



Every Woman is a Leader!

How to support rural women to become leaders in a very conservative context Niger presentation

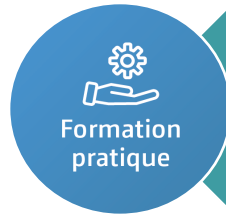


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Plan de la formation



Curriculum Development Context
Structure & approaches used
Results



The Tree of Life
Limiting beliefs
The Four Glasses – Leadership types
Skills of a good leader - human web



Operational aspects
Lessons Learned
How to adapt to new contexts

GIRMA Project in Niger

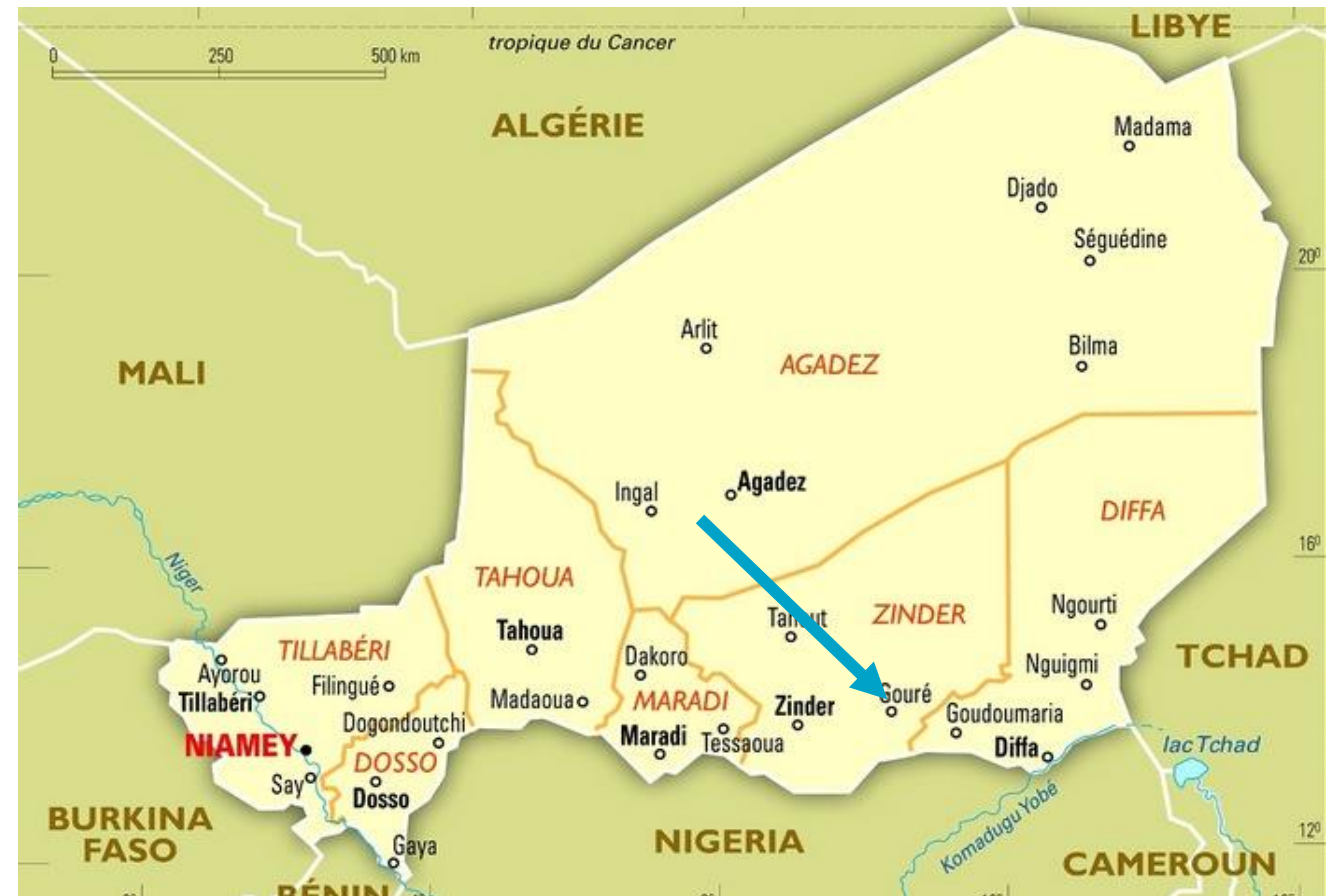
Magaria and Dungass Department

- 11 communes
- 622 villages
- 900,000 participants

250 Employees:

- 4 international staff
- 74% men
- 26% women

Project duration: 2018 - 2023



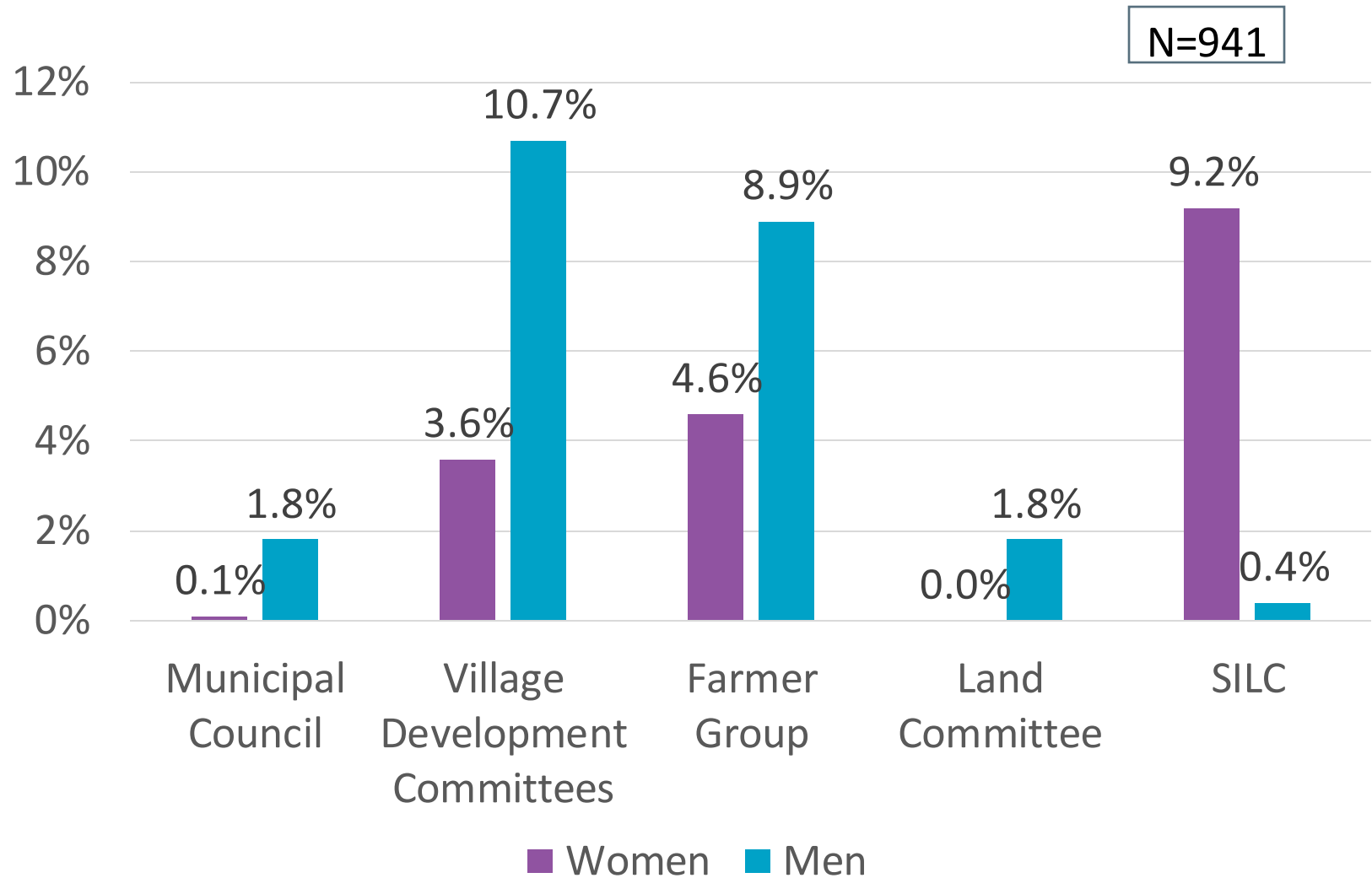
Objective: Improve food and nutrition security for 842,000 vulnerable households and strengthen community resilience



