

# **Need for leadership development in the nutrition space in Nigeria**

# Leadership is .....

- a set of behaviours used to help people align their collective direction, to execute strategic plans, and to continually renew an organization.
- “about taking risks and challenging the status quo”

“Leaders motivate others to achieve something new and better. Leaders do what they do to pursue innovation, not as an obligation. They measure success by looking at the team’s achievements and learning”

**“Leadership is not position”**

# leadership effectiveness

4 behaviours account for 89% of leadership effectiveness

- being supportive
- operating with a strong results orientation
- seeking different perspectives
- solving problems effectively

# The gaps

- Inability to work together including inability to delegate
- Lack of a shared vision
- Suspicion of motives
- Poor communication
- Not enough strategic thinking
- People looking after people and still delivering?

# Case studies of leadership

- The National Food Consumption and Micronutrient Survey
- The conduct of the Diet Quality Assessment Survey

**Thank you for your  
attention**



What options exist for developing leaders in  
Nutrition in Nigeria?

Dr Patricia Ukegbu &  
Dr Isi Ejoh



# African Nutrition Leadership Programme

- The **purpose** of the African Nutrition Leadership Programme is to develop individual and institutional leadership capabilities in nutrition across the African continent.

Self-awareness  
Ability to balance  
conflicting demands  
Ability to learn  
Leadership values

Ability to build and  
maintain relationships  
Ability to build effective  
work groups  
Communication skills  
Ability to develop others

Management skills  
Ability to think and act  
strategically  
Ability to think creatively  
Ability to initiate and  
implement change



# African Nutrition Leadership Programme

- 10-day ANLP
- Focused on developing individual capabilities
- Very strong international focus
- Since 2002, 503 alumni from 40 African countries
- 58 alumni from Nigeria
  
- Institutional home at North-West University in South Africa
- **Tailor-made** leadership development programmes focus on leading change in nutrition



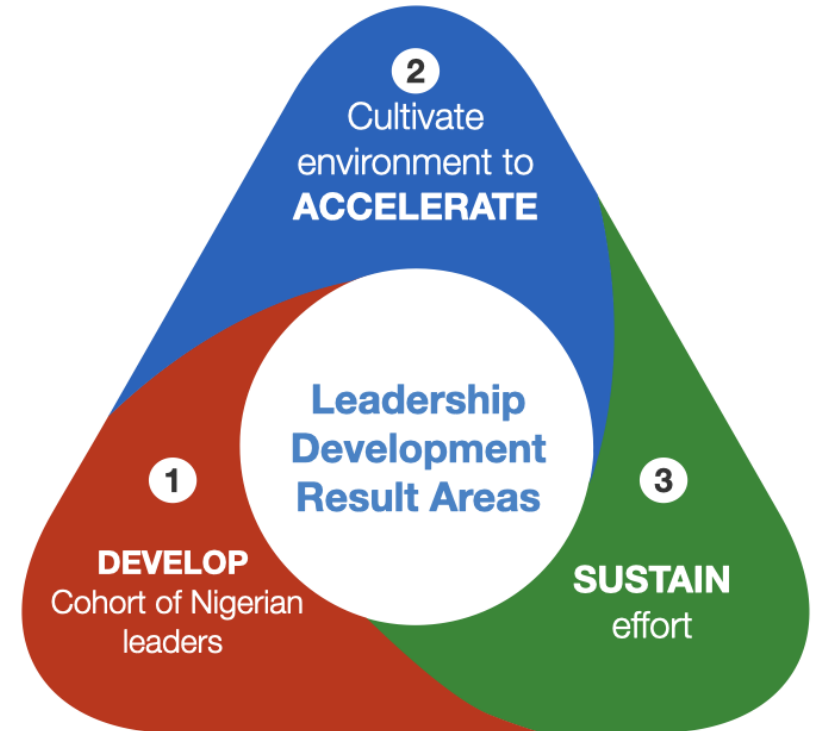
# Leadership Development for Accelerated Progress in Nutrition in Nigeria



