

Overview KSW

- **Context & Process**
- **Agenda**
- **Development Challenges**

Genesis of Knowledge Sharing Week

- **Planning Week 1998-2001**
- **Meeting Week 2002-2003**
- **Knowledge Sharing Week 2004-?**

Context of Knowledge Sharing Week

- **Internal staff meeting (KSW)**
- **Annual Review with BOT Program Committee**
- **BOT Program Committee Meeting**
- **BOT Meeting**

Knowledge Sharing Week in Planning Process

- **KSW: awareness, creativity, consensus**
- **Project MTP: shared goals & outputs**
- **Individual annual workplan**
- **Project annual workplan**
- **Performance review & feedback**

Suggested KSW Expectations

- **Increase mutual awareness of objectives & activities opportunities & problems**
- **Generate new ideas**
- **Build consensus around objectives and outputs**

Planning & Decision

- **Opportunity to plan our own commitments**
- **Request or suggest actions of others**

Responsibility for own actions

- 1. Take initiative to contribute to development challenges**
- 2. Seriously consider suggestions & requests of others**
- 3. Incorporate in 2005 individual workplan**
- 4. Consult with PM's**
- 5. Institutional commitment to cross project action through development challenges**

Can we make decisions others?

- **Forages balance**
- **Eliminate fruits & inforcom
project**
- **Budget authority to leader &
development challenges**
- **We can suggest, request & build
consensus**

KWS Agenda Setting Process

- **Management (PMs) set major objectives**
- **KM/CIAT working group design activities to achieve objectives**

KSW Agenda Shaped around Integration

- **Concern articulated in 2002
working groups**
- **Cross project**
- **Regional**
- **Research & support**

KSW Agenda

- **Development challenges for cross project integration (Mon-Tue)**
- **Research Support Fair (Wed)**
- **Regional Integration (Thu)**
- **Self Organized Events (Fri-Mon)**
- **Reflection & Follow up (Sat)**

KSW Special Extras

- **PSA meeting**
- **Question time with DG**
- **Business process re-engineering**

Development Challenges

- **Multi-faceted**
- **Evolutionary**

Development Challenges

- **Open space self organized to foster cross project integration towards collective objectives**
- **Platform for cross project, proposal development**
- **Community of practice self organized across projects to share expertise**
- **Conceptual framework around which project MTP are oriented.**

Candidate Objectives: Development Challenges

- **Common understanding of development challenges content & mode of operation**
- **Develop thinking about development challenges: build consensus**
- **Self organization around proposal development**
- **Harmonize project MTPs with development challenge framework**
- **Consensus on future steps**

Evolutionary Change at CIAT

- **We can always improve**
- **Environment is changing constantly**
- **Need continual adaptations**
- **If it ain't broke ...**
- **Creativity, agility, openness: yes!**
- **Rigidity, boundaries, territoriality: no!**

Let's try to

- **Embrace ongoing change**
- **Share ideas creatively**
- **Nurture partnerships**
- **Respect diversity**
- **Have Fun!**