

# Life leadership skills for women coffee farmers

## At a glance

In 2018, Nescafé Plan hired Solidaridad to develop a training process for 80 coffee growing families in the Risaralda department to recognize the importance of working together as a family and improving the production process in coffee farming.

In order to give continuity to the work done with women in 2019, Nescafé Plan financed the Life Leadership Skills Training in which 10 women coffee growers from the Huila department participated. In 2020 we began to replicate it with 40 women coffee growers who are part of the Nescafé Plan in the municipality of Mistrató- Risaralda.

The project seeks to expand the participation of women coffee growers in decision-making at community level and improve their leadership opportunities.

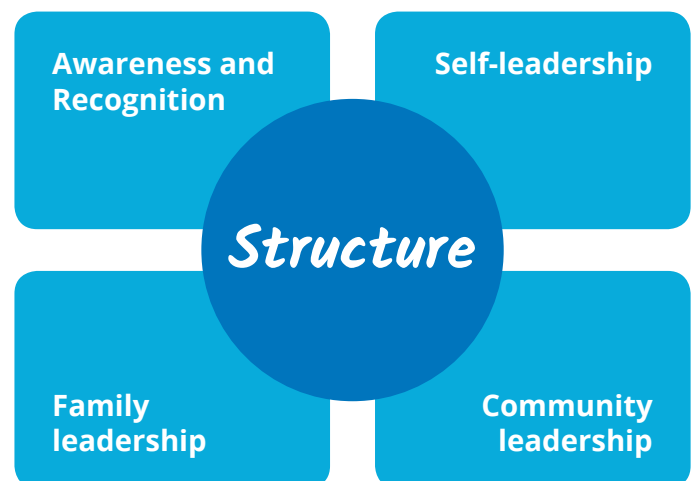
## Overall project approach

A greater female leadership is key to empower rural women in order to improve their welfare conditions. Women's participation has also been shown to improve the performance of the democratic systems of community organizations in which they are included.

### EXPECTED CHANGES

At the end of the training process it is expected that these women farmers will be able to

- Have an action plan to strengthen soft skills associated with leadership.
- Recognize that family leadership starts with recognizing and respecting the different views that each of its members contributes with at a personal and productive level.
- Put at the service of their neighbours and community the leadership to respond effectively to the current challenges of coffee production.



The training includes four workshops where they will develop soft skills associated with leadership.

Each participant receives a work portfolio in which they record their reflections, exercises and conclusions from the workshop. This allowing them to share their learnings with their family members.



## Activities

### ¿What do we do?

#### Leadership self-assessment

### ¿How do we do it?

Through an individual survey that allows for the recognition of their leadership actions and behaviours in each of the scenarios: personal, family and community. The idea is that at the end of the process the survey will be applied again to identify if there were any changes.

#### Workshop 1.

Recognition and appreciation of family work

- History and group reflection about the importance of women in the family
- Clock dynamics to recognize routines of men and women on the coffee farm
- Personal recognition cards

#### Workshop 2.

Self-Leadership. No one gives what they don't have

- My Beliefs and the quality of my conversations
- The superhero that lives in me

#### Workshop 3.

Family leadership. No player is as important as all together

- Football metaphor to represent the work of coffee families
- The art of positive feedback

#### Workshop 4.

Community leadership. Weaving the network of relationships in the field

- Practical activity. Weaving the social network
- Community challenge. Group exercise on the pillars of community leadership

## PARTNERS

Nestlé

Solidaridad ([www.solidaridadnetwork.org](http://www.solidaridadnetwork.org))

National Coffee Federation ([federaciondefeteros.org](http://federaciondefeteros.org))