

FEMALE LEADERSHIP

AGRITERRA TRAINING PROGRAMME



INTRODUCTION

Most cooperatives are composed of male and female members; often women form 30%-40% of the members, sometimes even more. However, women farmers are frequently under-represented in decision-making bodies within agricultural cooperatives. The inclusion of women in cooperatives is important for the development of farmer-led agricultural enterprises,

for the farm as a family business and in order to contribute to more equal relations between men and women in general. Therefore, Agriterra supports the process of building female leadership in agricultural cooperatives.



PARTICIPANTS

This training is directed at the female (potential) leaders of agricultural cooperatives.

This training programme is designed specifically for:

- Female members and female leaders of cooperatives who want to increase their knowledge and skills in leadership at their cooperative.
- During the workshop, also male members are invited to increase their knowledge on leadership, gender and diversity.

The group consists of:

- Women and men in leading positions of 3-5 cooperatives
- Total group count is 25 persons: 15 women and 10 men
- Recruitment and selection is done together with the local business advisors.



OBJECTIVES

Strengthening the position of female members and leaders in farmer owned enterprises.

At the end of the workshop the participants:

- Have insight in the current position of men and women in their cooperative.
- See the (business and social) advantages of female members and female leaders in cooperatives.
- Are strengthened in their position of leader and act as a role model.
- Have identified follow-up actions to increase female membership and female leadership in their cooperatives.



COSTS

Available on request, but free of charge for Agriterra clients.



The workshop

Female Leadership creates a lot of insight of the position of men and women.





REQUIREMENTS FOR PARTICIPATION

The selection of attendees for any training course is essential for its success. Therefore, to obtain the best results from these sessions, the cooperatives invited to the training course should keep in mind the following criteria when proposing the course to their members:

- Select the current and potential women leaders of the cooperative.
- All participants should have a good knowledge of writing, reading and speaking in English.
- On the second, third and fourth day, men will be invited to the workshop. The men have to be flexible and willing to learn about gender and the biases.
- Minimum three, maximum five cooperatives will be invited to participate. A selection of female leaders and potential female leaders will be made by the business advisors.
- 25 participants: 15 women and 10 men.



PROGRAMME

WHEN?	WHAT?
Day 1	Women in cooperatives; gender versus sex and leadership
Day 2	Gender in cooperatives, leadership styles, role play and exercises
Day 3	Personal leadership, benefits of diversity in a cooperative
Day 4	Action planning and follow-up
After 3-6 months	Follow-up day



WHAT'S IN IT FOR YOU?

The workshop Female Leadership creates a lot of insight. All the participants are aware of the importance to change the position of the women; also they get insight of the added value of good leadership and having a diverse team in the cooperative with different characteristics.

Main components of the training are:

- Current female positions within the cooperative
- Diversity in the cooperative; what are the advantages for the cooperative?
- Gender roles and their influence
- Leadership development; learn about different leadership styles
- What makes you authentic: personal leadership (practical exercises on formal and informal roles; core qualities of leadership)
- Action planning: how can we encourage female leadership development?



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Agriterra is an agri-agency founded by the Dutch agricultural sector that professionalises farmer organisations and cooperatives worldwide in order to better serve the needs and interests of their member farmers.

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