

WOMEN STARS

DEVELOPING LEADERSHIP SKILLS OF WOMEN IN SOCIETY





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1. TURKIYE (C) HENDEK PUBLIC EDUCATION CENTER (COLLABORATION: SAKARYA UNIVERSITY FACULTY OF EDUCATION)

2. GERMANY MPW - MUSEUMSPÄDAGOGISCHE WERKSTATT
SCHLOSS OBERNZENN

3. ROMANIA SCOALA CU CLASELE I-VIII NR. 28, BUCURESTI ROMANIA ASOCIATIA

4. EDUCATIE FORMARE EVALUARE CREATIVITATE TRADITIE (EFECT)



SAKARYA
ÜNİVERSİTESİ

PROJECT COORDINATORS:

ASSOC. PROF. DR. OSMAN TİTREK

ASST. PROF.DR. MUSTAFA BAYRAKÇI

SAKARYA UNIVERSITY FACULTY OF EDUCATION

EDUCATIONAL ADMINISTRATION AND
SUPERVISION

Project Details

PROJECT TITLE: DEVELOPING LEADERSHIP SKILLS OF WOMEN
IN SOCIETY

PROJECT ACRONYM: WOMEN STARS

PROJECT COMMUNICATION: [HTTP://WWW.WOMENLEAD.
SAKARYA.EDU.TR/INDEX.HTML](http://www.womenlead.sakarya.edu.tr/index.html)

PROJECT OBJECTIVES:

- TO INCLUDE WOMEN IN LEADERSHIP ACTIVITIES MORE.
- TO IMPROVE THE WOMEN'S SKILLS ABOUT THE ISSUES
OF WHAT LEADERSHIP IS

AND HOW THEY CAN BE EFFECTIVE AND SUCCESSFUL LEADERS?

- TO DEVELOP ORGANIZATIONAL SKILLS OF WOMEN.

LEADERSHIP TRAINING PROGRAMME CONTENT

- LEADERSHIP CONCEPT.
- LEADERSHIP THEORIES.
- NEW LEADERSHIP APPROACHES
- VISION, MISSION AND VALUES.
- MOTIVATION.



INTERNATIONAL MOBILITIES

- GERMANY (20 - 24 JULY 2011).
- ROMANIA, SCHOOL 28 (9 - 12 NOVEMBER 2011).
- ROMANIA, EFECT (25 - 29 JANUARY, 2012).
- TURKEY (16-19 MAY 2012).



AIMS AND ACTIVITIES

THIS PROJECT BASICLY AIMS TO DEVELOP WOMEN'S ABILITIES HOW TO BE AN EFFECTIVE LEADER AND TO PROVIDE THEIR ACTIVE INVOLVEMENT IN THE SOCIETY. THIS PROJECT ALSO AIMS TO ANSWER THE QUESTIONS SUCH AS "WHO IS AN EFFECTIVE WOMAN LEADER AND WHAT KIND OF ABILITIES THAT SHE SHOULD HAVE?". ALSO, THIS PROJECT INDENDS TO ELIMINATE THE GENDER DISCRIMINATION IN SOCIETY AND TO DEVELOP THE CHOICES OF GIVING EQUAL OPPORTUNITIES WITH MALE GENDER.

WOMEN LEADERSHIP EDUCATIONS

WITHIN THIS PROJECT, A 20 WEEKS LASTING LEADERSHIP TRAINING PROGRAM WAS PREPARED FOR THE WOMEN LIVING IN HENDEK. REGISTRATIONS WERE DONE BY HENDEK PUBLIC TRAINING CENTER ON THE 4TH-15TH OF OCTOBER AND 45 WOMEN APPLIED FOR THE PROJECT. WITH THE SUPPORT OF THE PROJECT COORDINATOR ASSOCIATED PROF. DR. OSMAN TİTREK AND CO-COORDINATOR ASST. . DR.MUSTAFA BAYRAKÇI, THE SESSIONS HAVE BEEN TAKEN PLACE AT CLASSES FOR GRADUATE STUDENTS AT HENDEK EDUCATION FACULTY, E BLOCK.



