

7 Tips FOR Success

The 11th EDF Sanitary and Phytosanitary (SPS) Measures Project seeks to increase compliance by CARIFORUM States with international SPS measures, standards and procedures in order to increase international and regional market access. Activities relating to the development of the regulatory environment involves, in part, strengthening coordination across entities responsible for implementing various aspects of the SPS system. An AHFS Leadership and Management Course, consisting of eight modules, was developed as part of the “Strengthening Agricultural Health and Food Safety Coordination in the Caribbean” activity.

Leadership and management development is an ongoing process and this programme was designed to stimulate a commitment to continual learning. Course participants were encouraged to commit to sustaining this momentum both within their organisation and personally through the creation of personal development plans (PDPs). The following tips were provided throughout the Course as guidance for the development journey of AHFS Managers!

<p>Tip 1: Find a Mentor</p> <ul style="list-style-type: none"> • Find a trusted colleague – preferably from another Department • Arrange to meet • Share a leadership or management challenge currently being faced • Seek their thoughts as to how to address • Reciprocate! 	<p>Module 1a Introduction to Leadership and Management for AHFS managers within CARIFORUM Countries</p>
<p>Tip 2: Conduct Mentor Exercises</p> <p>An exercise with your new mentor!</p> <ul style="list-style-type: none"> • Check – what are overall priorities for your country’s government? • How does AHFS contribute? • If it doesn’t, what adjustments could be made? 	<p>Module 1b Managing Effective Delivery of AHFS Services</p>
<p>Tip 3: Establish Change Support</p> <p>At the next management team meeting, discuss:</p> <ul style="list-style-type: none"> • The possible creation and use of a change support group • Whether the right skills to manage change currently exist or whether collective or joint training is required 	<p>Module 2a Leading Effective Delivery of AHFS Services</p>
<p>Tip 4: Identify National AHFS Priorities</p> <p>At the next management team meeting, identify:</p> <ul style="list-style-type: none"> • An AHFS priority in your country that could more effectively be addressed through regional collaboration 	<p>Module 2b Engagement with AHFS partners and stakeholders at the CARIFORUM level, including working in a team</p>
<p>Tip 5: Review Data & Information Sharing Protocols</p> <p>At the next management team meeting, consider the data and information held within your service area:</p> <ul style="list-style-type: none"> • Who else could make use of this data and information? • What practical difficulties might exist in sharing? How may these be overcome? • Is it possible to quantify in any way the impacts to be gained through better data and information sharing? 	<p>Module 3a Information and Data Management</p>
<p>Tip 6: Assess Joint Working Processes</p> <p>Think of a current example of joint working that you or your team are currently involved in and consider:</p> <ul style="list-style-type: none"> • What are the intended benefits of the joint approach? • If it is working well, what do you think the reasons are for that? • If it could work better, what would need to change? 	<p>Module 3b Practical Application of Collaborative Working</p>
<p>Tip 7: Sustain Learning & Personal Development</p> <p>Consider and give early thought to the issues and key priorities for your own personal development.</p> <ul style="list-style-type: none"> • Identify 3 – 5 topics for your own personal development that you would like to work on during the next year. 	<p>Module 4a Achieving Outcomes Effectively and Sustainably within AHFS Services</p>

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