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The aim of the African Nutrition Leadership Programme (ANLP) is to develop individual and institutional leadership capacity at various levels in nutrition across the African continent.

The ANLP, based at South Africa’s North-West University, is committed to developing the leadership skills of early and mid-career nutrition professionals and related stakeholders on the African continent.

We have successfully hosted the 10 day ANLP training programme every year since 2002, with nutrition professionals from academia, government, non-governmental organisations (NGOs) and to a lesser extent from industry. Participants are all working on the African continent and come from a wide background of nutrition expertise.

The broader goal of the ANLP programme is to impact nutrition action in Africa through working with nutrition professionals to;

- Create an awareness of one’s own leadership orientation and ability.
- Create an environment in which individuals can experience their strengths and growth areas and receive feedback on their progress.
- Develop a personalised action plan for growth beyond the 10-day programme
- Establish the practice of reflection as a basis for continued self-discovery and growth
- Experience how leadership capabilities affect team and work performance
- Experience working in culturally diverse teams
- Become part of a pan-African network that in future will become the backbone of leadership in nutrition on the continent
- Commit themselves through a declaration of intent to personal action beyond the 10-day programme
ANNUAL ACTIVITIES
OF THE ANLP

The ten-day ANLP programme

Introduction

In 2018, we hosted the ANLP training programme for the 16th year running. Since 2002, more than 400 participants from 35 African countries have taken part in this programme. Each year, when the programme is advertised, we typically receive 130 applications. Applications go through a rigorous evaluation to determine successful candidates as the optimum size for the group is 25 participants.

Candidates are screened to determine those that are believed to have the most potential impact in their field of expertise and/or in their geographic region of Africa. This is not an easy process due to the high numbers of high quality applications, the number of which increases each year. The specific objective of the programme is to promote leadership development.

During the 10-days of the programme, participants are challenged and supported to develop these skills through increased self-awareness and continual reflection, to bring about leadership growth both during and after the training programme.
ANLP network displayed across the African continent

16 YEARS MAPPED OUT
2002 - 2018

ATTENDANCE PER COUNTRY

NUMBER OF APPLICATIONS PER YEAR

NUMBER OF PARTICIPANTS PER YEAR

PARTICIPANTS: MALE / FEMALE RATIO

TOTAL ANLP ALUMNI TO DATE:
406

65% WOMEN
35% MEN

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DECLARATION OF 2018 PARTICIPANTS

At the end of each ten-day intensive programme, the ANLP graduates form their own, powerful declaration stating how they, as a group and as individuals, will implement the skills gained. The latest declaration is below as an example of the strength of these declarations:

“We, the 2018 ANLP, affirm the need for influential nutrition leadership in Africa due to the malnutrition burden. We commit to work together at every opportunity and, to remain resilient in transforming the current nutrition situation. We will proactively learn, and advocate for the nutrition agenda in Africa by leading from where we stand.”

Evaluation

Each year the ANLP programme is evaluated by the core ANLP team and invited external stakeholders. This involves the collection of a semi-structured questionnaire from participants. The scores achieved are consistently high and participants frequently describe the programme as ‘amazing’, ‘life-changing’, and ‘inspiring’.

Below are a series of quotes provided by participants that summarise their experience of the programme:

“Participating ANLP makes me to apply my full potential by throwing away my fears.”

“I have experienced self-awareness and transformation for the better.”

“ANLP is the best place to come for personal growth.”

“I have seen what servant leadership looks like in practice.”

“Thank you all for giving me the chance to learn and to find myself in the most positive way I could ever imagine.”

“This opportunity to attend the ANLP was a onetime life experience in my 10 years of work and my whole life where I got to really know who I am, have fun, network, share experiences...”
NEEDS-BASED FUNCTIONAL CAPACITY BUILDING PROGRAMMES

Since 2010, ANLP has been engaging the broader nutrition community to provide further needs-based functional capacity building beyond the well-known 10-day ANLP course.

The ANLP responded to a request for technical assistance from the Zambian National Food and Nutrition Commission (NFNC), an independent government body, which leads and coordinates the nutrition agenda for the country. In response to this request, ANLP conducted a scoping exercise and several workshops with the NFNC in Zambia to gather information and develop a strategic plan for institutional transformation of the NFNC, a capacity development plan, a resource mobilisation plan and some initial ideas on how the institution could be restructured.

The work was supported by the Technical Assistance for Nutrition (TAN) project, led by the UK Department for International Development (DFID).

The goal of TAN is to improve capacity in countries that are part of the Scaling up Nutrition (SUN) movement. Once implemented the plans developed by the NFNC and ANLP will significantly enhance the capacity to scale up nutrition programmes in Zambia.

The ANLP is a partner in the International Food Policy Research Institute (IFPRI)-led Agriculture for Nutrition and Health (A4NH) Flagship Programme “Supporting Policies, Programs, and Enabling Action through Research (SPEAR)” based on its track record of developing leadership capabilities in Africa.

As part of this partnership the ANLP will be hosting a capacity development workshop entitled “Leading change in nutrition: Strengthening capacity to lead change in multisector nutrition environments”.

The workshop will be hosted from 19-23 November 2018 in Accra, Ghana and is part of the Transform Nutrition West Africa project which is led by IFPRI. The ANLP is also now building capacity to host leadership development courses in French and a second workshop will be hosted in Dakar in November 2019.
The ANLP, in partnership with the John Snow Inc. (JSI) Research & Training Institute and other partner organisations will host 7 leadership capacity development workshops from 2019-2022 as part of a USAID-funded programme “USAID Advancing Nutrition”

In October 2017, a unique networking event was convened at the IUNS 21st International Congress of Nutrition (ICN) in Buenos Aires, Argentina. Alumni from leadership programmes around the world had the opportunity to network and share experiences.

These leadership programmes included the ANLP, the European Nutrition Leadership Programme (ENLP), the South-East Asia Nutrition Leadership Programme (SEANLP), the Danone Institute Nutrition Leadership Institute (DINLI) the Middle-East Nutrition Leadership Programme (MENLP), the Oceanic Leadership Programme (ONLP), the Programme en Leadership African en Nutrition (PLAN) and Latin American Society of Nutrition (LILANUT).

SCALING UP NUTRITION (SUN) ENGAGEMENT

The ANLP, in partnership with the SUN Secretariat, is committed to functional capacity building within SUN countries. We are developing a functional capacity strategy and the implementation of this strategy through hosting a series of development workshops.

The first of these SUN focal point functional capacity development workshops will be hosted in Bangkok, Thailand in November 2018.

THE LEADER

The Leader commenced in 2014, serving as the official newsletter of the ANLP and distributed in electronic print to all ANLP alumni across the continent and the world. The Leader was initiated and is designed to 1) serve as ongoing communication with current alumni; 2) provide ongoing education material on leadership related matters and 3) to serve as a tool to communicate/reach out to non-members, sponsors and other nutrition professionals.

Since the first issue was published in April 2014, thirteen more issues have followed. Examples of topics addressed include leadership qualities and models, communication skills, what is advocacy and how to advocate. Alumni also provide testimonies showing how ANLP has impacted their professional lives, and also often their personal lives. (All back copies of The Leader are available on the ANLP website (www.africanutritionleadership.org).
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