



Bankers Institute of Rural Development (BIRD)
(A Premier Learning Center of NABARD)
Lucknow, Uttar Pradesh, India

Brief Course Design

International Program on Developing Women Leadership

‘...greater gender diversity on the senior team corresponded to the highest performance uplift in their data set. Women leaders have a key measurable impact on an organization’s bottom line’ (Mckinsey & Company, 2015). Despite, the demonstrated benefits of the inclusiveness and participation of women in any meaningful process, women are still marginalized, face brunt of discrimination not in the form of inequalities alone but also as violence and sexual abuse.

Tanzania is one of the several countries which is taking concrete steps to enhance participation of women in various development activities, thereby attempting to address the gender concerns. Developing women leadership is one such move of the policy makers.

Participants: officials of Department of Immigration, Ministry of Home Affairs, Govt. of Tanzania.

Aim

The aim of the program is to develop key competencies of leadership among the participants.

Objectives

By the end of the program the participants would be able to:

- Describe the status of women in development in Tanzania;
- Explain meaning of women empowerment and leadership;
- List out gender inequalities, its effect of development and role of women leadership in addressing the same;
- Discuss important steps for Self-Empowerment & Inter-personal Communication
- Demonstrate strategies for conflict resolution and building team for synergetic outcomes in terms of building constructive women networks
- Discuss suitable measures to prevent violence and sexual abuse against women

Course Content

The program will lay emphasis on the following:-

- Status of Women and their contribution in development with a focus on Tanzania
- Gender concerns and role of women leadership to address the same
- Self-empowerment & Inter-Personal Relations
- Conflict Resolution & Team Building
- Emotional Intelligence

Training Methodology

Discussion, exercise, case method, field visits, interfaces with the women leaders and many other participator methods will be used to make the program interactive and intense.

Duration

One week i.e. 5 days (residential) at Bankers Institute of Rural Development (BIRD), Lucknow including relevant field visits during 19th – 23rd February 2024