

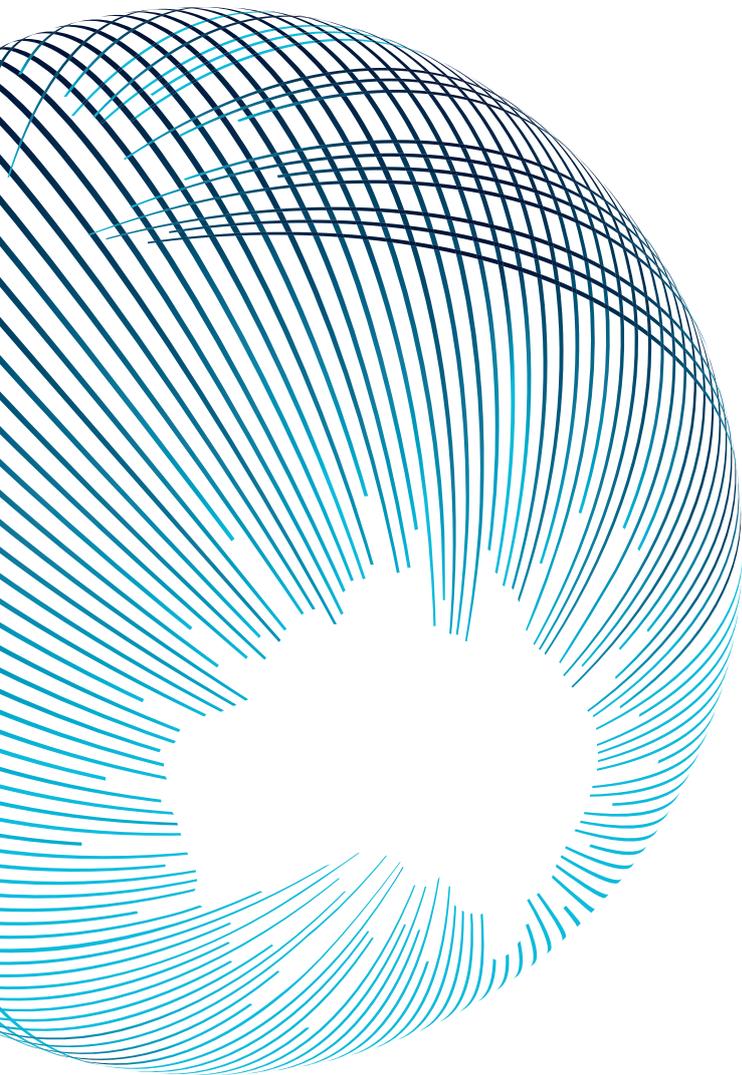


Australia Awards



# Australia Awards Short Course on Inclusive Leadership for Laos Australia Alumni

*Course Brochure*



# Australia Awards Short Course for Laos Australia Alumni on “Inclusive Leadership”.

**The Laos Australia Institute (LAI)** is a partnership between the governments of Australia and Laos, with the aim of improving skills and capacities, at both the individual and organisational levels, to support economic and social development priorities in Laos. The mission of LAI is to improve Laos’ human resources through scholarships, training and organisational capacity building.

LAI administers Australia Awards on behalf of the Government of Australia. Australia Awards are prestigious international scholarships and short courses offering the next generation of global leaders an opportunity to undertake study, research and professional development. Australia Awards contribute to the long-term objectives of promoting growth and stability in our region, as well as strengthening links between people and organisations to enhance mutual understanding and cooperation. They equip recipients with the skills and knowledge to drive change and contribute to the economic and social development of their own countries, in effect, building the human resource capacity of partner countries within mutually agreed development sectors.

Australia Awards Short Courses are targeted programs of intensive training for selected cohorts to address specific technical or soft skills gaps. They are formal study or training opportunities delivered by an approved Australian higher education provider or an Australian Registered Training Organisation in Australia and/or in partner countries.

## Course background and objectives

2015 saw the creation of the ASEAN Economic Community (AEC) which marked the establishment of a highly integrated market with a combined purchasing power of US\$2.3 trillion. For Mekong countries, this provided great economic potential by providing access to regional markets and value chains.