Baseline Findings

- Few women in community development organizations
- Cultural & restrictive norms limit:
 - Active participation
 - Positioning in leadership positions
 - Self-esteem

Percentage of Women and Men in Community Structures at Baseline



Socio-Ecological Model that Supports Women's Leadership



Individual

- Literacy training
- Leadership training



Household

- Harmonious Family House



Community

- Women's rights training

Approaches Used

- Participatory
- Interactive
- Activities
- Role-play
- Action plans



Curriculum Objectives

- Helping women in leadership positions
- Helping women overcome their limiting beliefs
- Strengthening women's skills to participate in decision-making

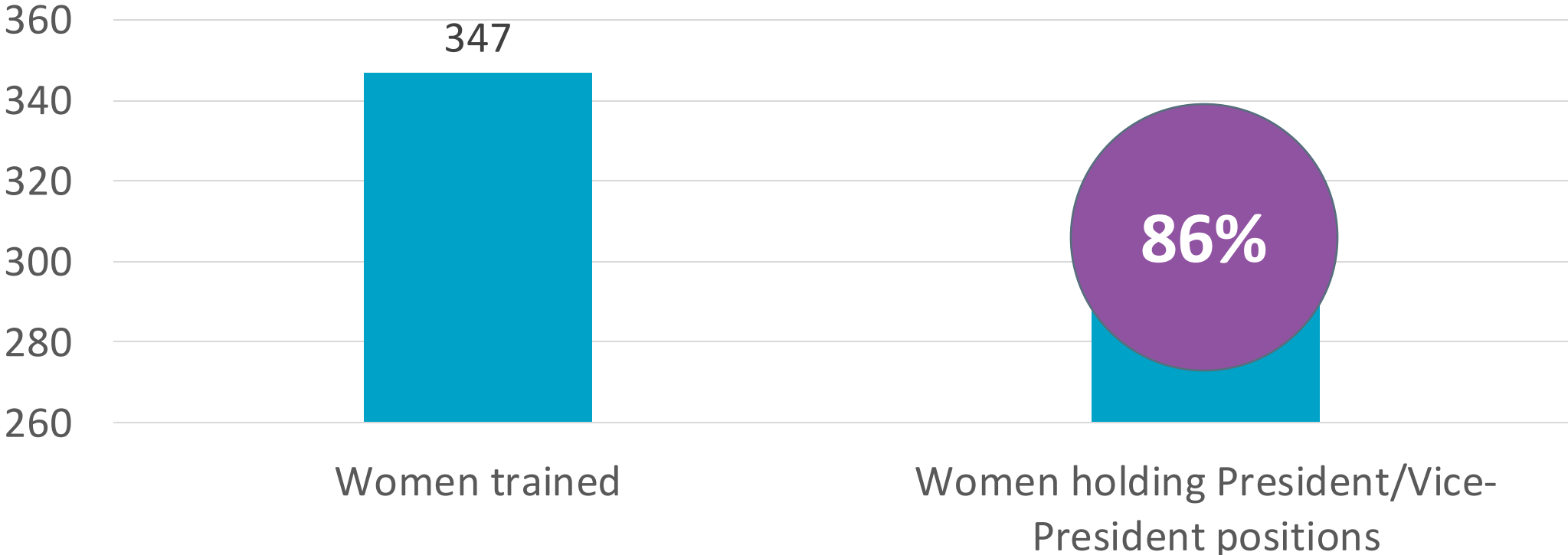


Module content



Main Results

Women Leadership Program Results



Practical Sessions– Instructions



Formation
pratique

- Breakdown of participants into 4 groups
 - 2 groups of Francophones
 - 2 groups of English speakers

Creating a safe space

Understanding Yourself: The Tree of Life

Like a tree

Reflecting on our lives to
better understand our identity
and aspirations.



