



TRAINING REPORT

Empowering Women to Lead Training Programme

Held: October 26-27, 2017

Makerere University Business School

Leadership Centre



(MUBS Leadership 19 Women Training 2017)

Prepared by Ms. Prof. Waswa Balunywa, **Lead facilitator**
& Ms. Maureen Basuuta **Administrator**, MUBS Leadership Centre

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Empowering Women to Lead Training programme

For participants from different organizations

Held: October 26-27, 2017

At the MUBS Leadership Centre Faraday Road Bugolobi

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ABOUT MAKERERE UNIVERSITY BUSINESS SCHOOL

Makerere University Business School is the leading business and management education Centre and training institute in the region. It provides opportunities to the young and to develop their careers through different academic and post experiences training programmes, it supports business and non-business by providing HR with managerial competences

About the MUBS Leadership Centre

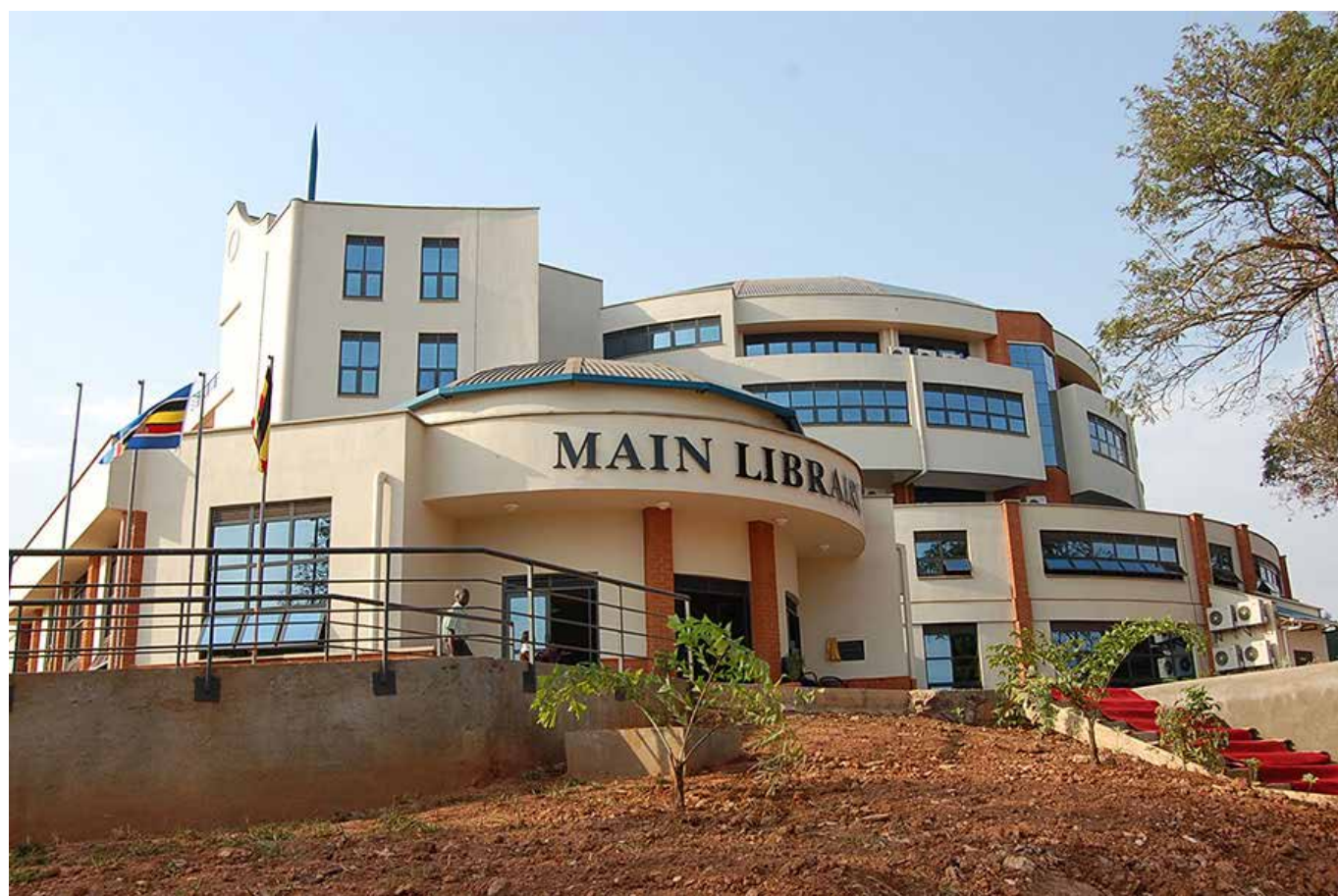
The success of an organization and indeed of a nation depends on its leadership. Leadership is thus at the center of social and economic success. Leaders provide vision, guidance and nurtures followers into high peak performers. Leadership is coalition building, inspiring others, taking people through journeys they have never been through leadership is at the heart of governance .economic success and transformation

