



# OSCE WOMEN'S PEACE LEADERSHIP PROGRAMME

*2nd Edition*





## WELCOME TO THE 2ND EDITION OF THE OSCE WOMEN'S PEACE LEADERSHIP PROGRAMME

Women's leadership and inclusion in peace and conflict resolution efforts stand at the core of the OSCE comprehensive approach to security and are a precondition for achieving peace and stability across the OSCE and beyond. The **OSCE Women's Peace Leadership Program** was designed to support and empower peacebuilders and conflict resolution experts from across the OSCE as well as Afghanistan.

The 1st edition of the Program, that took place between October 2022 and September 2023, benefitted 12 young peacebuilders. During the one-year program the participants engaged in high level and peer to peer mentorship with 10 internationally renowned women leaders, including high-level mediators and diplomats, and have received extensive training on leadership, mediation and communication as well as international exposure thanks to the OSCE Secretariat's work and WIN donors.

The 2nd Edition targets 16 women active in peacebuilding and conflict prevention in the OSCE area as well as Afghanistan.

### Why Peace Leadership?

Leadership is about **Vision, Values, Strategy and Access**. This Peace Leadership Programme is designed to attend to these four dimensions and strengthen the participants in their role as leaders and decision-makers, and leave them more resilient and strategic in their work.

The work of leadership in the context of peacebuilding requires both technical skills and functioning networks. This programme will offer tailor-designed opportunities to tune skills and concepts relevant to your work, and equally it creates structured time to gather with peer practitioners in order to foster and deepen your reflections and relationships within and across the OSCE.

This programme is about fostering awareness and strategies to deepen your leadership capacity at a **self** and **systems** level: Personal leadership and skills are critical and equally important, they support the leader to navigate the political system in which the peace leadership takes place. Hence the programme will bring awareness and capacity to the individual leadership, while reflecting on how to navigate and have impact on the political system they operate in.



## COMPONENTS OF THE PROGRAMME

**The program consists of three main components that run in parallel with each other.**

### 1. Relationship Building / Nurturing a community

This is a key element of the Women's Peace Leadership Programme. Our monthly online gathering serves as a touch base for the core peace leadership cohort. It provides an opportunity to build knowledge along key themes of interest to the group, to deepen relationships and to exchange problem-solving techniques. Each session will have a combination of open space to reflect and reconnect, as well as a structured learning and/or peer mentoring component.

### 2. Mentorship and Coaching

Mentorship is another core component of this programme and will be integrated in multiple ways throughout this edition of the Women's Peace Leadership Programme. Meaningful relationships, bridging spheres of practice, regions, and mediation tracks are critical to working effectively in peacebuilding.

Mentoring expands beyond the traditional 1-1/Senior-Junior relationship tapping into the rich knowledge across and between the core cohort and via the external mentors, as well as the OSCE Support Team.

In practice this means that "mentoring" will be expressed in 3 main ways:

**a) Peer-Mentoring:** the core participants of this programme carry extraordinary experience, competence and knowledge. The group will engage in structured peer mentoring exercises. As part of the monthly community of practice sessions, and working with themes relevant to their professions. Peer mentoring exercises will deal with challenges grounded in daily work, deepening the collective understanding of one another's context and wisdom.



**b) External Mentors:** Drawing on an extraordinary pool of senior women mediators, diplomats and peacebuilders, a group of external mentors will serve as thought partners to the core participants through fireside chats (described below) and/or one-on-one mentoring throughout the year, consisting of one to three, one-hour meetings. The external **mentoring is optional** and begins from January and onwards, giving ample time to match participants based on their needs, priorities and availability.

**c) Leadership Coaching:** 1-1 Leadership Coaching component facilitated by the core team will further identify and support the personal and professional leadership development goals of each of the peace leaders in the cohort. This will consist of up to two one-hour sessions.

### 3. Skills and Strategies for Peace Leadership

This third component emphasizes knowledge and skill sharpening for strategies and tools to support leading in the complex work of peacebuilding. This is realized in the three following ways:

**a) An in-person skill training in Vienna organized by the OSCE Secretariat.** Drawing on the rich network of experts within the OSCE, the programme will conduct a training in Vienna focusing on practical skills to support dialogue, mediation and peacebuilding efforts. During the in-person training dedicated meetings with OSCE senior officials and representatives of the international community will be organized.

**b) Monthly Community of Practice Sessions:** Which take on deepening theoretical and practical skills through introducing content on Resiliency and Leading in complexity: equipping participants with tools to lead themselves and others in complex and fast changing environments.

**c) Fireside Chat Series:** approximately monthly online gatherings with inspiring leaders within the OSCE Network to learn from their practice and experience in a range of perspectives (civil society, diplomats, formal and insider mediators).