The COVID-19 pandemic has severely impacted regional economies and trade relationships. Initial indications are that the economic impacts of COVID have disproportionately impacted marginalised groups and women through the reinforcing of traditional gender roles associated with unpaid care and household labour, deeper impacts in sectors where women are

## Course title

**Inclusive Leadership – A Short Course for Australian Alumni**

## Planned dates:

**Monday 22 August 2022  
to Friday 21 October 2022**

\* Please note there will be an **“Online Pre-Course Introductory Session on Friday 12 August”**

overrepresented and COVID restrictions creating difficulty accessing essential goods and services and making detection of gender-based violence more challenging<sup>1</sup>. Realignment of regional trade partnerships will be critical to future economic growth and stability. The signing of the Regional Comprehensive Economic Partnership (RCEP) in late 2020 provides opportunity for Mekong countries to work towards and inclusive, economic stability and Australia is committed to support this recovery.

This Program seeks to support diverse participants from the public and private sectors and civil society organisations to develop leadership capabilities which support and improve economic and community outcomes. This support is anchored in an understanding that inclusivity is supported by community-wide and institutional changes in attitudes, expectations and practices.

## Course outcomes

The expected outcomes of this 10-week course are:

- Alumni can cultivate a better understanding to identify and improve their skills in decision-making, leadership empowerment and develop their soft skills for their professional development, and build confidence and networks to support their potential;

<sup>1</sup> CARE Evaluations, 2020, Laos Rapid Gender Analysis COVID-19 July 2020, <https://www.careevaluations.org/evaluation/laos-rapid-gender-analysis-covid-19-july-2020/>



- Alumni can gain deeper insights of significant issues, including how women and gender diverse people experience intersectional disadvantage, as well as understanding inclusive gender equity and leadership in the region, including how this relates to recovery after COVID-19;
- Male alumni become allies of women and agents for change in their communities and workplaces to bring positive impacts as related to women's leadership and gender equality;
- A strong relationship between the Lao PDR and Australia, where Australian alumni are promoted to mid-level and senior leadership roles within Ministries, the private sector and civil society organisations.

### Course structure

The program is for participants from the Lao PDR only.

The program is designed to combine face to face intensive workshops, online real-time and self-paced modules along with the opportunity for mentoring of participants. The program is divided into five components as follows:

- **Component 1: Online Pre-Course (half day)**

Introductions, presentations and project briefing

- **Component 2: Two Intensive Workshops**

2 x 5-day intensive workshops. Participants will be face to face with Griffith academics online and an in-country facilitator. Workshops are designed to include: presentations, Q&A, discussion/networking forums, role play, guest speakers, site visits (COVID permitting), project work and virtual Australian cultural presentations.

- **Component 3: Online Self-paced Modules**

The program includes 5 online Modules with each module approximately two weeks. Per module, participants would be expected to spend 4 hours to join live session and prerecorded lectures. Participants will answer short answers and multiple-choice questions in each module to determine their engagement with the core content. There will be at least one live session per week to build participant engagement and relationships.

- **Component 4: Mentoring**

Participants will be mentored in groups of three to four by a senior Australian mentor in a related sub-field/profession. The mentor will organise a fortnightly group session, to give advice on the participants' projects, discuss questions regarding the content and introduces other Australian networks/individuals. In the week's participants do not meet with the mentor, the participants can meet informally in the group of 3 to discuss a task/topic provided by the mentor and/or reflect on the course material of the week.

We suggest a commitment of 4-6 hours allocation from participant's work commitments for all mentoring sessions and related tasks.

- **Component 5: Project Planning**

Weekly independent project work for implementation into the participant's workplace or community on completion of the short course.

- **Component 6: Closing Activity**

The final 2-hour session allows participants to share their project plans and celebrate the completion of the course.

Overall, the proposed program requires a commitment of approximately 3-4 hours per week over the ten-week period.





