

## About the Project

*The “Women Making Waves – Enhancing Female Leadership Skills” project aims to empower double disadvantaged women to develop their leadership skills and strengths.*

### Women’s Confidence

Increasing women’s confidence, self-awareness, employability and leadership opportunities and helping to close the gender gap in such positions, by increasing and supporting female representation.

### Strong Connections

Building closer connections between women seeking to develop their careers across Europe with a cross-border support system, and address social inclusion by helping double disadvantaged women attain their professional goals.

### Women’s Needs

Identifying the needs of those women in relation to leadership training, aligned to business demands, in order to maximise their career opportunities and support their professional advancement.

*The goal is to make women more aware of the disproportionate number of women in leadership roles and encourage them to break this pattern and “make waves”.*



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[www.womenmakingwaves.eu](http://www.womenmakingwaves.eu)

### Partners



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Enhancing  
Female Leadership Skills

# BACKGROUND

The high unemployment rates in Europe and the gender gap are still existent to this day. These are two of the main challenges faced by the women in the 21st century. What is more, in most cases the challenges do not simply stop there; the majority of women are double disadvantaged as they usually have to cope with additional difficulties in their daily life, such as NEET or migrant profile, single parent, disabled, early career stages or returning to work after a long absence.

All these factors put obstacles in their professional path and career advancement, thus impeding progression in their field.



## Results of the project

### **IO1 Women Making Waves Competence Framework**

In order to identify the skills needed for double disadvantaged women to pursue leadership positions and increase their leadership skills, the partnership will develop the Women Making Waves Competence Framework. It will analyse the current initiatives and projects promoting female leadership among the target group. This will ensure that the Women Making Waves Training Programme and Leader Circles™ are designed in such a way that is of the highest benefit to the women participating in the training.

### **IO2 Women Making Waves training programme – Enhancing Female Leadership Skills**

The Women Making Waves Training Programme will be developed aiming to foster female leadership skills and strength and build double disadvantaged women's (NEET, migrant, disabled, in early career stages, women returning to work after a long absence or those pursuing a new career path) self-belief and confidence for employability. The training programme will aim to address the needs to help their career progression.

### **IO3 Leader Circles™**

The Circles™ are comprised of 4-5 mentees in a group who meet with a facilitator for 3-4 sessions, each lasting up to 4 hours. The goal and innovation of the Circles™ methodology is that the mentees do not only learn from their facilitator but mostly from each other in order to achieve a mutual objective which, in the case of Women



Making Waves, is aimed at increasing women's confidence, self-awareness and knowledge of employability, business and leadership opportunities by sharing their stories with each other.

### **IO4 Women Making Waves E-learning Academy**

The Women Making Waves Academy: It will contain the online adaptation of the training materials that are to be developed as part of IO2 and IO3 as well as other related OERs (Open Educational Resources) and MOOCs (Massive Open Online Courses) building on this information. Face-to-face training participants will be able to access extra materials in between the sessions. Target group members and other interested parties who are not able or not eligible to attend the face-to-face training will be able to engage in the training programme and take full advantage of all content developed. It will include video materials, documents, interactive learning scenarios and slideshows to increase user-engagement.

### **IO5 Policymakers Guide “Women Making Waves – Enhancing Female Leadership Skills”**

The partnership will develop a Policymakers Guide targeting policymakers, businesses, formal and non-formal educational institutions, migrant and women support organisations and other stakeholders across Europe. The Guide sets out to emphasise the need of having more women in leadership positions to use the available human resources in Europe to its fullest potential and to increase the competitiveness of its internal market.

