

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.*

FFP

- 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

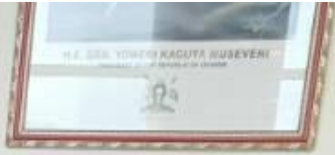
So far 140 ladies have been trained

- *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*

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Best practice

- *Because of the success of the program Kenya and Tanzania is now implementing the program*
- *FFP has been recognized by ILO 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>