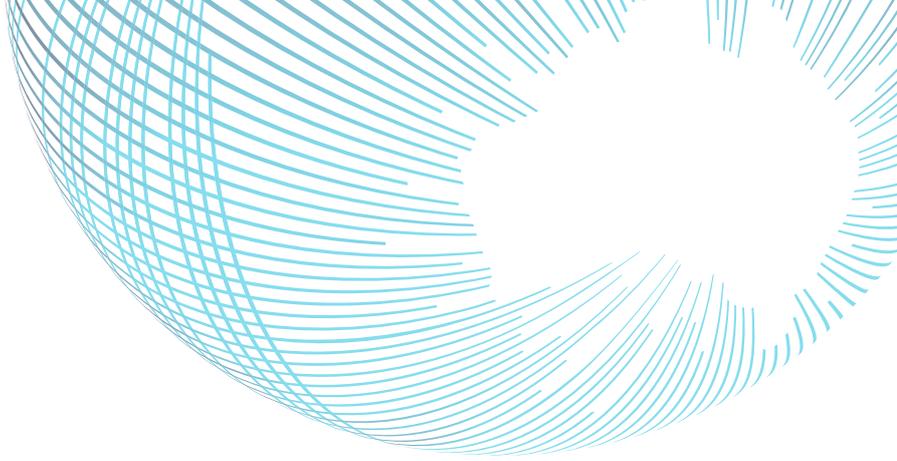
### Course topics

- The global & Asia regional gender equality frameworks
- The role of women globally and in Asia
- Gender and leadership
- The role of women in economic development – case studies from different sectors
- The role for men in gender leadership
- Soft Skills for leadership
- Promoting women into positions of influence - Mapping progress on gender equality
- Barriers, challenges and approaches to gender equity and applications to projects
- Business case for diversity and inclusion

### Course plan

#### Inclusive Leadership for Laos Australia Alumni - 10 Week Program of Activities 2022

Part	Program Activities	Duration	August	September	October
1	Pre-program	2 hours	Friday 12 August		
2	Initial Intensive Workshop	5 days	22 – 26 August Mon – Friday		
3	Online Modules (self-paced)	10 weeks	August to October		
4	Second Intensive Workshop	5 days			17 – 21 October Mon – Friday
5	Mentoring (lunch box session)	3 months	6 Sessions		
6	Online Symposium	half-day		Online 21 September	
7	Final – Closing Ceremony	2 hours			Friday 21 October



## Participations

The program will be delivered to up to **25 Australian Alumni of the Lao PDR**.

Participants will be selected from:

- **the public sector** (working within ministries and education institutes);
- **the private sector** (owners and leaders of SMEs, or actors in the supply chain who are committed to increasing diverse participation in the RCEP);
- and **civil society organisations**.

*It is recommended to have representation from a diverse range of genders.*

## Participants will align with the following criteria and be committed to:

- developing sustainable Leadership and Management practices;
- developing and contributing to Women in Leadership communities of practice in their local area;
- preparing and implementing a development project as part of the course (optional);
- engaging actively and fostering networks with multiple stakeholders; and
- male participants must be willing to be allies in partnership with women in changing gender norms, and leaders in their own workplaces and communities for advancing gender equality and women's leadership.

## Participant selection

Applicants submit their applications by **11:59pm, Friday 8 July 2022**. All applications must be completed in **English**.

The selection committee will review the applications and select successful participants.

The selected participants will be provided further details of the course. All participants must commit to attending the course and to the time required for completion. Employer support is encouraged to ensure attendance and effective, full participation.

We are seeking a maximum of **25 participants**, and strongly encourage persons living with disability, persons from remote or regional areas, LGBTIQ+ persons, ethnic minorities and people from other marginalised groups to apply.

Applications should be submitted via email to [infohrd@laosaustraliainstitute.org](mailto:infohrd@laosaustraliainstitute.org)

