

ADVANCING

# Women's Leadership

IN THE CGIAR IN 2005

*... shaped my perception of leadership and of the role of women in top positions ... eye opener ... the opportunity to grow ... course content very useful ... delivery mode very effective ... sharpening my leadership and management skills ... enriched by interacting and sharing experiences with colleagues from other CG Centers ... benefits were many and long term ... positively influenced my relationship with my work and colleagues. ... feel more confident and value work more ... am more prepared ... capable of listening and giving-receiving feedback from others ... now do not feel guilty when playing a leadership role ... Voila! ... enjoyed the exercises on leadership ... realize the goals I can achieve and the potential I have ... opportunity to*



The Gender & Diversity Program of the CGIAR System celebrates the 10<sup>th</sup> anniversary of its outstanding Women's Leadership Course with an invitation. **Join us in 2005.** Choose from an extraordinary series of offerings including a new advanced course designed especially for alumnae of our first ten years.

*strengthen my effectiveness ... feel equipped to influence and build alliances ... good that not*

**New!**

## 10<sup>th</sup> Anniversary *Advanced Women's Leadership Course and Celebration*

- INVITED:** Alumnae of past leadership courses, including CG staff, board members, investors, NARs and partners
- VENUES:** **ICRAF** (Nairobi, Kenya): June 26 - July 1, 2005  
**CIMMYT** (Mexico City, Mexico): September 11-17, 2005
- ESTIMATED FEE:** US\$2,500 per participant
- FACILITATION:** Training Resources Group (TRG)

Coursework will focus on high-level leadership skills including:

- ▶▶ adapting leadership styles *vis a vis* your organization;
- ▶▶ incorporating best practices for leading change;
- ▶▶ building trust;
- ▶▶ handling territorial games and difficult conversations;
- ▶▶ examining the latest research on women and power;
- ▶▶ learning work-life balance and energy management.

Due to anticipated demand, G&D's unique 7-day advanced course for our Women's Leadership Course alumnae will be offered twice so you can choose the location and date that works best for you. As a participant, you will join other alumnae in an impact assessment, to help us measure the value of the CGIAR's investment in women's leadership during the past decade and to help G&D determine the best direction for supporting women's leadership in the future.

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*... shaped my perception of leadership and of the role of women in top positions*

*... profited so much*

*... feel equipped to influence and build alliances*

*Thanks for making it happen ...*

*... going home transformed*

# Annual CGIAR Women's Leadership and Management Course

- INVITED:** Women scientists and managers, including CG staff, board members, investors, NARs and partners
- VENUE:** ICARDA (Aleppo, Syria) May 22-28, 2005
- ESTIMATED FEE:** US\$2,500 per participant
- FACILITATION:** Training Resources Group (TRG)

Coursework will focus on team building and how issues of gender, diversity and leadership require:

- ▶▶ understanding the difference between leading and managing;
- ▶▶ mastering skills for successful dialogue, e.g. facilitation, feedback and dealing with conflict;
- ▶▶ maximizing the diverse contributions of staff;
- ▶▶ using appropriate personal and organizational power and strategic influence; and
- ▶▶ developing and sustaining high team performance through leadership that supports team member behaviors.

The 2005 annual 7-day women's leadership course will be held in Aleppo. This is a special opportunity for women new to the CGIAR or its partners, or who have not had the opportunity to attend this world-class course, to gain new skills and join an exciting global network of women leaders – in one of the world's most beautiful settings. All participants have the benefit of a 360-leadership- skills assessment in advance of the course, with feedback provided upon arrival.

*... women in top positions ... eye opener ... the opportunity ... node very effective ... sharpening my leadership and ... ing experiences with colleagues from other CG Centers ... ced my relationship with my work and colleagues. ... feel ... red ... capable of listening and giving-receiving feedback ... a leadership role ... Voila! ... enjoyed the exercises on ... otential I have ... opportunity to share time with women ... tries and ages ... profited so much ... an unforgettable ...*

*... feel more confident and value work more*

*... has given me the way forward*

*... capable of listening and giving-receiving feedback from others*

*... now do not feel guilty when playing a leadership role*

*... an unforgettable experience*

*... benefits were many and long term ...*

*... realize the goals I can achieve and the potential I have*

*na ... cise ... e ... e u ... bat ... de ... ive ... he ... ven ... ing ... ced ... re ... a ... ote ... trie ... na ... cise ... e ... e u ... bat ... de ... ive ... he ... ven ... ing ... ced ...*

## Fabulous for the Women – Great for the CGIAR

### INVESTING IN WOMEN'S LEADERSHIP:

- ▶▶ **demonstrates** Center commitment to advancement of women;
- ▶▶ **improves** staff member's ability to manage her supervisory and collaborative relationships leading to greater efficiency and effectiveness;
- ▶▶ **helps create** a pool of qualified internal candidates for promotion, beginning to redress gender imbalance at upper levels;
- ▶▶ **increases** understanding of gender implications in professional development;
- ▶▶ **inspires** loyalty and reduces turnover of high-potential female staff members if enriched job opportunities and career paths are open to them following training;
- ▶▶ **raises awareness** of effective diversity leadership and management styles;
- ▶▶ **strengthens** the network of women professionals working in the CGIAR, facilitating better information exchange and professional support.

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### Demand is expected to be high!

Sign up as early as possible via email to Vicki Wilde, G&D Program Leader at: [v.wilde@cgiar.org](mailto:v.wilde@cgiar.org)

*... the results were an eye opener ... gave me high motivation to strengthen my effectiveness ... feel equipped to influence and build alliances ... good that not only gender but also other diversities were covered, and one of the most interesting things for me is the way the diversity lenses interplay and overlay—it's seldom just one effect.... shaped my perception of leadership and of the role of women in top positions ... eye opener ... the opportunity to grow ... course content very useful ... delivery mode very effective ... sharpening my leadership and management skills ... enriched by interacting and sharing experiences with colleagues from other CG Centers ... benefits were many and long term ... positively influenced my relationship with my work and colleagues. ... feel more confident and value work more ... am more prepared ... capable of listening and giving-receiving feedback from others ...*

