



# CIAT's Knowledge Sharing Week Dynamic Communication for Change

[www.ciat.cgiar.org/ks\\_week](http://www.ciat.cgiar.org/ks_week)

Like other CGIAR centers, CIAT has a long tradition of **annual meetings**. In the past, too many hours were gobbled up by formal presentations, with too little discussion of burning issues. In Knowledge Sharing (KS) Week, we tried a different formula to help staff share knowledge and strengthen relationships.

"From the perspective of new staff, I like the Open Space concept. I like the fact that you can put your issues up there, it's not hierarchical so everyone comes in at the same level."  
(Ritu Verma)

Using the **Open Space technique**, CIAT staff set an agenda and discussed action plans to move forward with three major initiatives that encompass the Center's R&D agenda.



CIAT's support units were in the limelight with the **Research Support Fair**.

"My experience in the Fair was very good. I saw some products that CIAT HQ has produced which we can easily replicate and use in Africa."  
(Peter Okoth)



"The Peer Assist session has enhanced my capacity for future actions. I really appreciated the exercise."  
(Jean-Claude Rubyogo)

A **Peer Assist** session focused on working relations between headquarters and the regions. Staff presented practical problems and had the benefit of discussion and advice from small groups.



As part of our **Evaluation** of the event, a "barometer team" met during the week to reflect on the process as it unfolded. In addition, KS Week participants completed an evaluation questionnaire.

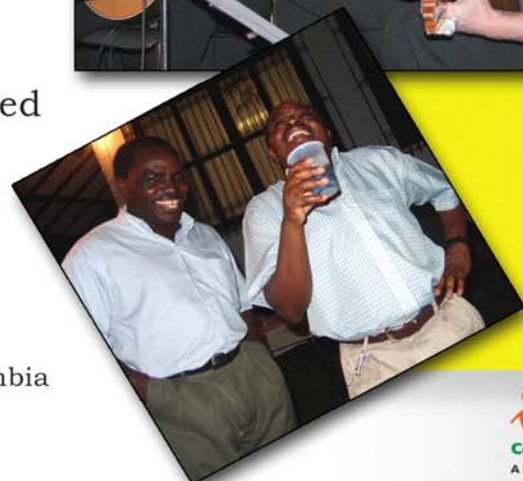


"This has been an experiment. Like any experiment, some things worked well and some not so well. Now we can take the best of what we've learned this week and apply it in the future"  
(Joachim Voss)

A Colombian musical group entertained staff on the first evening of KS Week. Other **social events** included a party with live music and dancing.



Since KS Week, CIAT has successfully incorporated KS approaches into its institutional change processes and collaboration with partners.



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