

Leadership and Self Esteem

Participatory sessions for women's groups

HAND BOOK FOR FACILITATORS



Funded by



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The same are meant to be used in the framework of the SEWR Project, implemented by Aida and its local partner TARANGO in the Upazilas of Lama and Alikadam (Bandarban), Bangladesh.

They aim at provide an inclusive participatory and enjoyable framework for the discussion of topics related to women empowerment and in particular to confidence building, self esteem, leadership, decision making and mutual help.

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INTRODUCTION

These guidelines have been developed in the frame of the project “Strengthening the socio-economic and cultural rights of indigenous women in Bandarban, Bangladesh” (SEWR Project). The goal of the project is to strengthen indigenous women’s rights, through the promotion of traditional income generating activities as weaving and agriculture and improving the access to saving and the active participation of women in the community. To really achieve women empowerment it is important to encourage the women to acknowledge their qualities and their power and to motivate them to take initiative to transform the society. The local community is the one who can change the social discrimination, only from a change coming from the inside can be real and sustainable.

The project work with women, men and with leaders to challenge stereotypes and discrimination through participatory gender training; in parallel the project works to improve the access of women to decent jobs and credit. This is an important step to achieve women social and economic rights but in order to be effective is necessary to work with women group on important issues like self esteem and leadership. As pointed by the gender analysis conducted at the beginning of the project, in remote villages of CHT women have little access to decision making at family and community level. They participate in productive, reproductive and community work and their work load is very hard, still they have little control on the money they gain, they get lower wages than men, and they face risk of sexual, physical and verbal abuse. Women are very rarely admitted to social justice decisions or to politic roles in the traditional system.

Moreover women are always accepting their role of subordinate in the society and they are not used to take decisions. In order to ensure the effectiveness and the sustainability of income generating activities for women it is crucial to work with them to increase their level of self esteem and leadership. These workshops are designed to help women’s groups to be more confident and more autonomous.

The module is designed in 10 sessions of short duration (about 1 hour), each session include a game or a dynamic and a sharing session. The first three sessions are dedicated to acknowledge individual and group strengths, to analyse gender stereotypes and gender discrimination and to foster supportive networks and confidence among members. In the sessions 4 and 5 of the module the facilitator will work with personal development, allowing the women to understand the concepts of Power and Self Esteem, by experimenting the feelings and emotions related with them. The sessions 6, 7 and 8 will work at group level, underlining the importance of effective communication, decision making and coordination. The last 2 sessions of the group will work on practical goals for the group supporting the processes of effective leadership and the analysis of problems and possible solutions.

In the experience in SEWR project, we noticed how saving groups have been more successful than in previous experiences, since the women are more conscious of the objective of the group and of their own personal objectives. They are also more vocal and more confident in sharing opinions and in taking initiative together as a group. The group is also perceived as a place where women can enjoy and develop support networks in the community. After the sessions many groups took independent initiative for the members and for the community, collecting money to support their own initiative like travels, feast and other events. They are also active in managing an emergency fund for the members and small loans for economic activities.

Although the materials have been tailored to the specific context of Chittagong Hill Tracts, the module can easily be used in other areas of Bangladesh. Although the module are designed in a very simple way, with clear tips for the facilitator, to achieve the results is crucial to have a skilled and committed female facilitator to inspire and encourage the women’s group.

PROGRAMMME HAND OUT FOR FACILITATORS

Vision:

The women leadership sessions are not training. They are sessions to be facilitated within existing women's group. They have been developed as parallel activity to women's saving and loan group (VSLA) The women are saving together to help each others. We would like to give them an opportunity to share few moments together in a monthly basis. They would share together with the support of a facilitator. These sessions will be short and very enjoyable and be an occasion for participants to share some time together and explore the potentialities of the group. It will be a monthly space to share their experiences and opinions and to explore aspects of themselves as individuals and as group.

General objective:

Promote women's empowerment through life skills enhancement

Specific Objectives

- Improving Self Esteem and Self Confidence of each woman.
- Inspire leadership and decision making
- Strengthening and improving the effectiveness of women's groups.

Methodology

The workshop contains 10 sessions to be held monthly. All the sessions are designed with a participative approach. Participants shall learn through active participation in discussions, games, and other dynamic activities.

