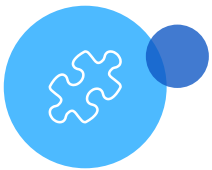


# Enhancing Female Leadership Skills



Business cluster association  
of the furniture sector in the  
Region of Murcia (Spain)



**Founded in 2009**

**7 project managers**

**24 projects developed**

Sustainable processes and Circular Economy  
Industry 4.0 and digitalization  
Corporate Social Responsibility



To empower double disadvantaged women to increase their confidence, self-awareness and knowledge of women's employability, business opportunities and leadership skills by increasing and supporting female representation.



# WOMEN MAKING WAVES



Directorate of Equality  
Iceland



institute of  
Entrepreneurship  
Development



arnuebla  
cooperación  
empresarial



BYGGÐASTOFNUN



inova  
consultancy

Women who face a double disadvantage: NEET, unemployed, women with disabilities, women returning to the labour market after a period of professional inactivity, women over 50, young women starting their professional careers, ...



# Interviews & focus groups with 66 European women



IO1- A5 Report

Women Making Waves  
Competence Framework



APRIL 2021 | WOMEN MAKING WAVES CONSORTIUM | RWG2



This project has been funded with support from the European Commission. The content of this report does not necessarily reflect the views of the Commission or the European Union, and it does not constitute an endorsement or approval by the Commission or the European Union of the products or services mentioned or of the information contained therein.

- **Strong spirit to grow and better themselves.**
- **Entrepreneurship, continuing education or seeking new professional opportunities.**
- **Positive concept of themselves, but expressed insecurity.**
- **Training allows them to have more confidence in themselves.**
- **Empowered women are more likely to discuss workforce issues such as sexism or discrimination.**

# Women Making Waves Training Programme

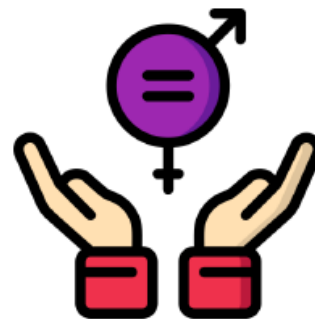


## 1. PERSONAL DEVELOPMENT

Emotional Intelligence refers to the ability to identify and manage one's own emotions, as well as the emotions of others. It has five components: Self Awareness, Self-Regulation, Motivation, Empathy and Social Skills.

## 2. GENDER EQUALITY

Familiarize yourself with the gender system and understand that both visible and invisible barriers are constructed to restrain women. Recognize the obstacles that are holding you back and know how to fight them.





### 3. LEARNING IN AND TAKING ACTION



Learn how to use strategic tools like a coaching protocol to help you take actions in your learning journey. It will help you to understand and use the power of active listening and effective questioning in order to clarify your vision, aims and barriers.

### 4. LEADERSHIP SKILLS

Learn critical skills and strategies on leadership you need to obtain a fresh viewpoint on challenges. Doing so will bring clarity to a challenging situation, as well as fostering wisdom and encouraging self-confidence.



### 5. MENTORING AND CREATING POSITIVE DEVELOPMENT NETWORKS

By developing skills for building new connections and maintaining them, individuals will be able to develop effective mentoring relationships and network successfully.





### The Purpose of the platform

The Women Making Waves Platform aims to foster female leadership skills and strengthen the confidence of women who are migrant, disabled, in early career stages, women returning to work after a long absence or women with low confidence for employability. The training programme will aim to address the

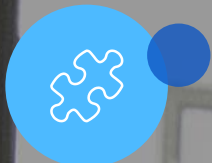
**Get unlimited access to our course.**

Get instant access to 6 online units.

**LET'S START**

- Unit 1: Personal Development
- Unit 2: Gender Equality
- Unit 3: Learning in and taking action
- Unit 4: Leadership Skills
- Unit 5: Mentoring and creating positive development networks





# Raquel Ortega

## Project Manager

[raquel.ortega@amueblacooperacion.es](mailto:raquel.ortega@amueblacooperacion.es)

