

# Leading to Choices

Overview

## A Multimedia Curriculum for Leadership Learning

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**Women's Learning Partnership**  
for Rights, Development, and Peace



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Women's Learning Partnership for Rights, Development, and Peace (WLP) is an international, non-governmental organization that seeks to empower women and girls in the Global South to re-imagine and re-structure their roles in their families, communities, and societies. WLP achieves this goal through forming partnerships with women's organizations in Africa, Asia, and the Middle East, creating leadership learning curriculum and materials, and engaging women in the production of information and knowledge. WLP produces culture-specific multimedia tools for radio, video/television, CD-ROM, and the Internet that strengthen women's participation and leadership in building civil society.

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*Videos were filmed  
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of women in Africa,  
Asia, and the Middle  
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participation in the  
leadership training  
workshops and  
programs have helped  
in the development of  
the multimedia package.*

## PREFACE

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*Leading to Choices: A Multimedia Curriculum for Leadership Learning* is based on the collective experiences and knowledge of grassroots activists, practitioners, educators, scholars, and policy-makers from over twenty countries in Africa, the Americas, Asia, and the Middle East. The basic concept of *Leading to Choices* is that social change, which leads to individual human rights, democracy, development, and peace, can be achieved and sustained only when individuals, especially women, are empowered to be leaders who believe in dialogue and inclusion, and whose approach to decision-making is horizontal and participatory. Though this concept may not have been explicitly theorized or explained, it has been employed over the years by countless leaders who successfully worked with communities to develop common visions and to specify and implement common goals.

In my own work for women's political and social rights, first in Iran and subsequently in other Muslim-majority societies, I recognized that no enduring progress in any field of human activity will be achieved if the community is not fully involved in defining and implementing its vision and goals. It was this belief that led me to suggest to the colleagues and friends with whose help I founded Women's Learning Partnership (WLP) in 2000 that developing a conceptual framework and a methodology of participatory leadership ought to be our primary focus. We realized that to be effective we needed input from grassroots women leaders and a follow-up system to fine-tune both the concept and the method as we gained more experience.

Between June 2000 and June 2001, WLP held a series of consultations with international experts in the disciplines of women's rights, human rights, organizational development, sociology, law, and international development. Following these meetings and field-testing of the concept in grassroots workshops in Morocco, Nigeria, and Palestine, we published *Leading to Choices: A Leadership Training Handbook for Women* in December 2001. The handbook describes the leadership concept and its theoretical framework, and provides interactive case study scenarios for developing effective leadership and communication styles and for creating learning partnerships for social change.

Another series of international multi-disciplinary dialogues continued in 2002 along with expanded field-testing of the leadership concept in twelve countries—Afghanistan, Cameroon, India, Jordan, Lebanon, Morocco, Nigeria, Pakistan (with Afghan refugees), Palestine, Turkey, Uzbekistan, and Zimbabwe. More than three thousand women and men from diverse professional, ethnic, religious, linguistic, and economic backgrounds have participated in the workshops. In each workshop, case study scenarios are adapted and customized so that participants can explore the *Leading to Choices* leadership concepts in culturally relevant ways. Feedback from workshop facilitators and field program coordinators about the effectiveness of interactive exercises and audio-visual material in fostering and illustrating participatory leadership styles led to the development of this multimedia package.

*Leading to Choices* is designed for use in learning environments where participants are at the center of the learning experience. No single individual preaches or teaches, but rather each individual discovers her own abilities and shares her knowledge and experiences with peers. In such co-learning environments, participants engage in "learning by doing" and simulating scenarios that do not require a right answer, but encourage a collaborative and respectful exploration of the leadership concepts and techniques. Individuals learn to accept differences in outlook and approach, work toward achieving a shared vision, and respect diversity whether or not a common vision is created. They move gradually but consciously from individual leadership development to methods for creating learning organizations and societies that are interactive, flexible and evolving, responsive to their constituents, and ready to accommodate change. This method of learning has proved successful in building self-confidence and creating an atmosphere of tolerance and solidarity.

*Leading to Choices* is an adaptable tool to be customized to the socio-cultural conditions of the communities where it is used. It is geared to empowering individuals—particularly women and girls—to make their own choices and to participate effectively in family, community, national, and global decision-making. While emphasizing the importance of creating a culture of cooperation and mutual respect, *Leading to Choices* enables individuals to develop the skills to prevent conflict, share power, and build coalitions for social justice.



