

## PROSPECTUS

### MANAGING AND LEADING IN SCIENCE & DEVELOPMENT

Yaoundé, Cameroon, October 14<sup>th</sup>-18<sup>th</sup>, 2019

As part of the MARCAD annual training and development activities, fellows would be engaged in training and development in relevant management and leadership skills. The aim is to equip them with the essential management awareness and associated leadership skills you need to be even more effective, as you work and collaborate with others across disciplinary and professional boundaries, to practice and advance your scientific projects.

**Specifically, this year you would like:** To provide a five-day leadership and skills development input as part of this year's training programme for fellows; To have To offer a programme that builds on and further develops fellows' skills and practice in essential management areas, including:

- How they effectively address management/leadership challenges that affect their work and effectiveness as scientists working with and through others.
- How, as managers and leaders in science, they develop and practice the essential skills and approaches required to have effective (and sometimes challenging) conversations to strengthen, change or enhance working relationships and collegiate performance.
- How they manage themselves as managers and leaders and how they can have a motivating and supportive impact on others, while remaining focused and responsible for high quality results and outcomes in a demanding, time and resource constrained, multi-stakeholder environment.
- How they engage and work with each other in dialogue, develop new and innovative ideas, and create shared perspectives and ventures to initiate and nurture new possibilities, creating new solutions and ways of resolving intractable situations.

Summarily, the objectives of the programme are set to let the Fellow

1. Be better equipped and more confident to work effectively with key

stakeholders, both within and outside their immediate circle.

2. Be more skilled at having difficult and challenging conversations.
3. Have a better perspective on how they personally can develop and adapt their style to be more effective as managers or leaders in different situations.
4. Work more confidently as formal or informal leaders in the typical one-to-one group and collaborative working contexts that they typically encounter.

This five day long seminar will be delivered by Quilibra Consulting, based in the United Kingdom. The workshop will start in the month of September lasting one and a half months before the October face-to-face meeting. Fellows participating should provide:

1. Provide a short, online (one paragraph) description of what they currently experience as being the important management and leadership challenges they personally want to address more effectively within their situations.
2. Complete an online collaborative styles questionnaire.
3. Have a short (20/30 minute) conversation with Dr Anthony Kasozi or supporting colleague prior to attending the development week.

Pr. Anthony Kasozi  
Course Coordinator

Pr. JL Ndiaye  
Course Facilitator

Pr. Wilfred Mbacham  
Course Facilitator,  
Chair, Training Committee

## COURSE STRUCTURE

<b>Pre-work in preparation for the week – to be carried out between the 1<sup>st</sup> and 30<sup>th</sup> of September 2019</b>					
1. Provide (online) individual management and leadership challenges to focus on. 2. Complete styles questionnaire (online). 3. Carry out short one-to-one conversation with programme facilitator/director.					
<b>“Managing and Leading in Science – Development Week” – Overview</b>					
	<b>Day 1 Monday 14<sup>th</sup> October</b>	<b>Day 2 Tuesday 15<sup>th</sup> October</b>	<b>Day 3 Wednesday 16<sup>th</sup> October</b>	<b>Day 4 Thursday 17<sup>th</sup> October</b>	<b>Day 5 Friday 18<sup>th</sup> October</b>
	<i>Focus: how they effectively address management /leadership challenges that affect their work and effectiveness as scientists working with and through others.</i>	<i>Focus: how, as managers and leaders in science, they develop and practice the essential skills to work effectively with and through others, creating a conducive environment for people to contribute and effectively do their best work together.</i>	<i>Focus: how, as managers and leaders in science, they develop and practice the essential skills and approaches required to have effective (and sometimes challenging) conversations to strengthen, change or enhance working relationships and collegiate performance.</i>	<i>Focus: how they manage themselves as managers and leaders, able to have a motivating and supportive impact on others while remaining focused and responsible for high quality results and outcomes in a demanding, time and resource constrained, multi- stakeholder environment.</i>	<i>Focus: how they engage and work with each other to dialogue, develop new and innovative ideas and create shared perspectives and ventures to initiate and nurture new possibilities, creating new solutions and ways of resolving intractable situations.</i>
	<b>Day 1 Monday 14<sup>th</sup> October</b>	<b>Day 2 Tuesday 15<sup>th</sup> October</b>	<b>Day 3 Wednesday 16<sup>th</sup> October</b>	<b>Day 4 Thursday 17<sup>th</sup> October</b>	<b>Day 5 Friday 18<sup>th</sup> October</b>
Morning	Introduction and Framing	Review and Framing	Review and Framing	Review and Framing	Review and Framing
	Session 1: The challenges we face – working on a case	Session 1: Working with others – one-to-one.	Session 1: Connecting and engaging with others – styles and approaches.	Session 1: Effectiveness of our patterns and preferences.	Session 1: Forum for ideas and actions.
Morning Break					
.. Morning	Session 2: The challenges we face – group discussion and dialogue.	Session 2: Working with others – teams and groups	Session 2: Connecting and engaging with others – skills and practices.	Session 2: Attending to our own and our teams' well-being.	Session 2: Personal planning and looking ahead.
Lunch Break					
.. Afternoon	Session 3: Key issues and tensions we manage – exercise.	Session 3: Working with others – collaborations and partnerships	Session 3: Connecting and engaging with others – open forum discussion	Session 3: Our shared futures – including and evolving others	Session 3: Closing reflections
Afternoon Break					
.. Afternoon	Assessments	Assessments	Assessments	Assessments	Final assessments
Close of day					