List of Sessions:

1. Introduction.
2. Gender Roles.
3. Group Confidence.
4. Discovering Power.
5. Self Esteem.
6. Communication.
7. Decision Making.
8. Group coordination
9. Leadership
10. Identifying problems and possible solutions

Session Development total: Maximum 1 hour

1. 10 minutes: group ritual (Introduction).
2. 15 to 30 minutes: dynamic/game.
3. 15 to 20 minutes: discussion and conclusions.
4. 15 minutes: available for follow up or individual sharing with the gender expert if needed.

SESSION 1 – SELF CONFIDENCE “Our Good Qualities”

Objectives:

- Inform about the objectives and the development of the workshops.
- Acknowledge the strengthen of each woman and of the group.

Materials: 1 large cotton string. Programme Hand Out for Facilitators.

Dynamic:

1. Introduce the objectives of the Leadership and Self Esteem Sessions and the Programme.
2. Women will sit in circle and the facilitator will ask them to relax and think about something that makes them feel special. Remind that as women we have very good qualities, we are strong, brave, intelligent, and creative. We are able to give birth, to support our families in many ways, etc.. Explain also that any of us, any person has a specific talent, gift, and ask them to think about something that make them special, the best qualities they have.
3. After 2 minutes; ask them to slowly stand up in a circle. Give to one woman the cotton ball and ask her to tell loud her good quality and throw the cotton ball to another woman in the circle, holding the end of the string well tight. Each woman, one by one, will tell her good quality and throw the ball until a net is created. They should not repeat the same quality (as much as possible). Tell everyone to pull the string through them very strongly. Show women how many good qualities they have all together and how strong is the net that they created. Explain them that this net is like a visible version of their internal relations. This net will be very strong if we trust each other, be loyal and help each other.

Possible Discussion Points:

- Very often women’s good qualities are not acknowledged by us and others.
- Many times people and also our self judge our negative actions and weaknesses and forgetting our good qualities.
- Women have a lot of potential to work and help the community development.
- If we value our own and others good qualities the relations between us would be very strong. We would be able to face better any problem.
- One woman alone can feel weak and not have courage to speak and act but together we are strong. Because unity is power.
- If we work together and all of us use her best qualities to contribute to the women development we can do many things to the overall development of our family and our society.
- Reflect on the importance of trusting each other, being loyal, working together and helping other women.



Facilitator's tips:

- ✓ *Involve village leaders/Karbari and other men of the village to assist to this first session, if they are available and willing to, so that they can be informed about what we are going to do in women groups and explain them that men will be welcomed in specific trainings and activities that will be organized by the project. Be clear that we are working for the well being of the overall community.*
- ✓ *Be very clear and transparent and let women understand that we are providing them skills but they are the ones that will decide which steps to take at any moment.*
- ✓ *The facilitator need to be very clear with the Goal of the overall Workshops*
- ✓ *The facilitator need to have a very open, supportive, enthusiastic, patient and committed attitude and be clear with the basic ideas of community development.*
- ✓ *The Facilitator should orient participants in valuing and expressing any individual good quality.*
- ✓ *The Facilitator should make women feel comfortable and encourage them to speak*
- ✓ *The Facilitator should observe carefully the attitude of the participants and after the session note down in the book carefully what she observed; The level of interest of the group, their opinions and suggestions, their reactions to the contents of the sessions.*

SESSION 2 – GENDER ROLES “The ideal Woman”

Objectives

- Analyze how we learn and how we teach children to become woman or men.
- Explain the importance of women’s roles in the family and in the community.
- Explain that gender roles are constructed by society and changeable.

Materials

- Flip chart / Poster Papers.
- Pencils.
- Colour pens.

Dynamics

1. Divide the participants in groups of 5-7 persons. Tell them to discuss among group members which are the qualities of the ideal women in their community. After 5 minutes give to each group one flipchart, pencil and some colours and ask them to draw the image of an *ideal woman*. The ideal woman should have all the characteristics that a good woman is supposed to have according to society. Tell them that is not an art competition, they can draw in any way and should not feel shy. They can draw however they like; no one will judge them or their drawing. Try to make them comfortable and to feel free. Encourage them to draw. Everyone should participate. Give time to finish the drawing; don’t make them rush.

2. When they finish, each group show the drawing. Don’t make any judgement. After that ask to the participants how they felt while they drawing. Then discuss the following points with them.

