

# RBAS Mentoring Programme Impact



# Savvy Leaders for UNDP – *reflections from Peer Team 3*

- In general, we found the leadership training useful as it allowed us to:
  - Develop enhanced self-awareness
  - Learn more about the challenges and opportunities for women in leadership
  - Strengthened our skills in building networks, communication and transformative leadership
  - Form a supportive network within our organization

# Building Networks

## How have we grown?

- We have learnt to leverage better on our existing networks, seeing how they can support our career goals and vision
- We have grown more confidence to reach out to people to expand our networks, strengthening our relationships for future growth

## Why it matters to UNDP?

- Strong networks are important as it facilitates movement and growth within the organization
- If UNDP can provide better opportunities, then the retainment rate of staff would probably also be higher!
- Supporting more women leaders in the Arab Region 😊

## Research your potential future network!

*One important step in expanding out network is to be proactive and research who could be a part of your future network, in line with you career goals and aspirations. Use your existing network to make the link where possible!*

# Communicating Effectively

## How have we grown?

- We have learnt to **communicate with confidence and credibility**:
  - Getting to the point
  - Speaking up in meetings
  - Practicing presenting and speaking to a larger group
- We are more aware of ourselves, what we do well and where we need to improve!

## Why it matters to UNDP?

- The ability to communicate effectively is key to UNDP – and makes the organization look more credible, knowledgeable and capable

Use your peers for feedback!

*We found that it was incredibly useful to practice with our peers and using them for feedback. Positive and constructive feedback was equally important! We practiced: how we look, how we sound and what we say!*

# Strategic Leadership

## How have we grown?

- We have learnt to better **understand ourselves as leaders** – what strengths we bring to the team and how we differentiate ourselves as leaders.
- As leaders, we commit ourselves to:
  - Being open to new ideas
  - Giving to the team
  - Make time
  - Provide feedback
  - Support the team's development

## Why it matters to UNDP?

- Refining our leadership potential and learning from each other's experience is essential to UNDP as it provides the organization with a wider leadership base of competent, confident and strong women leaders

Learning from our mentors

*We used our mentors to bounce of ideas and discuss various approaches to leadership. One area which was particularly useful to discuss was dealing with difficult relationships – learning from others (what works and what doesn't) was a good way to think through different options*