**LEDA-NN**

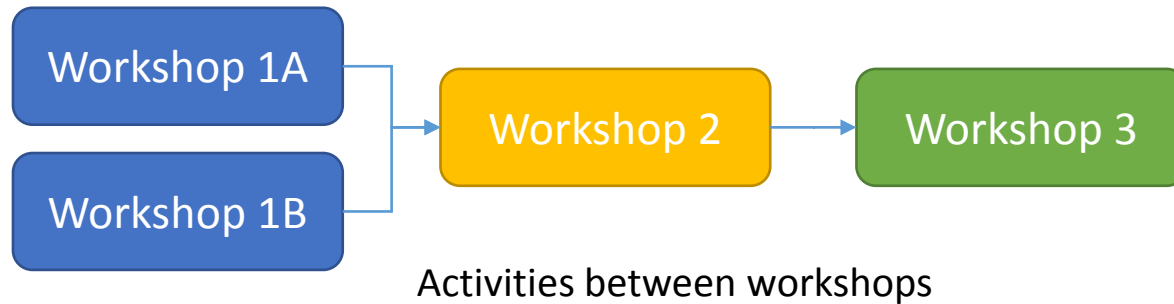
# Project description

- **Leadership development programme** that will build local leadership capabilities to use evidence to drive change in nutrition, health, and food systems in Nigeria and foster intersectoral and inter-stakeholder dynamics conducive to accelerating change.
- The programme will focus on developing both leadership capabilities as well as the necessary technical capabilities to use evidence to inform change.

