



Innovations Ink

April Issue

We Need Global Health
Volunteers

**ROOT
FOR
GROWTH**

WHY

Shifting the paradigm of global health. Achieved by, actively shifting the interaction West Africa has with global health from being recipients of the current model to becoming participants in a new model, bringing the most marginalized and underrepresented individuals access to the forces structuring how global health is created and defined. As our organization grows this newsletter will act as a platform to showcase how we are continually reshaping the current global health paradigm.

HOW

Announcements

[CGIU](#) April 5th, 6th and 7th

Deadline for [Global Health Application](#) is less than 1.5 months away

New [Partners Pages](#) Roll-out Every Friday thanks to St Thomas Website Team

[New Tshirts](#) with cheaper prices and local retailers thanks to Midwest Apparel

New [WAMM Information Packet for 2013](#)

WHAT

In This Issue

Corporate News – New products & projects.

Internship Updates – The WAMM Team X-pands

On The Academic Front – UMN, UST, and CVTC

Featured Article of The Month: Why Your Organization Needs X-Teams

Let's Get Acquainted: Tony Brink – Partners Manager

Corporate News

Alumni can now pay \$600 for program fees and stay as long they desire. New volunteers get first dibs, but if spots are open alumni can fill them up! The only hitch is, Alumni must cover their own food and long distance transportation expenses. This is our way of saying thank you, and providing the opportunity for our Alumni to come back and continue shifting the paradigm year after year.

Diaspora Fee Program Fee is \$500 for the first year, and free every year after that. We are doing this to make Sierra Leoneans abroad able to afford contributing to their country. The only catch is, this is not an indefinite stay option and time commitment must fall inline with GHV.

MCAT preparation. This year we are setting out to increase the potential our YSp students in Sierra Leone have towards achieving competitive scores on their university and medical school entrance exams. How are we going to manage this? By providing tutoring on math, biology, chemistry, and physics - do these topics sound familiar? They should, they are the same core subjects on the MCAT. Our goal is to provide an atmosphere for all those pre-med volunteers planning on taking the MCAT an environment to engage MCAT coarse work in a productive setting. The best way learn is to teach, and mentoring YSSL students will surely increase every tutors ability to handle all those MCAT problems when the time comes.



Internship Updates

We've got an amazing team of interns beginning to take hold of the WAMM engine and the things they are doing is amazing. Here are our newest interns and their attachments.

Kathryn Obermiller - Lawrence University, Appleton, WI - International Project Policy.

Katie is working to create a policy for our [Young Scholars program](#) that integrates the needs of each country it operates in, international standards, and local students desires into one guiding document. This past month while researching Sierra Leone Health Sector Performance Reports and Strategic Plans, along with WASSCE Syllabus content and WHO Global Health documents; she stumbled upon a gold mine. Now the 1st year of YSp will embrace knowledge and concepts essential for allowing it to act as a Community Health Worker preparatory program. #innovation

Thomas Nguyen - University of Minnesota, Twin-Cities, MN - Social Media.

All those articles on our [Facebook Page](#) and tweets on our [Twitter account](#), are thanks to the efforts of Thomas. He's working to help us establish a stronger presense in the social media markets.

John 'Jack' Ahmed - University of California, Santa Barbara - Communications.

Jack as he likes to be called, came to us wanting to do more in global health. His resume was impressive, helping to found [Inspire a Child](#), being a CGIU Campus Representative, and past Communications experience with [Nuclear Age Peace Foundation](#); made him an asset we couldn't let pass by. Thanks to Jack, we now have the newsletter you are reading now and a passionate intern to lead us into the future.

Ramesh Girhardi - University of Wisconsin, River Falls – Accounting

Ramesh has been one of the hidden assets most people don't realize exist but depend on every day. When he came onto the team in November, he had a monumental task of bringing our accounts into order so we could get our 501c3 taxes filled. Without this guy, we would still be me a mess of spreadsheets, receipts and online bank statements. Now we are sleek efficient machine. Thanks to his relentless push to get us to utilize our status, we are now working with [TechSoup.org](#) to make sure we can have the accounting software for future WAMMs future to be sustainable.

