

Cashewomen Leadership Training **My leadership strength and how to expand on them**

As part of its capacity building and personal development activities for actors in the Cashew value chain, GIZ/ComCashew in collaboration with its partners organized a leadership training. This training opportunity is part of a better understanding of one's assets with a view to their optimal and judicious use. It was aimed at Cashewomen worldwide. The training session was held on Wednesday, February 12, 2019 at the Radisson Blu Hotel in Abidjan.



54 women from all segments in the Cashew Value Chain coming from Benin, Burkina Faso, Cameroon, Colombia, Côte d'Ivoire, Ghana, Sierra Leone, Mali, Nigeria and Vietnam were present. First of all, the training allowed each participant to make an introspection on her individual leadership strengths as a core element. Each participant then went on to give further reflections on the following:

- the latent risk of overdoing it,
- the impact of fears and values on leadership style,
- a possible distortion of the initial strong point if personal development is not carried out to control the intensity of implementation.

The group work carried out also enabled them to identify areas for improvement and projections in their professional and personal lives, in particular what they will now want to do differently. Another point that came up during the training is the need to have several leadership styles and to adapt them to the context.



Overall, the exchanges proved to be enriching because they were based on real-life examples, with aspects of some similarity and also some differences. In summary, the training allowed the participants to understand and admit the need to know oneself well from without being complacent. The tool and the analysis approach presented and experienced during the work session which if regularly carried out, guarantees among other things a better productivity, multi-skilling, alertness and boldness, hence an improvement of the individual.

