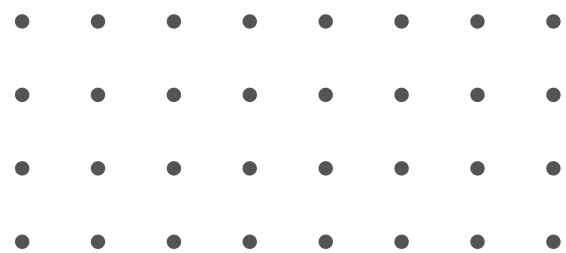
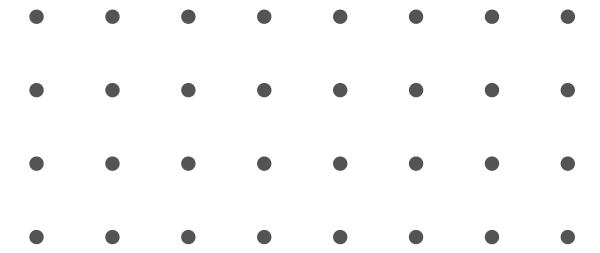
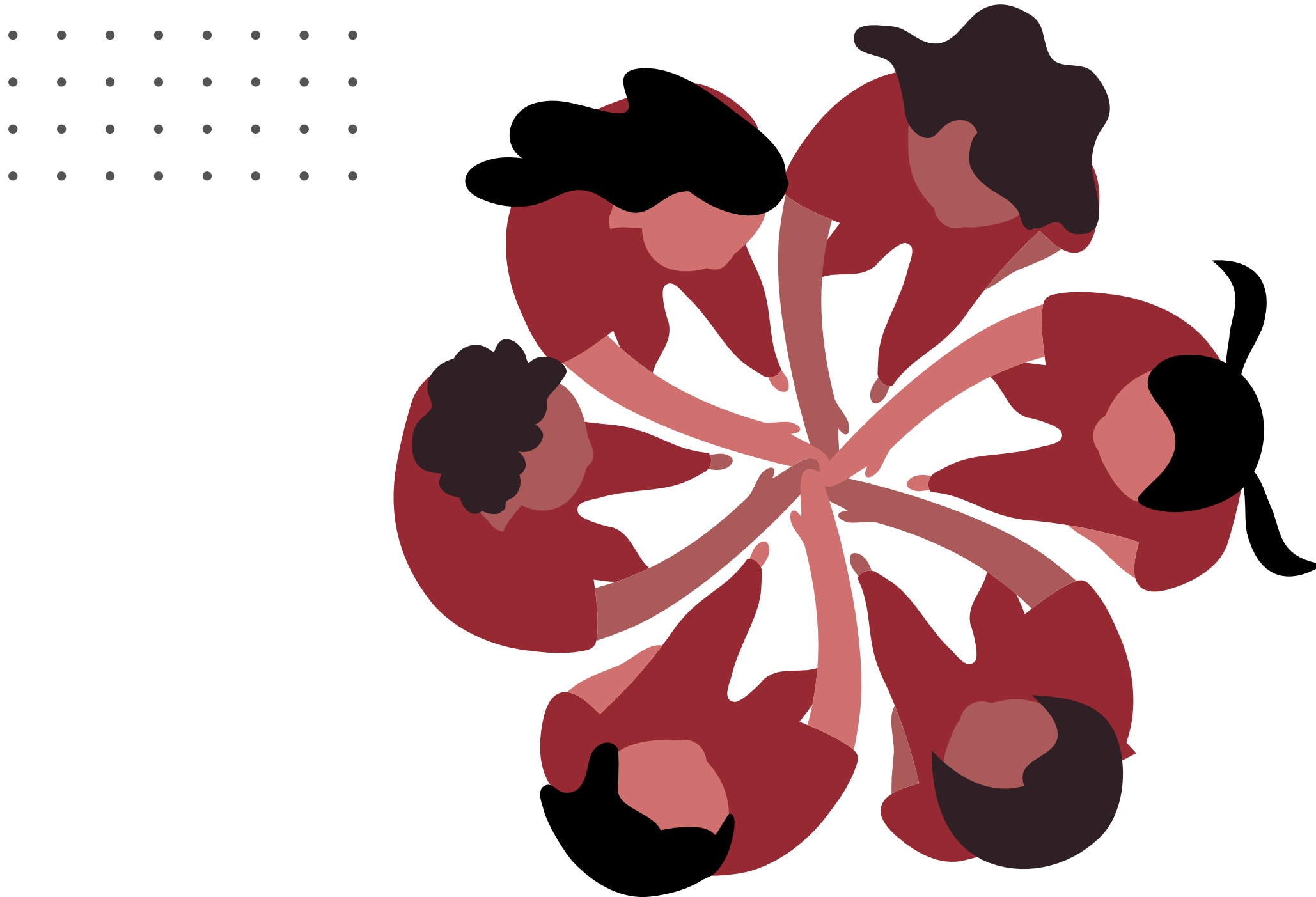
A large, soft pink abstract shape on the left side of the image, resembling a stylized wave or a large letter 'C' that curves around the text.