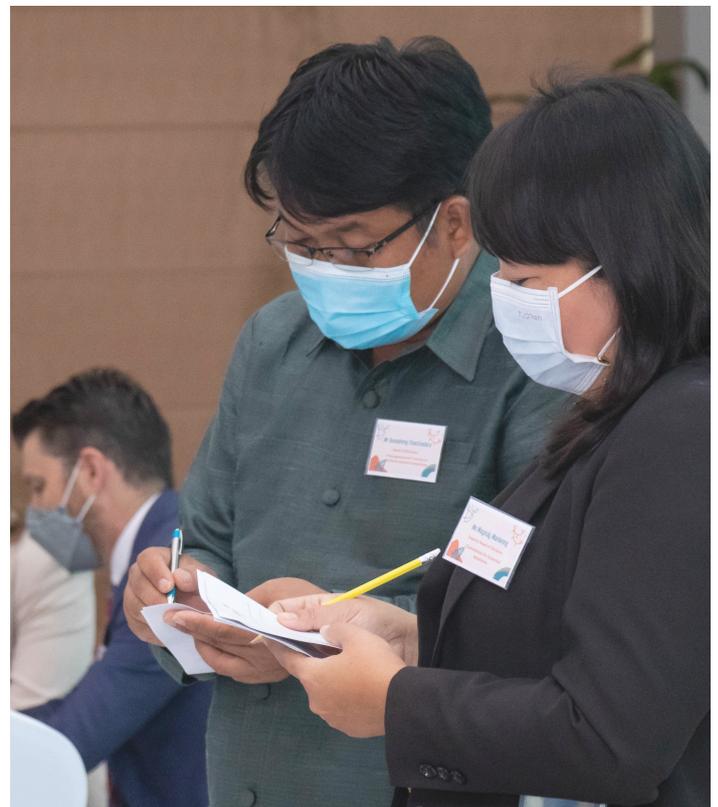
The application form can be accessed here:

<https://drive.google.com/file/d/1QE-WTRcbP4xqUIMJHTAG01gnX8V2ziGQ/view?usp=sharing>

Applications close at **11:59pm on Friday 8 July 2022**

Please ensure all sections are complete before submitting your application. Incomplete applications may be deemed ineligible for assessment.

If you have any questions please contact us at: [infohrd@laosaustraliainstitute.org](mailto:infohrd@laosaustraliainstitute.org).



## Course personnel



### **Dr Andrea Haefner, Program Leader, Program Designer**

**Dr Andrea Haefner** is a Lecturer at the Griffith Asia Institute who worked four years in Laos implementing various projects and programs, including for DFAT, the National University of Laos, GEF and IUCN, applying a gender approach. Andrea has worked with Australian Awards Alumni and designed and conducted training programs for Lao nationals for example including the Lao Leadership for Gender Inclusion Program 2021 and the AAF program Economic Growth and Institutional Development. Andrea has well established networks in Laos and the region and obtained excellent cross-cultural understanding of Southeast Asia which she uses successfully to prepare Australian experts on Mekong local context and cultural differences.



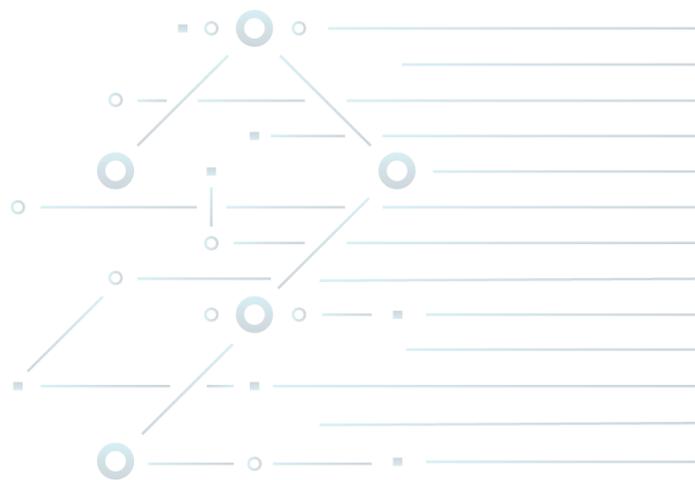
### **Dr. Dhara Shah, Co-Program Leader, Women in Entrepreneurship Specialist**

**Dr Dhara Shah** is a Senior Lecturer and Deputy Director Engagement in the Department of Business Strategy and Innovation within the Griffith Business School. She has a Ph.D. in the field of Human Resource Management and a Master's in HRM and a Master in Management (Marketing). Dhara's research expertise includes gender, entrepreneurial learning, older women, career trajectory, international HRM; Indian IT workers; expatriates; cross-cultural studies; adjustment; international business; multinational corporations in emerging economies.



