

Strategic TVET Management and Institutional Leadership

Sample Course: 21st Century Leadership skills for women in TVET

Women are still underrepresented at decision-making level in TVET. This structural discrimination contrasts with 21st Century Leadership approaches that are based on an appreciative, growth-oriented attitude that should be spearheaded by the TVET management.

This course is implemented by female trainers and aims at empowering women in/for TVET management positions. Participants will receive an innovative training on 21st Century Leadership competences and how to integrate these into their day-to-day work as female decision makers in TVET departments and managers of TVET institutions.

- **Content, elements, format, and duration can be customized to the respective needs.**

Learning outcomes

On completion of the training, participants

- have reflected reasons for structural discrimination of women in TVET
- are aware of the structural interlinkages between leadership, education, and gender equality in the 21st century
- are able to distinguish transformational leadership from traditional leadership principles and deduce appropriate measures for their own area of responsibility
- are able to apply transparent and appreciative, self-reflective communication concepts
- are able to detect, address and manage conflicts constructively in their institutions

Contents

- Structural discrimination of women in TVET
- Concept of 21st century leadership and 21st century education (growth vs. fixed mindset)
- Transformational leadership vs. traditional leadership styles
- VUCA (volatility, uncertainty, complexity and ambiguity)/ BANI (brittle, anxious, non-linear, incomprehensible) environment and the demand for agile management tools and methods
- Communication concepts (e.g., appreciative, and non-violent communication, emotional intelligence, self-reflection and communication as a leader) and female vs. male communication strategies
- The nature of conflicts - understanding causes and effects of conflicts and the principles of conflict management and resolution
- Strategies to detect, prevent, and resolve conflicts at workplaces

Formats

Blended Learning

The training considers interactive methods and encourages participants to transfer the gained knowledge to their working context.

Language

- English
- Upon request: other languages with interpreters

Target groups

- Female TVET management staff
- Female decision makers from relevant ministries, authorities, and institutions
- Female TVET staff who is destined for future leadership positions

Duration

- 2 days à 4 hours online (introduction on the topic)
- 5 days face-to-face

Additional options

- Online coaching (e.g. for transfer support)
- Comprehensive training package including networking events
- Training on innovative and agile management methods

Certificate

The participants will receive a certificate of participation after successful completion of the course.

Your contact

TVET Academy

Academy for International Cooperation
Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ) GmbH

E tvvet-academy@giz.de

I www.giz.de/tvet-academy