TEAM WORK



TEAM IS A GROUP OF PEOPLE WORKING FOR A COMMON PURPOSE OR GOAL

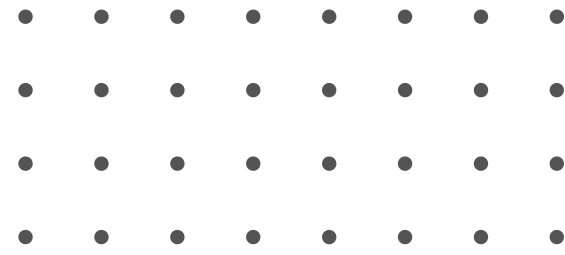


Team work refers to all those processes adopted by a team to effectively accomplish its goals.

Working in team yields effective results with less work load. When the team have members from diverse backgrounds the solutions generated from such groups fit into various contexts and more creative.

COMMON GOAL

A team performs effectively when it pursues a common purpose. It is therefore important for the leader to involve the leaders in the vision building purpose.



TRUST AND TRANSPARENCY

Trust and transparency within the team build strong bonds among the team members. It strengthens the team and prepares it to face adversities.

PARTICIPATION

Participation of all team members within a team is critical to unleash the potential of each member and greater contribution to the team.

EFFECTIVE COMMUNICATION

It is one of the key functions of a team and effective communication between the team and members and leaders is critical for efficient team work.

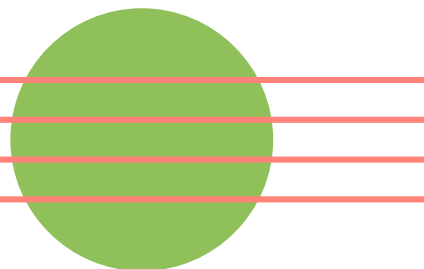
ACCOUNTABILITY

Teams work best when everyone takes responsibility for shared goals. This helps everyone stay committed and do their best, leading to success.

INNOVATION

A team with diverse members creates more innovative solutions than a similar group. The ability to innovate enables the team to become resilient.

CHARACTERISTICS OF AN EFFECTIVE TEAM





LEADERSHIP





WHO IS A LEADER AND WHAT IS LEADERSHIP?

What picture comes to your
mind when you think of the
word leader?

What kind of actions come
to your mind when you think
of the word leadership?





Act of empathetic listening, the act of supporting team members, and influencing others to a positive change is rarely considered an act of leadership





Leadership is the process of influencing people and providing an environment for them to achieve personal, team, or organizational objectives



BASED ON POWER RETENTION

AUTOCRATIC

The leader Imposes her/his will or values on other group members. S/he tries to push them to support her/his decisions. That Person evaluates or passes judgments on other group members and blocks action when it is not moving in the direction.



BASED ON POWER RETENTION

DEMOCRATIC

Willingness to share decision-making, Readiness to encourage participation and involvement, honest and transparent communication style, desire to coach and guide team members, comfort with individual autonomy and adaptive.



BASED ON POWER RETENTION

LAISSEZ FAIRE

The leader trusts team members to make sound decisions on their own, gives people a high degree of autonomy and independence, provides limited direction but necessary resources Intervene only when necessary.





BASED ON THE WAY LEADER OPERATES

Transactional

Emphasizes things getting done in contrast to transformational leadership, Commonly seen in bureaucratic organizations