Possible discussion topics

- What are the characteristics of ideal women according to their drawings?
- What are the works that women need do all day and what for men?
- What are the other roles that women/men play?
- They are always the same or they change in different time and places?
- Are men’s works more important than the women’s work? If yes, why?
- What would happen if women stop playing their roles?

Facilitator’s tips:

- ✓ *The characteristics and roles of woman and men are socially constructed.*
- ✓ *This is not universal or fixed. They are different in different societies and historic moments.*
- ✓ *The role women are playing is very important for the family and for the society.*
- ✓ *Women should value their potentiality. Women are already playing very important role for their families and for the society and they have the ability to do much more.*
- ✓ *Women should feel confident, they are equally important for the society as men are.*
- ✓ *Women should participate in community work because they are the 50% of the community. In the same way men should participate in household works because they are the member of the house. There is nothing wrong with that.*
- ✓ *Read the handouts and other articles to get a very clear idea of gender roles before the sessions.*
- ✓ *Don’t provide these assumption let women discuss and try to reach the point. Respect their opinions*

SESSION 3 – KNOWING OURSELVES “The River of Life”

Objectives:

- Participants would get an opportunity to recall revealing moments of their lives.
- Know each other better and build confidence and empathy.
- Break the Ice about sharing personal lives and stories.
- Building trust among group members.

Materials:

- Colours, Pencils, Papers.

Dynamics

1. Give everyone a big sheet of paper and different colours. Arrange the space so that each participant would find a space on the floor to draw the picture comfortably.
2. Invite participant to sit comfortably and relax, if they want they can close their eyes, or lie down. Tell them to breathe deeply and relax. Then ask them to think about the rivers, they make a very long journey from where the spring comes out in the mountains, very far away, and it is only a small flow of water until they enter the sea and finish their journey to become only drops of water part of the bigger sea. Sometimes they are wide and flow full of energy, some other time rocks block them and they become small.
3. Now think about your life, from the moment when you were born, how was your family and village, then childhood, how did you felt at that time. In everybody lives there are happy moments and sad moments, try to recall both and to remember how you felt at that time. Then you started growing up, which events marked you life as an adolescent, which were the events that make your life become different.
4. The rivers assume different shapes depending on the land and the people they meet on their way. In the same way we pass through different moments and our lives adapt and change according to that. When we face difficulties and barriers we have to fight and we become small but resistant and when we have calm and happy moments we can grow big and expand openly. Our life is like the journey of a river, we are born small like the small spring, and we go growing and facing different situations.
5. Now take the paper and draw all the journey of a river like if it was your own life. Imagine that you are that river, recall your childhood and the events that make your life change, and draw it as it was a river. Difficult moments and sad experiences can be like barriers for the river flow, like rocks that make the river narrow, and happy moments can be like wide parts of the river when can flow calm and big. Remember important moments, like school, marriage, work, pregnancy, or any other relevant moments. Also you can draw the river banks with persons, houses or anything else that was important for you to shape your river flow. You can draw your house or your husband, your children, your friends. Think that you are drawing your own life like if it was your own river. Each river is different as every person is different, no one is the same. Be that much free as you want and enjoy drawing “the river of your life”.
6. Once they finish ask them one by one to present their drawing and explain the picture, telling “My river starts like...” It is very important not to judge and to respect people’s feelings and emotions. Also it is important that after each participant has shown the river the all group clap and give thanks to the person to show her beautiful river to the group. After everybody shared the facilitator should invite participants to a small discussion.

Possible Discussion Points:

- How did everybody feel recalling their lives? And drawing their life as a river?
- Which emotions each woman felt?
- How did they felt sharing it? Do they use to recall and share their life problems or happiness with other women?
- Ask people if they think that is true that our lives are like river?
- It is important to respect each other and should not criticize any one for the events of their life.



