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.

- Health and Nutrition
- Livelihoods
- Governance

Empowerment of women, youth and persons with disabilities
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

- Municipal Council
- Village Development Committees
- Farmer Group
- Land Committee
- SILC

N=941
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

- Leadership Competencies
- Understanding Yourself
- Limiting beliefs
- Autonomation de la femme
- Leadership SWOT Analysis
- Who am I? The story of the stonemason
- Who can be a leader?
Main Results

Women Leadership Program Results

- Women trained: 347
- Women holding President/Vice-President positions: 86%
Practical Sessions– Instructions

• 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
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

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

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

<table>
<thead>
<tr>
<th><strong>Self-blame</strong></th>
<th><strong>Irreversibility</strong></th>
<th><strong>Overgeneralization</strong></th>
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</table>
| • 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. | • Because I forgot the deadline, there will never be other opportunities  
• Even if I missed this chance I can look for other opportunities | • 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

Aimed at achieving a desired goal or objective

Intention

A very powerful type of thinking

Statement expressing an action
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.
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
The Leader in the Glass

The leader does not mingle with the group.

No substantial changes in the glass.

The water becomes muddy, this leader spoils the group.

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
Évaluation

Mentimeter
Thank you for your participation!

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