Mahnaz Afkhami  
President and CEO  
Women's Learning Partnership  
for Rights, Development, and Peace

## USING *LEADING TO CHOICES*

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**L** *Leading to Choices: A Multimedia Curriculum for Leadership Learning* is meant to be used by non-governmental organizations, women's groups, development agencies, trainers, activists, organizers, and school and university educators for empowering individuals—particularly women and girls—to participate as leaders in the decision-making processes that impact their lives. Through scenario-based and experiential learning that emphasizes dialogue and mutual respect, *Leading to Choices* promotes the development of participatory leadership skills, effective and visionary decision-making, interactive facilitation techniques, persuasive communication skills, and effective advocacy strategies. The principles of leadership and interaction on which *Leading to Choices* is based can be applied to fostering shared learning in a variety of fields, from human rights and women's rights to legal literacy, gender-based violence, family laws, reproductive health and rights, political participation, and governance and voter participation.

The *Leading to Choices* multimedia package consists of the training manual *A Leadership Training Handbook for Women* and three guides with videos entitled *Learning to Facilitate Interactively*, *Communicating for Change*, and *Developing Effective Advocacy Campaigns*.

- ***A Leadership Training Handbook for Women*** describes the conceptual framework for *Leading to Choices* in the chapter “The Building Blocks of Leadership: Leadership as Communicative Learning” by Mahnaz Afkhami. Twelve interactive sessions, based on real-life case studies from around the world, enable participants to strengthen their personal leadership abilities and develop learning partnerships based on respect, ethics, dialogue, inclusion, mutual learning, consensual decision-making, and cooperative action.
- The guide ***Learning To Facilitate Interactively*** contains discussion and role-play exercises for developing facilitation techniques that reflect the principles of inclusive and participatory leadership, and help facilitators create environments that engage participants in their own leadership development. Through skill-building exercises, facilitators gain the skills to promote participative listening, share responsibility for leading activities, stimulate discussion, encourage enthusiasm for divergent opinions, and work cooperatively.
- The video ***Learning to Facilitate Interactively*** showcases facilitation techniques used by WLP partners to conduct leadership workshops for women in Africa, Asia, and the Middle East. Through simulating workshops and critiquing facilitation techniques used, participants discuss innovative methods for creating learning environments that are engaging and democratic.
- The guide ***Communicating for Change*** contains exercises for improving personal and organizational communication skills through developing persuasive communication styles, creating compelling messages, devising communications campaign strategies, and using the media effectively to communicate a message.
- The video ***Communicating for Change*** focuses on two crucial aspects of communication: developing media messages and conducting media interviews. WLP partners in consultation with a communications expert, and through simulations of television interviews, discuss strategies for developing powerful messages and effectively conveying them through broadcast media.

- The guide ***Developing Effective Advocacy Campaigns*** contains exercises on defining and carrying out successful advocacy for social change. Exercises enable participants to explore the various stages of formulating and implementing advocacy campaigns, including building pluralistic coalitions and creating locally appropriate advocacy strategies.
- The video ***Developing Effective Advocacy Campaigns*** features activists from WLP partner organizations in Jordan, Malaysia, Morocco, and Palestine who share their experiences using advocacy strategies to fight violence against women and to promote women's human rights. Zainah Anwar describes the campaign to develop and implement a Domestic Violence Act in Malaysia. Amina Lemrini of Morocco talks about the ongoing campaign to amend legislation to protect women from sexual harassment in the workplace. Suheir Azzouni describes Palestinian women's efforts to reverse regulations requiring them to obtain permission from male guardians before applying for a passport. Asma Khader talks about the campaign to eliminate honor crimes in Jordan.

The *Leading to Choices* curriculum is flexible and meant to be adapted to each setting where it is used. The adaptation process includes replacing case-study scenarios with culturally relevant material and modifying sessions and exercises to address the needs of participants.

The following sample schedules show how various components of *Leading to Choices* have been used in workshops to train trainers, promote leadership learning, develop communication skills, and formulate advocacy strategies. The workshops are of varying lengths. They begin with exercises on the fundamental concepts of participatory leadership, followed by exercises about applying these concepts to facilitation, communication, or advocacy training.

