Women Empowerment and Leadership in Cooperatives Training Course

Professional Development Training Course Outline

Category	Cooperative Societies	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s rapidly evolving socio-economic landscape, women’s empowerment is more than a goal—it's a global necessity. Training Course on Women’s Empowerment and Leadership in Cooperatives is designed to equip women with the tools, mindset, and strategic competencies to take on leadership roles within cooperative organizations. Fostering gender equality, inclusive decision-making, and entrepreneurial innovation, this course empowers participants to break traditional barriers and lead sustainable change in their communities.

The curriculum blends leadership development, cooperative governance, and financial literacy, ensuring that women are not just included but are leading the transformation of cooperatives across sectors. With a strong emphasis on skills-building, mentorship, social innovation, and resilience training, this course is aligned with SDG 5 (Gender Equality) and the ILO’s cooperative principles, making it highly relevant, globally informed, and deeply impactful.

Programme Curriculum

Women Empowerment and Leadership in Cooperatives Training Course

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the ILO’s cooperative principles, making it highly relevant, globally informed, and deeply impactful.

Course Objectives

1. Understand the fundamentals of women-led cooperatives.
2. Develop key leadership skills tailored for cooperative environments.
3. Promote gender-sensitive governance models in cooperatives.
4. Enhance women’s financial literacy and management capacity.
5. Address structural barriers to female participation in decision-making.
6. Foster entrepreneurial thinking and innovation among women.
7. Build skills in strategic planning and cooperative development.
8. Strengthen communication and negotiation skills.
9. Equip women with conflict resolution and mediation strategies.
10. Explore the impact of digital transformation on cooperative leadership.
11. Connect women with networking opportunities and mentorship.
12. Analyze real-world case studies of successful women-led cooperatives.
13. Promote social inclusion and policy advocacy in cooperative leadership.

Target Audiences

1. Women members of cooperatives
2. Cooperative board members and managers
3. Community development officers
4. NGO professionals focusing on gender equality
5. Government officials in cooperatives and gender departments
6. Rural women entrepreneurs
7. Young women aspiring to leadership roles
8. Trainers and consultants in cooperative development

Course Duration: 10 days

Course Modules

Module 1: Introduction to Women in Cooperatives

- History and growth of cooperatives
- Role of women in cooperative development
- Gender disparities in cooperative leadership
- Benefits of women-led cooperatives
- Global and regional trends
- **Case Study**: Women's dairy cooperative in India

Module 2: Gender Equality and Social Inclusion

- Understanding gender roles in cooperatives
- Unpacking power and privilege
- Barriers to participation
- Inclusion strategies
- Rights-based approach to development
- **Case Study**: Uganda’s Women’s Savings and Credit Cooperatives

Module 3: Leadership Fundamentals

- Defining leadership and influence
- Personal leadership style assessment

- Emotional intelligence
- Leading diverse teams
- Ethical leadership in cooperatives
- **Case Study**: Women leaders in the Basque Mondragon Co-op

Module 4: Building Confidence and Assertiveness

- Self-awareness and growth mindset
- Overcoming internalized barriers
- Communication strategies
- Assertiveness techniques
- Leadership language and presence
- **Case Study**: Empowering rural women leaders in Nepal

Module 5: Strategic Thinking and Visioning

- Setting long-term goals
- Vision board creation
- Organizational strategy alignment
- SWOT analysis
- Monitoring and evaluation basics
- **Case Study**: Vision-driven women's farming cooperative in Brazil

Module 6: Financial Literacy for Women Leaders

- Understanding cooperative finance
- Budgeting and planning
- Microfinance opportunities
- Access to capital for women
- Building sustainable income streams
- **Case Study**: Kenyan women SACCO success story

Module 7: Governance and Decision-Making

- Cooperative governance structures
- Board roles and responsibilities
- Policy development
- Transparent decision-making
- Accountability and ethics
- **Case Study**: Philippines women-led agricoop board model

Module 8: Conflict Resolution and Negotiation

- Understanding sources of conflict
- Negotiation frameworks
- Mediation skills
- Conflict-sensitive leadership
- Building consensus
- **Case Study**: Conflict transformation in Ethiopian weaving co-op

Module 9: Public Speaking and Advocacy

- Public speaking foundations
- Persuasive communication
- Building advocacy coalitions
- Engaging policymakers

- Using media for advocacy
- **Case Study**: Ghanaian women lobbying for cooperative reforms

Module 10: Digital Leadership and Tech Tools

- Using digital tools for co-op management
- Social media branding
- Digital literacy for women
- Data-driven decision-making
- Cyber safety and digital inclusion
- **Case Study**: Nigerian women's digital agro-cooperative

Module 11: Women's Health and Leadership

- Health and productivity connection
- Stress and time management
- Work-life balance
- Reproductive rights education
- Mental health in leadership
- **Case Study**: Health-focused co-op in rural Malawi

Module 12: Sustainable Development Goals (SDGs)

- Introduction to SDGs with a focus on SDG 5
- Cooperatives' role in achieving SDGs
- Gender equity indicators
- Aligning co-op missions with SDGs
- Reporting and accountability
- **Case Study**: Women co-ops supporting SDG 5 & 8 in Tanzania

Module 13: Mentorship and Peer Learning

- Benefits of mentorship
- Creating a mentorship culture
- Peer learning circles
- Intergenerational dialogue
- Developing mentorship programs
- **Case Study**: Peer learning in Bolivian women's textile co-op

Module 14: Entrepreneurship and Innovation

- Identifying business opportunities
- Innovation in cooperative enterprises
- Market research tools
- Scaling strategies
- Women in green and circular economy
- **Case Study**: Eco-coop initiative by women in Vietnam

Module 15: Final Project and Leadership Pitch

- Designing a personal leadership project
- Peer review and feedback
- Presentation skills
- Measuring success
- Certification process
- **Case Study**: Leadership pitch from trainees in Rwanda co-op network

Training Methodology

- Interactive workshops and role plays
- Peer-to-peer learning and group discussion
- Live expert sessions and Q&A panels
- Digital toolkits and e-learning resources
- Real-world case study analysis
- Final capstone leadership project

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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