

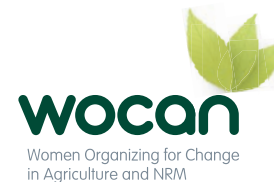
## INFORMATION & BOOKING

For information on fees and in-house tailored courses, please send a request to [info@wocan.org](mailto:info@wocan.org). Visit us at [www.wocan.org/training](http://www.wocan.org/training).

**W**omen Organizing for Change in Agriculture and Natural Resource Management (WOCAN) is a women-led international membership network of women and men professionals which provides expertise to assist agriculture and natural resource management organizations to strengthen women's leadership capacity and to mainstream gender into their internal structures, programs, projects and policies. WOCAN's global network of Core Associates provides skills in agriculture and natural resource management technologies, gender mainstreaming, organizational change, negotiation, policy and decision-making, participation, advocacy and women's leadership to secure women's equal access to and control of resources and benefits to improve the livelihoods of rural people.

# wocan

Women Organizing for Change  
in Agriculture and NRM



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**Reframing Leadership  
for Gender Equality  
IN AGRICULTURE  
AND NATURAL RESOURCE MANAGEMENT**

## THE COURSE

Challenges that organizations face today require individuals to practice alternative 'relational' leadership which is suitable for both women and men, and support women's leadership and gender equality.

In general, leadership is largely conceptualized and practiced in "masculine" terms, which hinders gender equality and individual performance. **This course** provides women as well as men with an opportunity to reflect upon and to challenge traditional notions of leadership within their organizations and personal lives.

## KEY OUTCOMES

Upon completion of **the course** participants will be able to :

- Strengthen their leadership and effectiveness within their organizations and individually
- Constructively manage interpersonal conflict
- Be able to develop gender indicators for easy monitoring and evaluation
- Design effective strategies to influence and build alliances, that include men and women

## WHO SHOULD ATTEND

**The Reframing Leadership for Gender Equality course** is most useful for women and men in mid-level and senior management positions within organizations, who are engaged in agriculture and natural resource management, and who want to increase their effectiveness at work by applying innovative ways of leading:

- Managers and leaders who want to influence the organizational culture by applying innovative ways of leading
- Technical specialists, gender focal points and professionals who are tasked with mainstreaming gender and supporting women's empowerment in their organization or programs.

*We work with small groups of participants  
(max. 25 per course)  
to ensure a highly personalized learning environment.*

## OUR APPROACH & METHODOLOGY

The focus and format of the **Reframing Leadership course** can be adapted to the needs and priorities of any organization.

**Our residential five day course** is an intensive and experiential environment where participants are taken through a learning and transformative process, leading to direct application into work situations. It usually includes the following elements:

Self-awareness of one's leadership potential	<ul style="list-style-type: none"> <li>• Who am I?</li> <li>• Identify and gender</li> </ul>
Defining leadership & exploring relational practices	<ul style="list-style-type: none"> <li>• What leadership is not</li> <li>• Leadership as relational practice</li> <li>• Frames and frame analysis</li> <li>• Leadership and power</li> <li>• Leadership and the organization</li> </ul>
Learning & practicing relational leadership	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Negotiation</li> <li>• Networking</li> </ul>
Developing an action plan for effective leadership	

Follow-up coaching is available on request and includes 25 hours support of each attendee during the following 12 months.

**Reframing Leadership for Gender Equality** employs a workshop approach and is based on principles of Adult Learning, allowing participants to examine what leadership is and is not, and challenges the gendered nature of leadership practices. Through a series of exercises, simulations and reflection, participants discover, enrich/unleash and strengthen their leadership skills, based on their own experiences (cultural, social, work, etc).

**The course** involves individual sharing, small group and plenary discussions, brief presentations, movies and documentaries and reading relevant literature on leadership. At the end of **the course**, participants receive a set of materials and a list of references.



## OUR TEAM

**The Reframing Leadership for Gender Equality course** is facilitated by a lead trainer with extensive experience of leading learning and development courses and workshops and **WOCAN's** Team of Trainers in Africa and Asia. All trainers are highly experienced in the areas of agriculture and natural resource management, gender and development, and participatory training methods.

<http://www.wocan.org/core-team>