Komi Agbemape - Morgan State University, Baltimore, MD - International Project Policy

Komi is on the team, but won't be starting until he graduates with his Masters in International Studies & Development in June. We're excited to have this power player on our roster. His work experience in a Congressional District Office, past International Affairs background with [World Affairs Council of DC](#), and achievement of being on the Deans list for 4 straight years at the University of Maryland as an undergraduate make him the perfect WAMM material. Did I mention he is from Togo? This sounds like someone capable of transcending the current paradigm of global health with the mentality to take part in our work to shift the paradigm.

Valerie Kessie - Lawrence University, Appleton WI - International Project Policy

Valerie is another intern who is on the team but won't be coming on board fully until June. Valerie is another major force coming to strengthen our International Project Policy with a background and batch of creative interests that can't be refuted. Being a native Twi speaker, her understanding of global health has the added perspective of being Ghanaian. Along with her work in France doing language training and her interest in environmental policy are going to add another level of strength the WAMM machine.

On The Academic Front:



University of St Thomas,
St. Paul – MN

Our Business 200 student team has been doing amazing work creating website pages for all our new partners from 2012. They have been working under the over-site of our [Partners Manager, Tony Brink](#) who is also a marketing student at UST. This month Tony is our featured WAMM Staff Member in the, *Lets Get Acquainted* Section of Printing Paradigms: Innovations Ink.



University of Minnesota,
Twin-Cities - MN

Kate Anderholm WAMM UMN Student Group President, has been working hard to get WAMM established at the University of Minnesota. One of her biggest achievements has been forming partnership between WAMM and [Bordertown Coffee](#). In the future WAMM will be holding social events, and fundraisers with Bordertown Coffee. Aside from making partnerships with local businesses, Kate has been busy arranging class talks for our [People Manager Phil](#), to get

students at the UofM interested in volunteering in Sierra Leone. Because of Kate's amazing ability to organize all these activities, while taking a full semester worth of upper level sciences classes she earned the title, **Volunteer of the Month**, for March. #leadership

Community Service Learning (CSL) Classes at the UofM have been working with two of our management teams to innovate new approaches for WAMM to move into the future. One **CSL Think Tank** has been working the People Dept to refab our process for getting new volunteers ready before they land in Sierra Leone. They have been working to create a new volunteer packet and pre-departure protocol to ease the stress of adjusting to becoming a Global Health volunteer prior to arriving in Sierra Leone.

In the Praxis Dept the **CSL Think Tanks** have forged a path into new territory. Their task was to determine a more efficient way for WAMM to manage projects virtually, with actors spread across the globe. Their case study for WAMM focused on our [NETHIPS project](#). The NETHIPS project involves the IT Club at CVTC; Illinois Chapter Director, Ben Speckien in Chicago; volunteer programmer, Patrick Putman in Alabama; [NETHIPS office in Freetown](#), Sierra Leone; and our Praxis Manager Gabriel, wherever he may be on globe at any given time. Sounds like a project management nightmare, right? Well, the CSL Praxis Think Tank stumbled upon an innovate solution created at MIT to solve the problem. The solution is called, [X-TEAMS](#), and it's this

months *Feature Article*. We can't wait until the culture of X-Teams becomes synonymous with WAMM's internal operating structure.



Chippewa Valley Technical College, Eau Claire -WI

Professor, Shawn Creviston from [CVTC](#) has been working tirelessly to teach his students the joys of computer science while providing leadership to the IT Club. The IT Club has been doing work on the database design and User Interface design for the [client application](#) we have creating for NETHIPS. They are currently reviewing and tweaking the database structure, which should be useable for both adults and children for our system. Hopefully this will translate into what Patrick developed for the children's database on the online site. From the sounds of it this partnership with CVTC is going to be a platform to innovate tech solutions for our work in database management platforms. #Partner4Praxis

Featured Article of the Month:

Forbes

Why Your Organization Needs X-Teams

[Sangeeth Varghese](#), 09.20.10, 12:05 PM EDT

Part II of a two-part interview with Deborah Ancona, head of the MIT Leadership Center.

