

Women Empowerment Workshop Program

Why to join:

The feminine way is not well represented in our world and certainly not being applied effectively. Most of the structures, paradigms and ways of working, doing business or dealing with leadership are masculine or even patriarchal. There is no problem with the masculine qualities, we all should make good use of them, but a more balanced world would be more inclusive and balanced towards better and more sustainable positive results. We also lack creativity, compassion, our planet is being destroyed under competitive approaches, while collaboration is relegated to a marginal role. We need both women and men to change that. Best to start by women believing they can do so and, finding ways to do it effectively, embracing their nature while flourishing as leaders, side by side with the men. This is why we created this program. We can only change the world if we start by taking responsibility as women and changing ourselves. Now this needs support, help and awareness. That is what this program is aiming to develop.

To whom is this program:

The program is developed to support women aspiring to develop themselves personally and be in control of their own lives and to build basis for a more relevant and meaningful role in their communities, work environment and homes. The women in this program have the characteristic of being determined and ambitious to direct their lives as they want and believe in and, in the process, change the world for better.

Content of the program:

Program duration: 10 months

Personal Level Module:

- 1) Self-worth: based on ontological views of the art of being and on the diverse teachings, we use this first workshop to cover the tendency of feminine co-dependency and propose a proactive way of leaving. We will cover concepts of authenticity and possibility for women who want to develop their own ways of being successful.
- 2) Comfort-zone and self-care: in this second workshop we will explore how to feel confident and tools to support women in being able to step out of their comfort-zone and taking responsibility for their lives even if they suffer from self-doubt or inner criticism. We will cover the necessary mentality, actions and tools as well to support the “me-time” without guilt feelings. We will work on Body/Mind/Spirit balance building at individual terms, not following fashionable tips.
- 3) Criticism and failure: in this third workshop we will work about the “Impostor Syndrome” and examine which are the grounds, the threats and opportunities coming from how we approach criticism. We will learn to use criticism positively and explore the benefits of failure by understanding the roots of the fear behind failure and the role that our context plays into it.

- 4) Sharpening the saw: we will revise which are and how to create positive habits for a positive and creative mind. We will practice how to implement them consistently and we will establish effective new context for the women accomplishments. This module connects with self-care and with nourishing inner values.

Special Women Rights Module – Workshop 5:

- 1) Women's Rights are Human Rights. Women's Rights are entitled to the same level of promotion or protection as any other human right or fundamental freedom. Similarly, women's rights are not a stronghold of women, nor should they be limited to the private sphere. The State as well as private actors, whether companies or civil society organisations, must ensure their realisation through public policies, equal pay, non-discrimination at the workplace, same life opportunities, work-life balance, the promotion of women in politics and science, etc. During the module, we will lay the foundation of essential concepts like the differences between gender, gender identity, and gender diversity; we will discuss the definitions of gender norms, roles, relations, and stereotypes. We will talk about the gender division of labour and why women still earn less than men. We will find out what is formal, substantive, and transformative equality and intersectional discrimination. Additionally, we will cover the current Human Rights framework specific to the promotion of the rights of all women, including Sustainable Development Goal #5 on how to achieve gender equality and empower all women and girls. A glance at related statistics will be provided.

Interpersonal Level Module

- 1) Context and paradigm: by studying several concepts, including the ones presented by Steven Covey we will explore identifying our purpose from understanding what and how paradigms and context drive our perception and action.
- 2) Freedom and choice: through learning about our circles of control and influence we will learn and practice how to make choices that are not only consistent with our values, but powerful and fully aware. We will explore why and how a choice gives us power to interact positively for the life we want.
- 3) Communication effectiveness in diversity: we will revise in this workshop what is and how to practice emphatic listening through examples and exercises. We will discuss topics like the impact of vectors of courage x empathy and synergy. We will practice how to expand our influence. This workshop includes the topic of negotiation in feminine terms. We will propose and analyze what is the win/win/no deal strategy and how to make it possible in most cases.

