



**Visualising a world of inclusion
towards 2035**

**National Strategic Framework
2016 - 2019**

The bold and transformative role of
the YWCA in the world for 2035



X.E.N. ΕΛΛΑΔΟΣ
Y.W.C.A. OF GREECE

“by 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women”

The YWCA of Greece is consistent with focusing its collective efforts in supporting women and girls to become strong leaders and in providing services to the community.

In a world where women are marginalized and face inequalities and violence, it is absolutely necessary to transform their role in society, to strive to change the power structures and face the reasons that lie behind the violation of human rights, conflicts and poverty, to mention a few, by creating new generations of educated and empowered youth. There is a need for new and innovative ways of thinking and approaching life, in order to create a vibrant intergenerational community of women.

The YWCA of Greece welcomes the challenges of the new era and recognizes the need for change so that it remains socially effective, up-to-date and viable, while respecting, at the same time, the history, values and aims of the organization.

The first step was to achieve a common understanding of the long and short-term goals towards 2035 and to adopt common procedures, methods and practices (under Axes ‘A’ of the National Strategic Planning 2016-2019). Hence, we created a holistic and complete training program regarding Women’s Administration and Leadership.

Up to now a total of 200 women with administrative responsibilities on national and local level actively participated in six long and short term trainings held since 2016. The topics covered at the meetings were:

A. Business Management – Leadership - Human Resources Management: the aim was to gain an understanding of these terms as well as learn to create a positive organizational culture.

B. Effective decision making - Goal setting: the aim was learning to create a comprehensive strategic plan which leads to strategic decision making.

C. Tools & Methods of the decision making process - Mind mapping - Project management: the thematic helped participants get a clearer understanding of the difference between reaching a decision and solving a problem, recognizing the steps needed in order to solve the problem, and lastly learning to use specific tools and techniques in order to take quick and satisfactory decisions.

In the first phase (2016-2017) the above mentioned topics were introduced to the participants by professors of the Athens University of Economics and Business and consultants in the fields of Business & Life NLP Coaching/Soft-Skills Training/Project Management.

Since 2018 a sub-Committee of the National Executive Committee (a team of trained members of the first phase) has been formed and undertook the implementation of the second phase of the training program.

The sub-Committee adapted the educational material of the external trainers to meet the needs of the trainees towards the realization of the Goal 2035.

The multiplying effect proved to be a valuable learning experience for the members involved and an educational package was delivered. The educational package contains theory, exercises and tools in order to achieve

- the development of a common understanding of the Goal 2035 and its priorities
- the cultivation of a positive organizational culture in every operational level
- the understanding of the need to use and/or to establish proper procedures maintaining thus the high standards of accountability of the Y leadership
- the use of contemporary tools to plan and implement strategies
- the YWCA to remain socially relevant and active.

Being focused and centered to the empowerment of all women leading the YWCA of Greece towards 2035 we anticipate that through the training, challenges we are facing as a movement, such as:

- the shared intergenerational leadership,
 - the engagement of women of all ages in leadership roles and especially of young women, and
 - the smooth leadership transition,
- will also be addressed effectively.