

# *Global Women's Leadership Network Newsletter*

## *August 2005*

### *From Center to Network*

*Linda Alepin, Executive Director, Global Women's Leadership Network*



For 12 days, participants from around the world, faculty, coaches, and special guests explored the depth and breadth of women's leadership.

It was a "magical" experience for everyone.

When planning for the Women Leaders for the World program and designing the curriculum, we anticipated that we would **learn** as much as we would **teach**. Little did we know that the chemistry in the room would change the very nature of our own organization.



The seven international and eight U.S. participants arrived Sunday, July 24<sup>th</sup> with hopes and aspirations. One looked forward to putting just one computer into a library in Nogales, Sonora, Mexico for the shared use of 30+ non-governmental organizations. A second wanted to see how to turn around a mental health institute. A third wanted to expand a food program for families at their child's bedside in pediatric wards.



One by one, each spoke of their vision that would change the world. They spoke, too, of the obstacles that were in their way. They talked of gender issues and values, of global leadership, of fundamental leadership practices and what it meant to be an authentic leader. They visited Google with its jazzed work environment. They learned new structures to stimulate thinking and far ranging discussions of risk-taking. Silicon Valley women executives shared their insights on overcoming obstacles.

In dialogue and reflection, they explored the boundaries of their thinking and uncovered the invisible paradigms which limited them. As they began to shed straight jackets, their visions and passion grew. As the listening deepened, the speaking came straight from the heart.

Cultural differences melted. The universal language of human being became evident. Gradually, as the visions grew, synergies became evident. They were fifteen women from six countries who shared a common passion – to improve the quality of life on the planet.

The Global Women's Leadership Center was, itself transformed into a unifying Network. We have become the Global Women's Leadership Network (GWLN) dedicated to each and every one of the women leaders' projects succeeding. Over the next three to six months, the leaders will be coached towards these concrete objectives that indicate progress towards their larger visions –

- Help Uzbekistan women be more powerful – find a job in an international organization that furthers this by November 2, 2005
- Equality between men and women – 250 Ugandan women receive 1 acre of land each and embark on utilizing it to gain economic freedom by January 2006 (Cost \$50,000 USD)
- I am a better world; I am a better life, through a chain of G.O.O.D Driver communities throughout the world – first major metropolitan city commitment to be a G.O.O. D Driver community by November 2, 2005
- We, as women, live well and live whole, listen and act with our hearts so that humanity and the earth can live well and whole – 100 women have a 'whole life' toolkit given to them through an empowerment group/ workshop facilitated by me by February 2006
- To build a network among Nogales' NGO's – press bulletin to let NGO's know 30 laptops are available for \$100 each by November 2, 2005
- Parents, communities and kids, in partnerships, creating new worlds of possibilities – launch "globalkids.com" website by February 28, 2006 with engaging games

- To revitalize my agency to move forward and increase programs; to develop a two county network of non-profits, for collaboration and partnerships – five new teaching models ready for 2006 summer trainings. Ten new country contacts made. Date of summer conference announced, with foreign guest speakers.
- To create a brighter future for previously disadvantaged South African girls through the world of numbers and education – the program is up and running (including mentorship for the girls) by February 2006
- Social change and security through education of women, policy making and access to property – 200 Ugandan female dropouts start small home businesses worth \$100-150 USD each
- Tropical environments and people flourish – vanilla products available through Starbucks and other big accounts allowing for reversal in trend towards artificial vanilla by November, 2005.
- To form partnerships between American women's groups and young girls in Africa, creating community – six women's groups (one enrolled per month) aligned with the girls at Rohi School (room for 200/100 in six months). Clinic is in place for the community by February 2006.
- To help the families in pediatric wards by providing bags of nourishment – expand the network to provide this in 25 hospitals throughout California by November, 2005.
- To form a growing team/network to advocate for planning in utilization of natural resources – to have five institutions to support this project (expertise, advise, fund); three are in Indonesian and two international organizations. To start one pilot project on energy planning in one province. one cohort of one week technical workshop by February 2006.
- To introduce possibility to the world's poorest families and to do the same for my own family – to have identified the Nepal bank and agree to the specifics of the financing with that bank for loans to 30 Nepalese women by February, 2006.



