

# COURSES RUNNING TOGETHER DESCRIPTION



## SKILLS FOR WOMEN'S PROFESSIONAL DEVELOPMENT AND FEMALE LEADERSHIP

### Course Description

In this course we will approach the development of managerial and leadership skills that are required nowadays to be an excellent director / leader of programs, organizations or movements of all kinds, whether the women are a middle, senior or general manager, a CEO or an entrepreneur, or they aspire to become it. And we will do so from a gender perspective, in order to become aware of both the systemic barriers that make it difficult for women to fully develop their skills and professional careers as well as to access to management and leadership positions.

### Learning objectives

- To know in depth the keys to developing the managerial and leadership skills that are required today to be an excellent director / leader of programs, organizations, or different kind of movements.
- To understand how to apply those skills, whether the women are a middle managers, general managers, CEOs, or entrepreneurs, or on their way to becoming one.
- To discover the systemic barriers that make difficult for women both to fully develop their professional skills and careers as well as to access managerial and leading positions.
- To become aware of the talent women already have, and to learn how to apply it to achieve success at their professional development and leadership roles.

## Programme

- **Duration:** 6 days
- **Dates:** Monday 27 September - Saturday 2 October
- **Location:** Chania- Crete, Greece

### DAY 1

- Session 0. Introductions and getting to know each other
- Session 1. Gender and inequality
- Session 2. Women and power
- Social or cultural activity

### DAY 2

- Session 3. Leadership & female leadership
- Session 4. People management skills from an Appreciative Leadership
- Session 5. Conflicts resolution from a gender perspective
- Social or cultural activity

### DAY 3

- Session 6. Negotiation skills from a gender perspective
- Session 7. Decision making & Problems solving from a gender perspective
- Session 8. Change management
- Social or cultural activity

### DAY 4

- Sessions 9 & 10. Communication to lead
- Session 11. Networking & Alliances making
- Sessions 12 & 13. Diversity management and intercultural competence

## DAY 5

- Outdoor cultural and fun activity
- Session 14. Self-care to lead (1<sup>st</sup> part)

## DAY 6

- Session 15. Self-care to lead (2<sup>nd</sup> part) in a beautiful and natural spot
- Closing , Certificates & evaluations

## Methodology

This workshop is highly experiential and participative. It consists of short theoretical inputs, concrete exercises, and group discussions. Reflecting upon and applying each tool to your real-life cases from your everyday work, you will practise and gain new insights into your current dilemmas.

## Designed for

This workshop is designed for staff members of any public or private organisation active in the field of education, training and Youth, labour market, more specifically for: managers, , social workers, and Organisational Development professionals.

## Instructors

**MA Isabel Allende Robredo**, is a learning facilitator for personal, professional, and social development through consulting, training, and coaching, specialized in gender, cultural diversity, and social inclusion. Holding a BA and a MA in Economics & Business Management, a BA in Social Education and two MA in Social & Cultural Anthropology and in Migrations & Interculturality, she has been working for more than 20 years to support the empowerment and social inclusion of people and ethnic minority groups at social exclusion risk, holding through her career various managerial positions, including the Communication and External Relationships Management at RAIS Foundation (Spain), the Executive Management of the European Anti-Poverty

Network in Spain, the Head of Social Inclusion at CARAS, in London, as well as the participation at various boards of directors of some social platforms. Nowadays she is the founder and CEO of GlobalEquitas, a social company aiming at promoting and supporting gender equality, interculturality and social inclusion. She enjoys teaching and learning cooperatively with her students.

**PhD. Markos Perrakis** is a leadership development & process facilitator, psychologist, speaker, consultant and trainer of individuals and teams, founder and Managing Director of the EU Adult training & Counseling Provider Fractality. He designs and implements EU projects in the fields of leadership development and strategic planning, and uses eclectic appreciative approaches in the public and private sector in order to promote effective communication, individual and collective process development. He specializes in coaching, supervision, human capital development, training and assessments. He holds a Ph.D. in Leadership Styles and their efficiency in organisations with publications in the fields of organizational psychology and counseling and a M.A. in clinical Psychology. He is trained in Systemic Consultation, solution focused & cognitive behavioural approaches, methods of participatory design, Spiritual Intelligence, Sociocracy, a certified provider of Vocational Guidance and Professional Orientation, utilizing psychometric assessments and coaching tools for teams and individuals in organizational, career and personality issues Member of International Intervision Groups, Scientific Assistant of SOL (Society of Organisational Learning), Scientific partner of the European Union of Small and Medium Enterprises (EUMU) in Greece, in the fields of Strategic Planning and Human Capital Development programmes.

Dr. Perrakis is one of the first persons in Greece who applied the methodology of Appreciative Inquiry, which is used in the UN Summit by UN leaders. In contrast to the traditional management approaches that focus on problems, the appreciative approach makes use of the potential of the human capital of organizations

## Venue

Our program takes place in the Island of Crete, one of the most abundant destinations of the Aegean Sea in Greece - in terms of 5,000-year culture and breathtaking nature. The venue (workshop & accommodation) is located at the unique 4-star village resort of Porto Platanias in Chania within walking distance from the beach and the village of Platanias.