In Romania , also partners organized some education programs and seminar the following topics will be approached:

- Organizations and managers;
- The concept of organizational change. Factors that trigger off change;
- The process of change

Some examples of topics of Education Programmes:

WOMEN LEADERSHIP SESSIONS

What is Administration and Governance?

Concepts of Leadership and Administration

Leadership Theories

LEADERSHIP AND MANAGEMENT

DEALING WITH STRESS AND PROBLEMS
PROTOCOLS AND MANNERS ETC.

OBJECTIVES:

- TO UNDERSTAND THE DIFFERENCE BETWEEN MANAGEMENT AND LEADERSHIP
- TO DEVELOP THE LEADERSHIP SKILL OF GIVING AND RECEIVING CONSTRUCTIVE FEEDBACK
- TO LEARN TO LEAD WITH AUTHENTICITY, CLARIFYING PERSONAL VALUES AND HOW THEY FIT WITHIN THE ORGANIZATIONAL CULTURE
- TO IDENTIFY AND CAPTURE NEW OPPORTUNITIES FOR INNOVATION
- TO DEVELOP TALENT AND LEADERSHIP QUALITIES IN OTHERS
- TO ACHIEVE KEY BUSINESS GOALS

ENGLISH COURSE

In Turkey, we organized English Speaking Course for project participants. UFUK Language Center in Hendek organized free speaking English Course for our participants. The end of Course, participants had Certificate for his activity. Thank you Ufuk Language Course Center.



Especially in Turkey, women leadership education learners organized some social activities as music, arbor, cultural tour to Taraklı & Göynük-historical Ottoman towns, painting activity etc.





GERMANY MOBILITY

Women Stars attended Germany Mobility of the EU Grundtvig Projects name is “Developing Women’s Leadership Skills in Society” has holding with partnership of Hendek Public Education Center and Sakarya University Education Faculty and coordinating by Asst. Prof. Dr. Osman TİTREK was held on 20th and 24st of July in 2011 in Ansbach University-Germany In this university, women stars attended leadership training courses as a part of this mobility. in 2011 in Ansbach University-Germany In this university, women stars attended leadership training courses as a part of this mobility.



Mobility of Germany, Project Coordinator Dr. Osman TİTREK, peer coordinator Dr. Mustafa BAYRAKÇI, Hendek Public Education Center Vice Managers, EFACT coordinator Ana Maria IFRIM, School 28 coordinator Emil ZABAVA and some academicians and learners of the Project were attended from Germany, Turkey and Romania. Activities were organized by German coordinator EDITH von Weitzel von Musderbach M. A. And managed by Dr. Osman TİTREK.

In training activities, Prof. Dr. Ute Ambrosius -Vice Rector of Ansbach and Prof. Dr. Astrid von Blumenthal, Dr. Osman

TİTREK and Dr. Alexandru Robert MIHAILA from Romania and 2 teachers from Romania had some lessons about leadership. Moreover, managers of Nuremberg Women Association, Ansbach Head of Culture Department, a women Mayor explained theirs experience to the learners in this mobility. Moroeover, women stars in the evenings atteded some social activities to learn German culture and history and social life. Furthermore, they went on a guided tour in street of historical cit of Rothenburg od Tauber and learned some infos about Middle Age. Next mobilities of the Project will held on Romania and their topics are” MODELS and obstacles of women leadership”. Participants are pleased to having this type of activity in Germany.

After education programme, we attended a social night in a tradional house of Mss. Edith. It was also very interesting night to understand Franconian life style, music and culture.

INTERNATIONAL MOBILITIES

Initial Meeting

On the 20th and 21st of November in 2010, the initial meeting was performed. Three partners and thirteen participants were involved in this activity. Firstly, Hendek Public Training Center was introduced. Then, the district and the municipality of Hendek were visited. Several meetings were held at Hendek Faculty of Education. We decided about Project activities and topics in this meeting.





Museum School-Germany Director Edith von Weitzel von Musderbach, General School 28 coordinator Emil ZABAVA and some academicians and learners of the project were attended from Romania, Turkey and Germany.

Activities were organized by General School 28 and managed by Dr. Osman TİTREK. In the first day learners visited some cultural places in Sinai and Bran and learned Romanian history and understood Romanian cultural backgrounds. In the second day training activities practised in General School 28 conference room and in these activity women models from Germany, Romania and Turkey.