Facilitator's tips:

- ✓ *Take your time to bring the attention of the participants to their lives before they start drawing.*
- ✓ *It is also very important to create empathy, and make them understand the similarity between the human life and the river flow. The text must be told like a story with sweet voice, raising people imagination.*
- ✓ *This exercise can be an unfamiliarly deep sharing experience for people who do not usually offer details of their lives outside their families. It is essential that the participants feel safe in the knowledge that personal information will not be used against them in the future.*
- ✓ *It can be sensitive to recall difficult or sad moment of life. The facilitator should carefully respect participants emotions related with this and always give a positive message. You can make people observe that water always flow, even if sometimes face many barriers and is very difficult, eventually rivers always continue their journey and they will reach again plain areas when they can expand and flow calm.*
- ✓ *Also you can observe that like for rivers there are "seasons" in people lives, sometimes there is a lot of water and rain and sometimes they get low and they hardly flow, but new water is coming.*
- ✓ *The "River of Life" exercise provides two opportunities for this kind of sharing. When they draw the river of life they share their life history. Their experiences, their feelings and the unknown part of their life come out through the drawing. They get an opportunity to know each other better, they start trusting each other which is very important to make a unite group. The lives sharing also make them committed to themselves to be loyal to others. These things create a strong bond among themselves. It will encourage them to work together and to help each other.*

SESSION 4 – DISCOVERING POWER “The Queen”

Objectives:

- Uncovering and Deconstruct Power Relations
- Allow each woman to experiment Power.

Materials:

- Carton crown or any other symbolic object so identify the “Queen” or a figure of power.

Dynamic:

1. Build a symbol for the “queen” could be a crown, a flower collar, or any other symbol that women can pass each other.
2. Explain that there would be one “Queen” and others would be normal people who must fulfil the desires of the queen.
3. Everyone will get chance to be the queen.
4. Every queen would get opportunity to express a desire and the other participants will try their best to fulfil the desire using their imagination.
5. Finish the game with a small group discussion

Possible Discussion Points:

- How did they feel when they were the “queen”?
- How did they feel when they had to fulfil other’s desires?
- Are they more used to express desires or to fulfil other’s desires?
- Are there “king” or “queens” in their families?

Facilitator’s tips:

- ✓ *There are many types of power relation in the society based on economy, nationality, gender etc. In family the power relation is mostly based on gender relations. This power relation is not given by God, it is created by human and it is changeable. Men and women should be equal; no one should be the superior or subordinate.*
- ✓ *Usually women take care of everyone but they do not think about what they want. It’s very important to make them think what they want. Make them realize that what they want is also important. They should try to express their opinions. They should speak about what they feel. They are contributing a lot to the family. So it’s their right to think and make decisions about family and family members. They are also very important part of the society. So they have right to participate all the community programs. They have the also right to know and share their opinions about community issues.*
- ✓ *Explain the participant properly that men are not their oppositions. To be the “Queen” of the family they need not to replace the men. They just need to make their own position. Make them understand that they are equally important member of the family as the men. They should trust themselves that they can take right decisions. They should play equal role with the men in activities and decision making. If men and women act like partners or friends that would be good for the family as well as for the society.*

SESSION 5 – IMPROVING SELF ESTEEM “The Magic Box”

Objectives:

- Explain self esteem and its importance.
- Encourage women to be aware of it and work to increase personal self esteem.

Materials: Facilitator hand out and the “Magic Box”. The facilitator need to build it in advance with a nice carton box (or other materials), decorated. Place inside a hand mirror on the bottom, if possible the mirror should be of the same size of the box to cover all the bottom part. Decorate it creatively; remember that is a “Magic Box.”

Dynamic:

1. Make an introduction, recall the previous session, and ask participants if they have any comment, doubt, if they want to share any experience related with it.
2. Begin the activity by asking to the group, "Who do you think is the most special person in the whole world?" After allowing the client to respond individually one by one, continue: "I have a magic box with me today, and each of you will have a chance to look inside and discover the most important person in the world."
3. After that call each woman in a different room, and give her the chance to open and look into the box after you ask them to remember who they expect to see.
4. Some women may have to be coaxed, because they may not believe what they see. Be ready with comments like:
 - *"Are you surprised?"*
 - *"How does it feel to see that you are the special person?"*
 - *"You smiled so big -- are you happy to see that you're the special person?"*

Before rejoining the group, ask each client to keep the special news a secret.