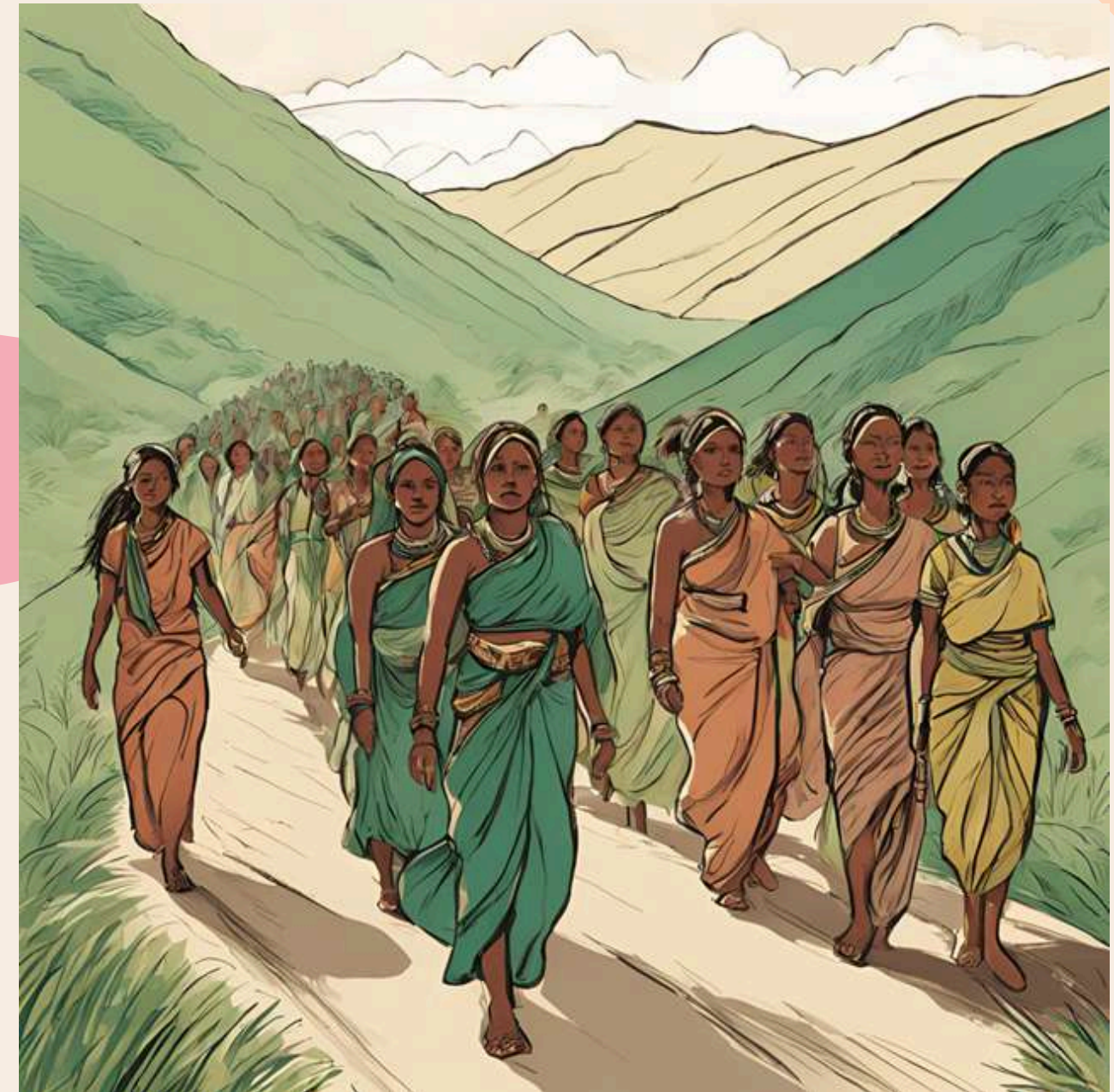




BASED ON THE WAY LEADER OPERATES

Transformative

Make change happen within Self,
others, groups and organizations.