The Tree of Life

The roots

Your history and life experiences
family, friends, mentors, traditions of
your childhood, religion, language social
movement.



The Tree of Life

The trunk

Represents everything about your current life: Thoughts, work, daily activities, responsibilities, Health, home.



The Tree of Life

Fruits

Represent achievements
children, a home, a profession, a job,
any other significant achievement.



The Tree of Life

Buds

Represent your hopes and dreams for the future, aspirations big or small. They serve as the basis for the fruits of your life.



The Tree of Life

Draw or reproduce a tree that represents your tree of life (roots, trunk, fruits and buds)

- Roots represents you past
- The trunk represents everything about your current life
- Fruits represent achievements
- Buds represent your hopes and dreams for the future



Limiting belief



Limiting belief

Nos espoirs et nos rêves,
les bourgeons de nos arbres,
sont affectés par ce que nous croyons.
En fait, ce à quoi nous pensons chaque jour,
notre tronc, est lié à ce que nous croyons.
Par exemple, si je crois que je peux devenir
un bon leader, je réfléchis à la manière
dont je peux le devenir

Limiting belief

- Belief that makes a person doubt what she can do or be
- May come from an erroneous conclusion about something in life
- In the form of an apology
- Negative thoughts of worry
- Justifications, fears, etc.

Common Limiting beliefs

Helplessness

You think you do not have the capacity to achieve your goal

- Why does this always happen to me?
- I am always wrong
- I don't have the skills to succeed

Worthlessness

You think you don't deserve to reach your goal because you're not good enough

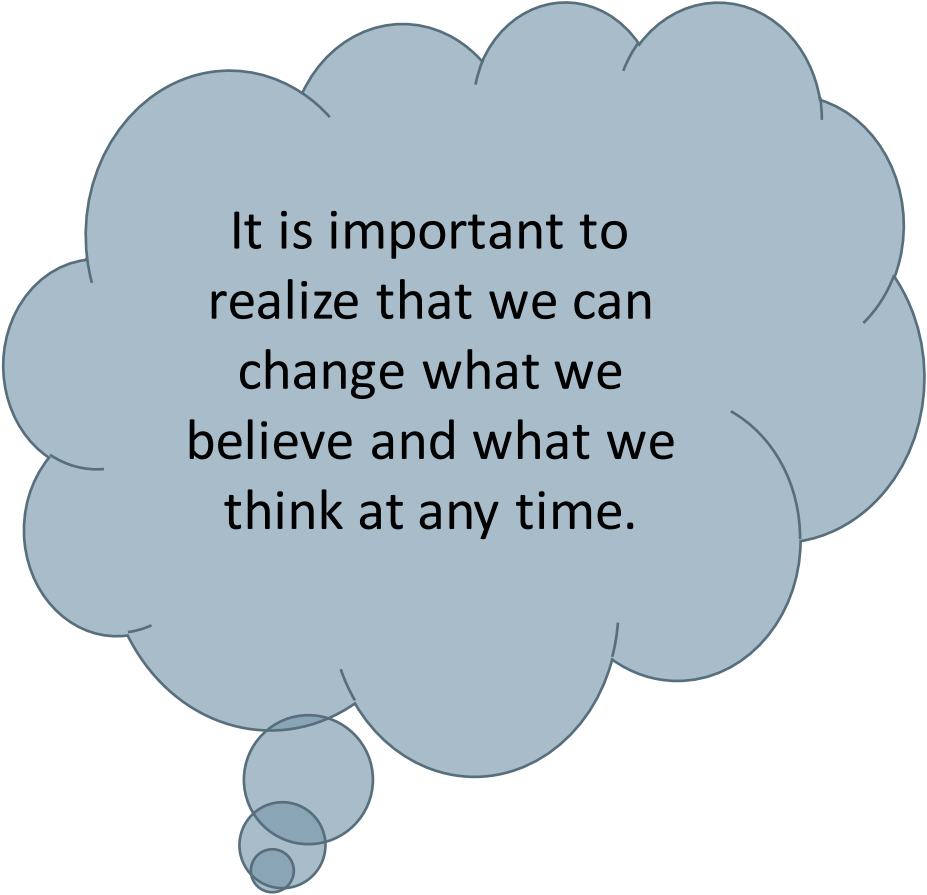
- I don't have confidence in my ability to be a good leader.
- When I speak, people are bored
- I am worthless