# SAMPLE WORKSHOP SCHEDULES

## 3-DAY TRAINING OF TRAINERS

Day 1		Participatory Leadership and Interactive Facilitation
Morning		<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, continued</li> <li>• Role of the Facilitator and Interactive Learning, pages 17-25, <i>Learning to Facilitate Interactively</i></li> <li>• Select Exercises on Interactive Facilitation, pages 26-40, <i>Learning to Facilitate Interactively</i></li> </ul>
Evening		<ul style="list-style-type: none"> <li>• View the video <i>Learning to Facilitate Interactively</i> in conjunction with Exercise 8 “Facilitating Interactively,” pages 32-38</li> <li>• Daily Evaluation</li> </ul>
Day 2		Developing the Self for Leadership and Communicating with Others
Morning		<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 1: Who Is a Leader?</li> <li>• Session 3: What Is My Vision?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Session 6: How Will We Empower Each Other?</li> <li>• Session 7: How Will We Find Shared Meaning?</li> <li>• Session 8: What Is Our Plan of Action?</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Select Exercises on Communication Skills, pages 11-23, <i>Communicating for Change</i></li> <li>• View the video <i>Communicating for Change</i> in conjunction with Exercise 3 “Compelling Messages,” pages 15-19</li> <li>• Daily Evaluation</li> </ul>
Day 3		Creating Learning Partnerships and Effective Advocacy
Morning		<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 10: How Do We Mobilize for Action?</li> <li>• Session 11: How Do We Share Responsibilities and Results?</li> <li>• Session 12: How Do We Define a Successful Organization?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Effective Advocacy, pages 9-35, <i>Developing Effective Advocacy Campaigns</i></li> <li>• View the video <i>Developing Effective Advocacy Campaigns</i> in conjunction with Exercise 3 “Components of an Advocacy Plan,” pages 13-30</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Synthesis and Conclusions</li> <li>• Workshop Evaluation</li> <li>• Farewells and Celebrations</li> </ul>

# 5-DAY TRAINING OF TRAINERS

Day 1		Participatory Leadership
Morning		<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, continued</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Discussions on leadership and learning partnerships</li> <li>• Daily Evaluation</li> </ul>
Day 2		Interactive Facilitation
Morning		<ul style="list-style-type: none"> <li>• Role of the Facilitator and Interactive Learning, pages 17-25, <i>Learning to Facilitate Interactively</i></li> <li>• Exercises on Interactive Facilitation, pages 26-40, <i>Learning to Facilitate Interactively</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• View the video <i>Learning to Facilitate Interactively</i> in conjunction with Exercise 8 “Facilitating Interactively,” pages 32-38</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Practice with facilitation skills and leading learning activities</li> <li>• Daily Evaluation</li> </ul>
Day 3		Developing the Self for Leadership and Communicating with Others
Morning		<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 1: Who Is a Leader?</li> <li>• Session 2: How Am I a Leader in My Own Life?</li> <li>• Session 3: What Is My Vision?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Session 4: How Should We Communicate?</li> <li>• Session 5: How Can We Serve Diverse Interests?</li> <li>• Session 6: How Will We Empower Each Other?</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Select Exercises on Communication Skills, pages 11-23, <i>Communicating for Change</i></li> <li>• View the video <i>Communicating for Change</i> in conjunction with Exercise 3 “Compelling Messages,” pages 15-19</li> <li>• Daily Evaluation</li> </ul>
Day 4		Creating Learning Partnerships and Effective Advocacy
Morning		<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 7: How Will We Find Shared Meaning?</li> <li>• Session 8: What Is Our Plan of Action?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Session 9: How Do We Cultivate Our Skills and Talents?</li> <li>• Session 10: How Do We Mobilize for Action?</li> <li>• Session 11: How Do We Share Responsibilities and Results?</li> <li>• Session 12: How Do We Define a Successful Organization?</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Select Exercises on Effective Advocacy, pages 9-35, <i>Developing Effective Advocacy Campaigns</i></li> <li>• View the video <i>Developing Effective Advocacy Campaigns</i> in conjunction with Exercise 3 “Components of an Advocacy Plan,” pages 13-30</li> <li>• Daily Evaluation</li> </ul>

Continued on page 8

Day 5 Curriculum Adaptation	
Morning	<ul style="list-style-type: none"> <li>• Discuss developing and adapting materials for particular audiences</li> </ul>
Afternoon	<ul style="list-style-type: none"> <li>• Troubleshooting, Synthesis, Conclusions</li> <li>• Workshop Evaluation</li> </ul>
Evening	<ul style="list-style-type: none"> <li>• Farewells and Celebrations</li> </ul>