5. After all the women have had their turns, ask the group who the most special person was. After each client has had an opportunity to say "me," explain that the box is valuable because it shows that each of them is special. You might ask how it is possible for everyone to be the special one.
6. A discussion about each individual's uniqueness and the importance of value our selves

Possible Discussion Points:

- Every person is unique.
- We are very busy so often we don't take time to think about our good qualities.
- Women have a lot of potential to work and help for the community development.
- If we work together and any of us use her best qualities to contribute to the women development we can do many things.
- Ask what they think that self esteem is and explain what is Self Esteem.
- Discuss about the Importance of Self Esteem to Enjoy Our Rights.
- Conclude inviting each woman the next month to try to find 1 minute every day to remember how special and beautiful they are.



Facilitator's tips:

Self Esteem is the way in which we value and appreciate ourselves. It starts developing since we are in our mothers' wombs and it's influenced by the emotions that she is living. After we are born it keeps developing through the relations that we establish with family, friends, community, work. The care and gentle treatment that we receive since we are children help us to build our self esteem. For this reason it's important to treat ourselves in a nice way in the family between mother, father, children and other family members. Each person is important and has qualities, contributes to family and community development and shall enjoy the same rights.

HIGH SELF ESTEEM IS:

- ✓ When we take care of our body, our health and personal hygiene.
- ✓ When we acknowledge our qualities, virtues and our good qualities for work for our families and communities.
- ✓ When we accept our self in the way we are, our physical condition, and we are proud of our ethnic identity, culture or social group.
- ✓ When we feel sure, confident, we talk without fear, show our opinions, and claim our rights in any situation.
- ✓ We acknowledge our capacity of work and take decisions both within and outside the family and in the community.
- ✓ High self esteem gives us **STRENGTHEN TO FACE DAILY SITUATIONS AND TO WORK FOR WELL BEING OF FAMILY AND COMMUNITY.**

LOW SELF ESTEEM IS :

- ✓ When we don't appreciate our self and we think that we are inferior of other persons. We believe that we cannot learn things and those we have less right than other people.
- ✓ When we accept to suffer violence (explain) and we believe that this is normal.
- ✓ When we don't take care of our body, health and hygiene.
- ✓ When we leave that other people decide about our lives and we think that is normal.
- ✓ Low self esteem produces fear, willingness to cry, loneliness thus impossibility to share the situation.

SESSION 6 – THE IMPORTANCE OF COMMUNICATION “The Mute Game”

Objectives:

- To understand the importance of communication
- To understand that we all have the rights to express our ideas and opinions
- To encourage the women to raise their voice and express their feelings.

Materials

- None

Dynamics

1: Divide the participant in groups of 5-6. Ask them to select one representative from each group. Take the representative out of the room (or little far from others) and explain them that the facilitator would tell them something secretly and they need to explain that to their groups without speaking. They need to explain everything with body language and expression. After explaining the rules bring them back in the room but don't let them sit with the group. Request them to sit with the facilitator. Then explain the rule to other participants.

2: The participant from each group will tell the facilitator secretly what she is going to explain. Each participant will get 5 minutes to explain to their group. If the group members can guess right, congratulate them. If they fail to guess right, tell it is not a competition and they are not loser. Explain them that it is part of them game and there is nothing to be upset. When all the groups finish, discuss the following things.

Possible discussion topics

- Ask if they found the game difficult or easy?
- How did they feel when they could guess the right thing and how was it when the situation was opposite?
- Is it easy to make people understand talking or without talking?
- Do women normally speak to express their opinions in the family and community? Do we tell what we think as men tell? Why?
- Do we always raise our voices to tell what we think and believe?
- We need to raise our voice otherwise people won't understand our feelings or our thoughts; even though they are close to us. If we keep silence that might create misunderstanding. Do you agree?
- Do you think that it is important, to make people or family members understand that we have different opinion, different ideas, different feelings or we might want different things we need to raise our voice and speak up?



Facilitator's tips:

- ✓ Every day we are communicating with each other It is very important to communicate with each other to understand each other. Speaking is the best way to communicate.
- ✓ Voice raising and communication is very important for women empowerment and leadership building.
- ✓ It is very important to make women understand that if they raise their voice that is not against their culture.
- ✓ And that all human beings we have the same right to express our opinion and share our ideas.
- ✓ All persons have valuable experiences and ideas and that need to be shared to improve situation of the community
- ✓ It will help the family members and others to understand them better. It will also help to clarify the misunderstandings (if there is any) and improve family relations. In community level; if they communicate with each other they will get an opportunity to know each other better and help each other better. They would be able to make the community stronger and to improve the overall situation.
- ✓ We need to raise our voice if we don't like anything or if we want to do something. We need to be very strong to express our feelings and opinions; so that people will value our choices.
- ✓ If anyone does anything wrong with us we should raise our voice to protest.
- ✓ We are all related with each other, so we should raise our voice also for others.