### **Associate Professor Naomi Birdthistle, Women in Entrepreneurship Specialist**

**A/Prof Naomi Birdthistle** is Deputy Head of the Department of Business Strategy and Innovation. She is an award winning academic and researcher: Women led business specialist; Entrepreneurship education expert; Entrepreneur with over 20 years' experience; Experienced project leader of over 10 projects, many of which have focused on women entrepreneurs, including in Vietnam. Currently project leader for two DFAT funded programs on Women's entrepreneurship for Australia - Viet Nam and in Australia-Japan.



### **Dr Luke Houghton, Leadership Specialist**

**Dr Luke Houghton** is a Senior Lecturer in the Department of Business Strategy and Innovation. Luke is also the program director for the Graduate Certificate in Leadership and Management. Luke actively consults in improving problem solving performance for organisations, on digital growth strategy for companies and small business and runs seminars for companies and business on problem solving for innovation, digital business growth strategies and transforming workplaces through learning.



### **Professor Sue Harris Rimmer, Asian Leadership Specialist**

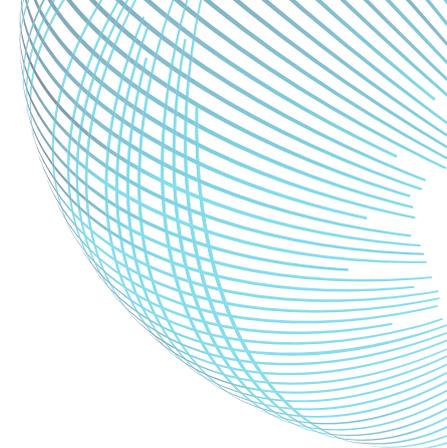
**Professor Susan Harris Rimmer** is the Director of the Griffith University Policy Innovation Hub. She was previously the Deputy Head of School (Research) in the Griffith Law School and prior to joining Griffith was the Director of Studies at the ANU Asia-Pacific College of Diplomacy. She is a non-resident Research Associate at Chatham House in the UK. Her Australian Research Council Future Fellow project (2015-2020) was called 'Trading' Women's Rights in Transitions: Designing Diplomatic Interventions in Afghanistan and Myanmar. Her monograph was released in the Harvard Institute for Law and Global Policy Series for Anthem Press in 2021.



### **Dr. Elise Stephenson, Gender, Entrepreneurship & Leadership Specialist**

**Dr Elise Stephenson** is an expert in public diplomacy, national security, entrepreneurship and gender equality across Australia and the Indo - Pacific region. She is a multi-award-winning researcher and is currently a Research Fellow at the Global Institute for Women's Leadership at the Australian National University. Elise is a 2020 Women Deliver Young Leader, Probono Australia's Impact25 Nominee 2020, was recognised in 2019 by Boston Consulting Group and Out for Australia as one of 30 Under 30 LGBTI+ Role Models, was the 2019 Foundation for Young Australia's winner of the Spotlight Award for policy advocacy and change, the 2016 United Nations Australia Association CommunityAwardee and the University Medalist 2016.

*The program will involve additional guest speakers from Griffith University, Australian industry partners, and regional gender experts.*



## Course program

DETAILED COURSE CONTENT
<b>PART1: ONLINE PRE-PROGRAM INTRODUCTION (12 AUGUST 2022)</b>
<ul style="list-style-type: none"><li>• Welcome and introductions; Overview of program; orientation to the online platform; and survey, <b>LAI and Griffith</b></li><li>• Presentation and Q&amp;A: An analysis of RCEP and its relevance to Australia, Laos and the region, <b>Prof. Sara Davies</b></li><li>• Participant Introductions – Getting to know all participants, <b>Dr Andrea Haefner</b></li><li>• Project briefing – planning, setting objectives and expectations, <b>Dr Dhara Shah</b></li></ul>
<b>PART 2: INITIAL INTENSIVE WORKSHOP INTENSIVE (22 – 26 AUGUST 2022)</b>
<b>DAY 1:</b> <ol style="list-style-type: none"><li>1. Official welcome: Keynote speakers: Australian Embassy and Griffith Asia Institute, <b>Prof. Caitlin Byrne</b></li><li>2. Presentation and Q&amp;A: The role of gender in Laos – current status and trends, <b>Dr Andrea Haefner</b></li><li>3. Presentation and Q&amp;A: The global &amp; Asia regional gender equality frameworks, <b>Prof. Sue Harris Rimmer</b></li><li>4. Presentation: Introduction to regional legislation and obligations under international treaties, <b>Ms Manivanh Suyavong</b></li><li>5. Discussion of project ideas (participants will pitch their project ideas in small groups and receive feedback from the facilitator and peers), <b>Dr Dhara Shah</b></li></ol>
<b>DAY 2:</b> <ol style="list-style-type: none"><li>1. Presentation: Promoting women into positions of influence, <b>Workplace Gender Equality Agency (WEGA)</b></li><li>2. Workshop: Mapping progress on gender equality using the <b>WGEA toolkit</b></li><li>3. Field visit: <b>TBD pending on location</b></li><li>4. Workshop/reflection: Barriers, challenges and approaches to gender equity and applications to Project</li><li>5. Networking dinner <b>with invited guests</b></li></ol>



