

**Project/Program Management Training Workshop
Day I Q&A**

May 23-25, 2022

May 23, 2022: Day I: Pre-Project: Setting the Stage

Questions Related to Session 3: Planning and Design of a Project, Part I: Leadership and Team Building, Preliminary Work

1. (Titus Doffo) What you do when you don't get instruction from your supervisor?
 - a. Live answered
2. (Mathew; korirmathew0@gmail.com) What percentage or ratio of women to men in a company for example or my project, will draw in the funding/convince the donors?
 - a. live answered
3. (Eunice Cleophas; eunicecleophas97@gmail.com) Is there a standard gender ratio consideration in selecting the team?
 - a. live answered
4. (Brian Meli; brianmeli1996@gmail.com) What are the common mistakes that can be assumed yet they contribute to derailing the spirit of teamwork and how can they be avoided?
 - a. Poor communication is always a threat. Have a communication plan. Also, dishonesty is bad. You have to be honest with your team members.
5. (Mesfin Retta; mesfin.kebede@vita.ie) How we can integrate Artificial Intelligence (Akl) and Human Intelligence to help team building and effectiveness?
 - a. Another important piece of technology is considering how people are able to access and if it is equal, i.e., accessing cell phones may be limited for some places. And women may not have control of technology even if it is present in a household.
6. (Victor Nyamawi; vicnyamawi@gmail.com) What is the goal of gender inclusion and suitability for women's empowerment?
 - a. Gender inclusion can make many different aspects of your project or work stronger, not just equitable because it is right, but also can improve many pieces of the work we are doing for improved global food security.
7. (JANUARY TILUBUZA; januarytilus@gmail.com) How would one communicate the implementation of performance measurements so as not to panic staff under his/her supervision?

- a. I would encourage the team to develop the performance measurements in partnership so as to take into consideration the goals and potential limitations of its members. This enables the opportunity to have discussions about what is realistic to achieve in a given timeframe and can help mitigate disappointments later. Similarly, it may be necessary to have conversations with team members that may not be at the highest level discussion (such as research assistants working on a particular aspect of the project) on how they envision meeting the performance indicators set. Whenever possible, bring team members into conversation about what they want to achieve and how they would like to do it in order to maximize idea generation and to identify potential opportunities or threats to achieving the goals.
8. (Dr. Moustapha Moussa; moustimou@yahoo.fr) Hi dear Paige, in which component or level of gender do you categorize or place rural people with limited mobility, and who are devoted to and engaged in participating in local community activities and development, including farming and innovations?
 - a. I am not sure exactly what is meant by level of gender, but I think gender considerations can be made in many different places and spaces. Local community activities and organizations can be great partners in terms of understanding gender norms and addressing gender issues. Please reach out if you would like to discuss more, I'd be happy to chat about this.
 - b. (Dr. Moustapha Moussa; moustimou@yahoo.fr) Hi dear Paige, thanks so much for your reply and details. Yes, I would be glad to continue discussion on gender and equity. All the best.

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