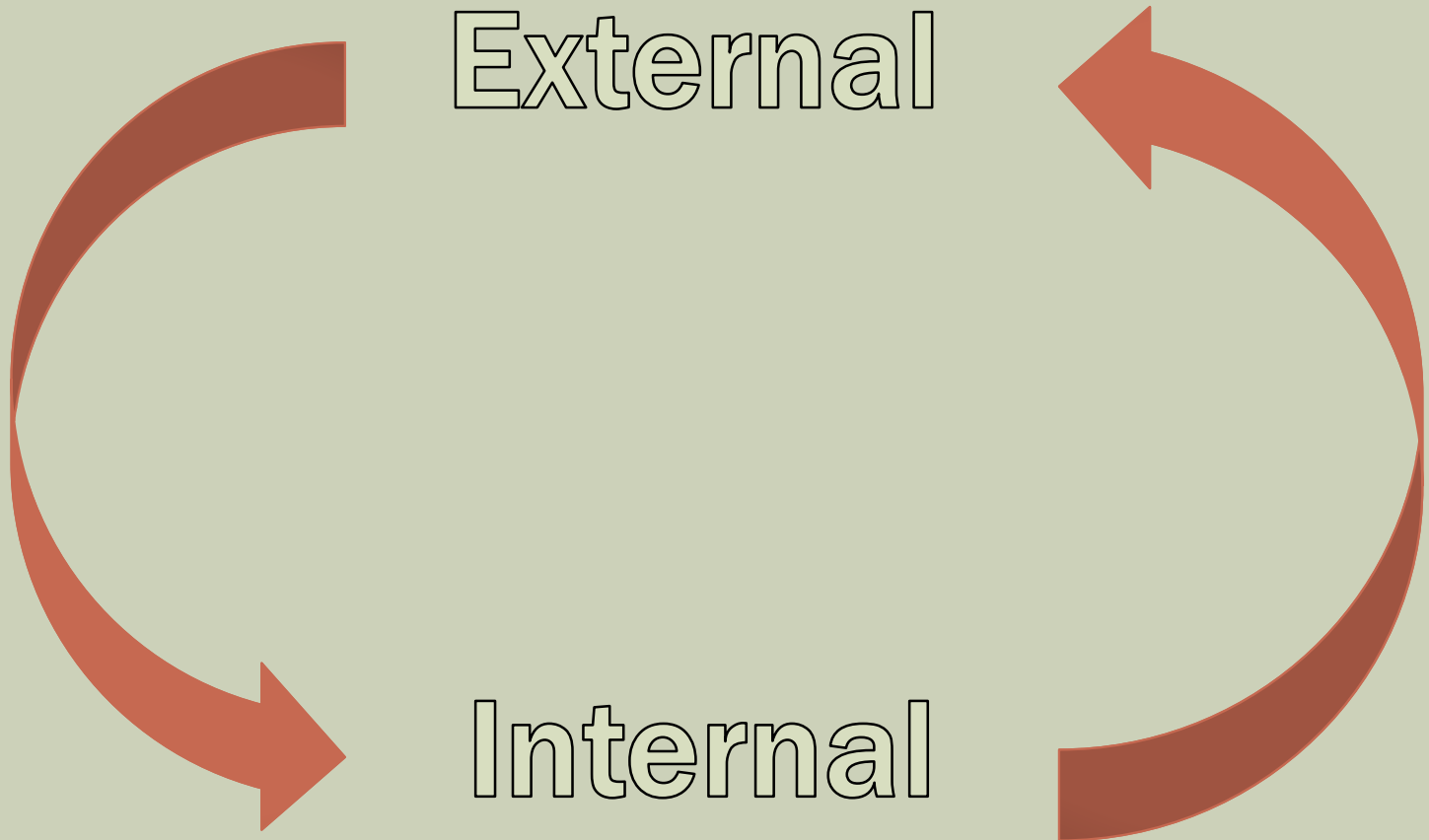


ENABLING ENVIRONMENT FOR ENABLING YOUTH

Participation
in Agricultural
Transformation
Revolution

**Kwesi
Atta-Krah**

ENABLING ENVIRONMENT



EXTERNAL ENVIRONMENT

- **Determinants**
 - Circumstances and instruments (Policies, regulations, cultures)
 - Controlling mechanisms and operational space
 - Organizational climate
- **Levels**
 - National
 - Institutional
 - Incubation
- **Capacity Development and Mindset Alignment**
 - Whose capacity? → Youth focus