Deborah Ancona, the Seley distinguished professor of management at the MIT Sloan School of Management, is the founder and faculty director of the MIT Leadership Center. Her pioneering research into how successful teams operate has highlighted the critical importance of managing outside a team's boundaries as well as inside them. This research has led to her concept of "X-teams" as a vehicle for driving innovation and her book *X-Teams: How to Build Teams That Lead, Innovate, and Succeed*. Here is a distillation of a conversation I recently had with her. I'm presenting it in two parts; the first part appeared [here](#).

Can you tell me about two of your leadership models, "distributed leadership" and "X-teams"?

A part of what we do at the MIT Leadership Center is think about people who are not just great individuals themselves but create what we call distributed leadership within their organizations. These leaders

realize that true leadership is not about them individually but about what they are able to create.

For example, Barbara Stocking at Oxfam talks not just about herself but about the country leaders who have an incredible role within Oxfam, and she talks about the people on the ground, who are the bottom line when disaster strikes. They are the people who are Oxfam's voice in any disaster, and they have to take action and make decisions. She is a great leader not just because of what she does individually but because of the kind of organization that she has been able to create.

Another person with whom we've worked extensively is John Reed of Citibank. He had a stellar career partly because he was so amazing at sense-making and inventing. He had an ability to really understand what was going on, whether in the back office or in retail banking, or the true situation in the real estate crisis. And he knew how to work with multiple other individuals to come up with creative solutions for getting out of very difficult situations or for improving things and creating something new and different.

Which leads us to the X-team model.

Many of our bestselling textbooks talk about the need for team-building and cohesion, yet they are almost always about inwardly focused teams. The model that we hold in our brains in terms of what makes an effective team is inwardly focused. But if you focus only inward, then your team can be in great trouble. In fact, your probability of failure is much higher.



The X in X-team stands for external. An X-team is an adaptive structure that gives individuals and organizations flexibility in dealing with changing circumstances and with different kinds of tasks that shift over time. Particularly in today's world, where things change very rapidly, we need to continually understand how the world around us is changing and what we have to do in response. Whether we're talking about a relief operation for a tsunami or a business service that is quite complex, we require an external focus where our team doesn't just worry about its own operations but also thinks about how its operations mesh with other things that are going on, or about other parts of a larger operation.

Similarly, we've seen that many in organizations today there has been a rift between the top level, where strategy is made, and the operational levels, where teams reside. That is again problematic, because you need to link the strategic element to the people who know the most about operations, about the customer, the marketplace, the competition and the technology. So X-teams are also a way for groups to align what they do with their organizations' strategic directions. Or, in fact, to shape those strategic directions. So external X-teams shift over time as an organization or environment changes, and because they are externally focused and constantly alert to changes, they can effectively stay aligned.

If you're talking then about a team that manages both internal and external dynamics, what is the role of leadership in it?

Well, we talk about the core of an X-team, and that is the leadership component. It may be an individual; it may be more than one person. In fact, with so many people leaving companies and organizations these days, having multiple leaders is often quite useful. The role of leadership is still to figure out a direction and coordinate the different aspects of the team. An X-team is harder to manage, in a sense, because you have both internal and external work to be done. Coordinating that work, making sure it all gets done, making sure the team is striving toward a goal that makes sense to the people on the team and to the context in which that team is operating--those are all parts of leadership.

Is there anything you'd like to add for leaders of business and for students on the importance of leadership?

We live in a world where there's a great deal of cynicism about leadership, because there is so much corruption and greed and there are so many bad leadership role models around. Yet the need is enormous, in light of world conflicts, global warming and other huge issues facing us. The need for leadership is so great that it has to become part of our educational system, of our training and of world discourse. People should take seriously the idea of becoming real leaders. And that means abiding by a code of ethics and having a sense of integrity that makes you worthy of leading.

Sangeeth Varghese is a leadership thinker and the

founder of LeadCap Ventures, a global market research and consulting firm. E-mail him at sangeethv@leadcap.net. Follow him on Twitter at [@leadCap](https://twitter.com/leadCap). For more from Sangeeth Varghese, click [here](#).

Let's Get Acquainted:

Name: Tony Brink



Position:
Partners Manager

Description:
Manages and maintains relationships with our partners and donors, along with leading our marketing team. With a little help from his interns.