Recognizing our own limiting beliefs

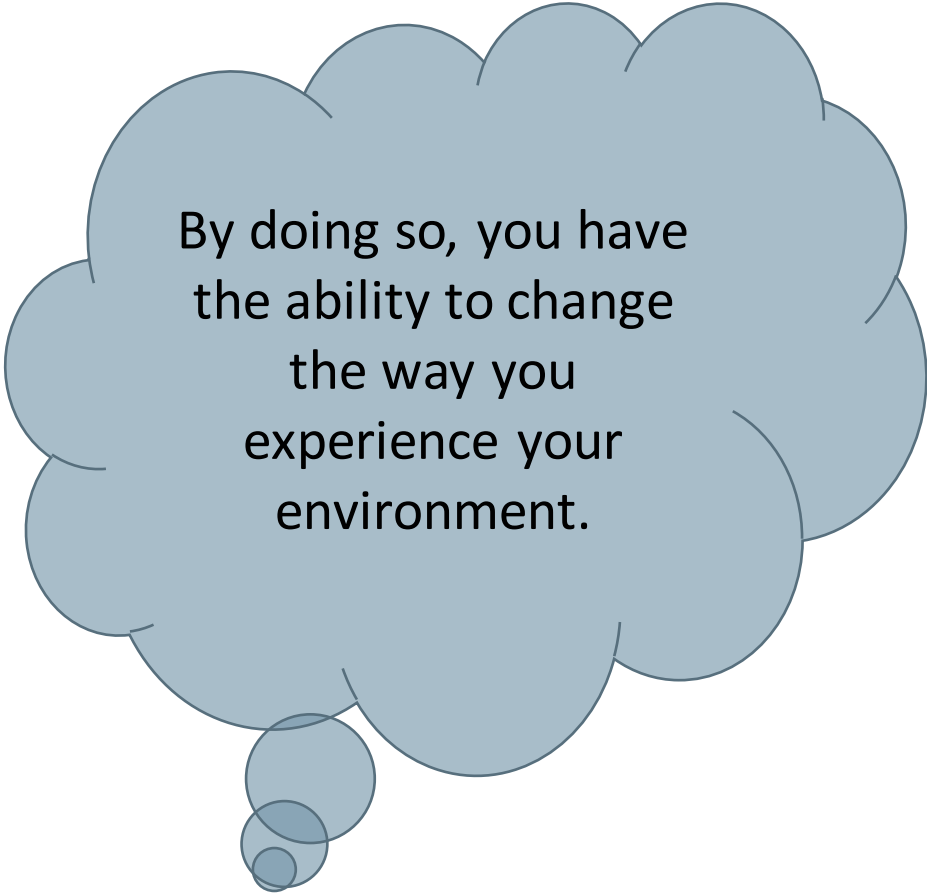
Instructions (10 min.)

1. From your tree, select an aspiration you're going to work on
2. What negative thoughts come to mind when you think of this aspiration?
3. What unnecessary assumptions do you make to achieve your goals?

Reframing Limiting Belief

A large, light blue thought bubble with a black outline, containing text. It has three smaller, overlapping circles at the bottom left, also in light blue with black outlines.

It is important to realize that we can change what we believe and what we think at any time.

A large, light blue thought bubble with a black outline, containing text. It has three smaller, overlapping circles at the bottom left, also in light blue with black outlines.

By doing so, you have the ability to change the way you experience your environment.

Reframing our Beliefs Exercise

During this activity, you would ask participants to select one of their limiting beliefs from the previous exercise. Ask them to reflect on the following questions silently.

