

The Transformative Leadership workshop

is a ten part intensive training programme, written by

Mary Noble, CEO Feminenza International. Its main emphasis is towards developing the self leadership skills necessary to help women become leaders of society.

This training is specialised and designed for women, and it is aimed at providing the tools to discover and guide long term solutions into place.

We chose to pilot the first part of the ten part programme in Mombasa, Kenya because one of our loyal Feminenza members, Khadija Waswa Mudeizi has carried in her an insistence that Feminenza come to Mombasa to help build the capacity of the women there. Khadija is a leader in the Mombasa community and is a nominated City Council member and she has earned the respect of the community because of her extraordinary belief in women and the need for women to be in decision making positions.

In preparing for the workshop, we asked Khadija to invite women whom she felt would benefit from the programme and also more importantly, could, through their own development, benefit others within their realms of influence. We asked for a range of ages and backgrounds so many different women could be reached. We asked for 40 and, Kenya style, 60 women came! They were a range of ages from 19 years of age on up to well, we're not really sure, but most likely at least mid 60's, from a range of communities from the surrounding area. Khadija invited women of all walks of life, including women leaders from

Introducing

women's groups, village elders, youth elders, members of parliament, including a girl from an orphanage, a few MPs, all united in wanting to change the situation for women and for their country. She focused on women who didn't normally attend workshops, those whom she has met through her years of experience of work in the community. These women came, paying their own way, which for some most likely meant a significant sacrifice elsewhere, all because they desperately want to change the situation for women and girls.

Khadija assisted greatly with the interface between Feminenza and the participants. She could read the situation extremely well and add in, sometimes translating into Swahili when there was a need to explain and help the women follow the workshop. Because of this, the knowledge flow was seamless and allowed for great absorption. The objectives of this two day workshop were as follows:

- Declare your goals and long term purpose
- Identify the qualities you need to meet the accompanying challenges

These objectives were introduced by explaining that women taking on the task of leadership need to grow their inner self-leadership qualities to the point where they have the necessary strength, intactness and integrity to be able to resist corruption, resist being undermined, are prepared to stand together in support of their sisters and can powerfully demonstrate the qualities of feminine leadership which are vital to building a better and more equitable society.

The next part introduced the notion of the long, medium and short term objectives and how this framework helps one to focus and strategise what one really wants to do, how to go about accomplishing what one wants, what challenges one faces and what qualities are needed to overcome those challenges to realise one's long-term purpose and vision.



Safina Tsungu – an MP representing Kenya at the East African Legislative Assembly

With some locating questions we entered the territory and the participants began to locate their long-term, and to some extent mid-term goals (short-term objectives are for another workshop). From there they moved to the challenges they face and then the achievements, strengths and qualities they have and the qualities they need to build to face these challenges. Below are some examples of some of their declared objectives:

Long-term purpose

- To bring peace and development to Kenya.
- Or to quote one young lady: "To have a united Kenya rather than tribalism ruling the day."

Mid-term mission

- To be an excellent, transformative woman leader.
- To help empower women in the local community.
- To overcome cultural and social traditions such as early forced marriage, class/tribal distinction or lack of education.
- To become united with each other – women changing their attitudes to each other.

Challenges

- Tribalism, suspicion, lack of equal opportu-

nities, education and resources for girls and women.

My Strengths/ achievements

- My community, family, other women.

Qualities I need

- Tolerance, courage, fortitude, endurance, confidence, knowledge, understanding.

On day two we asked the women to first write down what their strengths and achievements are. Many women spoke about personal strengths and one of them stood out for all of us. In the West we are used to speaking of our own individual strengths; they did this too, but most of them spoke of their strength primarily as being their family, their community, their sisters. It was a profound statement of: "I'm not an island but part of a whole."

Then after tea, a garden of qualities (ed: an exercise where many cards are spread out over the floor with different qualities written on them, which by analogy is a garden) was prepared where each came in and chose three qualities to help them grow the strength needed to overcome challenges they face. Ladies were invited to share the qualities they had chosen, and there were some very rich moments.

These women had never met as a group before and now they have decided to come together in a month to see how they have progressed and to develop the work further. They also spoke of how they will take this work back to the villages they come from and to pass on Feminenza to other women in the world.



Kadija Waswa Mudeizi who invited and inspired this event to happen in Mombasa

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By Elizabeth Hamill, USA