## FUNDAMENTAL BIostatISTICS

Yaoundé, Cameroon, October, 21<sup>st</sup> – 25<sup>th</sup>, 2019

A one week course in biostatistics for MARCAD Fellows is being organised to let them gain an appreciation of the importance of selected topics, an understanding of key principles and to understand how to perform simple analyses in STATA. This training would include some sessions on the principles of epidemiology as an area where many students have not had much exposure. These sessions will include measures of disease and effect in epidemiological studies, epidemiological study designs, and concepts of bias and confounding. Some of the reading material on these topics for students will be provided before the course starts.

It will be important for all students to have a laptop and a copy of STATA. You would be provided with some basic STATA exercises to complete before the course so that you are all familiar with the basics of STATA. A Wiki web site will be set up by Prof Paul Milligan, where course materials can be shared in advance of the course, including a discussion forum where Fellows would introduce themselves. This can be moderated by course tutors in the couple of months before the course to get the students thinking about the topics in advance.

Fellows will be introduced to STATA and be shown how to import data, describe sample data, check data quality, prepare tables and graphs. Some suitable example datasets from malaria studies would be used as examples during the course and a good idea would be to set some questions to be answered using these data, through practical exercises during the course. Through this the students would be introduced to the use of confidence intervals to describe uncertainty, hypothesis testing, and how to assess confounding and interaction using stratified analysis. Fellows will be guided about good research practice and ethical conduct in terms of confidentiality of personal data, what to include in the consent process with regard to use of data, and good practice in terms of data management, and principles of data sharing,

### COURSE STRUCTURE

Monday, October 21<sup>st</sup>

09H00-10H30	Epidemiological Measures of Disease & Effect
10H30-12H00	Epidemiological Study Designs
12H00-13H00	LUNCH
13H00-14H30	Concepts of Bias
14H30-15H00	COFFEE
15H00-16H30	Concepts of Confounding
17H00	RETURN TO HOTEL

Tuesday, October 22<sup>nd</sup>

09H00-10H30	Introduction to STATA	or « R »
10H30-12H00	Importation of Data and Data Quality [STATA]	or « R »
12H00-13H00	LUNCH	

13H00-14H30	Of STATA, Tables and Graphs	or « R »
14H30-15H00	COFFEE	
15H00-16H30	Malaria Data Sets – Practical Session	with « R »
17H00	RETURN TO HOTEL	

Wednesday, October 23<sup>rd</sup>

09H00-10H30	Practicals - Confidence intervals and hypothesis testing, [STATA / R]
10H30-12H00	Assessment of Confounding
12H00-13H00	LUNCH
13H00-14H30	Interaction using Stratified Analysis. [STATA / R]
14H30-15H00	COFFEE
15H00-16H30	Malaria Data Sets – Practical Session [STATA / R]
17H00	RETURN TO HOTEL

Thursday, October 24<sup>th</sup>

09H00-10H30	Quantitative Vs Qualitative Data (Conversions)
10H30-12H00	Analysis of Qualitative Data
12H00-13H00	LUNCH
13H00-14H30	Sample Size Calculations and Robust Summaries (Median, MAD & Spearman, Mann-Whitney-Wilcoxon)
14H30-15H00	COFFEE
15H00-16H30	Research Mg't – Good Research Practice, Ethics, Confidentiality
17H00	RETURN TO HOTEL

