

Contact details

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Format of the Women Leadership Academy

The Women Leadership Academy is more than a series of training sessions. It is a leadership journey that consists of three workshops that will take place over the course of 2016 in Africa and Germany. In total, the workshops will require the drivers of change to make themselves available for four weeks.

Between these workshops they will benefit from ongoing coaching, mentoring, networking and support to work on their strategic reform projects.

High-profile coaches, mentors and speakers: GIZ and AFROSAI have secured a vast array of high-profile leadership coaches, mentors and professionals from the



audit community and beyond to conduct training. The drivers of change will further be requested to each find a national mentor to support their development.

Programme Structure



AFROSAI-GIZ Women Leadership Academy 2016



**Strengthening the skills of women
leaders in strategic thinking and
change management**

This academy is jointly presented by the African Organisation of Supreme Audit Institutions (AFROSAI) and the Good Financial Governance in Africa (GFG) programme. The GFG programme is financed by the German Federal Ministry for Economic Cooperation and Development and the European Union, and implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.



Joining forces to promote women leadership

A core objective of the Good Financial Governance in Africa programme is formulated as promoting responsible and transparent use of public finances in Africa. The programme supports SAIs as a group of the key actors responsible for holding governments accountable with regard to public expenditure and revenue collection.

GIZ collaborates with AFROSAI, as the regional umbrella organisation of SAIs in Africa, on the implementation of the Women Leadership Academy. AFROSAI works to promote close cooperation between peers in order to strengthen the technical and institutional capacities of its members.

The Women Leadership Academy

The AFROSAI-GIZ Women Leadership Academy is a 12-month programme in which female leaders of African Supreme Audit Institutions are trained. This forms part of the implementation of AFROSAI's gender strategy that was adopted by its General Assembly in Egypt in October 2014.

Women who attend the academy are more than just participants. We call them **drivers of change**.



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The objective is to strengthen their skills in strategic thinking and change management so that they can achieve and sustain extraordinary outcomes.

The Women Leadership Academy enables ambitious women to get into decision-making and leadership positions and to drive the implementation of strategic projects in their respective SAIs.

Empowering women in SAIs

Most of AFROSAI's member countries are committed to gender equality and the promotion of women's rights, and have adopted gender equality and women empowerment policies.

However, the adoption of national gender policies and the endorsement of international and regional conventions and declarations have yet to bear fruit. There has been much talk about improving gender equality, but more needs to be done to concretely promote the advancement of women.

Supreme audit institutions can play a crucial role in ensuring that national gender strategies are effectively implemented. Moreover, they can set an example in the public sector by empowering women to be leaders.

AFROSAI and GIZ have noticed that women are under-represented in decision-making and leadership positions in African SAIs. Efforts are required to promote the appointment of women in these positions.

The Women Leadership Academy aims at equipping motivated women with the necessary skills to become committed drivers of change in their respective supreme audit institutions.

Application requirements

Women leaders at African Supreme Audit institutions (SAIs) are invited to apply for the Women Leadership Academy 2016.

Applicants should be women who meet the following requirements:

- ▶ Have a minimum of 5 years' work experience in a SAI and at least 10 years left before retirement;
- ▶ Hold mid-level or senior management positions in their respective SAIs;
- ▶ Have a university degree (minimum: undergraduate degree or A Levels +3);
- ▶ Each must provide a strategic project proposal to be implemented in her SAI;
- ▶ Have advanced language skills in either English or French.

Only highly motivated candidates will make the cut!

We encourage applications from candidates with disabilities.

SAI contribution

- ▶ Cover their participants' travel costs;
- ▶ Provide the financial and human resources for the strategic projects to be implemented by participants during their training at the Women Leadership Academy.

Application process

The application documents have been sent out to the heads of SAIs and to the gender focal points, where

applicable. Completed applications should be submitted to the following addresses: ghislaine.banaken@crefiaf.org and katharina.noussi@giz.de by **2 October 2015**.

Benefits of participation

Benefits for SAIs

- ▶ **Developing skills and capacities:** The full potential of women will be developed to build strong SAIs in Africa;
- ▶ **Strategy:** The implementation of strategic projects, a focus area of the academy, will be supported;
- ▶ **Support:** INTOSAI, AFROSAI and other regional organisations will provide support through the Women Leadership Academy;
- ▶ **Implementation of gender strategy:** SAIs will be assisted in meeting the requirements of national gender policies and the AFROSAI gender strategy.

Benefits for participants

- ▶ **Making a difference:** Participants will work on implementing strategic projects relevant to their SAIs;
- ▶ **Learning from leaders:** Participants will learn from inspiring and successful mentors and coaches;
- ▶ **Networking:** The Women Leadership Academy will put participants in touch with role models to help them build their networks;
- ▶ **Acquiring skills and boosting their careers:** Participants will receive specific training to improve their capacity to think and act strategically, which will enable them to take on more responsibilities.