Women Stars attended Germany Mobility of the EU Grundtvig Projects name is "Developing Women's Leadership Skills in Society" has holding with partnership of Hendek Public Education Center and Sakarya University Education Faculty and coordinating by Assoc. Prof.Dr. Osman TİTREK was held on 9th and 13th of November in 2011 in General School 28-Romania.

In this partner hosting, women stars attended leadership training courses, cultural visitings as a part of this mobility. Mobility of Romania 1 practiced in General School 28 and Project Coordinator Dr. Osman TİTREK, Hendek Public Education Center Administrator Nilüfer Karaoğlu, EFECT coordinator Ana Maria IFRIM,



The end of presentations, all learners discussed what the success of that model women was and what was the breakpoints of their carrier?

Moreover, women stars in the evenings attended some socia-cultural activities to learn Romanian folk culture and history and social life. Furthermore, they went on a guided tour in street of historical cit of Bucharest and learned some infos about Bucharest history.

Next mobilities of the Project will held on Romania again and their topics are " MODELS and new apporaches of women leadership". Participants are pleased to having this type of activity in Romania.

ŞCOALA CU CLASELE I -VIII, Nr. 28, Bucureşti- ROMANIA MOBILITY



Romanian Partner E.F.E.C.T.'s Mobility

Some women studying within “Developing Women’s Leadership Skills in Society” which is a EU Grundtvig Project organized with partnership of Hendek Public Education Center and Sakarya University Education Faculty and coordinated by Asst. Prof. Osman TİTREK visited Romania. Within the mobility activity of the project organized in Romania, some activities were performed by the organization E.F.E.T. the partner from Romania on 25th and 29th of January in 2011. With the chair of the project coordinator from Turkey, the deputy Director of Hendek Public Education Center Necati TAN, the other employee and women students attended this mobility activity.

The activities were performed with the organization of Ana Maria IFRIM the Romanian partner of the project and with the management of the general coordinator of the project Assoc. Prof. Osman TİTREK. Additionally, the other Romanian partner Emil ZABAVA on behalf of School Number 28 and the manager Edith von Weitzel von MUSDERBACH on behalf of the German partner institution and the students attended.

The project participants visited Mogosoia Palace, Parliament Palace in Bucharest and Bucharest’s historic and touristic places and got information about Romanian history and culture on the first day of the project activity. On the second day, the education activities were performed at Golden Tulip Victoria Conference Hall.

The obstacles to women leadership in Germany, Romania and Turkey were discussed in the education activities. The project coordinator Assoc. Prof. Dr. Osman TİTREK, on behalf of German Partner Mss. Edith and Mss. Mona von Weitzel Musderbach, and from Romania Mss. Paris and Mss. Ana Iancu Tulai had presentation to explain the problems faced by women organizations across Europe based on the findings of scientific theses, and the ways to success were discussed.

Additionally, the women leader candidates found the opportunity to learn Romanian food and culture by joining the social and cultural activities. The project coordinator Assoc. Prof. Osman TİTREK expressed that the project went on successfully and they were very happy to contribute to this activity with a nice project.



FINAL MEETING IN HENDEK AGAIN

16-19 MAY 2012,
we will do the final meeting in Hendek. The main topic of this mobility is new approaches in leadership. 23 people will attend from Romania and Germany. After full day education program, we will do very nice Turkish cultural night. Other day, we will visit the most important cultural and historical places in Istanbul. We say thank you to supporter of this project. After then we will prepare final report and send it National Agencies until the end of September 2012 and the Project will be finished.





TURKEY

Proje Adı: TOPLUMDAKİ KADINLARIN LİDERLİK BECERİLERİNİ GELİŞTİRME

Türü : AB Grundtvig Öğrenme Ortaklığı Projesi

Yasal Temsilci: Hendek Halk Eğitim Merkezi

Başlama ve Bitiş Tarihleri: Eylül 2010-Eylül 2012

Proje Koordinatörü: Doç.Dr. Osman TİTREK- Sakarya Üniversitesi Eğitim Fakültesi

Proje Ortakları: Yetişkin eğitimi için bir Grundtvig Projesi olan bu proje Avrupa Komisyonu'ndan gelen destekle finanse edilmektedir. Projenin koordinatörü Türkiye'den Hendek Halk Eğitim Merkezi ile Sakarya Üniversitesi Eğitim Fakültesi iken, ortakları Almanya'dan Museumspädagogische Werkstatt Schloß Obern-zenn, Romanya'dan Scoala Cu Clasele I-VIII NR. 28 ve Asociatia Educatie Formare Evaluae Creativitate Tradi-tie (EFFECT)'dir.