It is an extremely powerful style
of leadership



BASED ON THE WAY LEADER OPERATES

Servant

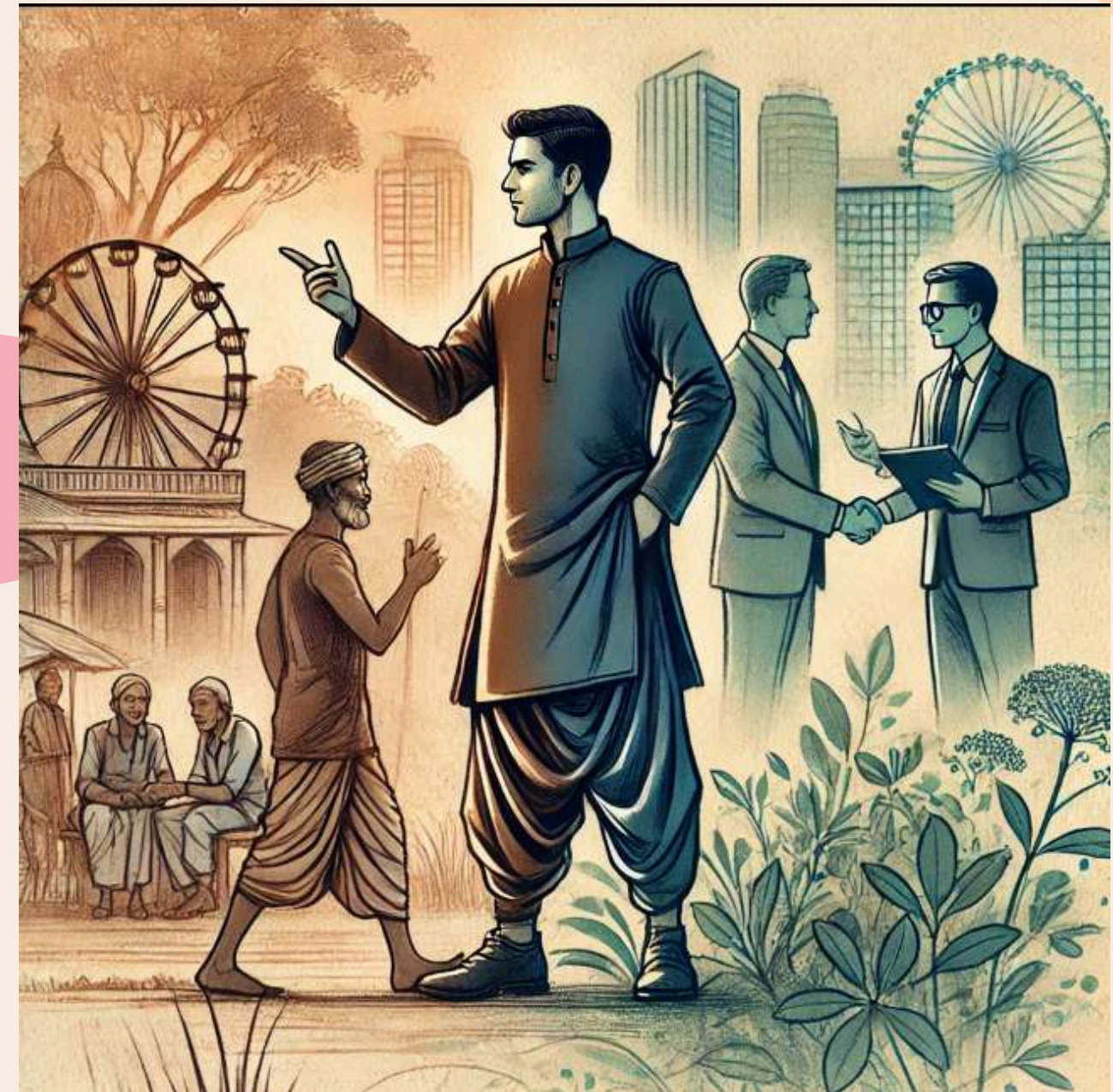
Heart Inspired to serve first and
not lead first.