## COMMUNITY OF PRACTICE JOURNEY AND METHODOLOGY

### Community of Practice (CoP) Topics

#### ▼ CP1 & 2

##### Foundations for Peace Leadership: Self and Systems

The community of sixteen women who comprise this cohort are at the heart of the programme. As such this two-part session will focus on creating the space for the group to build connection and community. The opening sessions will also focus on the Peace Leadership Fundamentals: Values, Vision and Strategy. A key framework for how we will approach Peace Leadership is to consider its dual nature: the **personal** and the **political**, the **self** and the **system**. In these sessions we will introduce some guiding frameworks which we will draw on over the course of the WPL programme. Particularly: the four- fold practice, and key concepts from the discipline of systems theory and leading in complexity.

The above will set the grounds for the 1-1 Leadership Coaching that will follow this session which will set a strong personal foundation for the leader at the start of their learning journey, making time to reflect on their personal and professional leadership development goals.

#### ▼ CP3 & 5

##### Peer Mentoring Learning Labs Part 1 & 2

These two sessions will focus on the theory and practice of mentoring - which we see as a key leadership skill: the art of asking questions, listening deeply and actively, eliciting and respecting individual's analysis. The purpose of these two sessions is for the participants to deepen their advisory/coaching skills, as well as to facilitate sharing of the group's insights and strategies arising from their own work.

Over the course of two Community of Practice sessions, the group will be divided into smaller working groups of approximately 4 people each, where they will act both as advisor and as the presenter of a real live case for



discussion. Each leader will have the opportunity to bring with them a particular challenge they are facing in their peacebuilding practice to the group for advice, perspective and questioning. While there are a variety of methods that will be referenced for the leaders to apply in their peer mentoring process (the 7 Step Coaching Habit, Appreciative Inquiry, GROW model, etc) - the spirit of these two sessions is to remain organic and make room for their contextual stories and experience to be exchanged. The process is staggered over two CoPs in order for the group to self-organize outside of the session and to provide time for each leader to engage with their peers.

#### CP4

##### Foundations for Embodied and Resilient Leadership - Self Leadership

This session will focus on the work from the Trauma Resource Institute spending time introducing the Community Resiliency Model. The aim of which is to educate individuals about the biology and neurophysiology of trauma, stress and resilience as well as teach simple biologically based wellness skills, which can help reset and stabilize the nervous system. CRM's goal is to help to create "trauma-informed" and "resiliency-focused" communities/practices that share a common understanding of the impact of trauma and chronic stress on the nervous system and how resiliency can be restored or increased using this skills-based approach. Time will be spent discussing how this can be applied to our individual lives and work and specifically how it can impact how we show up grounded and resourced in the political spaces we move. Frameworks: Zone of Resilience, Three Core Resilience Skills, Biology of Trauma and Resilience.

#### CP6

##### Leading in Complexity - Systems Leadership

In this session we will be focusing on the topic of leading in complexity. We more and more often hear the narrative that we live in a complex world, and that our challenges are not complicated, but complex. In this session we will explore complexity theories and practices, looking at the Cynefin framework, and how that framework can help you think about the challenges you are facing in your peace leadership. We will draw on, connect and build upon the other topics such as polarities, trauma informed practices and embodiment, as they help us to be more fit for complexity.



## MEET THE CORE TEAM

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**DR. LARA SCARPITTA, OSCE Senior Advisor on Gender Issues and Head of the Gender Issues Programme** joined the OSCE in May 2022. She is an expert on peace mediation and Women, Peace and Security (WPS) with over a decade of experience in promoting the role of women in conflict and post-conflict countries in South East Europe, in the Middle East and North Africa (MENA) region especially Bosnia & Herzegovina, Syria, Yemen, and Libya.

Prior to joining the OSCE, she worked for over 15 years for the EU (European Commission and the European External Action Service) and served in Bosnia and Herzegovina (2008-2012), Turkey (2012-2017), Brussels (2017-2019). From 2020-2022 she worked as Political Adviser on Peace, Mediation and Gender at the EU Delegation to the United Nations in Geneva, focusing on the MENA region. While working for the EU she consistently integrated gender issues and women's political participation in peace processes within the work on mediation and peacebuilding. She was instrumental in the creation of 2018 Syrian Women Platform (also known as the Gaziantep Women Platform), an EU-supported initiative linking Syrian grassroots female activists with negotiators in the UN-led Syria Peace Process.

Since 2019 Dr Scarpitta has also been advising the Centre for World Religions, Diplomacy and Conflict Resolution at George Mason University on Gender and Women, Peace and Security. As a trained mediation expert, she has also delivered extensive capacity-building on mediation, negotiations, conflict resolution and peace-building to grassroots activists and human rights defenders from countries in conflict.

Born in Sanremo (Italy), she was educated in the UK and holds a PhD in Russian and East European Studies and a MA in European Studies from the University of Birmingham.



**MARIANA GROBA GOMES** is an **expert on Women, Peace and Security** (WPS) and has been working as an Advisor and Project Manager for more than 15 years under several capacities from the UN, to Government and civil society. Her professional expertise includes human rights, peacebuilding, post-conflict, conflict sensitivity and prevention and gender mainstreaming in several conflict and post-conflict contexts. Her career started in South-East Asia, where she worked as an assistant advisor, first for the Ministry of Foreign Affairs of Timor-Leste, and then, as a Governance and Justice Advisor for the Portuguese Embassy and Cooperation Office in Timor- Leste.

