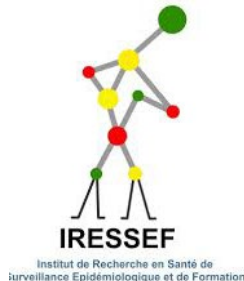


There is a LEADER in all of us

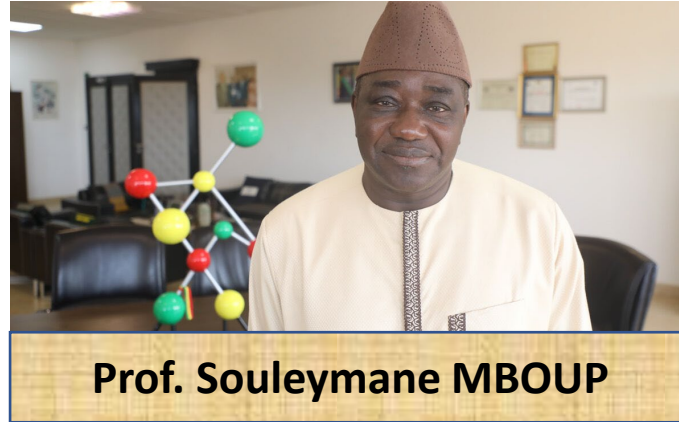
**Dr Nafissatou LEYE,
IRESSEF / Senegal**

Research Leadership webinar

Thursday 26th & Friday 27th May 2022



Quick glance at IRESSEF



a Leader with a VISION

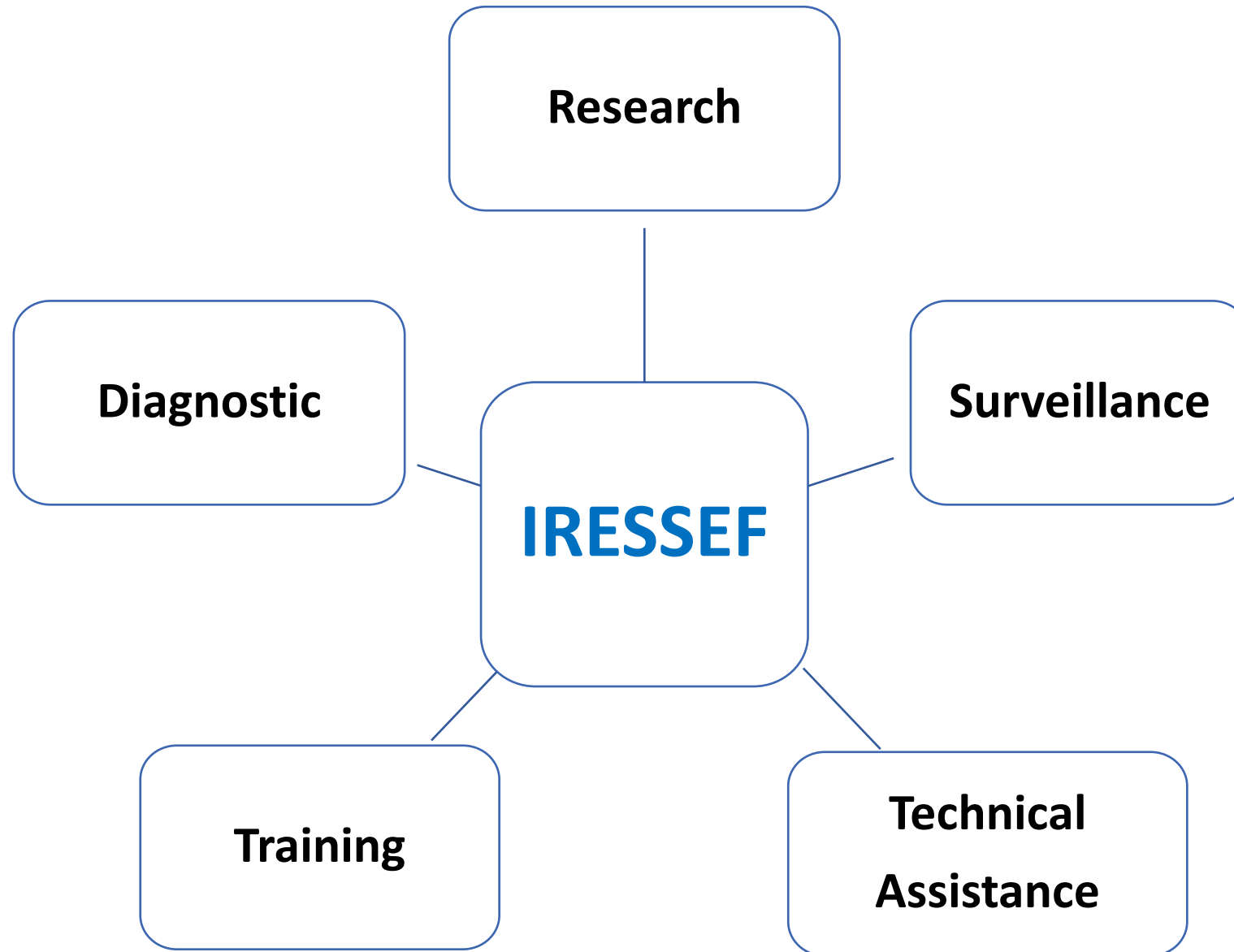


Public utility non-profit organization

Inaugurated on June 19, 2017

By His Excellency Mr. Macky SALL, President of the Republic of Senegal

Our areas of interventions



Activities of the Molecular Biology unit

Department of Molecular Biology

Public Health

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

Diagnostic

Routine activities related to molecular diagnostics (HIV, Covid 19, STIs, etc.)