BASED ON THE WAY LEADER OPERATES

Situational

A good leader will change her/his style intuitively according to the situation and people working with.



KEY VIRTUES OF LEADERSHIP

To take risks, make difficult decisions and stand up for what is right

Involving all, creating a culture of diversity, recognizing and valuing unique perspectives of each person

Being flexible, open-minded and resilient

Prioritize the growth, development, well-being of team members, exercise empathy for marginalized communities

Fostering team work, developing inclusive environment, collective effort to achieve shared goals

Identifying and solving complex problems, thinking critically, applying innovative solutions

Demonstrate strong ethical values, being honest, trustworthy and transparent in their actions

Achieving tangible results, fostering a culture of excellence, delivering impactful outcomes



QUALITIES OF A GOOD LEADER

Good listener

Being Empathetic

Good Communicator

Encouraging dialogue
for conflict resolution

Acceptance

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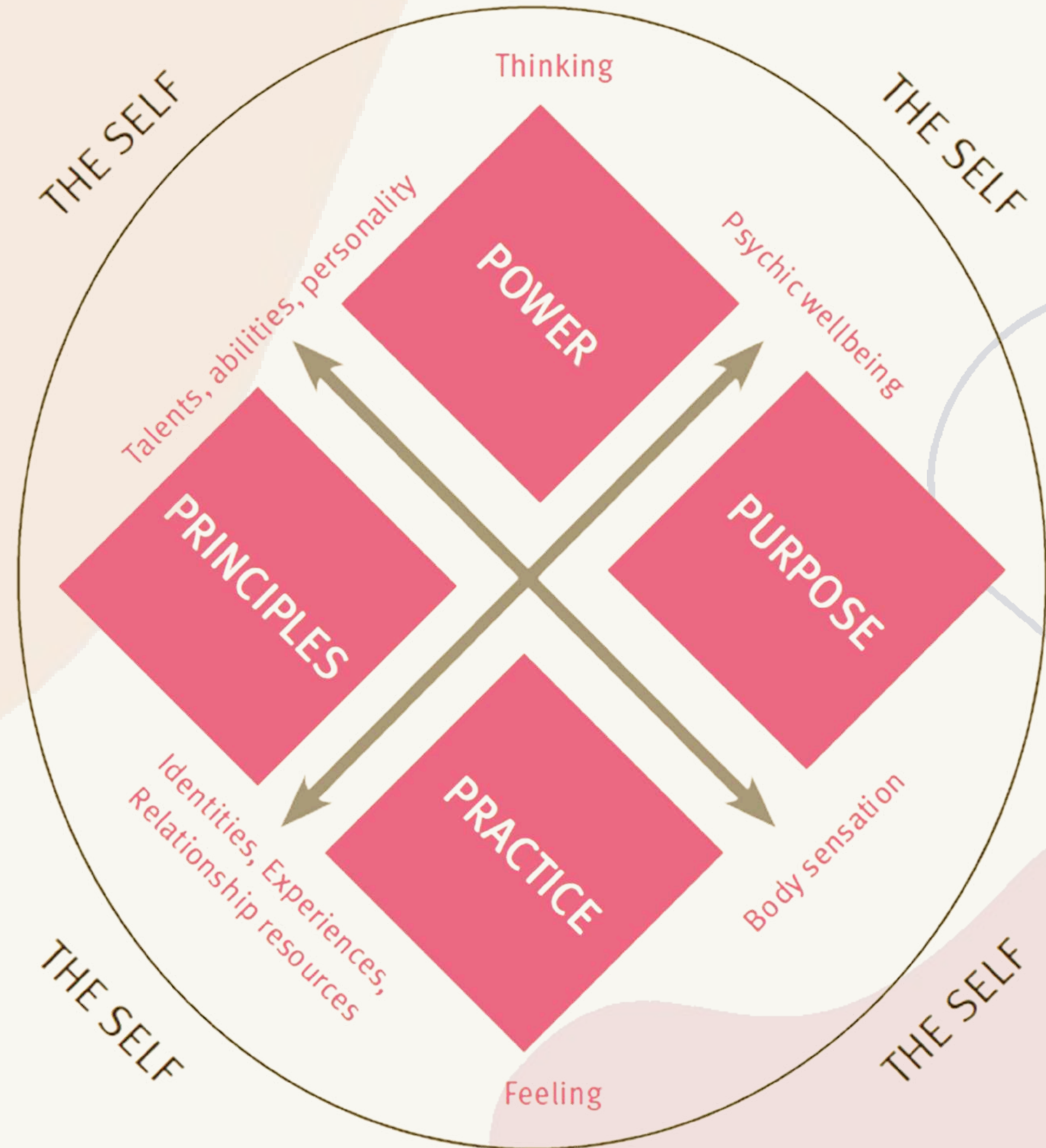
TRANSFORMATIVE LEADERSHIP