Vision of the Centre

A Centre for research training, development of leaders and best leadership and governance practices

Mission of the Centre

To develop leaders and best leadership and governance practices in the region



“Empowering Women to Lead Training programme”

1.0 Introduction

Women continue to be marginalized and fail to rise up to the top leadership positions because of the socialization process. While affirmative action has helped to bring women into management positions their potential has been not explored to maximum. This programme intends to create awareness among participants of the challenges they face as well as skills they need

2.0 Objectives of the training

- a) To give participants an understanding of the glass ceiling and why it exists
- b) Create awareness among participants of the specific challenges that women face at work and leadership positions
- c) Give participants knowledge and skills required to enable them work in the male dominated environment
- d) To share women experiences in decision making positions
- e) Prepare women to rise into senior/top management and leadership positions

3.0 Programme content and out line

The programme was held October 26-27, 2017 at MUBS Leadership Centre Conference hall, Faraday Road Bugolobi.

The programme focused primarily on women in a patriarch society. The glass ceiling and socialization process, how to overcome glass ceiling, being an effective manager, leadership roles and qualities a combination of characters, sharing leadership experiences, one minute manager, assessment of leadership styles, leadership styles and best practices. The detailed outline *Appendix I*

4.0 Participants

The participants were twenty six, from different organizations including, Orient Bank, MUBS, Cairo Bank, SWICO, ULRC, Trinity college Nabingo, Law Reform Commission, DFCU Bank, MTN *Appendix II*. They were 5 men and 21 women (4 were Board of Directors)

5.0 Delivery Methods

The programme used interactive methods including group discussions, group presentations, case study, outdoor exercises, lectures and videos

6.0 Expected outcomes

At the end of the programme participants were expected to;

- a) Be able to understanding of the glass ceiling and why it exists
- b) To understand the specific challenges that women face at work and leadership positions
- c) Have knowledge and skills required to enable them work in the male dominated environment
- d) To understand women experiences in leadership positions
- e) Be ready to rise into senior/top management and leadership positions

7.0 Challenges faced by women stated for the training

This training program was entitled empowering women to lead it was organized as a recognition of the challenges women face when they are in leadership positions or even getting up to leadership position themselves. Women were asked to write down challenges that they face in the workplace so that some of the trainings can be tuned to address some of these challenges. The following were stated on the training registration forms as the challenges women faced in the workplaces.

1. Women face the usual obstacle to their career progress because of the domestic chores, conceiving and delivering babies at times they do not compete favorably with men for senior positions in the organization. One of them said that she missed three opportunities of a senior position and she was told that the reason because she is a woman
2. When deciding on who to take on for training, women are overlooked. However, they also indicated that they have problems since some of them have seek permission from their spouses / husbands to be able to undertake training, or even travel abroad. This limits their ability to compete favorably with men and as a result, they are not empowered.
3. That while women have been able to secure jobs in Senior Management Positions and in boards, they find that now and again the men leave them out. They ignore them when they are taking decisions. They will not make them part of committees that are important. Women are simply given periphery committees to participate in, which people feel are not important. They feed that they are excluded from the decision-making process within the Organization.
4. Women felt that they are harassed at Work. Men can make all kinds of comments when they see a woman for instance enter an office or when she's passing by, some men will laugh others will make some comments which you can't hear but usually you know that the men are commenting about you. This makes women feel inadequate, inferior and that they shy away from taking decisions.
5. Another challenge is that women themselves fight one another. They do not respect one another. When they see a lady in a senior position, they always feel that she should not be there and they feel that there should be a man in that position. So they don't respect the ladies who are in the senior positions.
6. That society doubts credibility of women in decision making roles. Cultural norms and societal perceptions challenge women's presence in leadership positions
7. While executing board duties the 'Old Boys Network' enables men to operate as a separate team i.e. the in group and they definitely take their thoughts as more valid. They further indicated that women are less inclined to integrate into professional networks because it is perceived by society as inappropriate and contrary to the position of women in society. As women they feel that they are just present but not valued as credible director.
8. That the traditional mindset still places the role of women in the kitchen that is why the number of women is still low in formal employment

