

**CTI-CFF Women Leaders Forum**  
**Developing a Competency Model to Elevate Women Leadership**  
**in Marine and Coastal Management**  
*September 23-26, 2019, Sanur, Bali*

**CONCEPT NOTE**

**Description**

This workshop is specifically designed to engage a cadre of coastal and marine management professionals who are eager and committed to furthering women's leadership in coastal and marine resource management efforts.

This supports the implementation of CTI-CFF Regional Plan of Action 2.0 and the UN Sustainable Development Goal #5 which is to achieve Gender Equality and empower women and girls and Goal #14 which is to protect life below water.

This workshop will initiate the development of a customized leadership competency model for women leaders across the Coral Triangle Region and the development of a portfolio of skills and templates that women leaders can use for development and career promotional purposes.

A competency model is a framework for defining the skill and knowledge requirements for a role. It is a collection of competencies that jointly define successful role achievement and performance. Competency models are widely used in organizations for developing, defining, demonstrating, monitoring and assessing leadership abilities within organizations.

The CTI-CFF WLF competency model and portfolio can be shared throughout CTI-CFF and it will include: competency model and framework, individual competency definitions, list of skills and knowledge associated with each competency, a menu of on-the-job activities for the development of each competency, a sampling of educational resources that will support leadership development pertaining to each competency, and tips for integrating the competencies in each organization.

This framework can then be used as a baseline for the expanded development of women's leadership, women's recruitment, recognition, and promotion processes within organizations and the establishment of standards to ensure equality and equity for women leaders within organizations and access to upward mobility.

This training builds on the success of the CTI-CFF Women Leaders Forum to build the capacity of 200 women leaders across the Coral Triangle and empower them to have a stronger voice in marine and fisheries decision-making in their countries. The training aims to amplify the impact of women leaders to influence their organizations and build the capacity of more women to take on leadership roles in marine and coastal management in the region.

**Objectives**

This training aims to achieve the following objectives:

1. Provide training on leadership fundamentals
2. Identify leadership competencies specific to marine and coastal management
3. Develop leadership competencies needed to empower and promote women in the field of marine management

4. Develop a menu of initiatives and activities that support leadership competency development across the region
5. Explore barriers and bridges to women's leadership in marine and coastal management.

### **Participants**

The workshop will have 3 participants from each CT6 country composed of women leaders (supervisors, managers, academics) in marine and coastal conservation areas who possess the following criteria:

- Active advocates in furthering the goals of the CTI-CFF Regional Plan of Action and UN Sustainable Goal #5 and #14
- Practical experience leading projects and people at front-line and/or middle and senior management levels
- academic experience and project management experience
- a commitment to testing out the new competencies at least informally or formally during the coming year, even in small ways (e.g., lunchtime learning sessions with other women leaders, voluntary seminars)
- committed remain a part of an advisory group on the competency model through the next year to strengthen offering recommendations of articles and tools for learnings on an occasional basis

### **Date and Location**

September 23-26, 2019 (Mon-Thursday) at the CTC Center for Marine Conservation in Sanur, Bali, Indonesia.

### **Resource Persons and Facilitators**

The training will be led by 2 resource persons – one expert leadership training and one expert on marine conservation and marine protected area management. There will be 2 note takers and local staff to provide translation and help facilitate during breakout discussions.

### **Implementers**

This activity will be carried out by the Coral Triangle Center, US DOI in collaboration with the CTI-CFF RS and CTI-CFF National Coordinating Committees and other CTI-CFF Partners.

**Application Deadline: August 20, 2019**

**For more information about the event, please contact Leilani Gallardo at [lgallardo@coraltrianglecenter.org](mailto:lgallardo@coraltrianglecenter.org)**