### DAY 3:

1. Presentation and Q&A: Business case for diversity and inclusion, **Dr Luke Houghton**
2. Discussion of project ideas (participants will pitch their project ideas in small groups and receive feedback from the facilitator and peers), **Dr Dhara Shah**
3. Group formation for Mentoring Groups and introduction to Australian mentors, **Dr Dhara Shah and all mentors**
4. **Panel discussion with regional women in leadership roles**; 4 panelists from different sectors, incl. government and private sector, facilitated by **Dr Andrea Haefner**
5. Reflection of **Day 3**

### DAY 4:

1. Presentation and Q&A: Governance and Women's economic inclusion and participation, **Australian expert**
2. Presentation and discussion: Recovery after COVID-19, **Dr Andrea Haefner**
3. Field visit **TBD**
4. Debrief on field visit and self-reflection

### DAY 5:

1. Presentation & Q&A: Challenging discriminatory attitudes and existing power structures in society, **Ms Victoria Stewart**
2. Panel discussion with Australian experts: Practical tips to be a gender champion, **Dr Andrea Haefner**
3. Project planning, **Dr Dhara Shah**
4. Reflection and closing remarks, **Griffith and LAI**



## **PART 3: ONLINE MODULES - AUGUST – OCTOBER 2022**

### **5 MODULES = 1 MODULE EVERY 2 WEEKS = 10 WEEKS**

**Online Module overview:** The program includes 5 online Modules with each module approximately two weeks. Per module participants are expected to spend 4 hours to join live session and pre-recorded lectures. Participants will answer short answer and multiple-choice questions in each module to determine their engagement with the core content. There will be at least one live session per week so participants can engage with each other.

In addition, participants will be mentored in groups of three by a senior Australian mentor in a related sub-field/profession. The mentor will organise **fortnightly group session**, to give advice on the participants projects, discuss questions regarding the content and introduces other Australian networks/individuals. In the week's participants do not meet with the mentor, the participants will meet informally in the group of 3 to discuss a task/topic provided by the mentor and reflect on the course material of the week. Participants are also expected to work independently on their project on a weekly basis. Overall, the program requires a commitment of approximately 3 hours per week over the ten-week period in addition to the 2x5 day intensive workshops.

#### **Module 1: The role of women globally and in Asia (September 2022)**

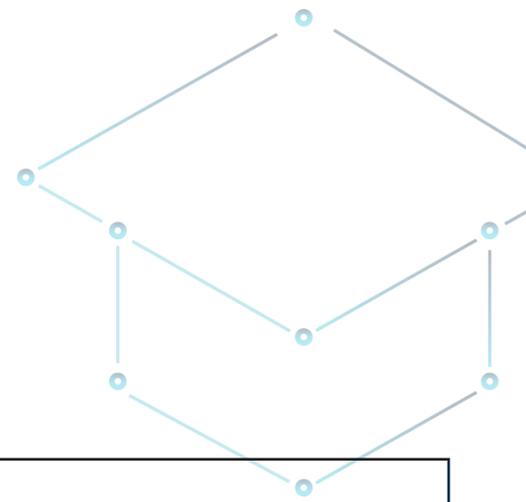
- Challenges for women leaders – **Prof. Sue Harris Rimmer**
- Geo-politics and geo-economics in a free and open Indo-Pacific with a focus on ASEAN and RCEP – **A/Prof Naomi Birdthistle**
- Women careers and pathways – **Dr Dhara Shah**
- Misconceptions about gender roles and gender advocacy in the region – **Lao or regional gender expert**

