LEADERSHIP DEVELOPMENT FEMALE FUTURE PROGRAM (FFP)

The journey
Why FFP

• The leadership development female future program is an exclusive training for women in leadership positions and who those aspiring to be in leaders.
• The program was conceived when FUE realized that less than 12% of the women in its membership of over 600 were not in leadership positions/positions of influence.
Surveys & Research

• FUE used to carry out short trainings of ½ day or less to University, secondary students and specific on request groups.

• We carried out mini surveys in 2008 & in 2010 and also analyzed research carried out for government (public service in particular) and other non-governmental institutes like Action for Development (ACFODE).
Summary of research

- From the surveys and researches it transpired that women had the qualifications but were held back by several factors that kept them from accessing and keeping in leadership positions,
  - *some were cultural,*
  - *historical marginalization,*
  - *responsibilities,*
  - *structural barriers in the environment* etc.
We realized that the interventions we were carrying out were not sustainable and needed an holistic approach.

At the same time our former Executive Director was exposed to a program in Norway that had been implemented for over 10 years and was very successful in increasing the number of women in top leadership positions.
Crafting the program

• In 2011 we were trained and were able to customaries the experiences & materials from Norway to the Ugandan challenges.

• We came up with the FFP training which is carried over a nine months but with only 15 face to face interaction & meeting in smaller groups in between.

• It has three modules namely Leadership development, Rhetoric and Board competence.
Results
What the managers who have sent ladies to the training have to say.

- They are more purposeful and clear on what they want to do – not complainers
- Have a sense of control – more effective
- They stand out – they know how to carry themselves
- They are good communicators
Impact

• It is easier now — to trust them to execute on the vision of the organization.
• Are good influencers and easily win respect from their peers
• Feel more empowered — they discovered themselves.
• They have a winner spirit, Have positive energy
• “the individuals who did the program are currently our top performers
Impact

So far 140 ladies have been trained

- More women getting promoted, 35%
- *faster acceleration in their career & more conducive work environment*
- A number have gone ahead to manage their businesses with better governance and
- Mentoring other younger ladies in their workplace or communities
- & most important being more effective while executing their leadership roles
Best practice

• **Because of the success of the program Kenya and Tanzania is now implementing the program**

• **FFP has been recognized by IL0 as one of the 10 best practices of gender equality**

• **Short video of some of the ladies who have benefited from the program**

• [https://youtu.be/rA6yDHRZ9bU](https://youtu.be/rA6yDHRZ9bU)