It is a perfect place to host professional and personal development. During the end of October, the air and the sea are still pleasantly warm - to further support participants in developing their personal strength and resilience.

For more information on the venue, Please visit:

<http://www.portoplataniasvillage.gr/>

**Closest international airports:** Chania (24 km); Heraklion (165 km).

Aegean Airlines operates convenient flights to Crete from most of European capitals.

## Participation Fee

### Option A.

The fee for this course is 670€.

Option A price include

- Tuition fees
- Educational materials
- Certificates
- Beverages and a welcome cocktail

*Accommodation and meals are not included in the above fees.*

### Option B.

Total full package price for participants with double room accommodation:

1,050€ (+200€ single room):

Option B prices include:

- A 4\*star hotel accommodation
- Breakfast
- Lunch or dinner

- Tuition fees
- Educational materials
- Certificates
- Beverages and a welcome cocktail

***Additional option:***

- A half-day excursion with the group led by locals - €50

## Erasmus +

If you are a legal entity (profit organization, NGO, University, scientific or cultural institution) and you want to apply for the Erasmus+ funding please read the information below:

### Funding

All our training courses are designed in such a way to align with the Erasmus+ quality criteria and to address the various priorities of the programme.

Our team will be glad to assist you, if you need any help with your application.

### Application deadline

Please note that the application deadline for Erasmus+ funding is the 05th of February 2021, 12:00 CET.

Questions or concerns? please contact us at [info@fractality.gr](mailto:info@fractality.gr) or call +30210601052.

More information on the funding criteria can be found at:

1. [How to register and apply for our seminars with Erasmus+ funding page](#)
2. [Detailed Erasmus+ Description and Helpful Details page](#)

## INTERCULTURAL MANAGEMENT AND LEADERSHIP SKILLS

### Course Description

We live in a multicultural world where people think, act, and even feel, in different ways, depending on their cultural backgrounds.

To live in a more inclusive and fairer world (where not just western ways of doing things are valuable), and to run a successful business (where every single worker can be the best version of her/himself, and cultural diversity brings opportunities and richness), it is needed to promote another way to run companies/business by promoting cultural diversity, interculturality and intercultural understanding.

### Learning objectives

- To understand culture, culture diversity and interculturality.
- To understand how culture influences the way we think, act, and even feel.
- To understand leadership in general and appreciative leadership in particular.
- To develop a deeper understanding of the opportunities and challenges of culturally diverse teams and how to manage them.
- To acquire practical strategies to lead diverse, inclusive, and high performing teams through an appreciative leadership model.
- To identify how to harness the skills and abilities of multicultural individuals in teams.
- To improve communication across cultures.
- To develop intercultural sensitivity and competence.



## Programme

- **Duration:** 6 days
- **Dates:** Monday 4 - Saturday 09 October
- **Location:** Chania- Crete, Greece

### DAY 1

- Session 0. Introductions and getting to know each other
- Session 1. Culture and cultural diversity
- Session 2. How cultural values, norms and interpretations influence our cultural identity, the way we think, feel and act.
- Social or cultural activity

### DAY 2

- Session 3. Cultural diversity in teams
- Session 4. Leadership across cultures
- Session 5. Opportunities and challenges of multicultural teams
- Social or cultural activity

### DAY 3

- Session 6. Working better in multicultural teams
- Session 7. Leading diverse, inclusive and high-performing teams
- Session 8. Intercultural sensitivity and competence development
- Social or cultural activity

### DAY 4

- Sessions 9. Intercultural Communication
- Session 10. Moving abroad to a new job position
- Cultural activity

## DAY 5

- Outdoor cultural and fun activity
- Session 11. Sensing the nature

## DAY 6

- Session 12. Intercultural Communication II
- Closing , Certificates & evaluations

## Methodology

This workshop is highly experiential and participative. It consists of short theoretical inputs, concrete exercises, and group discussions. Reflecting upon and applying each tool to your real-life cases from your everyday work, you will practise and gain new insights into your current dilemmas.

## Designed for

Designed for individuals and groups who are interested in working more effectively, more intelligently. Any modern team working within agile projects, in self-managed workspaces will want to increase their toolbox and awareness set. They participatory active learning style will make it an inspiring learning experience for staff members from any public or private organisation. Especially when active in the field of education or training you will find this training inspiring and different from academic routines.

## Instructors

**MA Isabel Allende Robredo**, is a learning facilitator for personal, professional, and social development through consulting, training, and coaching, specialized in gender, cultural diversity, and social inclusion.

Holding a BA and a MA in Economics & Business Management, a BA in Social Education and two MA in Social & Cultural Anthropology and in Migrations & Interculturality, she has been working for more than 20 years to support the

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Accommodation: 1,050€ (+200€ single room):

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### *Additional option:*

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