#### **Module 2: Gender and leadership (September 2022)**

- Gender & leadership: evidence-based differences – **Prof. Sue Harris Rimmer**
- Leadership and women in higher education – **Dr Heather Stewart**
- Leadership for sustainability and role of gender – **Dr Rob Hales**
- Public purpose leadership for gender equality – **Prof. Sue Harris Rimmer**

#### **Module 3: The role of women in economic development – case studies from different sectors (October 2022)**

- Transforming Gendered Relationships: Understanding Politics of Decision Making – **Dr Luke Houghton**
- Enhancing wellbeing of women in entrepreneurship – **A/Prof Naomi Birdthistle**
- Gender equality in the supply chain sector – **Dr Yong Wu**
- Digital Integration and Women's Entrepreneurship: Developing New Space for Business and Employment – **A/Prof Naomi Birdthistle**



#### **Module 4: The role for men in gender leadership (October 2022)**

- Breaking the Barriers to the Workplace: Gender Diversity and Inclusion – **Dr Dhara Shah**
- Men as changing agents for gender inequality and sources of structural oppression – **Dr Luke Houghton**
- Cases of men in gender leadership in region – **Lao or regional gender expert**
- Mainstreaming gender and sustainability – **WEGA**

#### **Module 5: (November 2022)**

- Organizational change - Taking the lead on gender diversity in the workplace and the community – **Dr Dhara Shah**
- Institutional challenges, and developing institutions to advance SDGs (including gender equality, diversity and inclusion) – **Dr Andrea Haefner**
- Identify Gender Mainstreaming practices and potential within communities in the region – **Lao or regional gender expert**
- Gender-Inclusive Language Guidelines – **Dr Elise Stephenson**

### **PART 4: NETWORKING EVENTS 1 PER MONTH / 3 EVENTS**

1. Meeting and getting to know the Gender Network Laos
2. Panel discussion with Australian women in leadership roles 4 panelists from different sectors, incl. government and private sector, facilitated by **Dr Andrea Haefner**
3. Networking event with **Australian Awards scholars** in leadership positions

### **PART 5: MENTORING 3 MONTHS / 6 SESSIONS**

Participants will be mentored in groups of three by a senior Australian mentor in a related sub-field/profession over a period of 10 weeks. The mentor will provide fortnightly group session, to give advice on the participants projects, discuss questions regarding the content and introduces other Australian networks/individuals. In the week's participants do not meet with the mentor, the participants will meet informally in the groups to discuss a tasks/topic provided by the mentor, reflect on the course material/topic of the week and work on the projects.

### **PART 6: ONLINE SYMPOSIUM (21 SEPTEMBER 2022) HALF DAY**

- Empowering women's inclusion to achieve SDGs – with a focus at the bottom of the pyramid (BoP) – online symposium – **Dr Dhara Shah**
- Gender and entrepreneurship within organizations – **Dr Elise Stephenson**

## **PART 7: FINAL WORKSHOP INTENSIVE**

### **17 – 21 OCTOBER 2022**

Presentations, case studies and interactive activities (role play, discussion and reflection) with Laos based facilitators and online facilitators and presenters.

#### **DAY 1:** (Concurrent sessions)

##### **1. Male participants:**

- Presentation & Q&A: Engaging Men as agents and allies for normative gender equality.
- Workshop: Examination of gender norms, strategies and tools to support gender equality, best practice for safely and ethically engaging men as allies, breaking down the barriers, **Griffith and local experts.**

##### **2. Female participants:**

- Workshop: Supporting women's leadership development – women's empowerment awareness, **Griffith and local experts.**
- Presentation & Q&A: Women's entrepreneurship, **Dr Elise Stephenson:**
  - *Applying for grants/gaining seed funding, etc.,*
  - *Incubators and accelerators supporting women's entrepreneurship.*

#### **DAY 2:** (all participants)

##### **1. Presentation & Q&A (Prof Sue Harris-Rimmer):**

- Gender & leadership: evidence-based differences.
- Challenges for women leaders.
- Policy leadership in ASEAN.