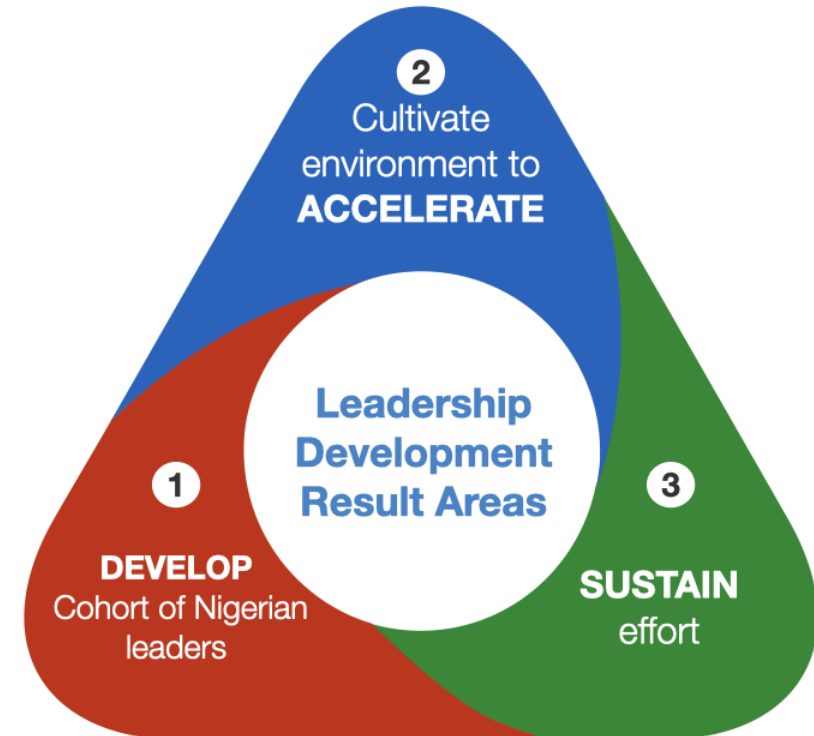


# How are we going to do it

- Workshops



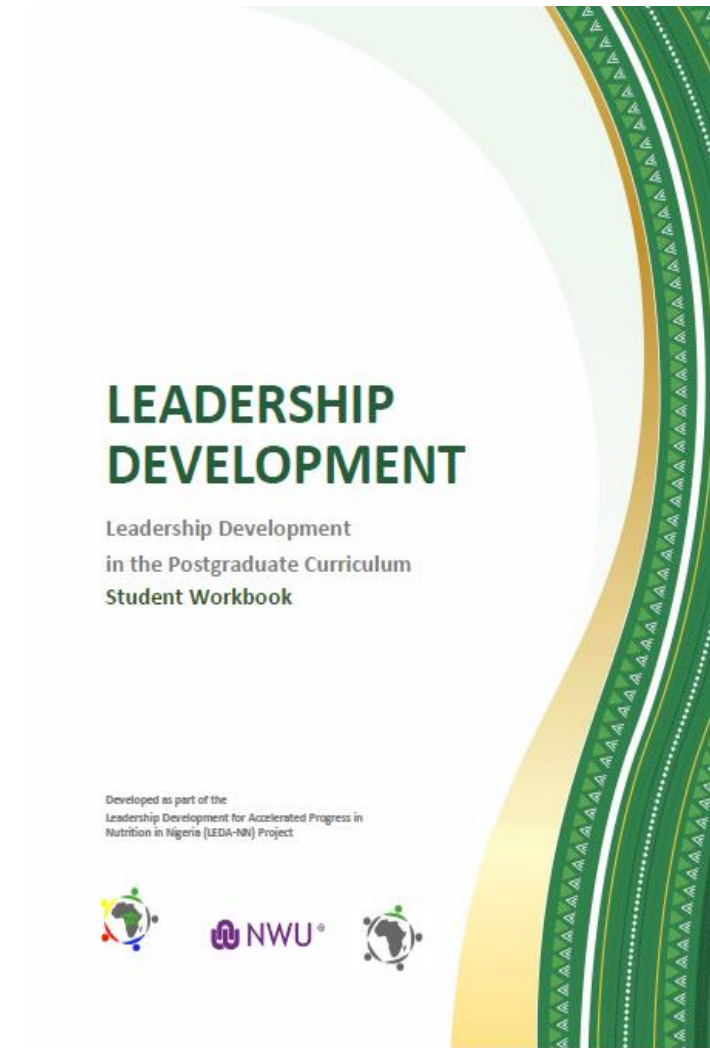
- Curriculum embedding
  - University collaboration



# Post-graduate Curriculum embedding - University collaboration

# Leadership Development Course: LEDA-NN PhD Module

- Developed as part of the Leadership Development for Accelerated Progress in Nutrition in Nigeria (LEDA-NN) project by the LEDA-NN Project Management Team
- The course is not approved by the North-West University, and approval must be sought by the hosting institution.
- The hosting institution will be responsible for teaching the course with the assistance of the ANLP and LEDA-NN network.
- The NWU team will provide support if and where necessary.



# Why the Post-graduate curriculum on nutrition leadership?

- ✓ To contribute to the **SUSTAINABILITY** of LEDA-NN
- ✓ To prepare and enable future graduates to lead change and transform nutrition outcomes
- ✓ To develop leadership capabilities in postgraduate students at an early stage in their professional careers.



# What has been achieved so far?

## LEADERSHIP DEVELOPMENT

Leadership Development  
in the Postgraduate Curriculum  
Facilitator Guide

Developed as part of the  
Leadership Development for Accelerated Progress in  
Nutrition in Nigeria (LEDAN-N) Project.



## LEADERSHIP DEVELOPMENT

Leadership Development  
in the Postgraduate Curriculum  
Student Workbook

Developed as part of the  
Leadership Development for Accelerated Progress in  
Nutrition in Nigeria (LEDAN-N) Project.



- Facilitator Guide and Student Workbook Developed

- Two workshops conducted to build capacity of Faculty Members
- **Course being piloted for PhD Students at the University of Ibadan**
- Efforts are being made to include the course in curricula of postgraduate students
- Delivery of the course to undergraduate students being considered



# The journey so far with the nutrition leadership course for PhD Students in UI...

## Buy-in and approvals

- Department
  - Leveraged ANLP Alumni for course delivery
- Postgraduate College for approval
- PhD Students sensitized about the course
- Started May 6, 2023

## Engagement with NWU, LEDA-NN

- Continuous communication about progress
- Alignment of course goal and local vision/mission of Department and university
- Strong technical backstopping
  - Check-in meetings
  - Correspondences
  - Trouble shooting (online course)

## Course mode of delivery and processes

- Course interaction days are scheduled with facilitator and students for each unit of the course
  - classes are virtual
- Contact hour approx. 2 – 2 ½ hours
- Students expected to reflect on learnings and complete their work book before next session
- Presently on unit 5 of the course – **‘leaders are committed’**

# Selected feedback received based on engagement with PhD students



- **An eye-opener for me to the true meaning, essence and practicality of leadership**
- **I now know the importance of self-leadership and that good leaders are, and always remain, students of leadership.**
- **The realities of true leadership are becoming more evident to me, I have learnt to take more responsibility, take initiative and lead from where I am.**

“The course has also provided me the opportunity to look more within and discover myself better in terms of my strengths, weakness, skills and values”

“I have also learnt to see my life as a SailBoat as discussed in one of the modules - to differentiate between things I can and can't control in life and also to choose the right responses to various life situations”