SESSION 7 – DECISION MAKING “The Sweet Game”

Objectives:

- The participants would be aware of their right of decision making.
- They will understand the importance of decision making.

Materials

- Small sweet/chocolate
- Some small pieces of rope

Dynamics

1. Divide the participants in three groups.
2. Tell each group to stand in a line.
3. Put some sweet or chocolate in a bowl and put the bowl in front of the lines.
4. Put one empty bowl behind each line.
5. Explain them that the member from each group would go to collect the one chocolate then go to put it in the bowl behind the line and stand in the end of the line; then the second member of the line will do the same.
6. Tell the participants that they need to collect as many sweets/chocolates as they can within 10 minutes in this process.
7. Tie the hands of all members of the first group. Let the members of second group be free and the members of the third group would be also free but they must ask permission to the facilitator before collecting each sweet.
8. When the time finish count the sweets collected by each group and make a small discussion, after share the sweets in equal parts among the participants no matter in which group they were.

Possible discussion topics

- How did they feel to play this game?
- Who collected more and who less? Why?
- Do you sometimes feel like the first group in your life?
- Do you ever feel like your hands are tied? In which situation?
- How do you feel to be free like the second group?
- Do you sometimes feel like the third group? How do you feel having to ask permission for the things you want to do?
- Do you think that this is very important?
- Which situation is the best for you? Why?

Facilitator’s tips:

- ✓ If we take decisions and work freely, we would be able to do more work in a better way and get better result.
- ✓ If every time we need to ask permission, it takes more time to finish the job and our interest towards the activity decreases.
- ✓ Decision making power and freedom to work is our right. We should not expect that others will give us our right; we should try by ourselves to achieve the rights.
- ✓ If we do not try to get our rights, no one will give us the rights.

SESSION 8 – GROUP COORDINATION “The knot”

Objectives:

- Allow the participant to experience group coordination
- Explore leadership in the group
- Strengthen Group Relations

Materials: No specific material needed

Dynamic:

1. Divide the participants into 6-8 members groups.
2. Ask each group to stand in a circle.
3. Ask everyone to raise the right hand up in the air and to hold the hand of another person, not standing next to them.
4. Ask everyone to raise the left hand and to grab the hand of a different person.
5. Check to make sure that everyone is holding the hands of two different persons and that they are not holding hands with someone next to them.
6. Ask the group members to untangle themselves and to create a circle without breaking the chain of hands.
7. If group members break the chain they need to start again.

Possible Discussion Points:

- Did you enjoy it? Was the game easy or difficult? Why?
- How did you untie the knot? Did you all find the way together or one particular person find the way and instructed the others?
- If you followed the instruction of one particular person, how did you select her?
- Do you think it's better to select one leader for better teamwork, or there should be more than one?

Facilitator's tips:

- ✓ To be strong a group need to work together in a coordinate way and to do that is useful to select leaders to represent the group.
- ✓ The leaders have the responsibility to hear the voices of all group members and to represent them; they need to be selected democratically by the group.
- ✓ A good leader is the one who makes the entire group participate in decision making and who is able to listen to all the different voices inside the group.
- ✓ For successful group work it's very important to listen and respect other members opinion and to share own opinion with all.

SESSION 9 – LEADERSHIP “The elections”

Objectives:

- Understand the leadership qualities of the members of the group
- Allow each woman to promote her as a “Leader”.

Materials:

- No material

Dynamic:

1. Tell them to remember what they learnt from all the previous sessions.
2. Invite each participant to promote her for the Position of “Group Leader” explaining why the group should select them. They should think about:
 - *What are the good qualities she has to be a leader?*
 - *What are the initiatives she would take for the group if she is selected as “Group leader”?*
 - *Which are the existing problems for the group and how would she solve them?*
 - *What will she do for the improvement of the community?*
3. Tell everyone that they need to select their leader on the basis of the best answers of these questions, so they should listen carefully.

