

On-line training Seminar

"Women and
leadership for ASEAN
countries"



**With the French
Embassies in the ASEAN
countries**

2021

"Women and leadership for ASEAN countries"

2021

PROPOSAL

A particular context

Due to the health crisis affecting the world, this training in English will be on-line during 2 hours a day for 7 days. The dates of this training will be decided later together with the French Embassies concerned in the ASEAN countries.

Training aims

Although the leadership literature is abundant, many questions remain unanswered: What is a leader? Do women and men have innate leadership qualities? What are the qualities required to become a woman leader?

Despite years of progress around the world regarding women in decision-making at the highest level, there are still too few of them in leadership positions.

What are the obstacles encountered by women in accessing responsibilities at top levels? Is there a specific female leadership, different from that of men? Is the supposed self-censorship of women cultural or systemic? How to overcome obstacles, find practical solutions to become a leader?

The seminar will attempt to answer these questions by examining the key concepts of leadership, particularly in women, especially in the international and diplomatic field.

Methodology

The educational approach is based on 4 points.

Methodology: The methods used are interactive and build on the experiences and contributions of the participants. Presentations, debates, group work will be offered to stimulate exchanges between the participants.

Case studies: Case studies involving real cases will be used.

Plenary discussions / exchanges: These will be used to stimulate exchanges between the participants. Participants will be invited to take their own experience into account.

Role-playing games / simulation games / action plan: Role-playing games, simulation games and an action plan development exercise will be adapted to the context of on-line training.

Knowledge acquired at the end of the training

- Discover and understand the specific challenges, constraints and opportunities faced by women when accessing leadership positions in national and international organizations, especially in the European Union.
- The issues have to do with power dynamics, organizational governance, social expectations of parenthood, etc.
- The approach used aims to promote the expression of managerial qualities such as an attitude of listening, benevolence, confidentiality, the ability to develop solutions and public speaking,
- Build your own strategy to climb to the top

Public

Civil Service officials and international organizations in the countries of the ASEAN countries.

DRAFT PROGRAM

	10am – 12am (Paris Time)
Day 1	<p>Opening of the program</p> <ul style="list-style-type: none"> • The participants and their expectations • The proposed pedagogical path <p>Module 1: Gender, Leadership and Responsibility</p> <p>Basic concepts :</p> <ul style="list-style-type: none"> - Gender and leadership, what are we talking about? - Leadership and feminism - Social transformation approach - The fight against discrimination
Day 2	<p>Module 2: Some Leadership Skills</p> <ul style="list-style-type: none"> • Managerial review • Communication - The fundamentals of communication - Active listening and active speaking Initiation of the gender institutionalization <p>Action plan exercise: diagnosis, development of an action plan, monitoring and evaluation, advocacy, steering, role & leadership.</p>
Day 3	<p>Module 3: Developing leadership, managing negotiation and conflict</p> <ul style="list-style-type: none"> • Affirm your identity • Animate the collective dynamic • Structure and mode of conflict management • Conduct of negotiations <p>Case study / exercises</p>
Day 4	<p>Module 4: The place of women in decision-making bodies</p> <ul style="list-style-type: none"> • Making balanced decisions • Identify the obstacles • Find allies • Capitalize on the achievements <p>Case study / exercises</p>
Day 5	<p>Module 5: Piloting women's leadership strategies in international organizations and diplomacy</p> <ul style="list-style-type: none"> • Within public administrations and institutions: diversity and governance, mentoring, breeding grounds, etc. • How to strengthen women's access to decision-making positions? • Question masculinities as an accelerating effect of women's leadership <p>Case study / exercises</p>
Day 6	<p>Module 6: Piloting women's leadership strategies in international organizations and diplomacy (continued)</p> <ul style="list-style-type: none"> • Deconstruct stereotypes relating to women leaders • The four quadrant tool and women's leadership • What strategy for your future?
Day 7	<p>Conclusion :</p> <ul style="list-style-type: none"> • Restitution of the action plan exercise • Training report

Contacts :

ENA

2, avenue de l'Observatoire

75006 Paris

Tél: +33 (0)1 44 41 85 00

M. Alexandre TRAN CHUONG

Senior Manager

Zones Asie et Amériques

E-mail : alexandre.tran-chuong@ena.fr

M. Alain DANTEZ

Assistant – gestionnaire de projets

Zones Asie et Amériques

E-mail : alain.dantez@ena.fr