

Women Leaders in Learning for Development

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Outline

I. Context

II. Reflecting on Women's Leadership

II. Two Faces of Transformational Leadership

III. Towards transformation & empowerment

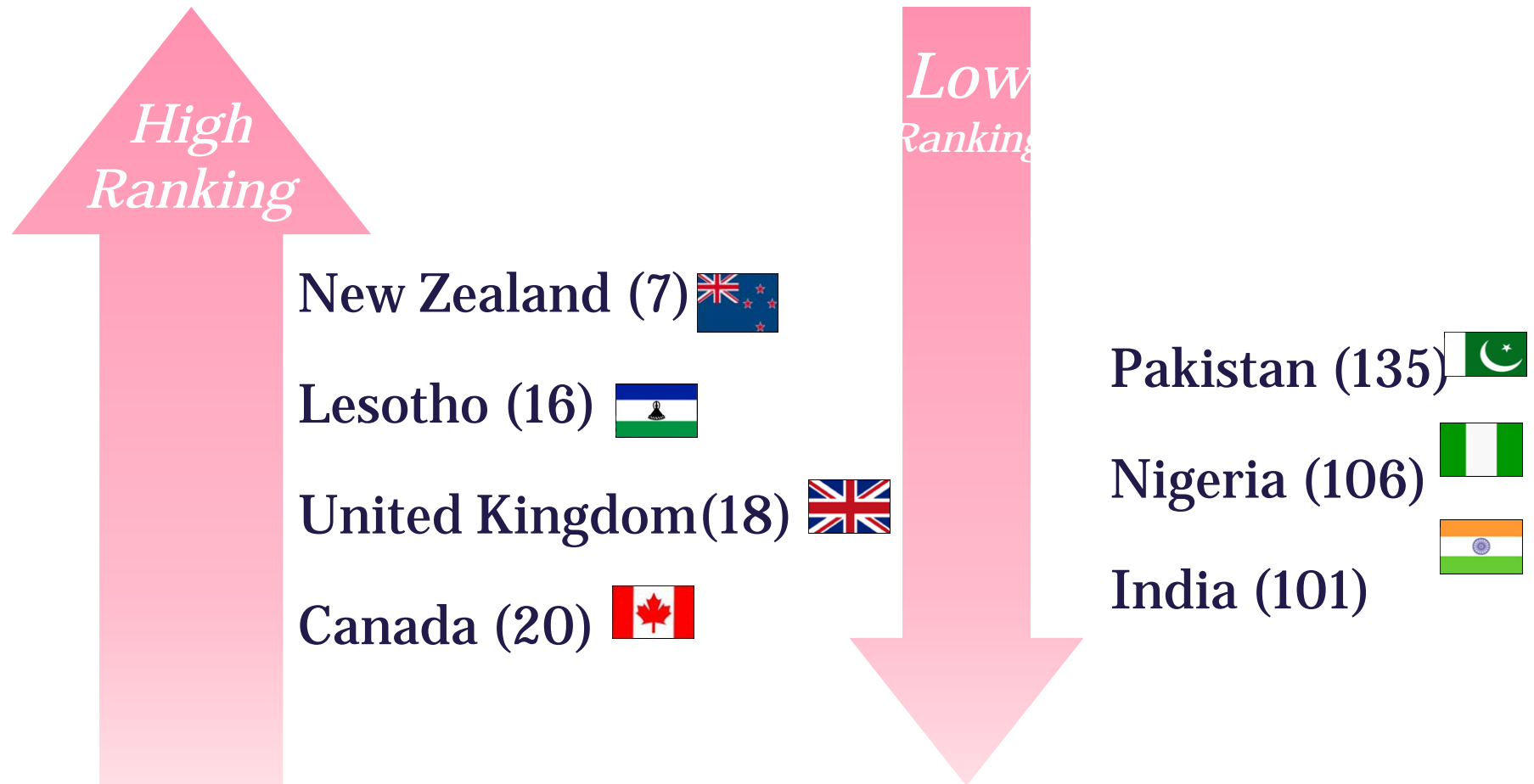


I. Context

Women disadvantaged

- Rights
- Resources
- Voice

Gender Gap in Commonwealth Countries (2013)






Source: World Economic Forum – The Global Gender Gap Report 2013. Retrieved July 15, 2014.



