

ICRA's learning resources

# Re-tooling for change

ICRA's learning materials enable rural development professionals to acquire new knowledge, skills and attitudes. These resources guide teams through the process of 'learning by doing' and encourage participants to open their eyes to new approaches in their work. All learning materials are designed to support the agricultural research for development (ARD) process developed by ICRA. Their aim is to enable users to establish and work in interdisciplinary teams and with multiple stakeholder groups.

We are continually developing and updating our learning materials, which are available on our website, on CD or as conventional hard copy. They are grouped in three categories: the ARD approach, learning modules and information resources.

## ARD approach

These materials provide a pragmatic step-by-step explanation of the ARD approach and introduce the key questions and issues that teams of participants need to address at each phase of the problem-solving process. They also present a range of methodologies and tools that teams can choose from in conducting their research. And they define generic analytical outputs or milestones to be achieved in each phase.

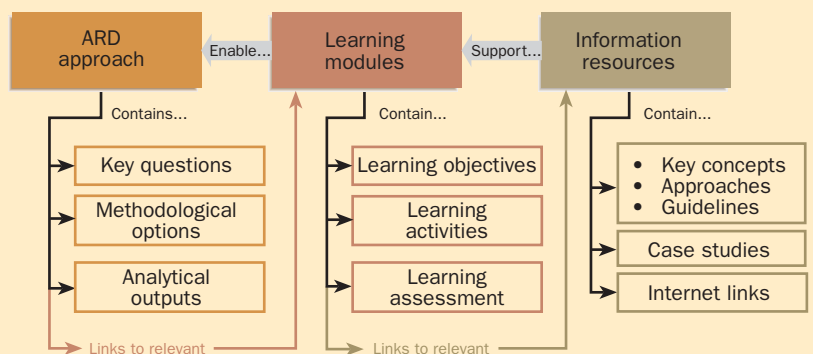


## Learning modules

The learning modules guide the participants through the ARD process of developing solutions to complex problems. For example, users learn how to involve all stakeholders in the problem-solving process. They learn how to formulate joint strategies and identify research needs, how to combine local knowledge with more formal research-based knowledge, how to deal with conflicts between different perspectives and development objectives and how to prepare convincing research proposals. In addition, they learn how to translate

## Learning materials on the Web

Besides a detailed description of the ARD approach, our trilingual website offers learning modules that support the ICRA learning programmes. It also features supporting information resources such as case studies and Internet links. ICRA's web-based learning materials can be accessed free of charge and users should feel free to adapt them to their needs. We do, however, appreciate being informed and acknowledged when these materials are used. And we welcome feedback on their usefulness.





research results into products or services that meet stakeholders' needs and will have a real impact on rural development.

## Information resources

These support the learning modules by providing information on key concepts and approaches, tools, case study information and links to sources of further information.

### Becoming a better team player

The ICRA learning experience had a huge impact on Julius Ayo-Odongo, a veterinary officer employed by Uganda's National Agricultural Research Organisation (NARO). 'ICRA has taught me to always look at both sides before taking action,' he says, 'and I have learned self-restraint, tolerance for others' viewpoints and how to make compromises. I have used these new skills not only in my R&D activities but also in everyday life, dealing with people. I have become a better manager of my personal life as well as my work and I feel more comfortable dealing with different types of people.'

### The 'how' not the 'what'

'Although we achieved good results during the workshops and in the field study, the aspect I remember most is the process we went through to develop our skills,' says Arthur Mutsaers, Associate Professional Officer for FAO projects in Bolivia and Chile. 'It was the "how" that impressed me more than the "what" – we learned how to learn.'