



# Women in Leadership

## Women in Leadership Course Evaluation

April 2021

The Women in Leadership Programme is intended to equip women with the skills necessary to overcome personal barriers, challenge structural barriers, develop personal leadership skills and become more active in their communities. The course provides grassroots women with skills that are transferrable to both community leadership roles and job seeking or retention. Incorporating an element of both group and one-to-one support alongside the training element allowed WRDA to tailor the experience to the specific circumstances and goals of each individual learner.

A comparison of the pre and post course questionnaires demonstrates that the aims of the course were met. A marked improvement was evidenced across all areas. Furthermore, learner feedback regarding the content of the course was positive.

## 1. Participant confidence in their knowledge and understanding of key course areas

1.1 What leadership is and what skills are involved.

**6/10**  **9/10**

Before the course the average confidence rating assigned by participants was 6/10. This increased to an average of 9/10 following the course.

1.2 How to build confidence and self-esteem

**5/10**  **9/10**

Before the course the average confidence rating assigned by participants was 5/10. After taking part in the programme this increased to an average of 9/10 demonstrating a marked improvement in the ability of participants to build confidence and self-esteem.

1.3 Understanding of structural issues/intersectionality

**5/10**  **8/10**

Prior to the programme the average participant confidence rating regarding understanding of structural issues/intersectionality was 5/10. This improved to 8/10 following the programme.

#### 1.4 How to take control and communicate assertively

**5/10**  **8/10**

Before the programme the average confidence rating assigned by participants in this area was 5/10. This increased to an average of 8/10 after completion of the programme.

#### 1.5 Understanding of how applying critical literacy can improve leadership skills

**5/10**  **8/10**

Before the course the average confidence rating for this competency was 5/10. This increased to an average of 8/10 after the programme.

#### 1.6 influencing for different types of audience: the stakeholder analysis

**5/10**  **8/10**

Prior to the programme the average participant confidence rating in this area was 5/10. This increased to an average rating of 8/10 after the programme.

#### 1.7 How to set personal goals and use reflective practice

**6/10**  **9/10**

Before taking part in the programme the average participant confidence rating for this area was 6/10. This improved to 9/10 following completion of the programme.