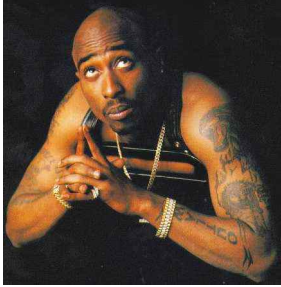
Academic Background:
MCTC - BA, Dean's list
University of St Thomas -
Marketing Major

Relevant Experience:

Management experience in planning, organizing, leading, and controlling my fellow team in luxury housing renovation, while executing projects efficiently and effectively under a time cap. Knowledge and educational experience that aids in the business and marketing sector of the NPO's

dynamic environment. Experience in managing a team to analyze a specific field of companies and providing necessary information for investors to make the most efficient decision.

Favorite **Artist:**



Tupac

Where will you be in 10 years from now?

In ten years from now, Tony will have encountered exponential work experience in the marketing world aiding in his knowledge in this sector of business. After graduating from the Opus College of Business at the University of St Thomas as a marketing major, Tony will have proactively executed an internship with WAMM along with another under his father's translation company. This will, in turn, shape the young scholar into an experienced businessman. With his high ambition and persistence, he will execute a few business ventures, some of which will be lessons learned rather than benefits gained, and will be in the midst of creating his dream project despite his failures. This will be

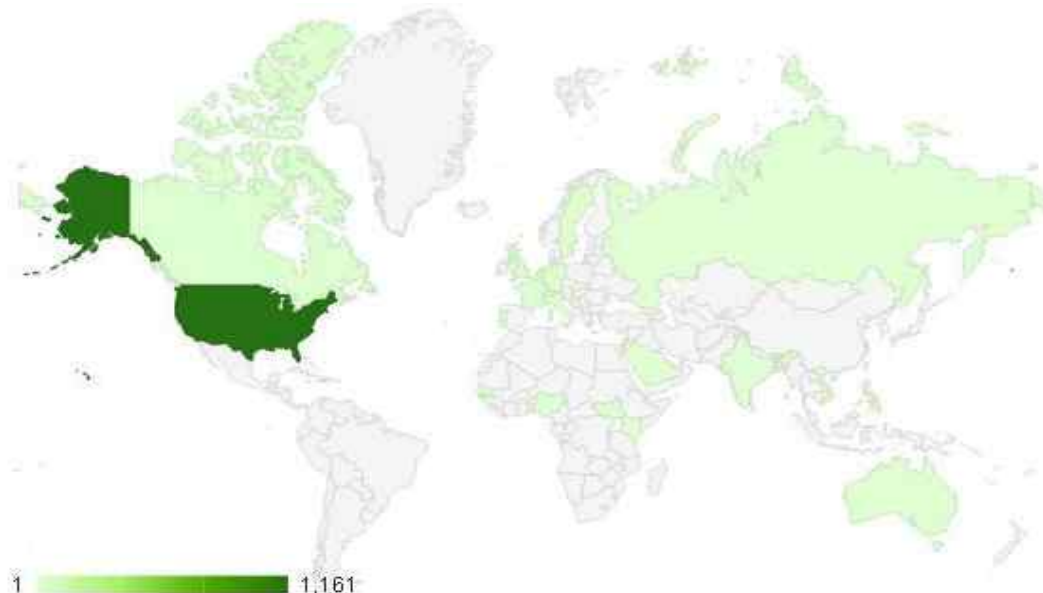
his entrepreneurial move that everyone lusts for in America but usually do not succeed nor attempt. It will be a risky one, but this is why his successes will be astronomical and his past will ensure his achievements. Tony will become an excellent transformational leader as well as an exceptionally task oriented workhorse, making him an extraordinary boss, business partner, and subordinate in business. At 32 years of age, he will have obtained substantial experience and his attainments will show.

-Tony

Interesting Fact:

Tony received a Scholarship of Academia to Attend St Thomas, we love our brainiacs

Website Data: March



Visits	Pages / Visit	Avg. Visit Duration	% New Visits	Bounce Rate
1,292	3.73	00:03:55	58.20%	51.63%
% of Total: 100.00% (1,292)	Site Avg: 3.73 (0.00%)	Site Avg: 00:03:55 (0.00%)	Site Avg: 58.20% (0.00%)	Site Avg: 51.63% (0.00%)