“Women with a feminist perspective and vision of social justice, individually and collectively transforming themselves to use their power, resources and skills in non-oppressive, inclusive structures and processes to mobilize others – especially other women – around a shared agenda of social, cultural, economic and political transformation for equality and the realisation of human rights for all.”

Srilata Batliwala

FOUR 'P' OF LEADERSHIP



PURPOSE AND VISION

Our purpose and vision is the guiding force behind our actions.

Transformative leaders will always establish clarity around the politics and purpose of the organization and ensure that every member of the organisation is involved in framing them and thus shares a commitment to the organisation's vision and mission.



PURPOSE AND VISION

Transformative leadership will use the gender and social discrimination in a society, community as or setting it as a starting point and will attempt to transform the structures or institutions it engages towards a more gender and socially equitable architecture in both formal and informal terms.



Principles and values are personal beliefs and judgments about what is more important in life and the world.

It defines how people will treat each other.

It is the basis on which we make decisions on what is right and wrong.

They are like the roots of the tree which is not visible but guides the growth and development of the tree.

Values are ethical norms that guide behaviour and principles guide action.

PRINCIPLES AND VALUES



FEMINIST PRINCIPLES

**PERSONAL IS
POLITICAL**



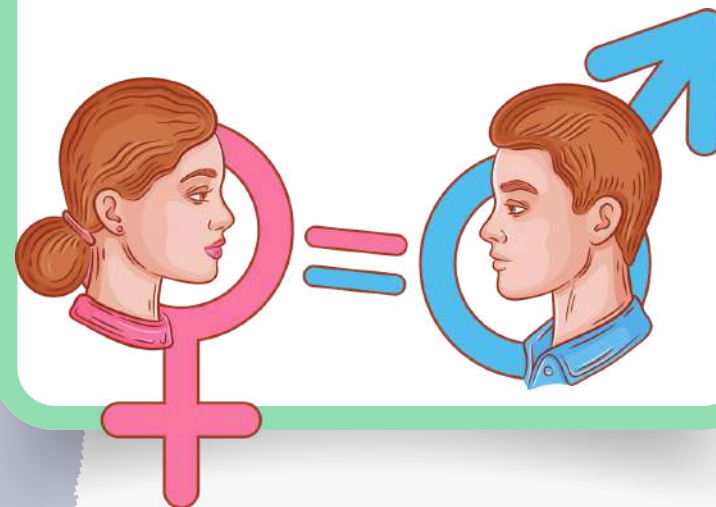
**BIOLOGY IS NOT
DESTINY**



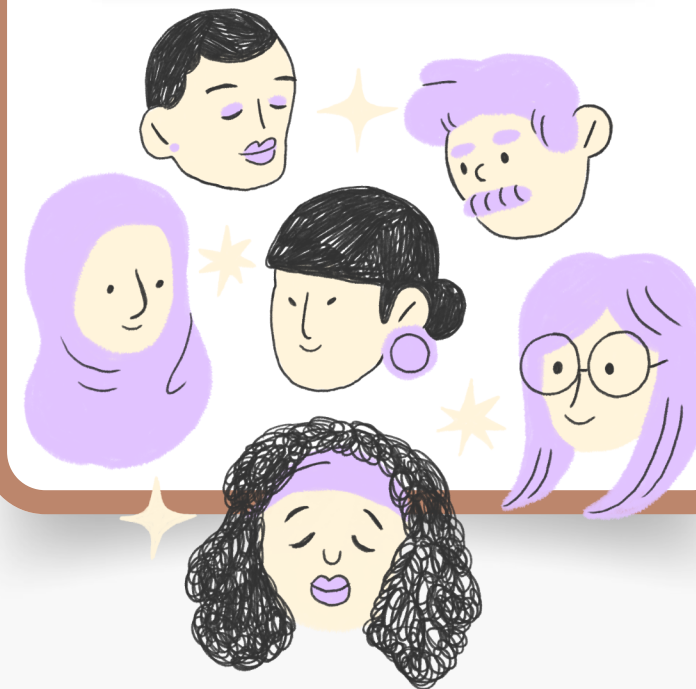
PEACE AND SECURITY



GENDER EQUALITY



**DIVERSITY AND
INCLUSION**



**BODILY INTEGRITY
AND FREEDOM FROM
VIOLENCE**



POWER

Leadership is about Power-
holding power, exercising
power, changing the
distribution and relations of
power

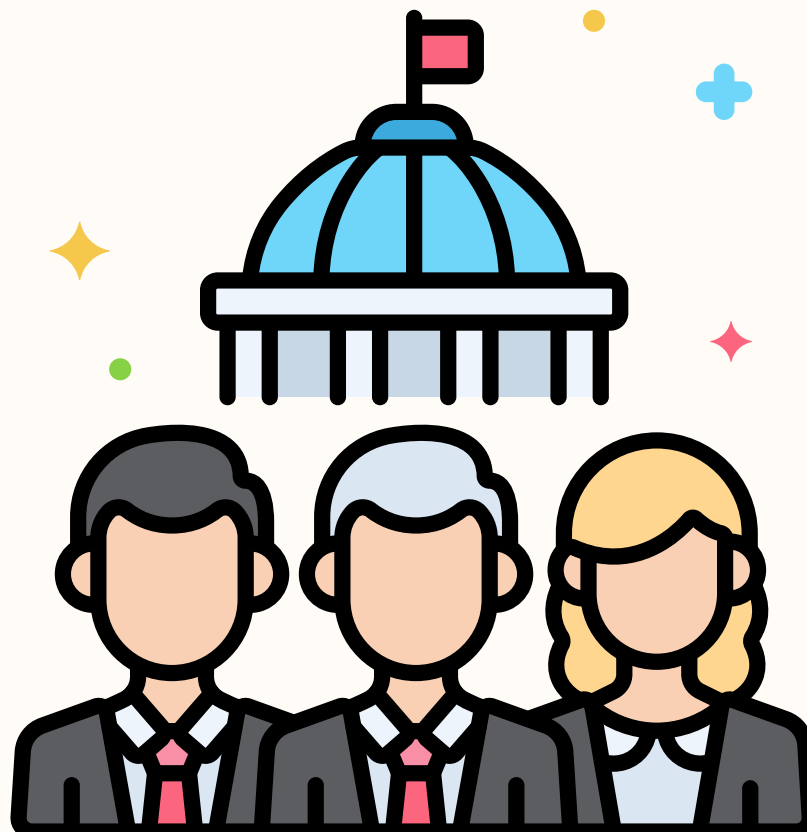
Transformative leaders
provide opportunities for all
members to develop and use
their leadership skills



DIMENSIONS OF POWER

Public

Where it is visible, the government, military, police, judiciary, corporations etc.



Private

Within institutions like family, clan, ethnic group, marriage, friendship, and or other relationship.



Intimate

The feeling of powerful or powerlessness that we feel among ourselves – self confidence, self esteem, control over our bodies etc.



FACES OF POWER

Visible

It determines who participated and who is excluded. Politicians, military, judiciary, multinationals, head of clans and tribes hold it.



Hidden

“Good women” dutifully protecting patriarchy influences decision in household. It also called as agenda setting power.



Invisible

It shapes people’s self -image, self-esteem, and biases. The media constantly uses invisible power by constantly making choices about what issues to highlight. It is the most insidious and problematic.