Gerekçesi ve Amaçları

Proje temel olarak katılımcı ülkelerde, toplumdaki kadınların aktif katılımı ve etkili lider olma becerilere ilişkin yaygın ihtiyaçların kanıtına dayanmaktadır. Amacımız kadınların örgütsel becerilerini geliştirmek, toplumda yalnızca erkeklerin çeşitli organizasyonları başarması değil, aynı zamanda kadınların bu örgütler için birçok yararlı şey yapabilecekleri düşüncesini ilerletmek ve toplumun cinsiyet eşitliği kavramını daha iyi anlamasını sağlamaktır.

Yapılan Faaliyetler

*www.womenlead.sakarya.edu.tr adlı web sayfası

*20 hafta süren ve sertifikalı Liderlik Eğitim Programı

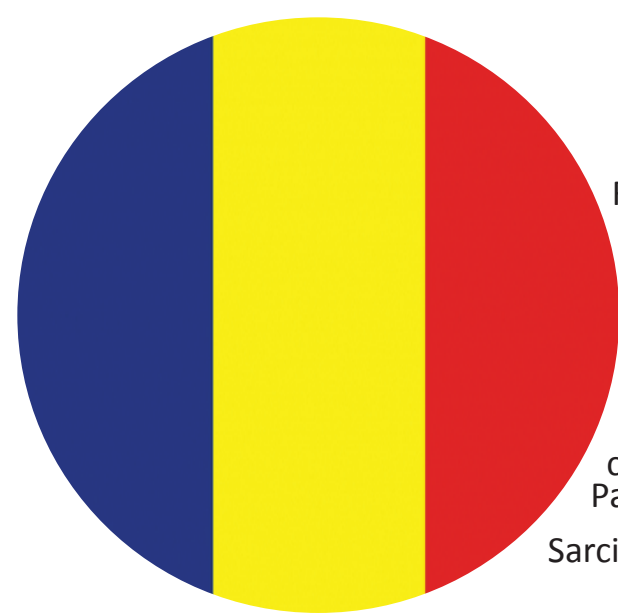
*Öğrencilerin organize ettiği sosyo-kültürel etkinlikler (Ağaç dikme, Kültür gezisi, Doğa gezisi vb.)

*Ufuk Dil Eğitim Merkezi'nde İngilizce Konuşma Kursu

*Almanya, Romanya ve Türkiye'de gerçekleştirilen eğitim ve sosyo-kültürel faaliyetler (Bu yurtdışı etkinliklerine Türkiye'den 35 kişi katılmıştır ve bu katılımcıların tamamına yakını kadındır ve birçoğu hayatlarında ilk kez uçağa binmişler ve ilk kez yurtdışına gitme olanağı bulmuşlardır). Bu çalışmalarda Ansbach ve Bükreş Üniversitesi'nden destek alınmıştır.

*17 Mayıs 2012 tarihleri arasında Sakarya Hendek'te gerçekleştirilecek eğitim programı ve Türk kültürünü yabancılara tanıtabilecek sosyal gece ve kültür gezisi faaliyetleri ile proje faaliyetleri sona erecektir.

SONUÇ: Proje faaliyetleriyle, toplumun kadını yemek pişiren, temizlik yapan, çocuklara bakan biri olarak görmesini değiştirme; toplumu, kadınların aktif vatandaşlar olabileceklerine ve aktif katılımcı olmayı başaracaklarına inandırma ve kadınlar ve erkekler arası fırsat eşitliğini sağlama bilincini geliştirme yönünde vizyon ve toplumsal duyarlılık geliştirilmiştir. Ayrıca Avrupa Birliği'ne yönelik olumlu tutum ve bakış açısı kazandırılmıştır.



