

Capacity Building Resources

Access free resources on gender-responsive leadership at www.fba.se/grl

Use FBA's tested training materials to enhance your own, or your leaders', gender-responsive leadership competency. These materials can easily be adapted to your specific organisation and include:

GRL Handbook: A practical evidence-based guide for how leaders can enhance their five core gender-responsive leadership skills.

GRL Facilitator Guide: Everything you need to facilitate your own gender-responsive leadership learning programme – from training exercises to talking points.

GRL Participant Workbook: Designed to accompany the facilitator guide, participants find key information and practical exercises in this workbook that consolidates their learning.

GRL Video Series: An informative and inspiring video series with senior leaders from the UN, OSCE and FBA.

Folke Bernadotte Academy (FBA) is the Swedish government agency for peace, security and development

FBA is Sweden's expert agency for the implementation of the agenda for women, peace and security.

As part of Sweden's international development cooperation, we promote peace in conflict-affected countries. We offer training and advice and conduct research in order to strengthen peacebuilding and governance, and we grant funds to civil society organisations working with peace and security. Moreover, we deploy civilian personnel to peace operations and election observation missions primarily led by the UN, EU and OSCE.

For more information, visit www.fba.se/grl to find all our available resources or contact us at grl@fba.se

Gender-Responsive Leadership



Folke Bernadotte Academy's Gender-Responsive Leadership initiative aims to support leaders and managers in international, regional and national peace and security organisations to take effective action on gender equality.

What is a gender-responsive leader?

A gender-responsive leader uses their leadership position and skills to actively work towards gender equality and women's rights, both in the workplace and in their organisation's external activities.

Why do we need gender-responsive leaders?

Despite certain progress, the implementation of the women, peace and security agenda has been slow and recent global setbacks are endangering women's and girls' basic rights. One of the missing pieces in the puzzle of achieving gender equality is proactive leadership.

We need gender-responsive leaders and managers to take action and ensure that their organisations are effectively delivering on their mandate on gender equality.

Gender-responsive leaders are not expected to become gender equality experts, but to use their position, authority and leadership skills to initiate and sustain organizational change to promote gender equality in everyday work.



Five core skills

FBA has developed a practical Gender-Responsive Leadership Framework that focuses on the five core skills that leaders use to achieve gender equality and women's and girls' rights

1. Leading by example

Mitigating gender stereotypes, intervening in cases of sexism, being an ally to women, and visibly driving sustainable changes for increased gender equality.

2. Setting priorities and targets

Identifying key implementation gaps of gender equality policies, setting strategic priorities and measurable targets.

3. Communicating clearly and convincingly

Using gender-responsive language and being clear, convincing and consistent when communicating on gender equality.

4. Managing staff, resources and activities

Establishing the right conditions to enable staff to succeed in achieving gender equality priorities; building a strategic working relationship with your gender adviser; and using gender analysis to ensure that resource and activities actively contribute to gender equality.

5. Holding self and others to account

Developing a learning and accountability culture for gender equality performance, including using formal and informal accountability mechanisms such as feedback.

Learning programme

Take part in our innovative learning programme on gender-responsive leadership!

Designed specifically for leaders in peace and security organisations, this online programme will give you the unique opportunity to advance your leadership skills through taking action on gender equality.

Expert facilitators support you to strengthen your five core gender-responsive leadership skills through:

- Interactive online workshops
- Skills practice
- Personal coaching

FBA supports key peace and security organisations to advance their work on gender equality and has successfully implemented the Gender-Responsive Leadership Learning Programme with senior leaders in the UN, OSCE and EU.

“I have participated in many trainings throughout my career. The GRL programme was truly the best as it combined in an ideal way theoretical background and concrete action. I could immediately apply what I learned after each session. The course was informative, challenging, enlightening as well as practical.”

Ambassador Kilian Wahl,
Head of the OSCE Mission to Skopje