



## COURSE OBJECTIVE

The Training Course aims to strengthen capacity and knowledge of leaders and managers to advance gender equality, women's empowerment, and women's rights agendas within their organizational contexts. The course seeks to strengthen leaders' and managers' use of gender-inclusive and transformative leadership principles and practices to address institutional gender biases and promote commitments to gender equality and women's rights.

## CONTENT

The course is divided into the following modules:

- Module 1: Purpose, Principles and Power as a gender-inclusive transformative leader with vision for change
- Module 2: Inspiring and Enabling Others to Act to transform teams/organizations to be gender-inclusive and advance gender justice and equality
- Module 3: Priorities for Transformative Action on Gender Equality in planning for context specific actionable ideas to build stronger organizational cultures, programs and strategies

## DATE AND LOCATION

Option 1

**03 – 07 July 2017**

**Geneva, Switzerland**

Register by 19 May 2017

Option 2

**04 - 08 September 2017**

**Nairobi, Kenya**

Register by 14 July 2017

## COURSE FEE

**USD 2,500**

Kindly note that this fee does not include the travel-related and accommodation costs for participating in this training. Costs associated with attendance at this course will be covered by the participants.



# TRANSFORMATIVE LEADERSHIP FOR GENDER EQUALITY AND WOMEN'S RIGHTS

## AUDIENCE

The course is geared, primarily, to senior managers who work in private and public sector organizations that have a commitment to gender equality. It is designed for those with managerial roles and responsibilities, and/or with functions to provide strategic or visionary guidance to their offices/ organisations.

Participants can be team leaders responsible for a substantive area committed to incorporating gender equality across all actions; gender team leaders with a specific mandate to catalyze or support colleagues to improve their performance on gender equality; or senior managers in decision-making positions, including communications, evaluation, knowledge management or human resources teams with a cross-cutting function to include the gender equality dimensions in their work.

## METHODOLOGY

The course is learner-centered and tailored to build on the needs and interests of the specific cohort of participants in each workshop. It builds on the considerable work undertaken by many feminist and gender equality thinkers and practitioners over many years. The design is based on principles of adult learning and the specific training activities and approaches are participatory, adaptive, and experiential. It demands well-timed and managed group processes, shaped to achieve clearly defined learning outcomes with ample time for reflection and discussion.

## LANGUAGE

English

## REGISTRATION

For a registration, please click [here](#).

Your registration is completed once you have paid the programme fee.

Please register before **19 May 2017 for Option 1**,  
and before **14 July 2017 for Option 2**.



## REGISTRATION

For further information, please contact us at [leadingforge.tc@unwomen.org](mailto:leadingforge.tc@unwomen.org).

Please do not hesitate to contact us about group discounts and customized courses.

## OVERALL CONTEXT

Every country in the world has signed on to the Sustainable Development Goals (SDGs), which includes a global commitment to achieve gender equality and women's empowerment (GEWE) by 2030. To make this commitment worth more than the paper it's written on will require courageous leaders willing to transform power structures and discriminatory norms that hold gender inequality in place. The ideas and activities in this course are aimed at supporting this effort.



The numbers of organizations that are strengthening commitments to gender equality and women's rights seem to have grown exponentially. Large and influential organizations in the private sector, in the international development and finance sector, and in the private philanthropic sector are ramping up their investments and capacity to support different aspects of women and girls' empowerment, gender equality and women's rights and leadership. Organizational leaders have moved from asking 'why' this is important to asking 'what' are the most effective ways of moving forward and what strategies lead to systemic change.

There are no recipes nor fixed pathways to gender equality. What works depends on context, on timing, on partners and many other factors. This course is intended to create a space that can be molded to recognize and suit many contexts. Work on gender equality is complex, especially because it touches the public and private aspects of people's lives and belief systems. Senior managers need to recognize and manage this complexity as they inspire and encourage their teams to move forward on this agenda. The approaches and activities in this training are designed to assist them to articulate short-term, medium-term and long-term actionable strategies that they can track, assess and adjust as they go forward.

## LEAD TRAINERS

**Aruna Rao** is a gender and institutional change expert with over 30 years' experience of addressing gender issues in a variety of development organizations. Dr. Rao is Director of Gender at Work, a knowledge and capacity building network focused on gender and institutional change. She served as Chair of the Board of Directors of CIVICUS and as President of the Association for Women's Rights in Development (AWID) from 1998-2001. She led a team that pioneered a new approach to gender and organizational change in BRAC in Bangladesh. Dr. Rao has consulted widely with UN organizations, academic institutions, and development NGOs both international and national on gender and development and organizational change issues and has published extensively.

**Joanne Sandler** has worked with international organizations, private foundations, academic institutions, and women's organizations and networks worldwide for the past 30 years. She was Deputy Executive Director of UNIFEM for 10 years, and has served on Boards of Directors and Advisory Boards of numerous organizations, from Breakthrough, to the Just Associates (JASS) and Women Win. Joanne supports multilateral, philanthropic and non-governmental organizations on leadership and strategy development, organizational change, capacity development, resource mobilization, and gender equality plans /policies.

## COURSE COORDINATOR

**Khamsavath Chanthavysouk** is currently Training and Capacity Development Specialist with UN Women Training Centre. Kham has worked on capacity development to promote gender equality and justice since 2008. His technical areas of expertise include gender-based violence prevention and response, sexual and reproductive health and rights, community mobilization for social change, and men's engagement for gender equality. He was Coordinator of the Regional Learning Community (RLC) for Transforming Masculinities to Promote Gender Justice in East and Southeast Asia.