



EMPOWERING WOMEN IN MANAGEMENT

DFC Learning Programme at MS Training Centre for Development in Arusha,
Tanzania

26 August – 6 September 2024

INTRODUCTION

In Denmark's Strategy for Development Cooperation and Humanitarian Action – 'The World 2030', equal access and inclusiveness is an important aspect of delivering services to individuals, groups and societies.

The strategy emphasises that Danish development cooperation will contribute to the realisation of the Sustainable Development Goals – A world in balance without extreme poverty. The focus is on sustainable growth and development – financially, socially, and environmentally – where no one is left behind, and a particular focus on SDG 5: "Achieve gender equality and empower all women and girls".

As part of these priorities, the Danida Fellowship Centre (DFC) has contracted Tana Copenhagen, a leading Danish consultancy company, to facilitate the *Learning Programme on Empowering Women in Management*. The course aims to build the capacities of Danida-supported organisations to strengthen their work towards achieving gender equality, especially at the management level.



COURSE PARTICIPANTS

This course is designed for mid to senior-level managers with experience and responsibilities in different thematic areas of Danida-supported organisations. These organisations may represent government, institutions, civil society organisations as well as business interests.

The course can accommodate a maximum of 25 participants. Geographical, sectoral diversity and gender will furthermore be taken into consideration. The participants are expected to work in a relevant leadership or management position where learning from this course can be directly applied.

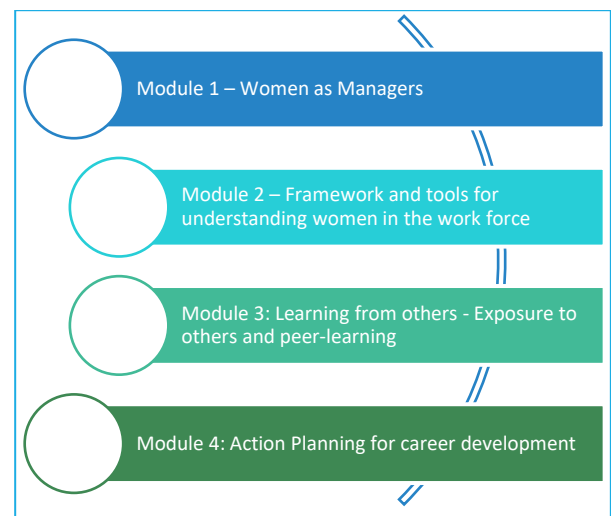
LEARNING OBJECTIVE

The course's overall learning objective is:

To improve the ability of female participants to understand and analyse barriers for equal rights and opportunities in the work force, to understand how gender impacts leadership and management and build confidence in their personal abilities as managers and leaders to lead others and take steps towards their own career growth.

COURSE MODULES AND COMPONENTS

The course is structured along four modules:



In **Module 1**, you will develop your confidence and skills further as a leader/manager. Participants will firstly look at themselves and realise the personal barriers, the way they were socialised and obstacles to overcome in their role as managers as well as consider the strengths and benefits of female leadership and management. We will zoom in on the challenges women face internally (through limiting beliefs, and lack of self-confidence) and socially (negative norms, attitudes, and behaviours). Participants will learn more about the leaders they want to be and make commitments about behavioural changes they want to implement to move their careers forward and advocate for themselves and other women. This will be manifested in their action plans as part of module 4.

Module 2 will teach you about the main international, regional, and national frameworks affecting women in the workforce and will equip you with the tools to analyse structural barriers to equal rights and opportunities and strategies to address these barriers to improve the conditions for women and to reduce the gender gap. Participants will be able to analyse different policies and inform gender transformative programming in their respective positions.

In **Module 3**, we learn from cases and people from various countries and sectors and allow ourselves to be inspired. We will meet women with whom we can mirror ourselves and learn from their paths, choices and lessons from their leadership and management positions and grow our support network.

Module 4 allows you to work on your action plan, where you address a key challenge, you face and make a clear plan for your personal and professional career development. You will be assigned a counsellor who will support you in your project plan.

LEARNING APPROACH

This course seeks to ensure a highly participatory learning environment for the participants. To fulfil this objective, the approach of the course will integrate the participants' knowledge of local conditions and their daily working life into the training as an active component and thereby promote peer-to-peer learning.

