



ENTRi
EUROPE'S NEW TRAINING INITIATIVE FOR CIVILIAN CRISIS MANAGEMENT

Course Programme*
for the
SPECIALISATION COURSE ON:

LEADERSHIP & GENDER: PRINCIPLES & PARTICULARITIES

* This Course Programme, based on the proposal drafted by Folke Bernadotte Adacemy - FBA, has been approved by the ENTRi partners in December 2011.

ENTRi is an initiative funded by the European Commission - European Union's Instrument for Stability (80%) - and co-funded by its 13 implementing partners. Each implementing partner is from a different Member State of the European Union, see www.entriforccm.eu.

DAY I

SUBJECT	LECTURER	METHOD	MODULE	LEARNING OBJECTIVES
Course Opening		Presentation Small group work		<ul style="list-style-type: none"> - Overview of course contents objectives, content and methods
Teambuilding		Quiz Prioritising Cartoon making Self introduction		<ul style="list-style-type: none"> - Get to know team mates' views and experience in terms of gender and leadership
Scenario kick off		Problem based learning: Brainstorming, Group Discussion, Categorisation of problem		<ul style="list-style-type: none"> - Draw parallels between Criseland and the real world - Identify, categorise and prioritise gender and leadership challenge - Choose interlocutors to give more relevant input
UN Resolutions on Gender		Academic presentation Group work		<ul style="list-style-type: none"> - Discuss the background and developments that lead to the UNSCR 1325 and its follow up resolutions (1820/1888/1889/1960) - Structure and rephrase the central contents of UNSCR 1325 and 1820
Learning Diary		Individual writing exercise		<ul style="list-style-type: none"> - To explain in own words why gender matters and cannot wait in conflict and peacebuilding - To explain how UNSCR 1325 applies to EU missions if there is not mention of gender or women in the mandate

DAY 2

SUBJECT	LECTURER	METHOD	MODULE	LEARNING OBJECTIVES
Morning recap		Group discussion		<ul style="list-style-type: none"> - Group reflection with mentor on day before in class and thoughts developed in learning diaries
Transformational leadership		Presentation Facilitated discussion		<ul style="list-style-type: none"> - To describe the central characteristics of transformational leadership (TL) - To compare TL to more traditional leadership forms - To discuss the applicability of TL in peace operations
Vision and Values		Presentation		<ul style="list-style-type: none"> - To argue the usefulness of having a clearly stated vision in an organization - To give examples of how to translate (abstract) values into concrete everyday actions - To argue which values go before others in dilemma situations
Gender Mainstreaming and Gender Analysis		Presentation Group work		<ul style="list-style-type: none"> - To be able to distinguish whether a planned action impacts men, women, boys and girls differently. - To explain the idea of gender mainstreaming in simple language - To apply a simple gender analysis - To discuss the results of a gender analysis
Learning Diary		Individual writing exercise		<ul style="list-style-type: none"> - Identify values (internal and external) of the organisation you currently work for - Identify strategies on how to strengthen the visibility of recognizes values
Trafficking of Human Beings		Film: The Whistleblower and discussion		<ul style="list-style-type: none"> - To discuss negative immediate impacts of peace operations but also the long term consequences

DAY 3

SUBJECT	LECTURER	METHOD	MODULE	LEARNING OBJECTIVES
Morning recap		Group discussion		<ul style="list-style-type: none"> - Group reflection with mentor on day before in class and thoughts developed in learning diaries
Setting goals		Presentation		<ul style="list-style-type: none"> - Argue the importance of having long term and short term goals in line with the mission mandate - Articulate goals that are clear, attractive and challenging at the same time - Identify indicators which allow for measuring whether activities lead to the expected result
Support from the Mission Gender Expert		Presentation Q&A		<ul style="list-style-type: none"> - Recognize the role of Gender Experts in a mission and how they may be of assistance
Scenario work		Role play Group work		<ul style="list-style-type: none"> - To collect relevant information from interlocutors who may add on your gender understanding - Address identified gender inequalities by articulating realistic yet challenging goals
Learning Diary		Individual writing exercise		<ul style="list-style-type: none"> - To be able to set reasonable long term and short term goals

DAY 4

SUBJECT	LECTURER	METHOD	MODULE	LEARNING OBJECTIVES
Morning recap		Group discussion		<ul style="list-style-type: none"> - Group reflection with mentor on day before in class and thoughts developed in learning diaries
Communication		Presentation Group work		<ul style="list-style-type: none"> - Compare the difference between motivated or unmotivated staff in achieving high performance in operational context - Elaborate on the variety of factors motivating people to work for peace missions - List various ways of motivating staff which are easily applicable in peace operations - To formulate constructive feedback - Name characteristics and benefits of active listening - Describe strategies for how handling internal conflict
Appointing a Gender Focal Point		Role play		<ul style="list-style-type: none"> - Demonstrate techniques of active listening and to motivate a reluctant mission member
Dealing with Resistance		Presentation Group work		<ul style="list-style-type: none"> - Identify forms or resistance o gender ambassadors often face - Discuss constructive ways on how to deal with such resistance -
Dealing with stress		Group discussion		<ul style="list-style-type: none"> - Recognise common causes of stress among leaders
Action Plan		Individual writing exercise		<ul style="list-style-type: none"> - Identify own strengths in gender aware leadership, and how to make the most of them. - Recognise areas to further strengthen and identify ways to how with reasonable time investment

DAY 5

SUBJECT	LECTURER	METHOD	MODULE	LEARNING OBJECTIVES
Individual feedback to Action Plans		Individual motivating discussion with mentor		- Individual discussion with group mentor of further developing one's gender aware leadership (à 10 minutes)
Scenario work: Untying the knot		Presentation of group work		- What can one do in the position of a leader to Protect, Increase Participation and to Mainstream Gender in all mission activities
Course evaluation and diplomas		Ceremony		-