POWER OVER

Power is seen as finite;
you have it or you don't

Use coercion, force,
intimidation to keep
power

Perpetuates injustice,
poverty, inequality

Ex: colonialism



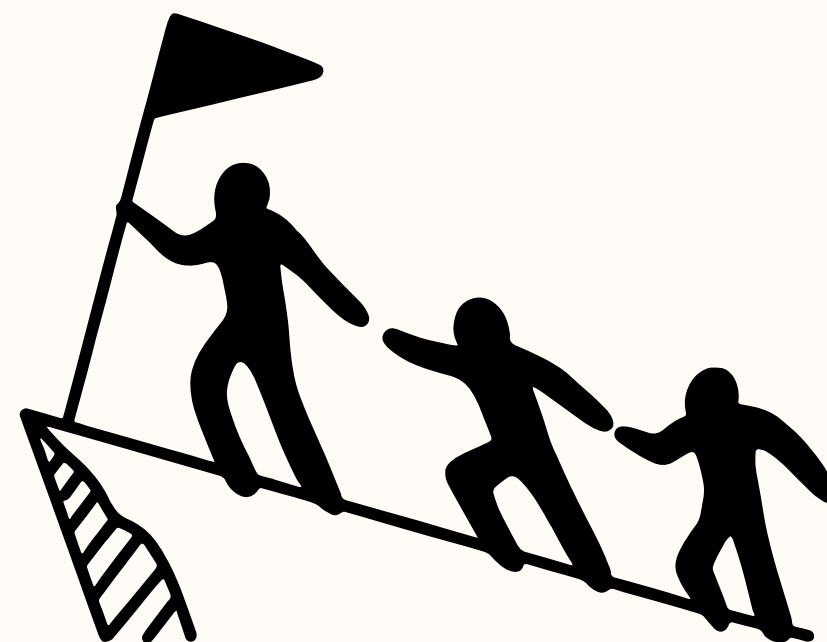
POWER WITH

Focus on finding
common ground,
building collective
strength

Mutual support,
solidarity, collaboration

Builds bridges

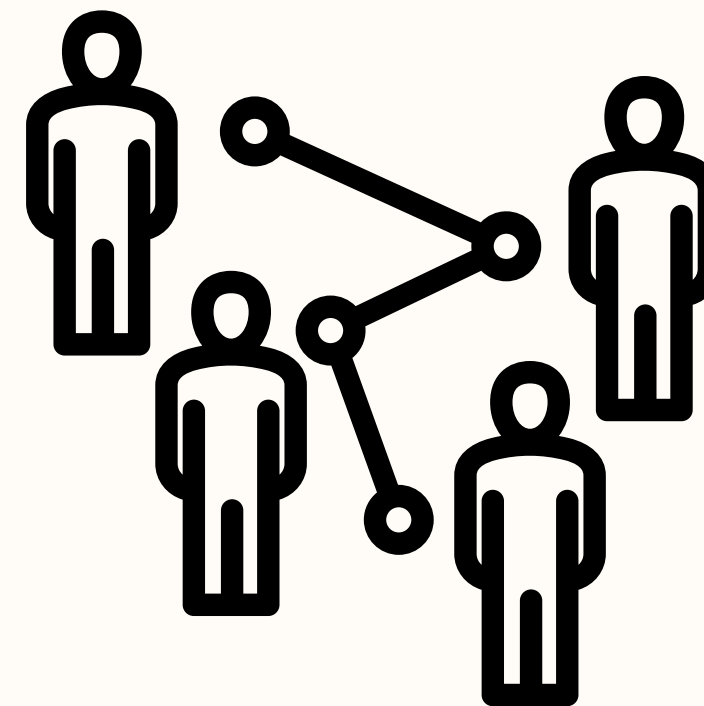
Ex: advocacy coalitions



POWER TO

Belief in each
individual's potential
and their ability to
make a difference

Ex: citizen education,
leadership
development for
advocacy

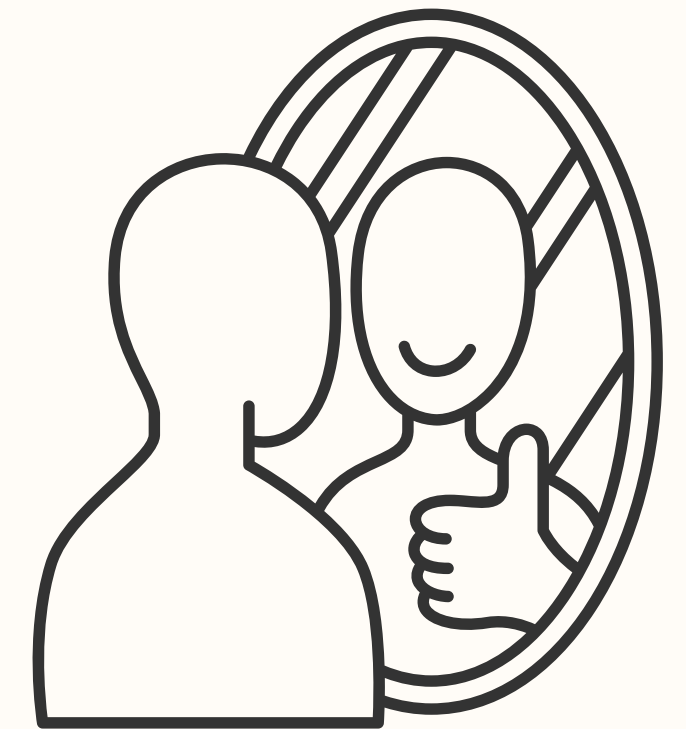


POWER WITHIN

A person's sense of
self-worth and self-
knowledge

Capacity to imagine
and have hope

Ex: grassroots
campaigns, storytelling



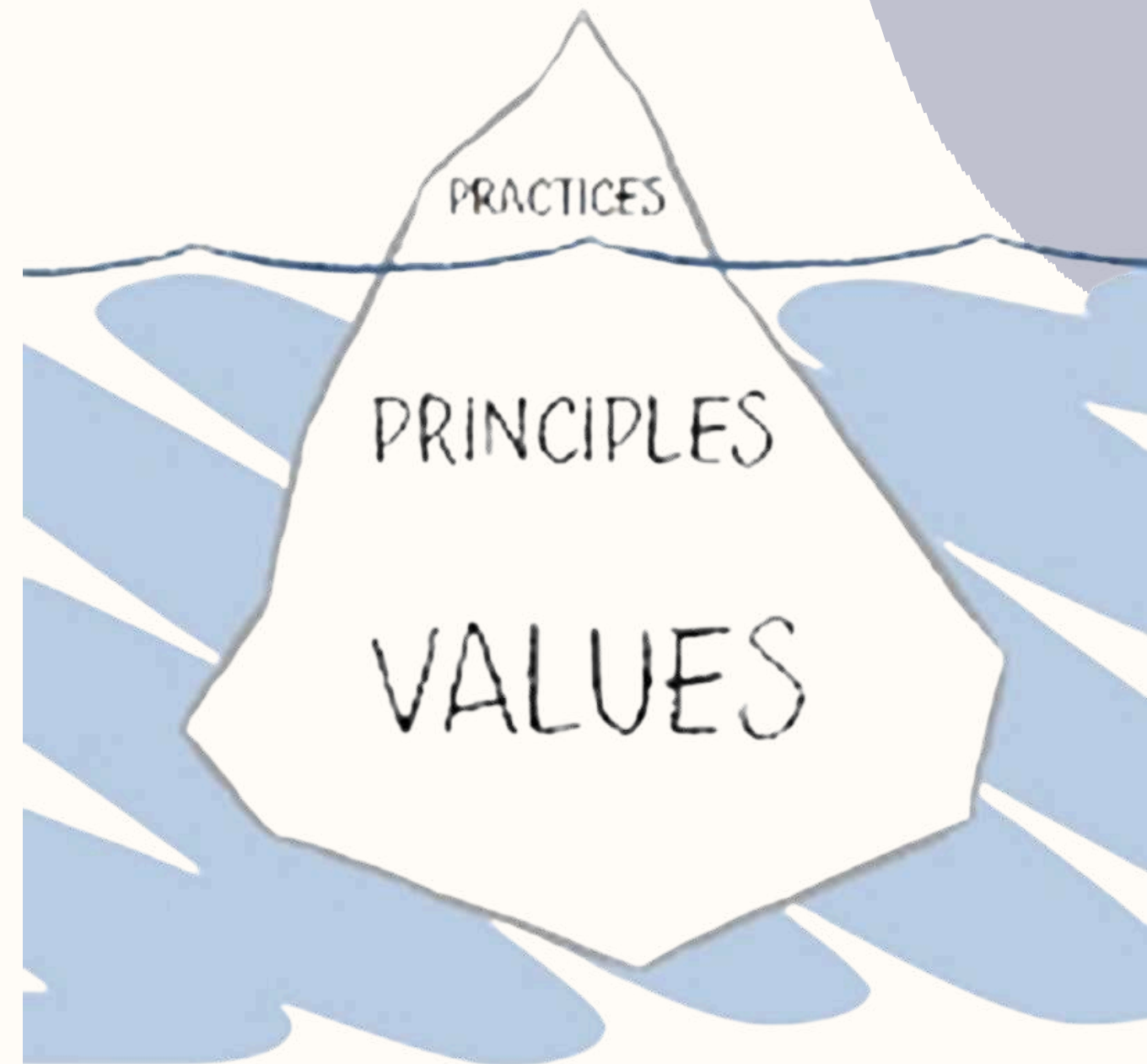
PRACTICE

It is about doing and enabling things.

It is like the “works” that need to be done.

It translates the vision and purpose to reality guided by principles and values.

The practices in an organization is a reflection of the values and principles the organization upholds.



PRACTICE

1. VISIONING WORK

In the context of gram panchayat the gram panchayat should have a vision and the EWR should engage with the members to develop a transformative vision for the gram panchayat.

2. POLITICAL WORK

Assessing the political environment, opportunities and building alliances. The EWR need to build alliance with stakeholders to strengthen their work.

3. STRATEGIC WORK

Developing strategies for achieving goals, monitoring implementation, evaluation impact, revising strategies etc. EWR need to develop strategies that support the gram panchayat in achieving the transformative goals set for the panchayat.



PRACTICE

4. RELATIONSHIP WORK

Building alliance, linkage, goodwill, resolving tensions and conflicts, mobilizing members and stakeholders. This is a very important component. EWR need to constantly work on establishing linkage with stakeholders, be in touch with the members, and proactively resolve issues and conflicts that arise within themselves or with others.

5. COMMUNICATION WORK

It includes both internal and external communication, use of strategic communication, use of new technologies in communication. It is a medium by which the vision and work of the gram panchayat is transferred to its members and the outside world. It builds the brand as well as attract supporters from outside. It also strengthens the gram panchayat as an organization.

6. RESOURCING WORK

Finding and sustaining resources. It includes understanding the resource envelope of the gram panchayat and taking steps to increase revenue for transformative work.

7. MANAGERIAL WORK

Managing and leveraging finances, legal obligations etc.