Friday, October 25<sup>th</sup>

09H00-10H30	Data Management and Sharing
10H30-12H00	Relational Data Bases
12H00-13H00	LUNCH
13H00-14H30	What is Big Data?
14H30-15H00	COFFEE
15H00-16H30	Post-Test & Closing
17H00	RETURN TO HOTEL

Pr. Paul Milligan  
Course Coordinator

Dr Akindeh Mbuh Nji  
Course Facilitator

Pr. Jimm Todd  
SACCAB Facilitator

Pr. Wilfred Mbacham  
Chair, Training Committee,

## PARTICIPANTS

#	LEVEL	NAME	EMAIL ADDRESS	COUNTRY	R	STATA
1	PhD	Abdullahi AHMAD	<a href="mailto:aahmad@mrc.gm">aahmad@mrc.gm</a>	GAMBIA	0	1
2	Postdoc	Akindeh Mbuh NJI	<a href="mailto:Akindeh@yahoo.com">Akindeh@yahoo.com</a>	CAMEROON	1	0

3	PhD	Amadou B. NIANGALY	<a href="mailto:niangaly@icermali.org">niangaly@icermali.org</a>	MALI	1	1
4	Postdoc	Aminata Colle LO	<a href="mailto:amlosn@yahoo.fr">amlosn@yahoo.fr</a>	SENEGAL	1	0
5	Postdoc	Aminatou KONE	<a href="mailto:amina@icermali.org">amina@icermali.org</a>	MALI	1	0
6	Postdoc	Drissa COULIBALY	<a href="mailto:coulibalyd@icermali.org">coulibalyd@icermali.org</a>	MALI	1	1
7	Postdoc	Gifty Dufie AMPOFO	<a href="mailto:giftydufieantwi@yahoo.co.uk">giftydufieantwi@yahoo.co.uk</a>	GHANA	0	1
8	Postdoc	Innocent Mbuli ALI	<a href="mailto:dr.alinn@gmail.com">dr.alinn@gmail.com</a>	CAMEROON	1	0
9	Postdoc	Kevin Ochieng' OPONDO	<a href="mailto:opondokevin@gmail.com">opondokevin@gmail.com</a>	GAMBIA	1	0
10	Postdoc	Matilda ABERESE-AKO	<a href="mailto:maberease@gmail.com">maberease@gmail.com</a>	GHANA	1	0
11	PhD	Oumou kalsom GUEYE	<a href="mailto:oumoukalagueye@gmail.com">oumoukalagueye@gmail.com</a>	SENEGAL	1	0
12	Postdoc	Ousmane SY	<a href="mailto:syousmane7@gmail.com">syousmane7@gmail.com</a>	SENEGAL	0	1
13	PhD	Peter Thelma Ngwa NIBA	<a href="mailto:thelma2009@yahoo.co.uk">thelma2009@yahoo.co.uk</a>	CAMEROON	1	0
14	Postdoc	Sessinou Benoit ASSOGBA	<a href="mailto:Assobe80@gmail.com">Assobe80@gmail.com</a>	GAMBIA	1	1
15	PhD	Virtue Fiawokome DE-GAULLE	<a href="mailto:nunana2009@live.com">nunana2009@live.com</a>	GHANA	0	1
16	PHD	Rodrigue Essomba FOE	<a href="mailto:jfoerodrigue@yahoo.com">jfoerodrigue@yahoo.com</a>	CAMEROON	1	0
17	PhD	Armando DJIYOU	<a href="mailto:armando_djiyou@yahoo.fr">armando_djiyou@yahoo.fr</a>	CAMEROON	1	0
18	PhD-C	Golwa DINZA	<a href="mailto:goldinza@gmail.com">goldinza@gmail.com</a>	TCHAD	1	0
19	PhD-C	Jules MBAIHODJI	<a href="mailto:mbaihodjjules2@gmail.com">mbaihodjjules2@gmail.com</a>	TCHAD	1	0
20	PhD-C	Ange Florent DANBOY	<a href="mailto:afdanboy@gmail.com">afdanboy@gmail.com</a>	CENTRAL A.R.	1	0
TOTAL					16	7