Before joining the OSCE, she worked as a Governance and Gender Advisor and Programme Manager for Helvetas, in Switzerland. Under the umbrella of Swiss Ministry of Foreign Affairs, she lived and worked in Asmara, Eritrea, as a Senior Gender and Human Rights Advisor for the United Nations Resident Coordinator's Office between 2017 and 2018. Mariana holds a Masters in International Relations from the Graduate Institute of International Relations in Geneva and a Masters in Human Rights by the European Inter-University Centre for Human Rights and Democratization (EIUC). She is the proud technical lead behind the WPLP, that made the first edition a reality.



**BORA DIKA** is a **project assistant at the OSCE Gender Issues Programme**, and a guest Lecturer of regional studies and international organizations at the European University of Tirana. She is the co-founder and President of Girl Up Paris, an initiative aiming to support underprivileged adolescent girls in non-developed countries. Prior to joining the OSCE, she was a Legal Affairs Officer at Bringing Europeans Together Association, worked in law firms and NGOs. She was a youth Ambassador, a Chairperson of European Youth Parliament simulations and panelist in various youth empowerment conferences.

She holds a law degree from Sorbonne Paris 1 University, where she was the President elect of European Law Students' Association and representative to UN High Commissioner for Human Rights meetings. She is pursuing an LLM in European and International Business Law at the University of Vienna.





**JOSEFINE ROOS** is **co-founder of Adapt Peacebuilding**, a global organization with locally led peacebuilding initiatives. Adapt's offerings combine professional training in peace leadership, mediation and dialogue skills, and serves local communities affected by conflict, multilateral organizations such as the United Nations Staff College, the Organization of Cooperation and Security in Europe, the UN Foundation, as well as governmental organizations, NGOs and academic institutions. In her trainings Josefine draws from her more than 15 years of experience working in countries undergoing transition, including Myanmar, Colombia and South Sudan.

Josefine is an experienced facilitator and public speaker, that engages her audience, whether in small or large groups, and have extensive experience supporting leaders and their teams working in dynamic and challenging contexts. She holds an MIA in International Affairs from Columbia University (SIPA) in New York, and an Ma Hons from University of St Andrews in Scotland. She is also a certified mediator from New York Peace Institute. She believes in a holistic leadership, taking all aspects of body, mind and brain into consideration to achieve full potential. Passionate about movement, she is a certified yoga teacher.



**COURTNAE DUNN** is a **conflict transformation practitioner** specializing in peace leadership, dialogue and mediation supporting government, multilateral and civil society organizations. She has a decade of experience designing and facilitating peace leadership programmes for frontline women peacebuilders. Her current work focuses on building capacity for organizations and practitioners to work skillfully from a trauma and resiliency informed perspective, leadership coaching for senior women peacebuilders, and on building mediation skills for local dialogue efforts addressing community violence in Sweden and the USA. She regularly consults as a gender and leadership specialist for the Swedish Government.

Courtnae has spent over 15 years as a peacebuilding professional, with a majority of her work concentrated in Northern Ireland, Myanmar and the Philippines and currently in Europe, with a focus on her home of Sweden. She holds a Masters' Degree in Gender from the London School of Economics and is especially passionate about facilitating leaders at the intersection of the personal and the political in peacebuilding.





# TIMELINE

OPENING, ONLINE

OCTOBER 2023

- 24th: Programme Kick off: Peace Leadership Foundations Part 1, (10:00-12:30 CET)

Phase 1: Foundations

NOVEMBER 2023

- 23rd: Community of Practice: Peace Leadership Foundations Part 2, (10:00-12:30 CET)
  - 24th: Fireside Chat, (14:00-15:30 CET)
- 1-1 Leadership Coaching (Courtnae/Josefine)

DECEMBER 2023

- 1-1 Leadership Coaching (Courtnae/Josefine)

Phase 2: In-Person  
Networking and Skill Building

JANUARY 2024

- 29th Jan-2nd Feb: In person gathering in Vienna:
  - > OSCE Panel
  - > WPL Working Session
  - > Training

FEBRUARY 2024

- 22nd: Community of Practice: Peer Mentoring 1, (10:00-12:30 CET)

Phase 3: Deepening the Network

- Community of Practice
- 1-1 Mentorship
- Fireside Chats (Dates TBC)

MARCH 2024

- 14th: Community of Practice: Trauma/ Resilience/ Embodied Leadership, (10:00-12:30 CET)

APRIL 2024

- 25th: Community of Practice: Peer Mentoring 2, (10:00-12:30 CET)

MAY 2024

- 16th: Community of Practice: Leading in Complexity, (10:00-12:30 CET)

CLOSING, VIENNA

JUNE 2024

- Closing Celebration, Date TBC