, implementation and training partnership. We are currently made up of academics at ten academic, research and public health institutions based in the UK (University of Edinburgh), Ghana, Sudan, Rwanda, Uganda, Kenya, Tanzania, Zimbabwe, Botswana, South Africa working closely with Ministries of Health, the World Health Organisation (regional and internal), the African Union, AUDA NEPAD and African Academy of Sciences to deliver research that helps reduce the burden and threat of infectious diseases through informing health policy and practice, as well as strengthening health systems.

GLOBAL LEADERS

In addition to the fellows, the workshop will be attended by established global leaders of African origin who are making a transformative contribution to lives on the African continent, particularly through progressing efforts to reach the Sustainable Development Goals and African Union's Agenda 2063 targets. These influential global leaders present the visible role models to inspire, challenge and help grow the fellows through their leadership stories and mentorship.

FELLOWS

The leadership programme:

- Identifies early- to mid-career academics who have demonstrated leadership potential and an interest in developing key leadership skills
- Supports them to apply the acquired skills to initiatives that are relevant to the academic development on the continent and its impact on society
- Creates a network of academic leaders within Zimbabwe, but also across disciplinary boundaries
- Advances a curriculum for academic leadership development, which can be utilised in institutions in Africa and beyond.

PROGRAMME STRUCTURE

The programme will use a highly interactive approach to training, application of skills to a leadership initiative, peer support, and mentorship. Fellows will attend a 2 day, intensive on-site programme at the **Cresta Lodge, Harare 8th-9th July** 8am-5pm The process will involve an approach that cycles between theory, application and reflection. Participants will be challenged to work collaboratively to design initiatives that advance a new paradigm for African science.



THE TRAINING WILL COVER:

- Core elements of collective leadership
- Creative and systems thinking; Effective problem solving and decision making
- Maximising the efficiency and impact of collaborative efforts
- Advanced dialogue and communication skills
- Soft skills development
- Media communication
- Social media influencing
- Networking
- Mentorship and self-branding.
- Barrier to re-entry to Sub Saharan African Science
- Panel Discussion (Q&A with former and current diasporan scientists)

This workshop is co-funded by the ASLP, the University of Edinburgh and the Aspen Global innovators Group.

ZIMBABWE SCIENCE LEADERSHIP PROGRAM

DAY 1 - 08.07.2024 | 8:30AM - 17:30PM | HARARE

8:30 – 10:30	Participant arrival and registration Opening remarks/Meeting Objectives Workshop Overview & Climate for the event **Who's here and why:** Reviewing the knowledge, talent and expertise in the room
BREAK: 10:30 - 11:00	
11:00 – 13:00	**Provocation:** Rethinking African Science to respond better to the African Reality **Science Leadership in Africa:** Table Discussions to unpack the challenges around science leadership in the SADCC region **Proposing a Model of Science Leadership:** The Collective Leadership Model **Official Opening:** Minister of Health and Child Care
LUNCH: 13:00- 14:00	
14:00- 15:30	**What is stopping us?** Group Work: Where are the obstacles to solving our Science Leadership Challenges? **Guest Speaker:** Mrs Victoria Ruzvidzo, Managing Editor, The Herald, Zimbabwe **Future Visioning** What could an alternative future look like? What part does each of us have to play in shaping that future?
BREAK: 15:30- 16:00	
16:00- 17:30	**Options for action** Exploring key challenges and developing ideas and potential solutions
END	



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DAY 2 - 09.07.2024 | 8:30AM - 17:30PM | HARARE

	Meeting Begins
08:30 - 10:30	**Reflections on Day 1** Reflection as a key leadership skill **My Leadership Story** Individual and paired activity tracing individual leadership journeys
BREAK: 10:30 - 11:00	
11:00-13:00	**Provocation: Research Collaboration for Societal Impact** **Guest Speaker:** Dr Isaac Chikwanha, Senior Director, Investment Strategy, Access & Delivery, Global Health Technology Innovation Fund. **Options for action (Continued)** Group Work: Developing proposed solutions further **Presentations & Pitches Part I** Making presentations that have impact
LUNCH: 13:00- 14:00	
14:00 – 15:30	**Presentations & Pitches Part II** Peer Feedback **Guest Speaker:** Dr Soce Fall, Global Health Leader **Going Forward** Exploring potential future collaborations and group action
BREAK: 15:30- 16:00	
16:00-17:30	**Leadership in Action: Permanent Secretary of Health** **A Personal Action Plan** Envisioning a future as a Science Leader **Group Debrief/Reflection** How we continue from now
END	





Zimbabwe Science Leadership Programme