ROMANIA

Dezvoltarea calităților de lider ale femeilor în societate -FEMEIA STAR

Proiect Finanțat de Comisia Europeană prin ANPCDEFP,

Programul de Învățare pe Tot Parcursul Vieții, LLP Grundtvig Learning Partnership

Sarcinile partenerilor sunt:

- Selectarea participantilor si organizarea de mobilitati internationale;
- Organizarea activitatilor de instruire, seminarii si ateliere ;
- Cercetare cu privire la calitatea de lider si situatia femeilor din propria tara;
- Elaborarea si punerea la dispozitia partenerilor a documentelor respective;
- Sustinerea web-site cu materiale proprii privind articole de cercetare in domeniul respectiv;
- Contributia la evaluarea activitatilor proiectului;
- Diseminarea rezultatelor si experientelor cu privire la activitatile desfasurate;
- Stabilirea contactului cu departamentele universitatilor in care se desfasoara programe de leadership;
- Sa gazduiasca participantii la proiect organizand sedinte, ateliere si excursii culturale pe parcursul intalnirilor de proiect si a atelierelor;
- Organizarea mobilitatilor in alte tari respectand procedurile de mobilitate(cel putin 3 cursanti din partea fiecarui partener trebuie sa participe la prezentarea finala din Turcia);

Fiecare institutie participantă va desemna o persoana pentru a superviza realizarea proiectului in propria tara. Partenerii proiectului vor lua legatura ori de cate ori va fi nevoie, in primul rand prin e-mail iar cand este nevoie prin posta, telefon, fax.

La intalnirile de proiect, toate publicatiile cu privire la activitatile desfasurate in cadrul proiectului vor fi discutate. La inceputul proiectului va fi dezvoltat un plan de evaluare, se vor pregatite rapoarte scurte de evaluare pentru fiecare intalnire in ideea de a face schimb de cunostiinte si experienta si pe plan managerial. La sfarsitul proiectului va fi scris deasemenea un raport de evaluare. Fiecare partener va inregistra video seminariile si le va furniza participantilor informatii si fotocopii coordonatorului de proiect.

Fiecare partener va aduce o brosură pe care o publica penru a anunta programul. Fiecare partener va realize un chestionar pentru a masura eficacitatea seminariilor si a prezentarilor organizate in propriile institutii ; vom obtine feedback de la participantii prin intermediul interviurilor pentru a afla daca programul propus vine in intampinarea nevoilor lor.

Participantii vor avea de indeplinit anumite sarcini pentru a vedea daca obiectivele proiectului au fost realizate. Oricum, rezultatele vor fi observate in societate pe termen lung in felul acesta vazandu-se daca participantii la cursuri aplica in viata ceea ce au invatat. Femeile vor participa la activitatile de mobilitate insusindu-si noile cunostiinte si experiente. In plus, vor intalni alte femei lider candidate din alte tari ale Uniunii Europene si isi vor impartasi ideile.

În cadrul proiectului, web-site-ul va fi folosit pentru a da informații cu privire la dezvoltarea statutului femeilor pentru tinerii din lume, din America în Europa și Asia. De asemenea, internetul va fi folosit pentru a le da participanților șansa de a păstra legătura între ei și de a cunoaște alte femei lider. Partenerii își vor da informații unii altora în permanentă. De asemenea, pot crea un forum pentru a discuta problemele care apar în viețile femeilor lider.

Prin intermediul internetului toate organizațiile participante îi vor putea susține pe participanți să păstreze legătura. În comunitatea locală se așteaptă ca proiectul să atragă atenția multor persoane. Primăria, Centrele Educaționale, școlile și universitățile vor realiza necesitatea ca și femeile sunt cetățeni foarte importanți și pot ajuta la atingerea idealurilor propuse dacă li se va da această șansa.

Cei care au asimilat cunoștințe vor încerca să transmită aceste informații și celorlalți, în felul acesta, întreaga comunitate va fi conștientizată că toți oamenii sunt egali și anumite calități nu depind de sex, rasă, etnie, etc, ci sunt în raport cu trăsăturile intelectuale și emoționale ale fiecărei persoane.