##### **2. Presentation & Q&A: Gender and mental health, Ms Victoria Stewart.**

**Activities:** Examining case studies, role play - strategies for empowerment and promoting gender diversity and inclusion in the community **Dr Andrea Haefner.**

#### **DAY 3:** (all participants)

##### **1. Consolidation of Day 1 and 2 with self-reflection, Dr Dhara Shah.**

##### **2. Presentation & Q&A: Design thinking and communication skills, Dr Elise Stephenson.**

##### **3. Gender dimensions of decision-making for business start-ups and SMEs – Dr Naomi Birdthistle (Networking with SMEs in Australia).**

##### **4. Project update (Participant presentations).**

**DAY 4:**

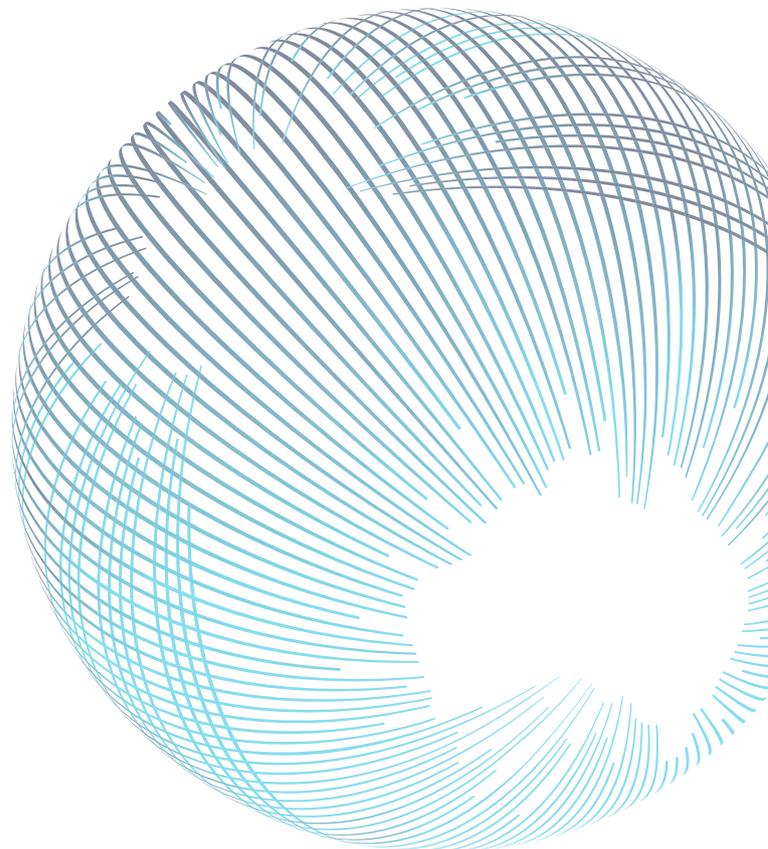
1. Project preparation, assistance with preparation of presentations, including a pre run of presentations.
2. Field visit **TBD**.
3. Debrief on field visit and self-reflection.

**DAY 5:**

1. Participants present their projects to a panel of experts.
2. Reflection of program and M&E, **Dr Andrea Haefner** and **Dr Dhara Shah**.
3. Workshop - *future collaboration and linkages between fellows and with Australian partners*.
4. Session of all participants with their mentors.

*(Each day will be delivered and facilitated by Griffith and guest facilitators where required).*

**CLOSING EVENT:** Award Ceremony for participants, including: **LAI, DFAT – Australian Embassy, Griffith, AA Alumnus and invited guests (stakeholders).**



## Further information

Information about the Australia Awards Short Course – Laos can be found at:

<https://www.laosaustraliainstitute.org/hrd/professional-development-short-training/>

## Contact details

Australia Awards - Laos

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**Email:** [infohrd@laosaustraliainstitute.org](mailto:infohrd@laosaustraliainstitute.org)

**Website:** [www.laosaustraliainstitute.org](http://www.laosaustraliainstitute.org)

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