AT THE NATIONAL LEVEL:

- Policy and legal instruments for support to agribusiness and youth employment
- Financing arrangements for youth-led enterprises
- Approaches to youth empowerment and mechanisms for youth networking
- Approaches for mindset change and reorientation of youth towards agribusiness

AT THE INCUBATOR LEVEL

- Establishing the business model
- Identification of priority value chains
- Opportunities for ICT support
- Access to technology and business development services
- Scaling out and multiplication of success

CONDUCTIVE POLICIES

- Institutional policies specifically targeted at youth development
 - Special opportunities for youth in the workplace
 - Recognize and support youth leadership
- National policies targeted at youth engagement
 - Not just youth development
 - Ministry of Youth Affairs ?? Or mainstreaming in all Ministries??
 - More than just Youth and Sport
 - Youth and Agriculture Department in MoA
- Youth and Employment
 - Graduate training linked to entrepreneurship (Preparation)
 - Agripreneur Incubation for graduates
 - Carrier-oriented attachment for youths in education
 - (Out-of-School youth and agriculture)

THE INTERNAL ENVIRONMENT

The Agripreneur Revolution

- This is about More than just job Creation
- Also involves:
 - Personal Development and Leadership
 - Responsibility and Accountability
 - Whole-person transformation



SOME KEY ELEMENTS:

