



GOVERNANCE & LEADERSHIP

TRAINING PROGRAMME ● ● ● ● ● ● ●

## Training description

Female Leadership





## TRAINING PROGRAMME ● ● ● ● ●

### **COURSE NAME**

Female Leadership Training

### **DURATION**

3,5 days + follow-up day after 6 months

### **FOR WHOM**

- Board of members of the cooperative
- Female leaders



## *Cooperative business development & farmer entrepreneurship Advice – Training - Exchange*

Agriterra professionalises ambitious farmer cooperatives and organisations worldwide. Cooperative expertise and peer-to-peer advice from the Dutch agri & food top sector are key principles; advice, training and exchange are the key methodologies.

Agriterra developed a range of practical training products for cooperatives and agricultural organisations in emerging economies.

# FEMALE LEADERSHIP TRAINING

## Objective

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 underrepresented 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.

Overall objective: A uniform workshop tool for strengthening female participation and leadership in farmer owned enterprises.

The specific objectives of the workshop female leadership are:

- To build-up the capacity of current and potential women leaders of cooperatives by equipping them with leadership and management knowledge and skills.
- To raise awareness of (women) leaders, staff and members on the manifestations of gender bias (against women) in cooperatives, why diversity in cooperatives can improve business performance and how to tackle challenges they face in practice.
- To develop tailored advice for the cooperative, for improvement and outlining follow-up actions to increase female membership and leadership.

## Who is this programme for?

This training programme is directed at the female (potential) leaders of agricultural cooperatives and is designed specifically for:

- Female member 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.



## Selection of Participants

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. 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 advisor.
- 25 participants: 15 women and 10 men.

## Training Content

The main components of the training are:

- Current female positions within the cooperative
- Diversity in the cooperative; what are 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?

## Training Results

After the completion of the programme:

### DO:

- Participants are able to communicate about gender, roles, and biases in an open way and are willing to share their own stories.
- Participants can share dilemmas on female leadership and discuss about them.

### KNOW:

- The advantages of women as members and leaders in cooperatives
- The current position of women in cooperatives
- The existing gender roles and their consequences
- The different forms of leadership
- The characteristics of a good leader
- The personal leadership roles
- How to plan follow-up actions to increase gender and female leadership in the cooperatives

### UNDERSTAND:

- Participants define their own position as women in the cooperative
- The importance of female members and female leaders in cooperatives



## Training methodology

The training methodology is very practical, it calls for everyone's participation and quite often the training is fun! It is based on real questions, in line with the reality of the participants. This qualifies them to apply proven techniques instead of just theoretically talk about them. We work creatively with the aim of understanding about female leadership to strengthen female participation and leadership.

For the training, various learning methods are used to stimulate interest and to grasp the different learning styles of the participants. This includes illustrated presentations, movies, group exercises, debates and an excursion. The exercises are carried out in small groups of 4-5 persons or in pairs.

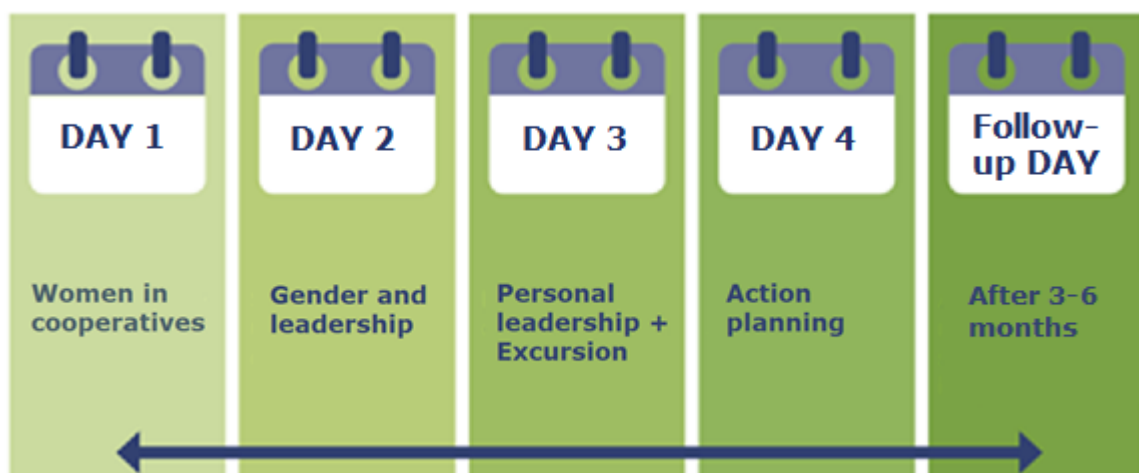
On the third day an excursion is planned to a female leader in the area, or to a cooperative that made successful steps and where the inclusion of women/diversity is taken into account. The excursion aims to inspire and motivate the participants the day before making the action plans.

After the 3,5 days of training, tailored advice and an action plan will be designed for the follow-up day.

## The facilitators

All Agriterra's trainings are conducted by high qualified professional trainers that have been introduced to our very specific methodology through a very solid process of induction. We believe that our trainings should be delivered in the spoken language of the participants, that is why we have invested in a wide number of local trainers that can use the common language and jargon of their own organisations.

## Programme overview





## DAY 1

### SESSION TOPICS

1. Introduction – getting acquainted
2. The current female position
3. Cooperatives and gender roles

## DAY 2

### SESSION TOPICS

1. Recap day 1 - getting acquainted
2. Gender in the cooperative
3. Leadership styles
4. Different forms of leadership

## DAY 3

### SESSION TOPICS

1. Personal leadership
2. Excursion

## DAY 4

### SESSION TOPICS

1. Action planning
2. Follow-up meeting
3. Support to achieve results action plan

## Follow-up DAY

### SESSION TOPICS

1. Progress and follow-up at cooperative level