



POLITICAL LEADERSHIP – FEMALE EDITION

21 – 30 July 2021

Online Version

Abstract

‘One of the criticisms I’ve faced over the years is that I’m not aggressive enough or assertive enough, or maybe somehow, because I’m empathetic, it means I’m weak. I totally rebel against that. I refuse to believe that you cannot be both compassionate and strong.’

Jacinda Ardern

Around the world, there are countless examples of incredible women who have stepped up to the challenge of managing complexity and change in the brave new world emerging as a result of the ongoing pandemic we have been experiencing for over a year.

These women often have a deep sense of purpose and a clear vision for the future. They are life-long learners, but not afraid to draw on their intuition and experience to navigate complexity with conviction and strength. They actively seek ways to build their own networks of support so that they are able to take care of what is important to them. And, they have taken stock of the skills and resources needed in their unique contexts in order to be successful, and spend time developing these skills within themselves.

But, it is certainly not easy. Data shows that women are still underrepresented in decision-making structures in all types of organisations around the world, both in public service and in business. The United Nations states that “women serve as Heads of State or Government in only 22 countries, and 119 countries have never had a woman leader. At the current rate, gender equality in the highest positions of power will not be reached for another 130 years.”

Political representation aside, in many countries, the challenges facing women are harsh and extreme. In addition to struggling against behaviours and values that mitigate against equality, women also have to fight for their own personal safety, not to be harmed or discriminated against. In many instances, the blame for any harm that they encounter is placed on them, and not on the perpetrators.

Described as “the weaker sex”, during this pandemic, women have had to shoulder much of what is now known as the ‘invisible mental load’ at home. Often isolated from their peers or alone in their communities, women face a disproportionate load to men at home.

They have juggled the many balls of managing a career, leadership and the bulk duties in family life, sometimes under very difficult circumstances. The pandemic-induced poverty surge that we are experiencing will also widen the gender poverty gap, meaning that more women, always the more economically repressed, will be pushed into extreme poverty than men. COVID-19 is rolling back the limited and hard-fought-for economic gains experienced by women in the past decades.

The deck still appears stacked against women, but we can spark change. At various times of crisis, strong, inspirational women have stood up, pushed for rights, demanded recognition, changed the world. Perhaps this latest global crisis provides us with yet another opportunity to shift the boundaries. Political challenges emerge at every turn, and at a more rapid pace than ever. Leaders have to constantly adjust to the challenges of the hour, and this provides unique opportunities for change and innovation to leaders with the capacity to take them on. We would like to see a world in which women are on equal footing to step into the leadership roles they desire, and to make a much-needed contribution in the world.

This seminar therefore invites female leaders who are passionate about leadership, about making a contribution, and committed to building an active career in politics or public service, to join us on an online journey of connection, development and transformation as we explore the many aspects of female leadership in 2021 and beyond.

During this seminar, we will:

1. Gather a group of like-minded peers who will actively build relationships with one another, and share experiences of female leadership in their own contexts;
2. Discuss and reconnect to their purpose, vision and the way they authentically would like to be in the world;
3. Engage with leaders with experiences that they can learn from;
4. Design unique development pathways, and explore manners to garner support networks, and expand influence;
5. Practice the skills needed to be an impactful leader; and,
6. Engage on the state of female leadership in the world, and ways they would like to contribute.

Methodologies and Format

This seminar is a highly interactive experience, and not a series of online lectures. Participants will be required to engage actively, utilising digital platforms.

Some sessions will have the entire group of participants gather, while others will be in regional groups to accommodate time zone differences. There will also be readings and 1-on-1 meetings with the facilitators and fellow participants which participants can manage at their own pace.

Target Audience

This seminar is specifically designed for female leaders in political organisations who have gained some experience in their roles, but who are looking for additional development opportunities as they continue to embark on the next phase of their careers. Suitable candidates are deeply committed to continue serving their organisations in a leadership capacity, whether as an elected representative, or in another capacity.

There is a limit of 24 participants for this programme, and will be conducted in English.

Full participation is required in order to graduate.

Structure

This programme is a live, online workshop on Zoom. Times indicated below are all in UTC+2.

