

A globe is held by two hands, one on the left and one on the right, against a background of a colorful sunset or sunrise. The globe is the central focus, showing a map of the world with various countries and regions labeled. The hands are dark in color, and the background transitions from a warm orange and yellow at the bottom to a cooler blue and purple at the top.

LEADERSHIP DEVELOPMENT

*Empowering People to Transform Lives,
Institutions, and Societies*



WINROCK
INTERNATIONAL

Putting Ideas to Work

Information – The Global Product

The most value-added feature of Winrock's Leadership Development program is the use of knowledge-sharing information and communication technologies – web sites, list serves, learning networks, electronic mail, and the application of Internet tools.

- **Multimedia training** at the Winrock International East Africa Regional Training Center for Technology and Development is designed for those interested in high-end computer application packages in a development context. This includes executive managers, trainers, advertising agencies, Internet and email users and PC users wishing to expand their knowledge. Structured computing lessons are designed to suit each client's requirements.



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- **The AWLAE CD-ROM** is an innovative instructional tool developed by Winrock staff from Côte d'Ivoire and the U.S. on gender analysis, communication and negotiation skills, knowledge in participatory approaches, and leadership. The tool includes seven modules, each beginning with a film to introduce a particular problem and followed by interactive exercises. CD-ROM users in different locations can link with each other through the Electronic Learning Network home page and a moderated chat room: www.awlae-eln.org The CD-ROM is available in French and English.



- **“CHRYSALIS: Leadership Training for Pioneering Women”** is a training handbook that empowers women leaders and helps build gender-sensitive organizations. It includes a stand-alone gender-awareness module for women and men. The full training package is available in English. A Chinese language version of the workbook is available.



- **“I Am a Successful Woman,”** a training handbook, is part of the Trafficking Prevention Project. The handbook includes practical information on women's rights in the workplace, successful job search skills, and steps for starting a small business. It covers basic life and professional skills that women in the new, Eastern European market economy need to know.



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Winrock's Leadership Development unit prepares self-confident women, men, and youth to apply knowledge and take responsibility for solving pressing problems in their communities and countries. These leaders are working together as agents of change to overcome poverty, environmental degradation, food insecurity, gender discrimination, inequality, and human rights abuses.

Preparing Tomorrow's Leaders Today

Preparing people for tomorrow's leadership roles is one of the most significant and enduring investments Winrock makes in the future. Leadership Development believes

developing ground-breaking leaders for societal change begins with individual empowerment – broadening the mind, strengthening skills, and transforming attitudes towards one's self as well as others.

Winrock places special attention on helping women and girls who too often are overlooked or excluded from education and development programs.

Leadership Development activities focus on areas where change can

have the greatest impact on the lives of people and the social and economic development of countries.

Women's Leadership and Empowerment

Winrock brings women to the forefront as a powerful force for change and for informed decision- and policymaking. Their involvement and participation can have a significant impact throughout society. The goal is to engage women and girls, and their male allies, in lifetime commitments to social justice and economic advancement. This approach entails a long-term investment in organizations that can affect transformation and in the people who staff and lead them. Winrock also works within local communities, organizations, and institutions to bring about changes in their policies, programs, and practices that affect people in poverty.



Winrock's model for leadership and empowerment builds a cadre of educated women who can assume decision-making roles within institutions and government. Local female and male professionals design, manage, and guide programs according to local needs. Professionals from one region help those from another to launch their programs, enriching cross-cultural learning with examples of success.

Training is critically important. *Leadership for Change*, one of several Leadership Development training programs, targets the specialized needs of women who are breaking new ground within their countries. It exemplifies Winrock's in-depth commitment to human capacity building that increases the skills and confidence women need to succeed. Gender training helps women and men understand how gender issues affect the productivity and lives of both sexes. Men play key roles as institutional advocates and co-leaders in programs that support poverty alleviation. Youth-directed programs open the door for an inquisitive look at behavioral norms.





Resource Centers and Learning Networks

The Leadership Development unit fosters strong professional associations, coalitions, and local non-government organizations of committed men and women doing innovative work to improve women's conditions, especially rural women, which will further the development of civil society and democracy.