We invite each person reading this newsletter to become a member of the Network. Each of you can play a part in realizing these initiatives and others. Each of you has a unique contribution to make. Each person and partnering organization adds to the power of the Network to make a difference in the world.

There are many ways to participate:

- Attend the At the Well dialogues in Palo Alto, San Francisco, and Pleasanton or start one of your own ([See announcement elsewhere in this newsletter](#))
- Listen for the opportunity to contribute to one of these projects as we bring you periodic updates (Contact Susan Gear at [sgear@yahoo.com](mailto:sgear@yahoo.com))
- Apply for an upcoming class of Women Leaders for the World, Spring – March 19, 2006 or Summer – August 2006 (Contact Bonita Banducci at [Banducci@genderwork.com](mailto:Banducci@genderwork.com))
- Invest in the building of GWLN through a donation (Contact Linda Alepin at [lalepin@scu.edu](mailto:lalepin@scu.edu))
- Volunteer on one of the committees – fundraising, At the Well, communications, curriculum, events, etc. (Contact Bonita Banducci at [banducci@genderwork.com](mailto:banducci@genderwork.com))

The Global Women's Leadership Network is dedicated to women who dare to shape the future of their organizations, communities, and the world. We are dedicated to, honor, and are eager to include you in the network.

For more information on the Women Leaders for the World program, see the article online at the San Jose Mercury News —

<http://www.mercurynews.com/mld/mercurynews/business/12282357.htm?template=contentModules/printstory.jsp>

## *Women Leaders of the World 2005 - Participant Reflections*

*This program has allowed the participants to think big: it will become the possibility of possibilities. WLW will be a seed that has to be nourished and harvested in each community and from there to the rest of each country.*

Alma Cota de Yanez, Director, FESAC (Fundación del Empresariado Sonorense A.C)  
Nogales, Mexico

*My first days back at the office found my desk on fire with things piled up since I left. At first I was disappointed that several of the key people I need to work with for the advancement of my agency and my product, were out of town. But breakthrough! This gave me time to reflect, to consider how to approach and enroll each of them, and to develop an idea that I think will engage all. This time was really a gift, to allow me to describe to my board president what I'd learned at WLW, and to be totally ready to move forward with all of them. What a nice surprise!*

Mary McCusker, Executive Director, Mental Research Institute  
Palo Alto, United States

*During the WLW leadership course sponsored, I was asked to describe the course in one word. The word that can best describe the two weeks of change, growth, accomplishment and sisterhood for me is 'freedom'. Lydia, a fellow member in the WLW program, mentioned in one of our final meetings 'Why have I been walking when I can fly.' The unrestricted feeling of 'flying' illustrates the notion of freedom.*

*Now, nearly two weeks after our closing ceremony and good byes, I reflect back on that empowering feeling and where it has led me today. With this new freedom came possibilities that I previously believed could not be accomplished. I had set three goals before leaving the program that I wanted to accomplish in six months. One of them was to expand our program to 25 hospitals throughout California. With this new freedom of thinking, I no longer look at my goals as unrealistic; I look at them with excitement.*



WOMEN WHO DARE TO SHAPE THE FUTURE

Maureen Ross, Network of Care  
Monterey, United States

## *What We've Been Up To!*

*Bhavana Chawla, WLW 2005 Participant and GWLN Leader*

We have successfully finished our first bi-annual *Women Leaders for the World Program!* Fifteen local and global participants were selected to participate in an residential authentic leadership program held at Santa Clara University on July 24 – August 4, 2005. The program was held through collaboration between the Global Women's Leadership Center, the Leavey School of Business and the School of Engineering. Each woman brought with her a vision for a project she is currently executing or would like to launch in her community.

Lydia Bakaki and Annette Mukabera have dreams of women owning land in Uganda in order to sustain their livelihood, a privilege that they currently do not have. They are also mentoring women to hold leadership positions and envision an equal partnership for women and men in Uganda and throughout the world. Asclepias (Ami) Soerjono, Director of the Indonesian Institute for Energy Economics attended the program in order to assist her country in using energy resources prudently. Joan Banich, a Campbell resident, has created a G.O.O.D. driver program in her community to promote road safety.