During the course, participants will explore key issues focusing on applicability and relevance to their work situations. The course will combine classroom-based sessions with presentations and group work as well as exposure visits to relevant organisations and case study analysis. Another dimension of the course is the opportunity to meet and critically discuss with like-minded colleagues from across the world, thus enabling peer-to-peer learning and networking.

It will also provide a safe space where participants will feel free to share their experiences with others and seek feedback from others on practical strategies to overcome.

COURSE VENUE AND DATES

The course will take place physically in Arusha, Tanzania between 26 August – 6 September 2024 at MS TCDC, a renowned pan-African training centre.

Tana Copenhagen will conduct the training course in collaboration with TCDC (also responsible for logistics during the course) and DFC will be responsible for participant selection and course administration.

CERTIFICATION

Active and satisfactory participation during the entire course will be reviewed and evaluated towards the end of the course period. A certificate will be issued to participants upon successful completion of the course on the final day of the course.

COURSE FEE

The course is free of charge, financed by the central fellowship fund. The scholarship is all-inclusive covering study fees, international air ticket, accommodation, allowances, health insurance, etc.

APPLICATION AND CONTACT DETAILS

Applicants must apply through the DFC online application portal.

The application must be endorsed by the responsible desk officer at the Royal Danish Embassy or at a Danida-supported organisation in order to be eligible.

The final selection of candidates will be carried out by DFC and Tana Copenhagen.

For questions related to the application and the procedures, please contact the Royal Danish Embassy in your country or DFC.

For questions related to the course content please contact:

MR Anders Kragh Bingen, Course Manager
Telephone: +45 3171 8811
Email: akb@tanacph.com

WHAT IS DANIDA FELLOWSHIP CENTRE?

Danida Fellowship Centre (DFC) manages and implements support of capacity development in Danish-funded programmes and projects worldwide. DFC is responsible for the educational, administrative, and practical aspects of the training.

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COURSE MANAGEMENT TEAM



Ms Gry Guldborg is an experienced strategic consultant. She has designed and facilitated transformative organisational processes for many organisations worldwide. She has more than 20 years of experience in developing and challenging leaders in all sectors. She is an executive coach and has worked intensively with her own leadership through the years. She has delivered training to Danida over the last ten years. She has had leadership positions in the global company Ramboll, Mannaz and the Kaospilots. She is currently founding and co-creating Emerging Earth - a sustainable movement.



Mr Anders Kragh Bingen (M.Sc. International Development Studies) is a senior consultant at Tana Copenhagen specialising in organisational development and governance. Anders has more than 15 years of hands-on experience in monitoring and evaluating projects and organisations with a focus on Africa, Asia, the Middle East and Eastern Europe. He has extensive experience as a project manager and as a facilitator of more than 40 training courses and workshops for DFC and other organisations.

OTHER COURSE TRAINERS



Ms Doris Ndewa Likwelile is a learning and training and business development specialist. Currently serving as the Head of the Learning and Training Unit in MS TCDC. She is responsible for leading the design and implementation of capacity development interventions.

Doris is a feminist leader who seeks to see a global world that respects and fulfils the rights of young people. She believes in developing learners' skills in self-directed inquiry. Doris also believes that transformational leadership towards achieving gender equality is important for a fair and productive working environment and sustainable development. An inspiring leader, Doris enjoys working with young people, especially young women, to build their confidence in making decisions and having choices.

Doris has a Master's degree in international business from Cardiff Metropolitan University, UK, and a Bachelor of Arts in business from Greenwich University, UK.



Ms Mary Alice Bamusiime is a Gender Equality and Social Inclusion Expert based in Tanzania. Alice has 20 years of professional experience in national, regional, and international development. She has recognized gender integration expertise, has led teams to design and implement gender-sensitive programming, gender training, conducting research & social/gender audits, and experienced in organizational enhancement, and climate change, as well as engendering policies, documenting best practices, case study development as well as monitoring, evaluation and learning. She is a Trainer and Research Associate Expert at MS-TCDC, a resource person at ESAMI and a gender Consultant at the World Bank. Alice has a Master of Development Gender and Rural Development degree from Vanhall Larenstein Part of Wageningen University of Applied Sciences the Netherlands and a Bachelor of Arts in Gender and Development from Makerere University Kampala, Uganda.