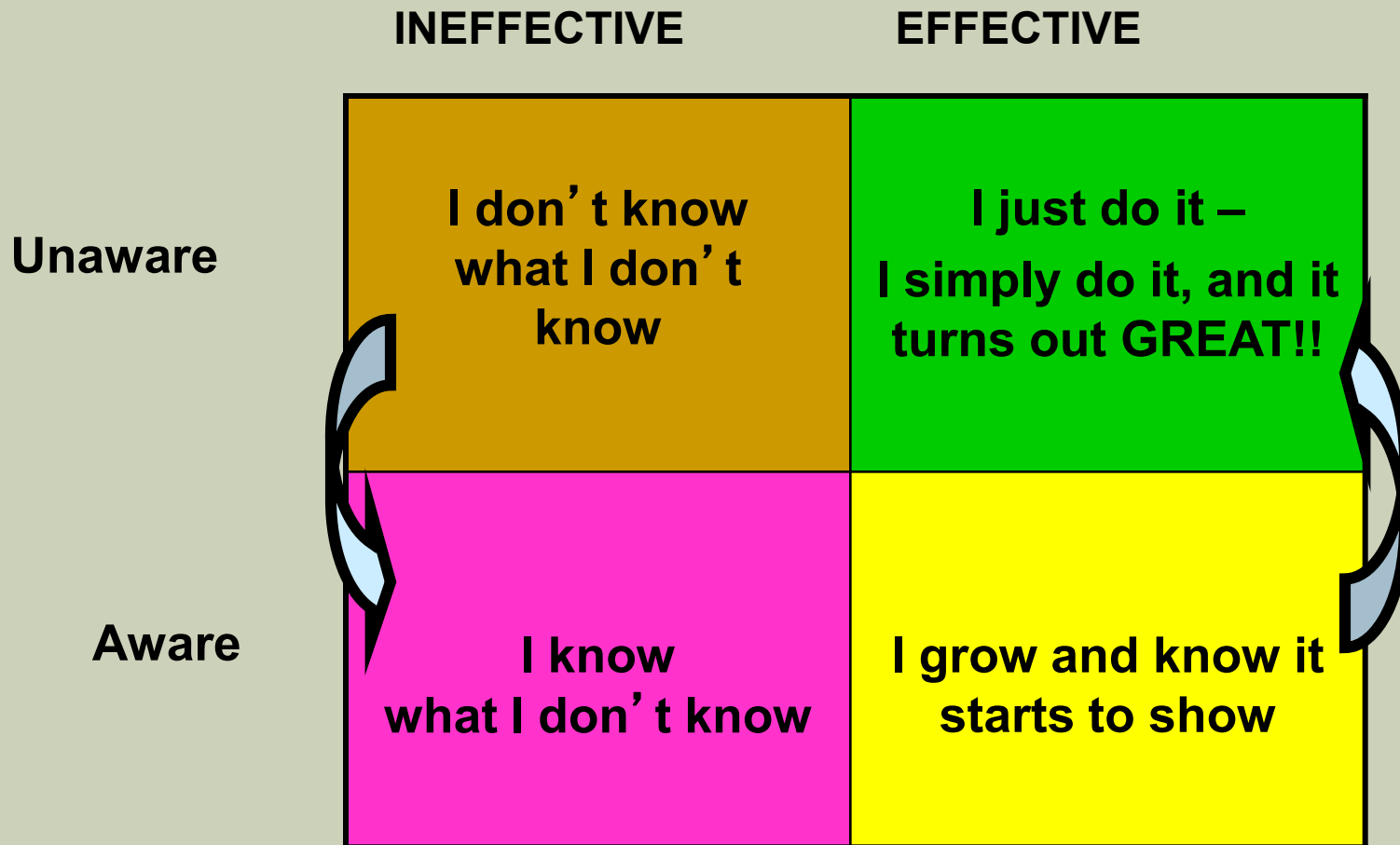
- Leadership Profiling – the building blocks
- Youth and leadership – from Potential to Actualization
- Emotional Intelligence in Leadership
- Leadership and Management – Styles and Influence
- ‘Feedback’ as a Leadership Tool
- Success and Significance
- Dealing with Challenge and Conflict
- Mentoring and Coaching
- Establishing Personal Targets

LEADERSHIP FOR **TRANSFORMATION**

Involves finding ways
to help **others** SEE opportunities and/or
problems, in ways that influence **EMOTIONS**
and
FEELINGS. This then alters **BEHAVIOUR** to
overcome **BARRIERS to Change**.

Involves both mind
and heart.

THE FOUR PHASES OF LEADERSHIP GROWTH



EMOTIONAL INTELLIGENCE IN PERSONAL DEVELOPMENT

Self-Awareness

Emotional self awareness
Self assessment/reflection
Self confidence

Social Awareness

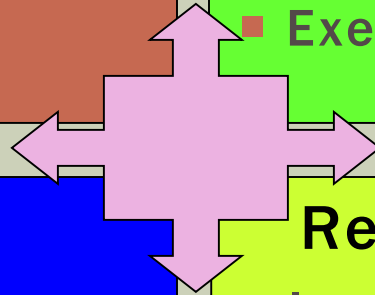
- Society and organization
- Empathy (the other's)
- Service focused
- Exemplary (a Light)

Self-Management

- Emotional self-control
- Transparency
- Adaptability
- Achievement

Relationship Mg'ment

- Inspirational leadership
- Influencing
- Conflict management
- Teamwork and networking



CONCLUDING THOUGHTS ...

- Agripreneurship is more than just creating job opportunities
- It involves 3 elements: Hardware, Software and Orgware
- Enabling environment is essential for real transformation
- Both external (policy) and internal (leadership)
- Policy frameworks at both institutional and national level
- A need for special emphasis, programs, opportunities for youth
- Capacity development, Mentoring and Coaching
- Leadership and Management
- All hands need to be on deck in this agriculture/youth revolution