Management & Leadership Module:

- 1) Management in simple terms: in this workshop we will explore effective and practical tools on how to manage time by exploring the quadrants of tasks and value. We will cover and exercise how to engage in empowering delegation and we will examine the role of celebrating and rewarding.
- 2) Change management and conflict management: in this last workshop we will cover what are the basics needed, common traps and how to overcome obstacles when either changes or conflicts come into play. We will quickly cover what are the modern changes in the workplace and how to work sustainably using them in our favor.

How the Program is Delivered:

The program is delivered in 10 Workshops

Duration: 20 hours divided in 10 sessions.

Language: English

Workshop dates and plan:

- June 1, 8, 15, 22
- July 6, 13, 20, 27
- September 7, 21
- Location: Online
- Time: 19:00 CET

Basic structure of the workshops (variations may apply):

- Pre-reading will be sent a week before the workshop. It may involve articles, parts of books, exercise or videos.
- Check in: 15 min
- Theory presentation: 30 min
- Practical exercises: 30 min
- Learnings and feedback: 30 min
- Q&A: 15 min
- Post-assignments: an exercise will be provided for the participants to practice in between sessions. Additional reading material or resources will also be provided.

Materials:

Participants will receive materials/handouts after each session in electronic format.

Certification:

A certificate of attendance will be issued by AdvantiKA GmbH.

Workshop leader 1: Karime Abib

Credentials: Industrial Engineer graduated in 1996 being 1 out of 8 women in a class of 80. Master's in business administration (2008) with post MBA diploma in Advanced Studies of Sustainable Business (2014). Karime is also a B-Leader by B Lab Switzerland, a Six-sigma Black Belt and Lean-Manufacturing expert. She is an experienced change leader with 24 years at different management positions at Delphi and Unilever, manager of male teams of up to 30 direct reports, as well as mixed-gender teams of various sizes and up a total of 200 people in the team. Karime has been an advisor to senior level management at Unilever and trainer of hundreds of other managers. Most recently, since 2018 she became DrivenWoman Group leader and, since 2019, she is a Mentor for women at Thrive with Mentoring.

Workshop leader 2: Fernando Lopez del Prado

Credentials: Fernando López del Prado studied Political Science and International Relations with a focus on Latin American Affairs. He holds two Master's Degrees in International Development and Human Rights Law taught by the Complutense University of Madrid and the School of Oriental and African Studies, University of London, respectively. More recently, he was awarded a Diploma on Business Sustainability Management by the Cambridge Institute for Sustainability Leadership and is now studying towards becoming a PIEMA, Institute of Environmental Management and Assessment Practitioner. He has an extensive international career that has taken him to work in four different continents. He started his professional career working for PwC Spain. He then worked for ActionAid Spain as its Head of Africa and Asia Programmes. Pursuing his passion for writing, he joined a global magazine as its Sustainability and Human Rights Editor. From 2016, he has been consulting internationally for a wide range of clients and sectors.

Supporting a cause:

The Women Empowerment Workshop Program is provided by AdvantiKA GmbH a company signatory of the [1% for the Planet initiative](#) and it is possible at a lower fee because it is being supported by AdvantiKA's commitment to be of service. We are studying ways to increase our possibilities to get to the point of providing this program for free to people who cannot afford it. We hope to be able to do so by 2021. This program is part of an initiative called "Set for More" hosted by AdvantiKA and partners.

Workshops theoretical foundation:

The following concept, ideas and philosophies are combined into the workshops, supported by personal and professional experience of the workshop leader.

- Landmark education insights and Werner Erhard ideas (Speaking Being)
- The 7 Habits of Highly Effective People by author Stephen R. Covey;
- Emotional Intelligence by authors Travis Bradberry and Jean Greaves;
- Basics of Ontological philosophy;
- Awareness, wisdom and compassion development according Modern Buddhism (without religious connotation);
- Insights from McKinsey&Co Report 2017: Reinventing Workplace for Greater Gender Diversity and McKinsey&Co and other consultancies further reports.
- On the job and practical experience in project management & change leadership at corporations implementing sustainability, diversity, and in leadership of supportive female groups (for instance at DrivenWoman and Thrive with Mentoring).
- Insights from findings of Adult Education for Inclusion and Diversity – Conference Proceedings 2017 – University of Edinburgh.