



## 1<sup>st</sup> Newsletter of Women Making Waves Project



The “Women Making Waves- Enhancing Female Leadership Skills” project, was launched in October 2019. Considering the high unemployment rates in Europe and the still-existing gender gap, the aim of the project is to increase women’s confidence, self-awareness, employability and leadership opportunities. Moreover, through this project, they aim to close the gender gap in relevant positions, by increasing and supporting female representation.

Furthermore, it aims to build stronger connections between women seeking to develop their careers across Europe with a cross-border support system and address social inclusion by helping double disadvantaged (NEET, migrant, disabled, in early career stages, women returning to work after a long absence or those pursuing a new career path) women attain their professional goals.

The project will thus, focus on identifying the needs of these women in relation to leadership training, aligned to business demands, in order to maximise their career opportunities and support their professional advancement.

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## WMW project's activities include

- The development of the **Women Making Waves Competence Framework** to identify the skills needed for double disadvantaged women to pursue leadership positions and increase their leadership skills.
- The **Women Making Waves Training Programme** is focused on increasing women's leadership strengths with modules exploring personal potential for leadership, understanding diversity, and portfolio development.
- The third activity of the project will focus on self-efficacy building through the successful Mentoring **Circles™ methodology** (peer mentoring group) to be adjusted into **Leader Circles™**. This mentoring technique has proven to significantly boost women's self-perception, soft skills and confidence.
- **The e-learning Women Making Waves Academy** complements face-to-face activities with online resources and the possibility for women around Europe to connect with each other.
- To widen the project impact beyond partnership regions, partners will create a **Policymakers Guide** confirming the importance and value of having more women in higher positions. The guide will complement project activities and sustainability.

## PROJECT'S PARTNERS FROM THE UK, SPAIN, GREECE AND ICELAND WILL WORK TOGETHER IN ORDER TO:

- ✓ Strengthen double disadvantaged women's leadership skills, build their self-confidence.
- ✓ Raise awareness of the gender gap in leadership positions.
- ✓ Increase women's self-awareness, knowledge of employability, business and leadership opportunities.
- ✓ Narrow the gender gap between men and women in leadership positions and thus contribute to the increment of the number of women in leadership positions.
- ✓ Build closer connections between women seeking to develop their careers across Europe with a cross-border support system.
- ✓ Address social inclusion by helping women who face a double disadvantage.

## A few words about the partnership



**Jafnréttisstofa (Directorate of Equality- Iceland)** provides counselling and education in the field of gender equality and is in charge of the administration of equality in Iceland in accordance to act. 10/2008: An Act on Equal Status and Equal Rights of Women and Men, act 85/2018: An Act on Equal Treatment irrespective of race or ethnic origin, and act 86/2018: An Act on Equal Treatment in the labour market.



**Inova Consultancy (UK)** Inova Consultancy Ltd (UK) provides a flexible consultancy service that responds to the needs of organisations and individuals internationally in the area of diversity, equality and entrepreneurship. Inova has specialist experience in the development and delivery of coaching and mentoring programmes for a range of different groups.



**AMUEBLA (Spain)** Founded in 2009, is comprised of group of stakeholders working together to address needs in the furniture and habitat sector, representing the interests of more than 80 companies and over 2,500 employees. AMUEBLA has participated in more than a dozen European projects within the Erasmus+ and Interreg programmes.



**The Institute of Entrepreneurship Development (iED)** is a research organisation established in 2005, focused on the promotion of entrepreneurship for everyone. The organisation's main activity is the implementation of projects under some of Europe's most influential and groundbreaking Programmes like the HORIZON 2020 and the ERASMUS+.



**The Icelandic Regional Development Institute (IRDI)** is an independent institution owned by the Icelandic state. IRDI monitors and research regional development in Iceland. Its main function is to contribute to regional development through the implementation of government policy via the introduction of regional strategies.

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**The first meeting** of the project was held in Sheffield, UK, on October 2019 hosted by Inova Consultancy. The partners discussed the project, its goals and future steps.

For further information visit our project's official website in order not to miss its updates:

<https://womenmakingwaves.eu/>

You can find the first video of our project [HERE!](#)