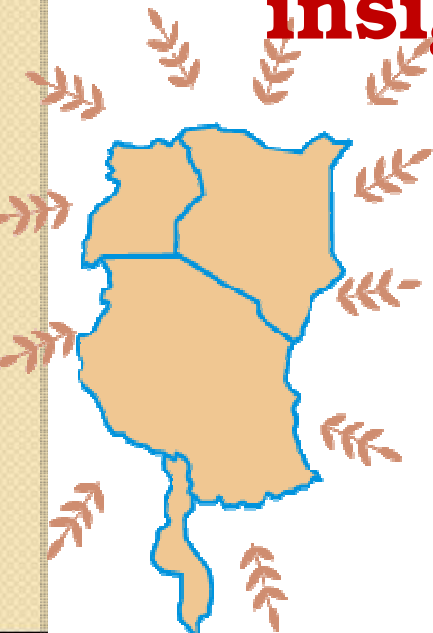


# THE DIES ALUMNI NETWORK IN EASTERN AFRICA (**REAL**)

Working with Alumni in the field  
of HE Management to effectively  
sustain Capacity Development  
Programmes : **Experiences and  
insights from Eastern Africa**

**REAL**



By:  
**Prof. G. Katana**  
**REGIONAL COORDINATOR.**



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2. History and Membership
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# Introduction

## Vision

- DIES - Innovative Strategies in HE through Dialogue
- REAL – Facilitator in improving quality in HE through Capacity Building





# **Our Context (REAL)**

- **HEI in the Eastern Africa Region are facing similar challenges that affect quality.**
- **That the DIES programmes, UNISTAFF, IDC and UNILEAD have trained university staff in competencies that support quality improvement initiatives and capacity building at institutional level**
- **The focus is to develop capacity through project support and mentoring**





## Focus Cont.

- **Support Alumni in their professional functions**
- **Improve contact of the alumni with host universities and decentralise their activities to local areas.**
- **Facilitate exchange of knowledge, ideas and experience and build strong relationships amongst alumni**
- **Establish an efficient communication network amongst alumni and HE agencies in the region.**



# **HISTORY**

- **Established in 2006 {UNISTAFF alumni}**
- **In 2009, its membership expanded to include alumni of IDC and UNILEAD**
- **2010 REAL launched its activities as a DIES alumni network in Eastern Africa**
- **2010 Representatives of country chapters were trained in project management**
- **Ethiopia, Kenya, Malawi, Sudan, Tanzania Uganda**



# REAL DIES NETWORK



REAL Network Conference 11th - 15th Oct 2010, Nairobi, Kenya



# Activities

- Exchange of experiences through conferences and workshops with focus on QA in HE
- Capacity building through TOT
- Planning for future activities in member countries
- Identification of projects and project coordinators





# **NATIONAL CHAPTER TRAINING COORDINATOR**

## **Ethiopia**

- Abebaw Kebede Gashaw

## **Kenya**

- Hamadi Boga

## **Malawi**

- Lewis Dzimbiri

## **Sudan**

- Hassan Mudawi

## **Tanzania**

- Baanda Salim

## **Uganda**

- Stephen Odama



# REGIONAL NETWORK

- **Regional Network Coordinator:**

Katana Gabriel

- **TEAM:**

- Abebe Dinku (Ethiopia)
- Helen Mondoh (Kenya)
- Asenath Sigot (Kenya)
- Jimmy Namangale (Malawi)
- Hassan Mudawi (Sudan)
- Gabriel Mbassa (Tanzania)
- Mohamed Menya (Uganda)

# Regional Conference and Training , 2010 Kenya

Participants: Representatives of National Chapters,  
Selected ToT participants,  
resource persons from Germany and from Guatemala  
IDC resource persons  
Quality Assurance coordinators  
Commission for Higher Education (Kenya\_  
Other stakeholders in higher education  
Local participants





# Capacity Building





# Achievements

- Country Meetings in Uganda, Sudan, Ethiopia, Kenya and Malawi
- Identification of multiplication projects
- Three successful project proposals & PAPs
  - Ethiopia – Quality Assurance Phase I already undertaken
  - Uganda – Training of postgraduate supervision to take place end of this month
  - Kenya – Training of Managers of newly established university colleges – Phase I and II already undertaken
  - Other training activities include training for proposal writing undertaken by KDSA
- Establishment of a communication portal i.e the REAL Yahoo group
- Collaborative working relation with Higher Education organs such as CHE and NCST.



# **Emerging Realities & Trends**

- **There is strong involvement and participation of alumni in some member countries**
- **There is also evident slow picking up of project implementation in other countries despite the identification of priority projects**
- **Lack of clear leadership structures in some chapters and therefore noticeable low group activity**
- **Increased support from universities & Higher Education agencies (CHE, NCST, )**
- **Recognition of the Network**
- **DEAI members as resource people**





# Trends( Regional)

- Changing structures of HEI – Need for Academic Leadership
- Expansion of HE with establishment of new institutions
- Changing profiles of clientele to HE – need for new approaches
- Quick knowledge multiplication
- Collective vs Individual approaches to innovative strategies
- Collaborative approaches to HE Research



## **Alumni (in own context)**

- **Resource people in training, consultancy and change projects implementation**
- **Best skilled contact persons for international linkages**
- **Alumni in high positions of leadership and management**
- **Balance between individual interest and professional growth and commitment to network activities at national and regional levels**



# Challenges

- **How to achieve functional chapters in all the member countries?**
- **How to effectively sustain the multiplication projects**
- **Involvement and integration of all alumni**
- **Forum for orientation of new DIES graduates.**





# **Prerequisites for Sustaining capacity development by working with Alumni in EA**

- Make Alumni from all DIES programs appreciate and agree on the essence of the Network.
- Recognition of the intercultural diversity even at country level in order to appreciate the differences in approaches by various chapters.
- Ensure that country priority projects have been agreed upon by members.



## Prerequisite cont.

- Recognize and appreciate project priority areas suggested by training participants, institutions and HE agencies.
- Embracing diversity and appreciate different approaches.
- Involved leadership at all activities to represent institutions, skills and other alumni.
- Shape priority project to specific institutional and national flagship projects in HE



# Prerequisite.....

- Identification and keeping of successful local project coordinators
- Support Alumni institutional projects by mentoring and coaching.
- Continuous communication, sharing and evaluation of project impacts.



# Opportunities

- Experience from already implemented projects
- Skilled human resource (Alumni)
- Support from national and regional higher education agencies in REAL projects
- Networking
- Adaption of the training model of the proposal writing to train university support and future deans
- Training needs for HEI staff
- Further Training of Trainers






# Suggestions and Conclusion

Identify and encourage successful chapter projects

- Identify country and institutional project coordinators
- Support alumni in their professional functions by lobbying for strong working relations with HE agencies in their countries and region.
- Undertake capacity development programmes relevant to institutions and national goals
- Promote team work in the Network for project which are of common interest in various chapters.
- Encourage other chapters to identify and implement change projects.

- 
- Identification of other university staff with potential and interest to implement projects and support them in identifying appropriate and relevant project proposals.
  - **Accompany and counsel** the trainees during project development and implementation



# HE Management Training II at Pwani University College 25<sup>th</sup> October 2011





# Project Coordinator Kenya





# Group work





# THE (REAL) JOURNEY-2007







# Thinking DIES- Networks





# REAL 2006





# Change by Exchange





*Merry Christmas & Prosperous  
2012 to You and Your Family.*

*Kind Regards,*

*DIES – Alumni Network in Eastern  
Africa (REAL)*





**THANK YOU**

**Real**

**ASANTE SANA**