

# 5 ACTION PLANNING



Women in Politics - Gaborone, Botswana.

Photo: Keletso Metsing

**The objectives of this module are to:**

1. To develop a personal leadership action plan.
2. To pair mentors and mentees.
3. To evaluate the WPP Academy training.

## PERSONAL LEADERSHIP ACTION PLAN

*Text in italics are guiding questions, don't be restricted by these, include as much information as will be useful for you*

Area	Where you are now	Where you want to be	Activities	Obstacles	Support needed, from who	Resources
<b>POLITICAL POSITIONING FOR INFLUENCE AND IMPACT</b>						
<b>Advocacy strategy for electoral reform and quota</b>	<i>What is the current status of advocacy and lobbying for electoral reform and quota</i>	<i>What is your target eg. 50% women in parliament/council etc.</i>	<i>What is your strategy? Who will you work with on the strategy?</i>			
<b>Championing gender equality in the party</b>	<i>What is the status of gender equality within the party - %women and men, is there consensus among party leadership to promote women's electoral participation?</i>	<i>What are the changes you want to see in the party?</i> - A voluntary quota - Financing options and support for women candidates? - Gender aware policies etc. Amended Constitution etc.	<i>What is your strategy? Who will you work with?</i>			
<b>Entry into the political sphere - for self or encouraging other women</b>	<i>Are you in politics or do you want to enter the sphere?</i>  <i>Do you belong to a political party?</i>  <i>Do you want to join another party?</i> <i>Do you know good</i>	<i>Which party do you want to be a member of?</i>  <i>How many women do you want to encourage to participate in the next elections?</i>	<i>How will approach them?</i>			

	<i>potential candidates that you can encourage to stand?</i>								
<b>Position in political party</b>	<i>Where are you currently positioned in your party?</i>	<i>Where do you want to be to influence change?</i>	<i>What kind of lobbying do you need to do?</i>						
<b>Constituency building</b>	<i>Who is currently your constituency? Can/should this be broadened?</i>	<i>Who is your desired constituency? What are your key messages?</i>	<i>What do you need to do to reach a wider constituency?</i>						
<b>Campaign financing</b>	<i>What is your current situation? How have you raised funds in the past for nomination and election campaigns? Do you know how much you will need approximately?</i>	<i>What is your goal - eg. Xxx amount for next election</i>	<i>What is your campaign financing strategy? Which donors can you approach?</i>						
<b>VISIBILITY, PERSONAL BRANDING</b>									
<b>Personal branding - profile</b>	<i>How have you branded /profiled yourself in the past? Do you have a personal profile?</i>	<i>Have a personal profile?</i>	<i>Develop a personal profile Get professional photographs Get assistance to record an electronic profile</i>				<i>Experienced/ seasoned politicians</i>		
<b>Use of mainstream media</b>	<i>How have you used mainstream media - TV, Radio, Newspaper/online?</i>	<i>How would you like to use the media? What kind of relationships do you want to build with the media?</i>	<i>Identify media allies</i>	<i>An unfriendly media</i>			<i>Women's media association, women media practitioners</i>		

Area	Where you are now	Where you want to be	Activities	Obstacles	Support needed, from who	Resources
<b>Social media presence and use</b>	How are you currently using social media for campaigning and support? What is your following?	How can you strengthen your use of social media as a branding tool? What social media platforms are you using? Are these working for you? What is the best social media platform for you to use?	Assessment of online media presence	Confidence and capacity	Can you get some capacity building/ support from colleagues/ tech savvy young women	
<b>Public speaking</b>	How confident are you now at public speaking?	How would you like to see yourself speaking in public?	Identify strengths and weaknesses - build on strengths and strengthen weaknesses Identify opportunities to build your skill and experience		Experienced/ seasoned politicians Toastmasters	
<b>MY LEADERSHIP STYLE AND QUALITIES</b>						
<b>Vision</b>	Do you currently have a leadership vision?	What is your leadership vision?	Draft a leadership vision?			
<b>Empathy</b>	How did you rate in your leadership self-assessment?	How would you like to improve?	What do you need to do?			
<b>The ability to inspire</b>	How did you rate in your leadership self-assessment?	How would you like to improve?	What do you need to do?			

<b>Personal integrity</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Humility</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Principles</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Respecting and promoting human rights for all</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Ensuring the empowerment of women</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Leading by example</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Confidence</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Diplomacy</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Critical thinking</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		
<b>Transparency</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>		

# MODULE FIVE

Area	Where you are now	Where you want to be	Activities	Obstacles	Support needed, from who	Resources
<b>Accountability</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>			
<b>Responsiveness</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>			
<b>Innovativeness</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>			
<b>Pragmatism</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>			
<b>Responsibility</b>	<i>How did you rate in your leadership self-assessment?</i>	<i>How would you like to improve?</i>	<i>What do you need to do?</i>			
<b>Mentoring and support of young women or peers</b>	<i>Are you currently mentoring/ supporting young women in politics?</i>	<i>How many young women would you like to mentor support?</i>	<i>Outreach to young aspiring women candidates</i> <i>Establish mentorship programme is party</i>			



## Gender Links Evaluation Form

<b>Event:</b> Botswana Women Political Participation: Cross Generation Academy Training
<b>Date:</b>

<b>Sex</b>	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other sex or gender identity Please describe
<b>Name of Organisation</b>	
<b>Country</b>	
<b>Province</b>	
<b>City/ Town/ Village</b>	
<b>Age Group (please tick)</b>	<input type="checkbox"/> Younger than 18 <input type="checkbox"/> 18-25 <input type="checkbox"/> 26-40 <input type="checkbox"/> 41-50 <input type="checkbox"/> 51-60 <input type="checkbox"/> 60 +

*Please score the following 1-10 where 1= very poor; 10 - excellent*

	SCORE OUT OF TEN
<b>1. PROGRAMME DESIGN</b>	
<b>2. PROGRAMME CONTENT</b>	
<b>3. DOCUMENTATION</b>	
<b>4. FACILITATION</b>	
<b>5. GROUP WORK</b>	
<b>6. OUTPUTS</b>	
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	
<b>8. LEARNING OPPORTUNITY</b>	
<b>9. NETWORKING OPPORTUNITY</b>	
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	

1. Which session did you find most useful? Why?

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2. Which session did you find least useful? Why?

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3. How did the workshop contribute to learning and or sharing? Please give examples.

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4. How will you apply this?

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5. Any other comment

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Gender Links (GL) is a leading Southern African Women's Rights Organisation whose work has been widely acclaimed across the continent. Two times winner of the Mail and Guardian “Investing in the Future Award”, GL has also received Top Women, Drivers of Change and African Union awards for its outstanding contribution to advancing women's rights in this sub-region.

Formed in March 2001, GL is headquartered in Johannesburg, South Africa, with offices in ten Southern African Development Community (SADC) countries, including a Lusophone base in Mozambique and Francophone base in Madagascar.

Described in an evaluation as a “small organisation with a large footprint,” GL has a web of close to 600 partners, with whom it works to promote gender equality

[www.genderlinks.org.za](http://www.genderlinks.org.za)

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Sweden  
Sverige