1. Why do I have this limiting belief?
2. Does this limiting belief make sense?
3. What would I like this belief to be?
4. How can I reframe this belief to be positive?
5. Are there other people I know who believe otherwise? How does it work for them? Could this work for me?

Examples of Flawed Thinking Patterns and Reframing

Self-blame

- Because I forgot to take my supplies I am a bad person
- I forgot to take my supplies but I can understand so that it does not happen again.

Irreversibility

- Because I forgot the deadline, there will never be other opportunities
- Even if I missed this chance I can look for other opportunities

Overgeneralization

- Person X was mean to me, so nobody likes me.
- Person X is a gift to help me learn or understand something. Those who challenge us can be our greatest teachers!

Examples of Flawed Thinking Patterns and Reframing

Black & White Thinking

- My life is worthless without my husband
- Although my husband is a good man, he does not define my value

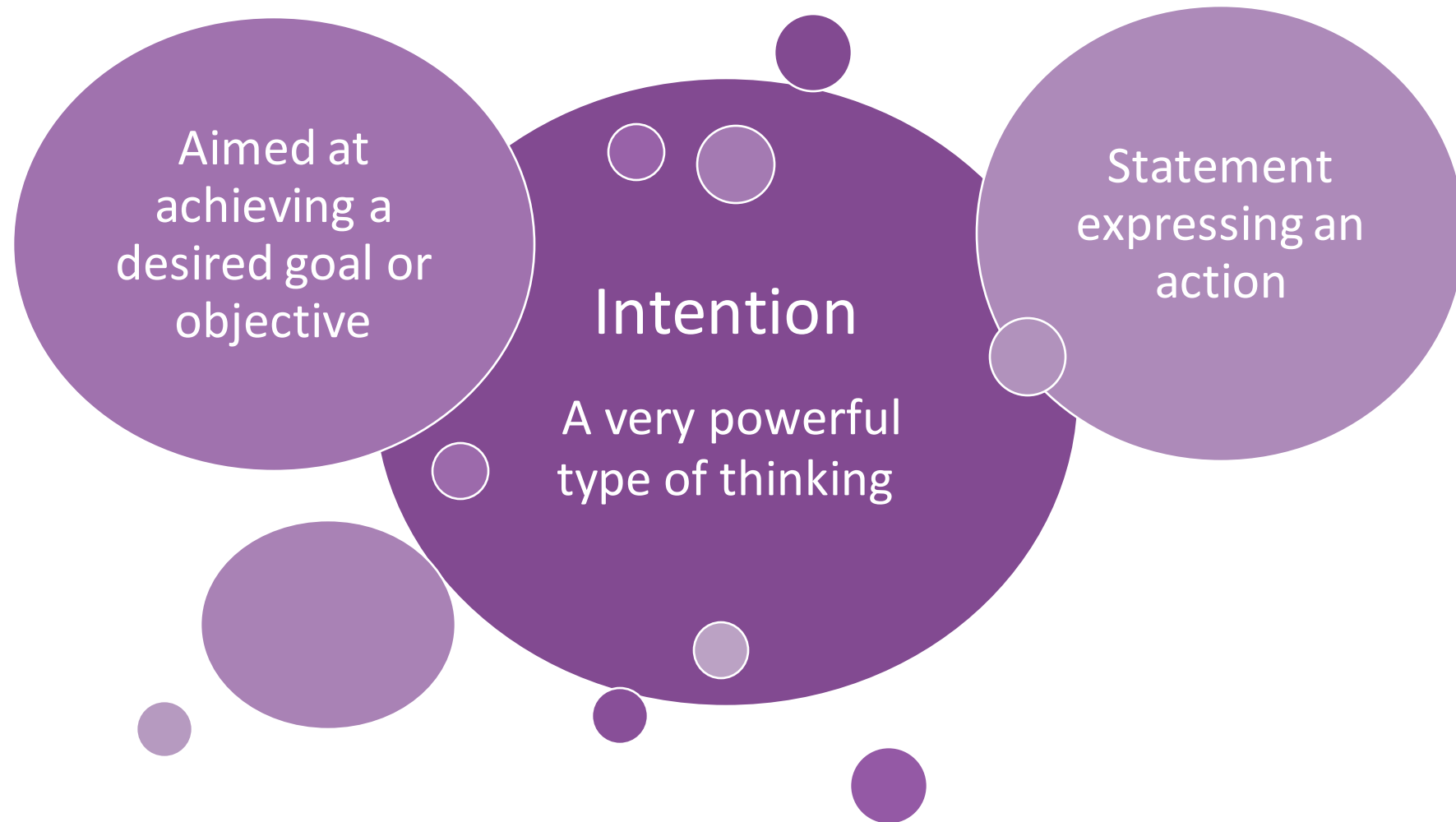
Personalization

- My mother-in-law is mad because she hates me.
- My mother-in-law may be upset for many reasons that I am not aware of—like poor health

Overreacting

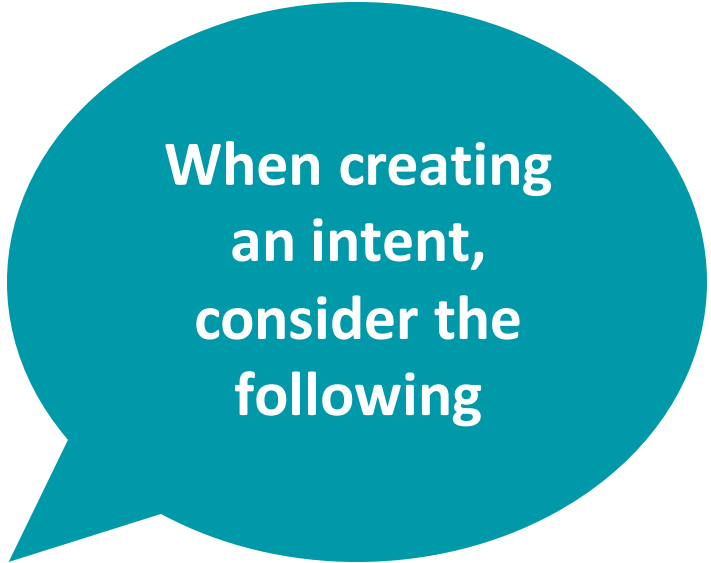
- I forgot to order supplies for our meeting, it will fail
- Because I forgot to order the supplies does not mean my meeting will fail. I will order them tomorrow.

What is an intention



Creating an Intention Statement

- A strong positive feeling/emotion should accompany it.
- An intention works best if it is said in a short and powerful manner.
- An intention paired with an image of your desired goal can have more power



When creating an intent, consider the following

**ELIMINATE THOSE LIMITING BELIEFS
THAT KEEP YOU FROM ADVANCING..**



Who am I?

- Just like an onion, we are composed of multiple layers
- Try to remove the layers one by one until you reach the central core
- Only by removing the layers can we analyze our true self...
- ...and realize the real person we are



The Leader in the Glass

1



2



3



4



The Leader in the Glass



The leader does not mingle with the group.



The water becomes muddy, this leader spoils the group.



No substantial changes in the glass.



The sugar mixed with the water in the glass and increased its value.

Competences of a Good leader

Group Cohesion Skill

- Form a circle
- Weaving a beautiful web with the participants using yarn
- Lessons learned

Weaving a web



Organizational Aspects



LOGISTICS



TARGET
AUDIENCE



CURRICULUM
ADAPTATION



SEQUENCE



DELIVERY
MODELS

Lessons Learned

- Involve women in literacy centers before training them on the module.
- Allow more time than planned to conduct the training to better build their self-esteem.
- The more opportunities we give women the better they surpass themselves.
- Monitoring action plans encourages women to be prepared.



Resources

- Women's Leadership Program: Reflecting and Developing Skills to Enable Leadership, January 2022
- Compilation and adaptation of existing training materials

Questions



A large, 3D-style green speech bubble with a white shadow, containing the word 'Évaluation' in bold black text.

Évaluation

Mentimeter

Thank you for your participation!

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