ENABLING ENVIRONMENT FOR ENABLING YOUTH

Participation in Agricultural Transformation Revolution

Kwesi Atta-Krah
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
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
CONDUCIVE 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 Agripreneur Revolution

- This is about More than just job Creation

- Also involves:
  - Personal Development and Leadership
  - Responsibility and Accountability
  - Whole-person transformation
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

I don’t know what I don’t know – I grow and know it starts to show

I just do it – I simply do it, and it turns out GREAT!!

Unaware

Aware

(TopFlight 2005)
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 Management**
- Inspirational leadership
- Influencing
- Conflict management
- Teamwork and networking
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