# Next steps...

**Build Capacity of  
Potential Facilitators of  
the Course**

**Commence the  
integration of the  
Course into PG  
curriculum of as many  
universities as possible**

**Development of the  
Undergraduate version  
of the Course**

**Institutionalise  
Regional Nutrition  
Leadership  
Development  
Centers/Hubs**

**LEDA-NN SUSTAINABILITY  
REQUIRES COLLECTIVE EFFORTS  
AND SUPPORT FOR  
INSTITUTIONALISING LEADERSHIP  
DEVELOPMENT COURSES AT THE  
TERTIARY INSTITUTIONS OF  
LEARNING**



# Other options???

- Who else has access to the leadership course in Nutrition?
- I am not part of LEDA-NN cohort
- I am not a PhD Student in UI
- But I am interested in taking the nutrition leadership course

# NI free online course – Evolving leaders in Nutrition Open to everyone!

← → ↻ edu.nutritionintl.org/#/public-dashboard

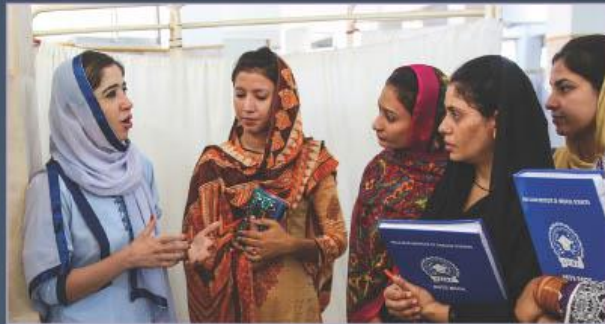

**NUTRITION**  
INTERNATIONAL

## Evolving Leaders in Nutrition

**EXPLORE THE COURSE**

**NEW! FREE ONLINE COURSE**

## Evolving Leaders in Nutrition



**ABOUT THE COURSE**  
Effective leadership skills are critical to better navigating the rapidly evolving landscape of nutrition and ensuring the world is on track to meet the global nutrition targets. With this in mind, Nutrition International has developed 'Evolving Leaders in Nutrition', an **open-access, online learning resource** that aims to improve the leadership skills of professionals working in the field of nutrition to address current and future outcomes.

**WHO IS THE COURSE FOR?**  
This course is intended for **early career professionals** working in the field of nutrition, or for those who want to increase support for **nutrition programming within their government or organizational context.**

**WHAT TOPICS ARE COVERED?**  
This course covers a wide range of topics, including:

- The relationship between leadership, nutrition, and change
- Developing a growth and learning mindset
- Ethical leadership
- Intentional networking
- Active listening
- Developing an action plan for leadership growth

**WHY THIS COURSE?**  
This course provides the **tools and knowledge** to:

- **Help individuals develop and enhance their leadership skills**
- **Understand what habits effective leaders possess**
- **Create the enabling environment that is necessary to address nutrition issues**
- **Formulate an action plan for continued lifelong growth as a leader in nutrition**

**COURSE ACCESS**  
Access is free through our online learning portal at [edu.NutritionIntl.org](http://edu.NutritionIntl.org).

**COURSE DURATION**  
This is a self-paced online course that takes approximately 8-10\* hours to complete, and learners will obtain a Certificate of Completion once all course completion requirements are met.

*\*The estimated time does not include time to complete the reflection and action exercises at the end of each unit.*

**FOR MORE INFORMATION:**  
Please contact: [learning@NutritionIntl.org](mailto:learning@NutritionIntl.org).

**Register at [edu.NutritionIntl.org](http://edu.NutritionIntl.org)**

**NUTRITION**  
INTERNATIONAL

In partnership with  
**Canada**

This course was developed with financial support from the Government of Canada.

# About the course

- 'Evolving Leaders in Nutrition' free online course, developed by Nutrition Int'l
- Provides guidance and practical tools to improve the leadership capacity of professionals working in the field of nutrition to address current and future outcomes
- A self-paced course
- Takes approximately eight to ten hours to complete
- Earn a Certificate of Completion once all course requirements are met.

Follow us and join the conversation on our social media handles @NutritionIntl: Tweeter, Facebook, LinkedIn, Instagram

# Intended Users

- Early career professionals working in the field of nutrition
- Those who want to increase support for nutrition programming within their government or organizational context.
- No prior knowledge or course work is required.
- All you need is a desire to learn and develop,
- A bit of working experience that will enable you to put what you learn into context.

You can register and take the course for free here (start today!):  
<https://edu.nutritionintl.org>





*Thank you  
For your  
Attention*