The African Women Leaders in Agriculture and the Environment (AWLAE) program supports a network of women and men that is helping to bring women and women's issues to the decision-making table to influence local and national policies that affect rural women.

The Electronic Learning Network (ELN) brings together women from NGOs, professional associations, and gender centers in eight East and West Africa countries, facilitating the sharing of information among African women professionals in the fields of agriculture and the environment.

Women for Women Centers carry out networking and mentoring programs strengthen professional women and prepare the next generation. Linked to human trafficking and domestic violence prevention programs, Women for Women Centers in the countries of the former Soviet Union provide training in job skills and small business management as well as crisis prevention.



Research & Policy Networks

The African Rural Policy Analysis Network (ARPAN) nurtures a new generation of African social scientists who are addressing agricultural and rural development issues across the country. The network is helping transcend geographic, ethnic, and religious boundaries. It promotes the exchange of ideas and information and engages researchers and policy-makers in a participatory policy development process. Other unit programs bring women-focused research and policy advocacy to the fore.

Education and Training

For the past four decades, Winrock has set the standard for programs that identify and develop potential leaders. Scholarships for university



study give women and men the credentials to advance professionally and influence policy. The Scholarship Management and Training unit is experienced in designing and managing a wide variety of educational and training activities, including degree and non-degree programs, girls' education and mentoring initiatives, and thematic study tours to the U.S. and

other countries. Follow-up is built into training programs so that learning is qualitatively reinforced and better integrated in individuals and institutions. In Africa and Asia, training graduates launch professional associations and non-government organizations which can then raise their own funds to sustain local programs.

Information and communication technology is a potent force for transforming social, economic and political life globally.

Technology helps women connect with others, tap into global information resources, and sustain program activities.

Two training centers in East and West Africa apply technology in development context throughout the continent. Strengthening in-country educational programs and providing training opportunities close to home allow qualified and dedicated people to work in their own regions where they can do the most good.



Leadership Development Solutions

A sampling of project success

AFRICA – After more than a decade, the pan-African efforts of the African Women Leaders in Agriculture and the Environment program continues to give women the education and training they need to enter new fields and change the course of institutions and agencies that address the continent's need for food security, environmental conservation, and gender equity. Mentoring programs, training, and scholarships empower women, many of whom establish organizations to extend the program to others. The program has touched the lives of thousands of women in 10 countries.

UKRAINE – The Trafficking Prevention project is reducing the number of economically deprived women who fall victim to trafficking schemes. Over 17,000 have taken advantage of jobs skills, entrepreneurial, and management training. More than 2,500 report finding jobs, and 400 have started new businesses. Counseling hotlines have reached 34,000 women and legal support services have assisted 4,200 women. Sixty-three nongovernmental organizations are using project grants to conduct trafficking prevention programs.

AFRICA – The Education for Development and Democracy Initiative Ambassadors' Girls' Scholarship program has reached nearly 15,500 primary and secondary school girls in 34 countries. Scholarships for tuition, books, and uniforms allow girls with good academic potential, but limited financial resources, to receive the education they need. Some 8,700 scholarships were awarded for primary, secondary, university, and technical programs. Mentoring programs to keep them in school reached 6,500 girls and young women across the continent.



The Leadership Development unit creates programs that are catalysts for empowerment – inspiring women and men working in partnership to transform the lives of individuals, institutions, and societies.

- Leadership, job skills, and business management training
- Gender workshops for women, men, and youth
- Degree and non-degree education programs and scholarship management
- Institutional capacity building
- Research and rural policy analysis
- Electronic learning and information technology centers
- Anti-trafficking and domestic violence prevention and training

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Winrock International is a nonprofit organization that works with people in the United States and around the world to increase economic opportunity, sustain natural resources, and protect the environment. Winrock matches innovative approaches in agriculture, natural resources management, clean energy, leadership development, and policy with the unique needs of its partners. By linking local individuals and communities with new ideas and technology, Winrock is increasing long-term productivity, equity, and responsible resource management to benefit the poor and disadvantaged of the world.

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