Research

Research projects related to Molecular Biology

Capacity Building

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)



Prof C. Toure
– Kane
Team Lead



Dr
Nafissatou
Leye
Deputy Lead



Molecular
Biology
Team

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



Molecular Biology Team

My career path (Awards and prizes)



My career path (Awards and Prizes)

DEA

(HIV Drug Resistance in naïve patients)

PhD

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

Post Doc

@ IRESSEF
@ John Hopkins University USA

**Deputy Lead
Molecular Biology
Unit**

2007 to 2008

2009 - 2013

2014 - 2015

201 to date

AIDS Research and Human Retroviruses
More than 35 years of
Recommend this Journal

> Vol. 26, No. 10 >
Sequence Notes |

Antiretroviral Drug Resistance Mutations in Antiretroviral-Naïve Patients from Senegal

Halimatou Diop-Ndiaye, Coumba Toure-Kane, Nafissatou Leye, Ndeye Fatou Ngom-Gueye, Céline Montavon, Martine Peeters, and Souleymane Mboup

Infection, Genetics and Evolution
Volume 30, December 2013, Pages 206-214

High frequency of HIV-1 infections with multiple HIV-1 strains in men having sex with men (MSM) in Senegal

Nafissatou Leye^{a,b}, Nicole Vidal^b, A. B. Ousseynou Ndiaye^a, Halimatou Diop-Ndiaye^a, Abdoulaye Sidibé Wade^a, Souleymane Mboup^a, Eric Delaporte^{b,c}, Coumba Toure-Kane^a, Martine Peeters^b

PLOS ONE
Browse Topics

RESEARCH ARTICLE

The Origin and Evolutionary History of HIV-1 Subtype C in Senegal

Matthieu Jung, Nafissatou Leye, Nicole Vidal, Denis Fargette, Halimatou Diop, Coumba Toure Kane, Olivier Gascuel, Martine Peeters



**2nd Prize - Best research proposal
Crick African Network, MRC,
Gambia**

- Potential Impact of Integrated Stigma Mitigation Interventions in Improving HIV/AIDS Service Delivery and Uptake for Key Populations in Senegal.
Leye CE, et al. Among authors: **leye diouf n**. J Acquir Immune Defic Syndr. 2017; PMID: 27830812 Free PMC article.
44 Cite < Share
- Associations Between Economic Factors and Condom Use Behavior Among Female Sex Workers in Dakar and Mboure, Senegal.
Yang F, et al. Among authors: **leye diouf n**. AIDS Behav. 2020; PMID: 32180091
44 Cite < Share
- Stigma and healthcare access among men who have sex with men and transgender women who have sex with men in Senegal.
Dibble KE, et al. Among authors: **leye diouf n**. SAGE Open Med. 2022; PMID: 35517371 Free PMC article.
5 Cite < Share



Dealing with
daily tasks
&
facing key
challenges



How do we attain objectives ?



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 show 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

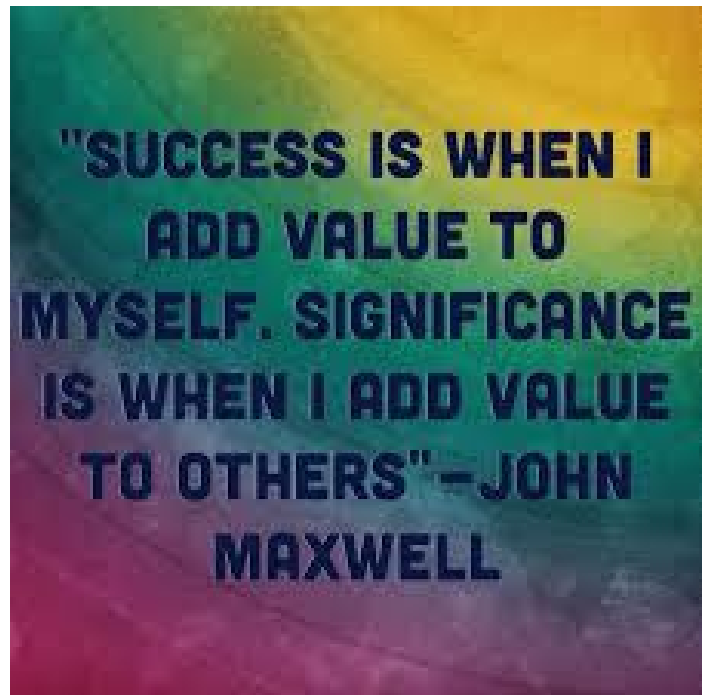
➤ Implement a clear communication

➤ Support, encourage and motivate

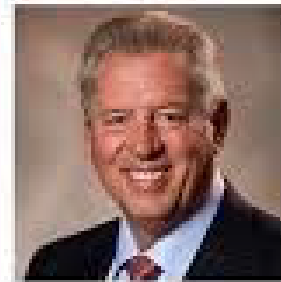
➤ Develop People

➤ Conflict management

INSPIRING QUOTES



John Maxwell Quotes



**A leader is one who
knows the way,
goes the way,
and shows the way.**

Thank you for
your attention