Wednesday, 21 July:	Session 1, 15h00 - 17h30 UTC+2
Thursday, 22 July:	Session 2, 15h00 - 17h30 UTC+2
Friday, 23 July:	Day for self-learning, and optional 1-on-1 session with the facilitators
Weekend:	Free
Monday, 26 July:	East Region - Session 3, 10h00 - 12h00 or West Region - Session 3, 15h00 - 17h00 Participants can choose to attend one of these sessions in a regional group
Tuesday, 27 July:	Day for self-learning, and optional 1-on-1 session with the facilitators
Wednesday, 28 July:	Session 4: 15h00 - 17h30 UTC+2
Thursday, 29 July:	East Region - Session 5, 10h00 - 12h00 or West Region - Session 5, 15h00 - 17h00 Participants can choose to attend one of these sessions in a regional group
Friday, 30 July:	Session 6: 15h00 - 17h30 UTC+2

Facilitators



Marike Groenewald

Marike Groenewald is the founder of Anew, an organisational and leadership development consultancy based in Cape Town, South Africa.

Holding a Masters Degree in Law, Marike has pursued a career as a developer of people and facilitator over many years, and in various organisations. She was until 2015 employed by a political party, South Africa's Official Opposition - the Democratic Alliance - as the Executive Director of Development and Learning. In this role, Marike was responsible for the development and learning needs of almost 700 members of staff and nearly 2000 public representatives.

Marike also served for nearly eight years as the Director of the DA's Young Leaders Programme, the party's flagship year-long leadership development course and the only programme of its kind in the world.

In November 2016, Marike graduated as an Ontological Coach through Australia's Newfield Institute. Marike's professional focus, interest and experience lie in the fields of leadership development, specialist and niche leadership programme design and consulting, organisational change, advanced personal and team development, facilitation and coaching. Marike is an accredited facilitator of the Thinking Environment and is passionate about creating a space where individuals can think at their best, and for themselves with ease, courage and freedom in all the interventions and programmes that she is involved with.

In 2015, Marike was selected as one of the Mail and Guardian's 200 young South Africans. She is a fellow of the 2016 Westerwelle Foundation's Young Founders Programme and in 2018 Marike presented a TEDx talk in Germany on courage. Marike works with leaders, start-ups, political parties, think tanks, NGOs, and companies around the world and regularly facilitates seminars at the International Academy for Leadership in Germany.



Penny Tainton

Penelope Anne Tainton is a dynamic, proactive presence in the South African government and political arena. In her current position, coordinating the Western Cape War Room located in the Department of the Premier, Penny leads the progress and delivery of War Room teams using Problem Driven Iterative Adaptive (PDIA) methodology to address complex transversal problems in government.

Penny has held numerous leadership roles, having previously worked in the Delivery Support Unit of the Western Cape Government, managing two of the Premier's Game Changers (priority projects), both working to transform education. Earlier roles included that of Executive Director of Policy & Governance for the Democratic Alliance and serving on the IEC's National Party Liaison Committee for several years. Penny's expertise includes an extensive understanding of the processes and practices of Governance, Organisational Development, Legislation and Performance Tracking and Management Initiatives.

An involved citizen of South Africa and the world, Penny is passionate about extending her services to areas of society where she can make a difference, bring about positive change and realise improved standards. A major driver in her work is finding innovative solutions to the inequalities and injustices that remain in society.

The Foundation

We, the Friedrich Naumann Foundation for Freedom, promote individual liberty, free and open societies and free markets in Germany and throughout the world. To us freedom is the guiding principle in policy making. We believe that free and open societies are the only societies that allow human beings to decide for themselves what is best, to develop their full potential and to pursue their dreams. This is what we mean when we claim to value human dignity. And it is freedom that produces prosperity. Together with our counterparts – who all share a similar set of values – we support initiatives in Germany and abroad that serve to enhance respect for the rule of law, private property and human rights, that foster tolerance and that strengthen economic freedom rights and democracy.



The programmes of the Foundation's International Academy for Leadership (IAF) form an integral part of our international work and offer Liberals from all parts of the world opportunities to engage in dialogue, an exchange of ideas, networking and mutual cooperation. We aim to inspire.

Venue: Online

Language: English

Registration: 21 June 2021

Registration fee: 0,00 €



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