



**INTERNATIONAL
INSTITUTE OF
INFLUENCERS**



PROJECT REPORT

**Name of the Course: INTERNATIONAL MASTER DIPLOMA IN GUIDANCE
& COUNSELING**

Conducting Organisation: International Institute of Influencers (III)

**Title of the Project: Transformative Leadership: Coaching and Mentoring for
Advancing Gender and Development Programs**

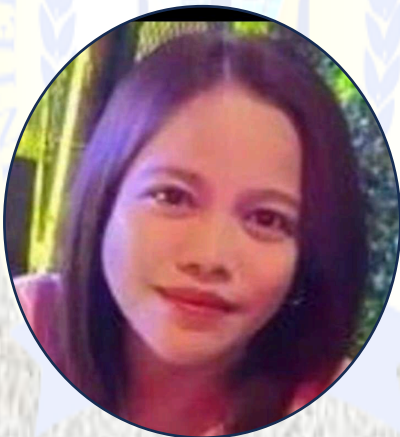
**Criteria for doing the project: Structured Approach & Analytical Evaluation for
Workplace Through Guidance-Coaching & Counselling**

Submitted To: SHAMA Hussain, Founder & CEO of III

Date of Submission: August 30, 2024

Name of the Candidate: Ailyn F. Gaspar

Name of the Organisation: West Fairview High School



*"Mentoring in gender development is about nurturing
potential and championing change, creating leaders who will
advance equity for generations to come."*

- Unknown

Ailyn F. Gaspar

Teacher III

West Fairview High School

Dr. Shama Hussain

Founder & CEO

International Institute of Influencers



Title of the Project: Transformative Leadership: Coaching and Mentoring for Advancing Gender and Development Programs

Introduction:

In an era where gender equality is increasingly recognized as a critical driver of social and economic progress, the need for effective leadership in gender and development programs has never been more pressing.

My project titled **Transformative Leadership: Coaching and Mentoring for Advancing Gender and Development Programs** is a pioneering project in West Fairview High School that addresses this need by focusing on the dual pillars of coaching and mentoring. These elements are crucial for nurturing and amplifying the impact of leaders who can champion gender equity and drive sustainable development.

Transformative Leadership involves more than just guiding individuals; it is about inspiring and empowering them to be catalysts for change within their communities and organizations. This project recognizes that achieving gender parity and advancing development goals requires leaders who are skilled and deeply committed to transformative principles. Coaching and mentoring are fundamental to this process, as they provide the support, guidance, and encouragement necessary for emerging leaders to thrive.

Coaching in this context is about providing tailored support that helps individuals develop their leadership skills, overcome challenges, and realize their potential. It involves setting actionable goals, fostering self-awareness, and building confidence. By focusing on personalized development, coaching helps leaders align their strengths with their roles in advancing gender and development objectives.

Mentoring, on the other hand, offers a broader perspective. It involves sharing experiences, offering strategic advice, and providing a role model for aspiring leaders. Effective mentoring relationships help individuals navigate the complexities of gender and development work, build professional networks, and gain insights that are critical for their growth.

The project aims to create a robust framework that integrates these two approaches to enhance the effectiveness of gender and development programs. It will involve designing and implementing training modules, establishing mentorship networks, and evaluating the impact of these interventions. By investing in transformative leadership through coaching and mentoring, the project seeks to build a cadre of leaders who are equipped to tackle gender inequalities, drive inclusive development, and make a lasting impact.

In summary, "Transformative Leadership: Coaching and Mentoring for Advancing Gender and Development Programs" is committed to empowering the next generation of leaders with the tools, insights, and support they need to effect meaningful change. Through this initiative, we aspire to foster an environment where leadership is synonymous with progress, equity, and transformation.

Objectives:

The training aims to create a cohort of leaders who are not only proficient in coaching and mentoring but also committed to driving meaningful progress in gender equality and development. Here are the objectives:

1. To identify and address common challenges faced by women and marginalized groups in leadership roles within gender and development programs and develop strategies to overcome these barriers.
2. To equip participants with essential leadership skills and competencies tailored to advancing gender and development objectives.
3. To facilitate the creation of a network of mentors, coaches, and leaders who can provide ongoing support, share best practices, and collaborate on gender and development initiatives.
4. To support participants in creating actionable plans for implementing their coaching and mentoring skills within their organizations or programs, ensuring that their newly acquired knowledge translates into tangible results.

Coaching & Mentoring Journey:

As a GAD Coordinator in a school, I am responsible for developing and implementing gender-focused programs, ensuring compliance with gender equity policies, providing training and support, advocating for gender equality, and monitoring the effectiveness of initiatives to foster an inclusive and equitable educational environment. So, I regularly, conduct training, seminars, and coaching for my colleagues.

My coaching and mentoring journey is structured so that participants can develop the skills, insights, and networks needed to become effective transformative leaders in gender and development programs, driving meaningful and sustainable progress.

I used GROW MODEL for my coaching and mentoring of the participants of my project. Here are the following steps that could share my best practices in doing the project.

1. Assessment and Goal Setting

I begin with the Initial Assessment which evaluates each participant's current leadership skills, coaching and mentoring capabilities, and understanding of gender and development issues. This could involve self-assessments, 360-degree feedback, and interviews. After that, we collaboratively establish clear, actionable goals for the coaching and mentoring journey. These goals should align with the participants' professional aspirations, the needs of their gender and development programs, and the broader objectives of transformative leadership.

2. Personal Development Plan

Me and my team develop personalized development plans based on the initial assessment and goals. These plans should focus on enhancing leadership competencies, coaching techniques, and mentoring skills relevant to gender and development. After that, we conducted workshops on key areas such as strategic leadership, emotional intelligence, inclusive practices, and effective communication.

3. Coaching Process

I conducted one-on-one coaching sessions which implemented regular coaching sessions to work on specific challenges, provide feedback, and refine leadership strategies. Sessions should focus on practical application and overcoming barriers to effective leadership. Me and my team encourage participants to undertake real-world projects related to gender and development. These projects provide practical experience and opportunities for applying coaching insights.

4. Mentoring

We facilitate regular mentoring sessions where mentees can discuss their experiences, receive feedback, and gain advice on navigating challenges and opportunities.

5. Networking and Collaboration

We foster a supportive network of peers, mentors, and coaches who can share experiences, provide mutual support, and collaborate on gender and development initiatives. By this, we organize events and forums where participants can connect with other leaders, exchange ideas, and explore collaborative opportunities. For example, we invited Police Station 5 - Women's Desk Division to talk about GAD laws.

6. Reflection and Feedback

We encourage participants to have regular feedback from coaches, mentors, and peers. We use this feedback to adjust and refine approaches.

7. Evaluation and Impact Measurement

We measure the effectiveness of coaching and mentoring interventions by evaluating progress toward goals, improvements in leadership practices, and impacts on gender and development outcomes. We develop reports detailing the successes, challenges, and overall impact of the

coaching and mentoring journey. Share these insights to inform future initiatives and celebrate achievements.

Conclusion:

Transformative Leadership: Coaching and Mentoring for Advancing Gender and Development Programs is a strategic initiative aimed at empowering leaders to drive meaningful and sustainable progress in gender equality and development. By investing in transformative leadership through targeted coaching and mentoring, the project fosters an inclusive environment and contributes to systemic change in gender and development programs.

Documentation:

