There is a LEADER in all of us

Dr Nafissatou LEYE, IRESSEF / Senegal

Research Leadership webinar
Thursday 26th & Friday 27th May 2022
Quick glance at IRESSEF

Prof. Souleymane MBOUP

a Leader with a VISION

Public utility non-profit organization
Inaugurated on June 19, 2017
By His Excellency Mr. Macky SALL, President of the Republic of Senegal
Our areas of interventions

- Research
- Diagnostic
- Surveillance
- Training
- Technical Assistance

IRESSEF
## Activities of the Molecular Biology unit

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<th>Department of Molecular Biology</th>
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<td><strong>Public Health</strong></td>
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| Support the Ministry of Health and programs against Infectious Diseases (such as COVID-19, HIV and Hepatitis), emerging and re-emerging infectious diseases and patient care | Routine activities related to molecular diagnostics (HIV, Covid 19, STIs, etc.) | Research projects related to Molecular Biology | Knowledge transfer while fostering interdisciplinary collaborations both locally and internationally  
Contributes to the continuous improvement of the laboratory system in the sub-region |
Team of the Molecular Biology platform (MBP)

Since 2017, Prof. C. Toure – Kane, Head of the MBP, has been appointed technical adviser of the minister of high education Research and innovation.

2019: Vice Chancellor of the University of Kaolack.

I am therefore the Acting Manager of the Molecular Biology Team.
My career path (Awards and prizes)
My career path (Awards and Prizes)

2007 to 2008

**DEA**
(HIV Drug Resistance in naïve patients)

2009 - 2013

**PhD**
(HIV Drug Resistance and genetic diversity in MSM and GP)

2014 - 2015

**Post Doc**
@ IRESSEF
@ John Hopkins University USA

201 to date

**Deputy Lead Molecular Biology Unit**

- **2nd Prize - Best research proposal**
  Crick African Network, MRC, Gambia
Dealing with daily tasks & facing key challenges
How do we attain objectives?

- Communications
- People development
- Mentoring
- Motivation
- Problem solving
Communication for Teamwork

- **Regular staff Team meeting:**
  - Action plan set-up
  - Activities monitoring

- **WhatsApp group:**
  - Real-time monitoring
  - Problem identification

- **Email using Molecular Biology mailing list:**
  - Sharing information
Technical training, tasks delivery and supervision

- Technical training
  - Before starting at the lab
  - After a long absence
  - When evaluation shows decreasing performance
  - Habilitation certificate

- Tasks delivery and Supervision
  - Daily report in WhatsApp group
  - Monthly action plan evaluation
  - Quality indicator definition and evaluation
  - Annual performance evaluation
Mentoring, Motivation

- Building Relationship to ensure people feel liked, cared for, included, valued, and trusted
- Allow team building
- Celebrate success and Promote excellency
- Link between the team and the top management
- Sharing opportunities for personal development plan (PDP)
- Creating favorable environment that helps everyone and contributes to their successes
- Allow people to make independent decisions whenever possible
Problem solving

- Before Conflict happen: Promoting open-mind

- During Conflict:
  - Take enough time to step back and assess the situation
  - Transparent communication with all stakeholders
  - Seeing and clarifying problems
  - Evaluating proposed solutions and add additional ideas if needed
Summary (Take away)

- Define clear goal
- Create a suitable environment
- Implement a clear communication
- Support, encourage and motivate
- Develop People
- Conflict management
"SUCCESS IS WHEN I ADD VALUE TO MYSELF. SIGNIFICANCE IS WHEN I ADD VALUE TO OTHERS"—JOHN MAXWELL

A leader is one who knows the way, goes the way, and shows the way.
Thank you for your attention