## 3-DAY LEADERSHIP LEARNING

Day 1 Participatory Leadership	
Morning	<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> </ul>
Afternoon	<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> <li>• Exercises on Power and Leadership, continued</li> </ul>
Evening	<ul style="list-style-type: none"> <li>• Discussions on leadership and learning partnerships</li> <li>• Daily Evaluation</li> </ul>
Day 2 Developing the Self for Leadership and Communicating with Others	
Morning	<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 1: Who Is a Leader?</li> <li>• Session 2: How Am I a Leader in My Own Life?</li> </ul>
Afternoon	<ul style="list-style-type: none"> <li>• Session 3: What Is My Vision?</li> <li>• Session 4: How Should We Communicate?</li> </ul>
Evening	<ul style="list-style-type: none"> <li>• Session 6: How Will We Empower Each Other?</li> <li>• Daily Evaluation</li> </ul>
Day 3 Creating Learning Partnerships	
Morning	<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 7: How Will We Find Shared Meaning?</li> <li>• Session 8: What Is Our Plan of Action?</li> </ul>
Afternoon	<ul style="list-style-type: none"> <li>• Session 10: How Do We Mobilize for Action?</li> <li>• Session 11: How Do We Share Responsibilities and Results?</li> </ul>
Evening	<ul style="list-style-type: none"> <li>• Synthesis and Conclusions</li> <li>• Workshop Evaluation</li> <li>• Farewells and Celebrations</li> </ul>

# 5-DAY LEADERSHIP LEARNING

<b>Day 1</b>		<b>Participatory Leadership</b>
Morning	<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> </ul>	
Afternoon	<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, continued</li> </ul>	
Evening	<ul style="list-style-type: none"> <li>• Discussions on leadership and learning partnerships</li> <li>• Daily Evaluation</li> </ul>	
<b>Day 2</b>		<b>Developing the Self for Leadership and Communicating with Others</b>
Morning	Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 1: Who Is a Leader?</li> <li>• Session 2: How Am I a Leader in My Own Life?</li> </ul>	
Afternoon	<ul style="list-style-type: none"> <li>• Session 3: What Is My Vision?</li> <li>• Session 4: How Should We Communicate?</li> </ul>	
Evening	<ul style="list-style-type: none"> <li>• Session 5: How Can We Serve Diverse Interests?</li> <li>• Daily Evaluation</li> </ul>	
<b>Day 3</b>		<b>Communicating with Others (continued) and Creating Learning Partnerships</b>
Morning	<ul style="list-style-type: none"> <li>• Select Exercises on Communication Skills, pages 11-23, <i>Communicating for Change</i></li> <li>• View the video <i>Communicating for Change</i> in conjunction with Exercise 3 “Compelling Messages,” pages 15-19</li> </ul>	
Afternoon	<ul style="list-style-type: none"> <li>• Exercises on Communication Skills, continued</li> </ul>	
Evening	Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 7: How Will We Find Shared Meaning?</li> <li>• Daily Evaluation</li> </ul>	
<b>Day 4</b>		<b>Creating Learning Partnerships (continued)</b>
Morning	Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 9: How Do We Cultivate Our Skills and Talents?</li> </ul>	
Afternoon	<ul style="list-style-type: none"> <li>• Session 10: How Do We Mobilize for Action?</li> </ul>	
Evening	<ul style="list-style-type: none"> <li>• Session 11: How Do We Share Responsibilities and Results?</li> <li>• Daily Evaluation</li> </ul>	
<b>Day 5</b>		<b>Effective Advocacy</b>
Morning	<ul style="list-style-type: none"> <li>• Select Exercises on Effective Advocacy, pages 9-35, <i>Developing Effective Advocacy Campaigns</i></li> <li>• View the video <i>Developing Effective Advocacy Campaigns</i> in conjunction with Exercise 3 “Components of an Advocacy Plan,” pages 13-30</li> </ul>	
Afternoon	<ul style="list-style-type: none"> <li>• Exercises on Effective Advocacy, continued</li> </ul>	
Evening	<ul style="list-style-type: none"> <li>• Synthesis and Conclusions</li> <li>• Workshop Evaluation</li> <li>• Farewells and Celebrations</li> </ul>	

# 3-DAY COMMUNICATION SKILLS DEVELOPMENT

Day 1		Participatory Leadership and Communicating with Others
Morning		<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, continued</li> </ul>
Evening		Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 3: What Is My Vision?</li> <li>• Session 4: How Should We Communicate?</li> <li>• Daily Evaluation</li> </ul>
Day 2		Communicating Effectively
Morning		Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 5: How Can We Serve Diverse Interests?</li> <li>• Session 6: How Will We Empower Each Other?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Communication Skills, pages 11-23, <i>Communicating for Change</i></li> </ul>
Evening		<ul style="list-style-type: none"> <li>• View the video <i>Communicating for Change</i> in conjunction with Exercise 3 “Compelling Messages,” pages 15-19</li> <li>• Daily Evaluation</li> </ul>
Day 3		Media Communications
Morning		<ul style="list-style-type: none"> <li>• Exercises on Communication Skills, continued</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Media Communications, pages 26-33, <i>Communicating for Change</i></li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Synthesis and Conclusions</li> <li>• Workshop Evaluation</li> <li>• Farewells and Celebrations</li> </ul>