Possible Discussion Points:

- How do they feel promoting themselves?
- Do all of them think they are ready to be leader of the group? If no, why not?
- How many of them believe that they can lead the family?
- How many of them would like to be a leader of the community? Do they think it’s possible?

Facilitator’s tips:

- ✓ Never make any judgement, or laughs about any presentation.
- ✓ Encourage them to think about these issues and share their thoughts. It is very important to present themselves in front of all.
- ✓ No need to select the leader or who answered best. If any group want to do that tell them “This is your group. All of you should think more about it and decide later.”
- ✓ After the sharing session explain them the lessons they got from all the previous sessions, if they practise them then any of them can be a good leader for the group and for the family as well as for the community.
- ✓ Tell them that we already discussed about the good qualities necessary for a leader. Make a review of all the sessions.
- ✓ Share that we are going to finish the leadership session with next month session. From that session we will learn how to identify and organize the problems and how to find good solutions, if they have any doubt they should bring it in next session.

SESSION 10 – IDENTIFYING PROBLEMS and SOLUTIONS “The Ranking”

Objectives:

- The group will be able to identify the problems that women face in their everyday life
- Women would be able to rank problems and needs
- Women would be able to find out possible solutions of their problems

Materials:

- Flip charts
- Markers

Dynamic:

Part 1:

- Ask the women which are the main problems they face in their community (list 5 or 6).
- Make a list of the problems in the flipchart and number them.
- Consider the first 2 problems and ask the group to discuss and decide which problem between number 1 and 2 is the most important for them. Put one cross beside the most important.
- Then compare number 1 with number 3, and follow the same process with all the problems listed comparing. In this process find the most important problem.
- After that ask which one is more important between numbers 2 and 3 and mark the more important one.
- Then compare number 2 with number 4, and follow the same process with the rest of the problems listed comparing. In this process find the second most important problem.
- Follow this process to organize the problems as per importance.

Part 2:

- Draw a table with three columns in the flip chart. The 1st column is for the problems, the 2nd one is for primary solutions* and the last one for possible solutions**.
- * Primary solutions are the solutions that the participants share primarily.....
- **Possible solutions refer to the solutions that the participant consider possible for them to do without any outside help, or with help that they can get from the community.

Problems	Primary solutions	Possible solutions
1st problem	<ul style="list-style-type: none"> • XXXXXXXXXXXXX • XXXXXXXXXXXXX 	<ul style="list-style-type: none"> • YYYYYYYYYYY • YYYYYYYYYY***
2nd problem	<ul style="list-style-type: none"> • XXXXXXXXXXXXX • XXXXXXXXXXXXX 	<ul style="list-style-type: none"> • YYYYYYYYYYYY*** • YYYYYYYYYYYYYY

- Ask them which solutions could be taken to address the first problem. They can say whatever they want at this stage. Even if the solution is out of reach or impossible. List what they say in the primary solutions column.
- Do the same for other problems.
- Then ask, for the 1st problem between the primary solutions they mentioned which are possible solutions, which are the solutions that they can take by themselves List them in the possible solutions column.
- In this process find the possible solutions for all problems.
- After that tell them to decide which one the most appropriate solution for them for the 1st problem. Mark the solution they say with stars.
- Do the same for all the problems.
- After the problem ranking it is important to recall the solutions identified and to allow the group to discuss on practical steps that they can take, and the opportunity to do that.

Possible Discussion Points:

- Did you like the activities? It was easy or complicated? Have you ever think about identify your problems and solve the problems in the group, like this before?
- Do you think this session would be helpful to find solution for your HH and community problems? How?
- Now you know about both your the problems and solutions, are you going to take initiatives to solve them?

Facilitator's tips:

- ✓ Make sure all the participant will participate actively; not only the vocal ones.
- ✓ Encourage them to identify common HH problems and community problems.
- ✓ Be careful with the order of problems during organizing the problems as per importance. The order should be strictly followed; otherwise people might be confused.
- ✓ Explain that with this method they can also find solutions for their personal problems.
- ✓ This is the last session of the Leadership Session. Review all the previous sessions in short during feedback.
- ✓ Tell them this is the last time we are here with a new activity. But they should not stop meeting together. If they like they can continue the meeting and try to find something interesting for fun. They should share their life as well as problems and should try to find solution and take initiatives to solve them.