All of the women brought valuable and unique contributions to the WLW and went through amazing transformations, in their visions, in their projects, and in their lives. Highlights from class topics include: "Authentic Leadership: Listening for the gold in conversation as a means to create new futures", "Cultural Intelligence", "Women and Children: The Moral Imperative" and "Project Management." Stay tuned for more information in the upcoming months about WLW 2006 and how you can participate or nominate a woman leader to attend.

An important result from the WLW is that a new vision and name has been defined, we are now the **Global Women's Leadership Network!** We envision a world where women and men are equal partners, where all individuals have access to authentic leadership, listen to each other's dreams, and live in the possibility of achieving them. We as a Network build rich and deep relationships with each other and new members, share resources, and commit to a unified vision. We invite you all to join our Network and together we can transform our World into a whole and well place for all.

## *Notable Quotes Overheard at WLW 2005*

*I have the right to dream  
Dreaming requires courage  
Why have I been walking, when I can fly!  
I'm not alone; my sisters are here to support me  
Living into the future impacts the quality of life now  
I'm in charge of my life*



*Authenticity is inspirational  
The only person stopping you at 'No' is yourself  
Anything you don't interrupt you teach  
Leaders make heroes out of regular people  
Great leaders have a great disrespect for reality  
What makes great leaders is failure, give yourself permission to fail  
Be a really big interruption!  
Every possibility is now a probability  
With great possibilities goes great responsibility*

*The world of transformation needs to start with me  
Global cultural awareness is now an asset  
We are all unstoppable women  
It's time to tilt the balance and elevate women to share the running of the world  
My hope is that my mom is fulfilled in having had a girl Instead of a boy...  
I want all the world's children to dream as my daughter does  
Purpose not to necessarily fulfill vision but to ignite the vision  
Thank you for the new world you are creating!*

## *Women from Around the Globe Meet "At The Well"*

*Maureen Simon, Maureen J. Simon Consulting*

On July 28th, over 50 women met from around the world at Santa Clara University for the second "Global Women At The Well." *Wells* are being established through out the Bay Area - and soon to be around the world as a way for women to develop and strengthen relationships, leadership capabilities and power of voice in the world. The Global Women's Leadership Network (GWLN) is a sponsor for the Wells. The GWLN believes that the more women lead in the world, the better the world will be. The "Wells" encourage conversation, dialogue and are an opportunity to strengthen one's voice.

At the July 28th "Well" women had the opportunity to share in conversation on key issues that are currently affecting their lives, their communities, and the countries they live in. The July "Well" dovetailed with The Global Women's Leadership Network's launch of - Women Leaders of the World (WLW) program. The WLW program brought 15 women from across the globe together to support each other in designing and implementing powerful projects. The conversations shared were deeply meaningful and had a strong global orientation, in the end all the women realized that the issues that they face and the feelings that they have, are very similar.

The GWLN will sponsor two "Wells" in the month of September, one on September 16th in Palo Alto, CA at the Institute of Transpersonal Psychology from **7:30 AM - 9:00 AM (please note morning hours)** A second WELL will be held in San Francisco on September 29th in the **evening from 7:00 PM - 9:00 PM** (location to be announced). Please contact Susan [sgeear@yahoo.com](mailto:sgeear@yahoo.com) to register for either event.

## *Women Leaders for the World Sponsors*

The Global Women's Leadership Center and the Women Leaders for the World program would not be possible without the personal support of Barry Posner, Dean of the Business School and Dan Pitt, Dean of the School of Engineering.

In addition, we thank the organizations and individuals have contributed to the success of Women Leaders for the World through their financial support.



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Anu Shukla  
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Ken Wilcox  
Agnieska Winkler

We also offer special thanks to Marilyn Fowler, Women's Intercultural Network, and Patrick Burns, Still N' Motion, for their contributions to the success of the program.

## *Global Women's Leadership Network, Leadership Team*

Linda Alepin  
Bonita Banducci  
Bhavana Chawla  
Julia Dederer  
Susan Gear  
Maureen Simon  
Camille Smith  
Sarah Thomas

We would like to wish the best of luck to our former GWLN Leaders Helen Peters and Darlene Crane who have moved on to pursue their dreams. We are grateful for their participation and they will always remain in the Network.