# 3-DAY ADVOCACY

Day 1		Participatory Leadership and Developing the Self for Leadership
Morning		<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, continued</li> </ul>
Evening		Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 2: How Am I a Leader in My Own Life?</li> <li>• Session 3: What Is My Vision?</li> <li>• Daily Evaluation</li> </ul>
Day 2		Communicating with Others and Effective Advocacy
Morning		Working through Sessions in <i>A Leadership Training Handbook for Women</i> : <ul style="list-style-type: none"> <li>• Session 5: How Can We Serve Diverse Interests?</li> <li>• Session 7: How Will We Find Shared Meaning?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Select Exercises on Communication Skills, pages 11-23, <i>Communicating for Change</i></li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Exercises on Effective Advocacy, pages 9-35, <i>Developing Effective Advocacy Campaigns</i></li> <li>• Daily Evaluation</li> </ul>
Day 3		Effective Advocacy (continued)
Morning		<ul style="list-style-type: none"> <li>• View the video <i>Developing Effective Advocacy Campaigns</i> in conjunction with Exercise 3 “Components of an Advocacy Plan,” pages 13-30</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Effective Advocacy, continued</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Synthesis and Conclusions</li> <li>• Workshop Evaluation</li> <li>• Farewells and Celebrations</li> </ul>

# 5-DAY ADVOCACY

Day 1		Participatory Leadership
Morning		<ul style="list-style-type: none"> <li>• “The Building Blocks of Leadership: Leadership as Communicative Learning,” pages 5-15, <i>A Leadership Training Handbook for Women</i></li> <li>• Exercises on Power and Leadership, pages 9-16, <i>Learning To Facilitate Interactively</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Exercises on Power and Leadership, continued</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Discussions on leadership and learning partnerships</li> <li>• Daily Evaluation</li> </ul>
Day 2		Developing the Self for Leadership and Communicating with Others
Morning		<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 2: How Am I a Leader in My Own Life?</li> <li>• Session 3: What Is My Vision?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Session 5: How Can We Serve Diverse Interests?</li> <li>• Session 6: How Will We Empower Each Other?</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Select Exercises on Communication Skills, pages 11-23, <i>Communicating for Change</i></li> <li>• View the video <i>Communicating for Change</i> in conjunction with Exercise 3 “Compelling Messages,” pages 15-19</li> <li>• Daily Evaluation</li> </ul>
Day 3		Creating Learning Partnerships
Morning		<p>Working through Sessions in <i>A Leadership Training Handbook for Women</i>:</p> <ul style="list-style-type: none"> <li>• Session 7: How Will We Find Shared Meaning?</li> <li>• Session 8: What Is Our Plan of Action?</li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Session 10: How Do We Mobilize for Action?</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Session 11: How Do We Share Responsibilities and Results?</li> <li>• Daily Evaluation</li> </ul>
Day 4		Effective Advocacy
Morning		<ul style="list-style-type: none"> <li>• Exercises on Effective Advocacy, pages 9-35, <i>Developing Effective Advocacy Campaigns</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• View the video <i>Developing Effective Advocacy Campaigns</i> in conjunction with Exercise 3 “Components of an Advocacy Plan,” pages 13-30</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Exercises on Effective Advocacy, continued</li> <li>• Daily Evaluation</li> </ul>
Day 5		Effective Advocacy (continued)
Morning		<ul style="list-style-type: none"> <li>• Exercises on Media Communications, pages 26-33, <i>Communicating for Change</i></li> </ul>
Afternoon		<ul style="list-style-type: none"> <li>• Synthesis and Conclusions</li> <li>• Workshop Evaluation</li> </ul>
Evening		<ul style="list-style-type: none"> <li>• Farewells and Celebrations</li> </ul>



**“Nothing in the world is impossible if we work together.”**

—Participants in a *Leading to Choices* workshop in Zimbabwe

**“I think that every woman has the ability to be a leader and shape her own fate. This workshop has strengthened my resolve to defend my rights as a woman and convince my community that women have an important role to play in building a peaceful and just society in Afghanistan.”**

—Afghan workshop participant

**“This workshop has taught me that I can think for myself, speak for myself, and take care of myself. I have resolved to pursue my own ideas and dreams.”**

—Lebanese workshop participant

**“I believe that women’s leadership is very important in solving community problems. This workshop helped me improve my leadership and negotiation skills and strengthened my ability to advocate for women’s issues and rights within the community.”**

—Turkish workshop participant



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