8.0 Participants' Training evaluation

After the training participants were required to evaluate the programme and the participants evaluated the programme as follows

8.1 Overall assessment on a scale of 1-5

1 being very unsatisfactory, 2 fairly satisfactory, 3 satisfactory 4 very satisfactory and 5 being excellent

	1- Very unsatisfactory	2- Fairly satisfactory	3- Satisfactory	4- Very satisfactory	5- Excellent
Overall assessment of the training	-	-	6%	54%	33%
Relevance of the training	-	-	-	5%	95%
Presentations	-	-	-	35%	65%

8.2 What engaged the trainees most?

The trainees indicated that they were mostly engaged with overcoming challenges of a patriarchy society. They also mentioned the session of becoming a leader, emotional intelligence

8.3 Benefits of the training

Participants indicated that they learnt more about leadership and that they would immediately put into practice what they had learnt especially the leadership qualities and to handle challenges that come along their leadership career

8.4 Improvements required.

Allocating more time to the programme

8.5 Areas that required more training.

Breaking the class ceiling experiences

8.6 Who else should be trained in the organization?

CEOs, Managers, Directors

8.7 What the participants did not like about the training

Time management

9.0 Closure

The training was closed with remarks from the participant representative and from the Director Leadership Center Ms. Regis Namuddu.

10.0 Certificates of attendance

At the end of the training participants received certificates of attendance which were handed over by the MUBS Principal and lead facilitator Prof. Waswa Balunywa.

11.0 Recommendations

- To hold regular leadership trainings for employees to enhance their competences
- To pursue participants shared experience for future trainings and research

12.0 Consideration for research and developing new training programmes

Training in Pictures















Appendix II

MUBS LEADERSHIP CENTRE

Empowering Women to lead Training Programme

List of participants October 26-27 2017

NAMES

WOMEN

	ORGANIZATION
1. BALUNYWA AMINAH	
2. PATRICIA MUKASA	ORIENT BANK
3. NAMARA HARRIET	ORIENT BANK
4. WINNIE NABAYEGO KIGOZI	DFCU
5. CLAIRE AKAMPULIRA	CAIRO INERNATIONAL BANK
6. ALOW IRENE	ORIENT BANK
7. HUDAH NAMIREMBE B	
8. SOPHIE NABYANGWA	MUBS
9. NABACWA ALEX LYDIA	MUBS
10. MONICA SANYU	ECO BANK
11. NAMUTEBI MARY OLIVE	SWICO
12. LILLIAN NAMUSISI	DFCU
13. MUSOWANIRE BABURA	MUBS
14. ZALWANGO RONNIE BBAALE	
15. ARINAITWE EDNAH B	
16. SHEILLA LAMUNO	
17. AALIYAH LUBEGA	MTN
18. ALICE ALINAITWE	MUBS
19. IRAKIRIZA BABRA	LAW REFORM CENTRE
20. MARY MIREMBE	MUBS
21. SUMAIYA NAMIYINGO	MUBS

MEN

22. NDIBEGAMAWA PATRICK S	SWICO
23. KENNETH EMOTU	MUBS
24. CHARLIE AKAMPULIRA	CAIRO INERNATIONAL BANK
25. MWINE ROGERS	MUBS
26. ARTHUR AKAMPA	MUBS

End of report