*Poverty has
a female
face*

Vice-Chancellors: Gender Statistics

Country	% Of Female Vice-chancellors Of Public Universities
	14%
	14%
	3%

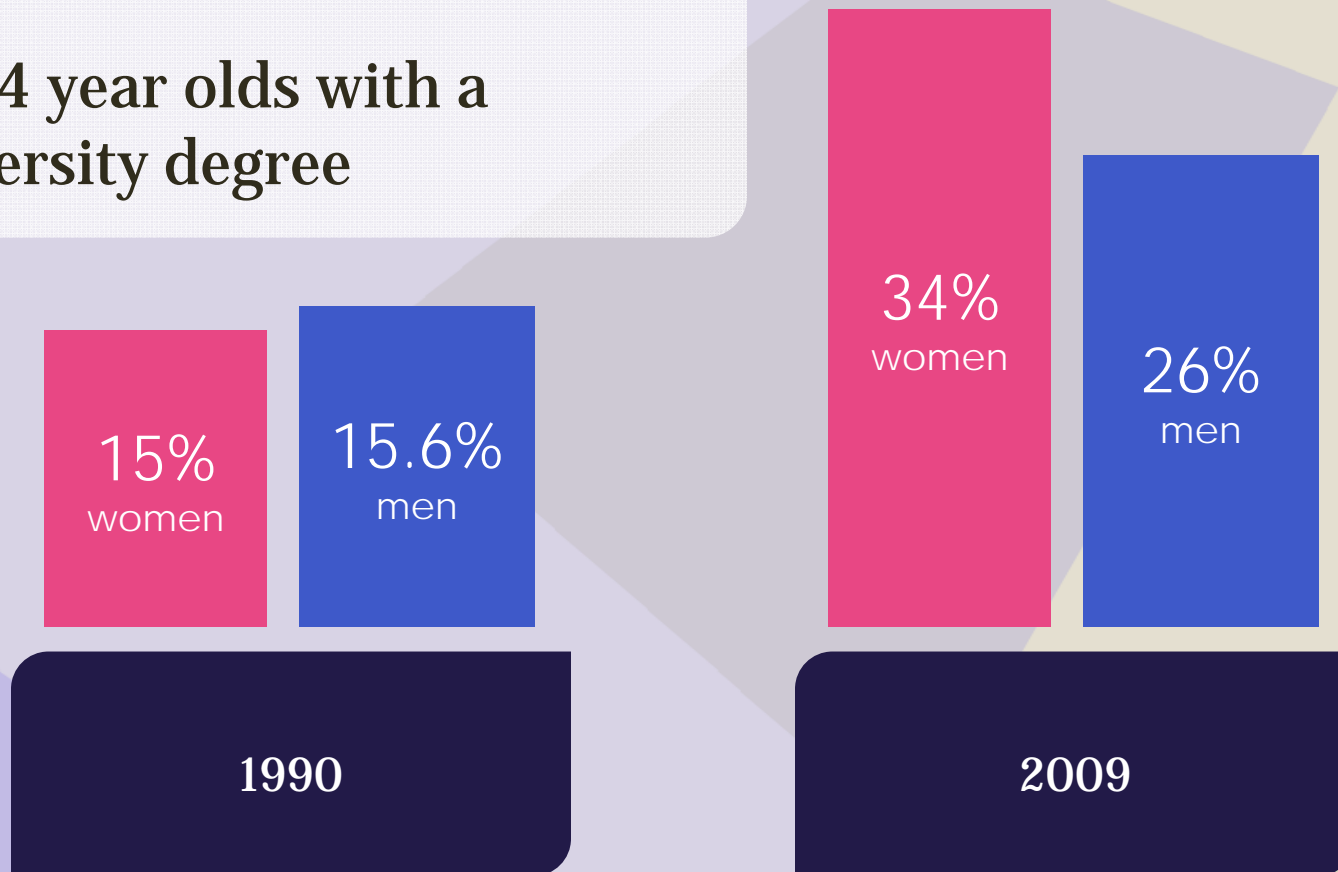
Source: British Council, Going Global 2015, Defined by absence: the Invisible women in HE Leadership



II. Women and Leadership

Women and education in Canada

25-34 year olds with a university degree



Why so few women reach the top?

