



Welcome!

Feminist Leadership & Process Design

With Xenia Kellner (Young Feminist Europe)



FAIR SHARE
of Women Leaders

Our Vision

We envision a global social impact sector that walks the talk on gender equality and embraces feminist principles and culture at all levels of our organisations.

We work towards this by:

- 1) Monitoring the # of women leaders annually
- 2) Advocating for Feminist Leadership



Shared Principles

Confidentiality

Listening

Self-awareness

Discomfort

Interrupting

power

Equal thinkers

Agenda

15:00 Welcome

15:10 Circle Practice

15:20 Processes

15:50 Spaces

17:00 Closing

„We cannot solve problems with the same thinking we used to create them.“

- Albert Einstein

What is this session about?

Why is it important?

- Feminist Leadership aims at transforming unequal power equations. How do we lead in a way that enables this transformation?
- Transformation is a complex process. Process Design helps us to “plan” transformation better and to lead in complexity.
- Transformation doesn't just happen, we need to create spaces and processes where this transformation can take place

How do we assume change happens?

Our Vision can be the same but how we think we get there, achieve our vision, can be very different.



I do X to achieve Z
Vs
I do A to achieve Z
because I believe Y

● Example: Feminist Principle - Sharing Power

From Principle to Practice: Think about how you can practice the feminist principle of „sharing power“

- Individual
- Relational
- Institutional/ Organisational
 - Society



Intersectionality

Helps us to understand better the complexity of intersecting systems of inequality and oppression

Don't confuse with: diversity, inclusion!

4 dimensions of discrimination:

Individual

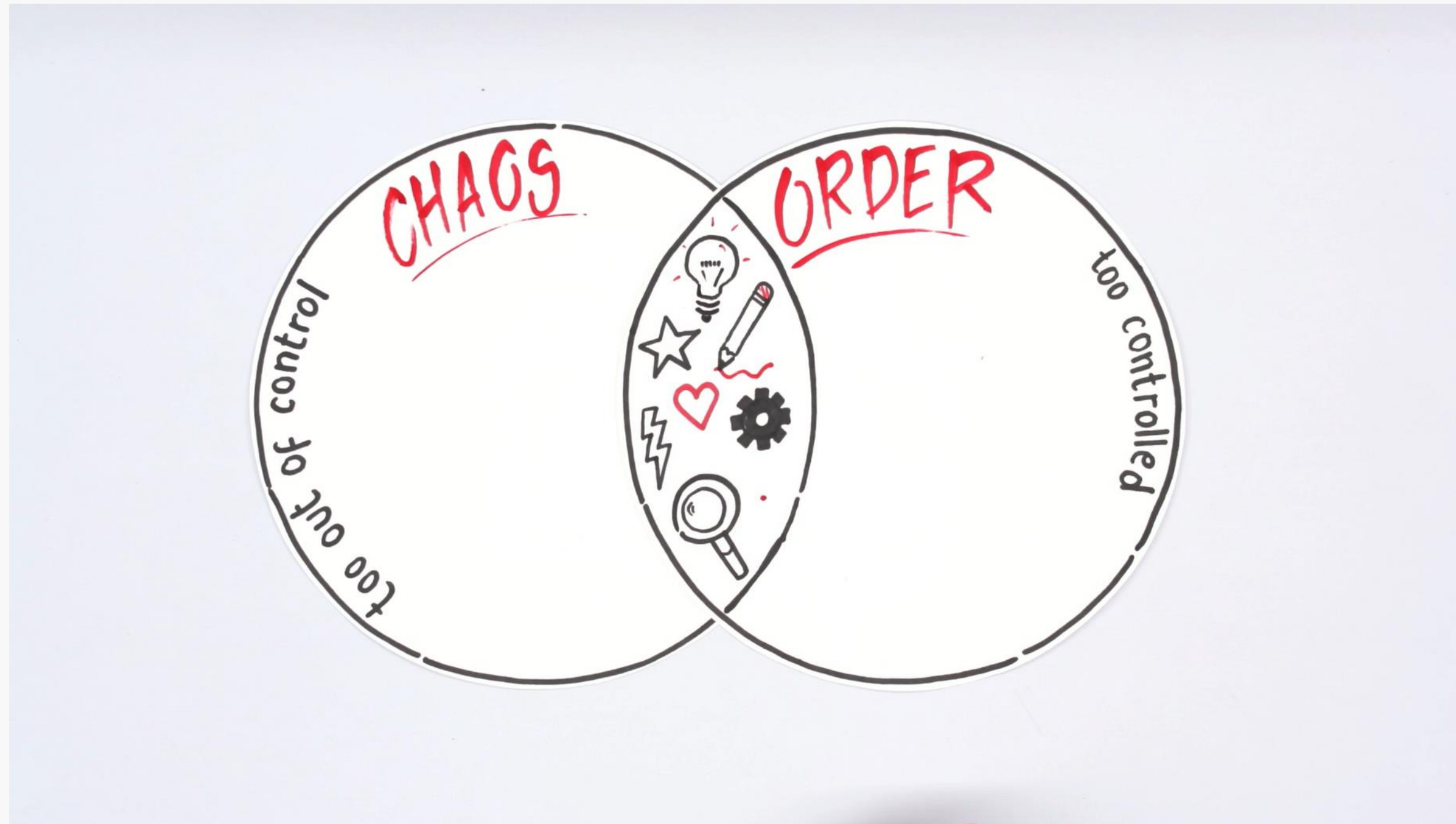
Institutional/ organisational

Systemic

Historic



How to Hold Space for Transformation?





Doing The GroundWork

Co-creation, co-learning, co-designing doesn't just happen. For it to happen, you need to do the groundwork

- Trust
- Focus on Connection & Relationships
 - Safe(r) & Brave Space
 - Creating co-ownership of the space
- Presence and prepare People; skills and attitudes

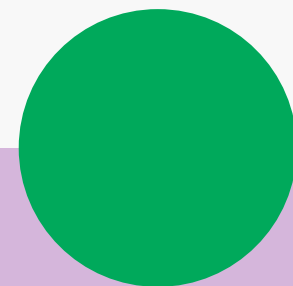
Four Fold Practice





Safe(r) & Brave Spaces

- What's a safe(r) & brave space?
- Creating Safe(r) and brave spaces in different circumstance (events, conferences, organisations)



**Find resources from this session and
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Thank you!