- Family responsibilities
- Social norms
- Desire to be liked



Gender Bias: Howard/Heidi

Heidi Roizen: successful by using her ‘outgoing personality...and vast personal and professional network [that] included many of the most powerful business leaders in the technology sector’

Impressions:



Howard Roizen
Appealing colleague



Heidi Roizen
Selfish

Are women leaders preferred?

 **40%** prefer male managers
20% prefer women

44% women preferred male managers

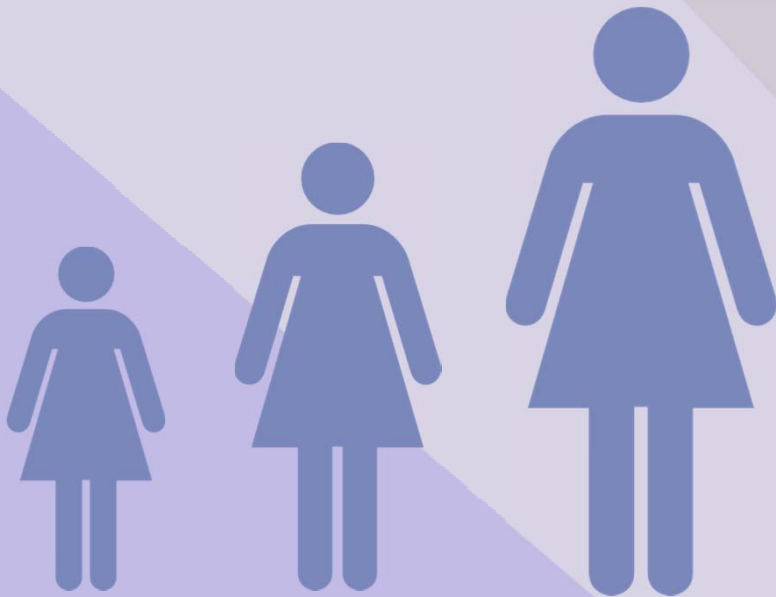
Only **23%** preferred women





*III. Two Faces of
Transformational
Leadership*

Transformational leadership enables the disempowered to get empowered.



Empowerment

Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.



Source: World Bank, Empowerment, <http://go.worldbank.org/S9B3DNEZ00>

Dame Carol Kidu

Papua New Guinea



- Australian
- Married a professional from PNG and became a citizen
- Integrated into the culture and society
- Saw the poverty, domestic violence against women; women's disempowerment in her society

Photo credit: Digicel Foundation

Her contribution

- Established community learning centres
- Promoted lifelong learning
- Helped other women to become leaders
- Won all elections but chose to retire from politics and work in an NGO

Women leaders...

“ walk with people, they talk with people, they learn from people and they lead by example.”

Dame Carol Kidu



Peria Jakkamal

India



- Illiterate from a remote village
- Restrictions on women's movement outside the village
- No asset or resources
- Joined an NGO and started SHGs in her village

Her contribution

- Mobilized women to become learners
- Empowered the community to negotiate with financial institutions



For her

“ Leadership is not a permanent fixture - It is highly temporal-when more efficient leaders are emerging, you should pave the way and support them.”

Peria Jakkamal



What do they share?

- People-oriented: empathetic and respectful
- Courageous
- Effective negotiators
- Networkers and communicators
- Lifelong learners



*IV. Towards Transformational
Leadership & Empowerment*

Women Leaders in Development

- Leadership evolves through non-formal and informal processes
- No structured roadmap for the evolution of leadership
- Leadership is issue-based and not necessarily based on a position

Transformational Leadership & Empowerment



Can take place at the bottom of pyramid, not just in the boardroom

Transformational Leadership & Empowerment

Key Message

Transformational leadership is a skill and must be promoted among women if the SDGs are to be realised by 2030.





Thank You
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