Prin urmare, este nevoie de anumite calități pentru a fi lideri. Această idee va fi transmisă societății și se va încerca schimbarea viziunii cu privire la statutul femeii. Se încercă să se atragă atenția că femeile nu sunt doar persoane care trebuie să pregătească masa, să aibă grija de copii, să se ocupe de gospodărie etc. dar pot fi și cetățeni activi în societate. Trebuie acordată egalitate de șanse femeilor și bărbaților pentru toate tipurile de activități din societate.



În completare la cele prezentate vom disemina și folosi rezultatele în cadrul instituției prin intermediul lecțiilor, programelor de pregătire, internetului. Se dorește ca fiecare partener să realizeze programe de pregătire pentru femeile din propria țară chiar și după finalizarea proiectului.

Fiecare partener va stabili contactul cu organizațiile de femei din propria regiune oferindu-le participare la cursurile organizate. În plus fiecare partener va încerca să anunțe seminariile și cursurile prin televiziunea locală și radio.

Fiecare partener va publica mici broșuri despre programe și va trimite aceste broșuri organizațiilor de femei din regiune. Realizând mai multe mobilități există posibilitatea ca mai multe femei dezavantajate să intre în contact cu femei lider, în felul acesta largindu-se orizonturile.

La finalizarea acestui proiect partenerii vor încerca să-l continue asemănător proiectului Grundtvig 1 pentru a studia și compara ce reprezintă obstacol pentru femeile lider din țările UE. Dacă vom avea posibilitatea se va încerca organizarea unui simpozion internațional despre acest subiect.



GERMANY

Projektbeschreibung:

Das europäische Projekt machte sich zum Ziel die Ursachen zu untersuchen, warum Frauen noch immer nicht in gleicher Zahl wie ihre männlichen Kollegen in Führungspositionen zu finden sind. Die Partnerinstitutionen führten in den Meetings und auch außerhalb in speziellen Seminaren Trainings- und Informationseinheiten durch, um gegen dieses Defizit zu arbeiten.

Verbesserung ihrer Kompetenzen um Führungspositionen zu erlangen, wurde ebenso trainiert und angeboten. Das Projekt sollte vor allem Frauen motivieren sich zu emanzipieren und sich aktiv in der Gesellschaft in den einzelnen Partnerländern zu beteiligen. Darüber hinaus auch eine europäische Vision zu entwickeln und ihr Selbstbewusstsein zu verbessern.

Zielgruppen: Frauen

Hauptaktivitäten:

In Vorträgen und Präsentationen während der Meetings und auch außerhalb der Meetings, wurden Frauen unterstützt, motiviert und ermutigt Führungspositionen zu übernehmen und informiert und trainiert welche Eigenschaften und Fähigkeiten Sie hierfür benötigen. Während des deutschen Meetings wurden den Projektpartnern, deren Lernern aber auch gleichzeitig

Studentinnen und Professorinnen der FH in Ansbach vier deutsche Fallbeispiele aus jeweils unterschiedlichen Bereichen, wie Kultur, Politik, Wirtschaft und Lehre, vorgestellt. Die Museumspädagogische Werkstatt informierte über die Berufliche Entwicklung und Gleichberechtigung der Frauen in Geschichte und Feminismus im Vergleich der verschiedenen Partnerländer. Das Projekt wurde ebenso im Club Sorores Optimae vorgestellt, einem Frauen Serviceclub der sich für die Bildung und für die Belange von Frauen einsetzt.

Ergebnisse:

Broschüre

DVD

Website

Dissimination:

Von den Projektergebnissen profitieren Lehrende und Lernende der Partnereinrichtungen und deren Learner. Über das Projekt existiert eine Homepage und eine Broschüre sowie eine DVD.

PARTNERSHIP OF THIS PROJECT

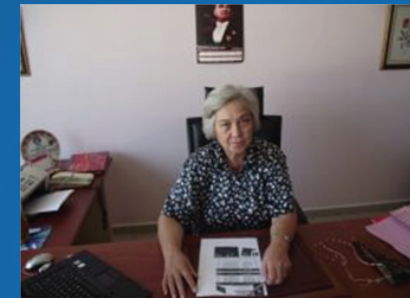
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www.womenlead.sakarya.edu.tr/index.html



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THIS MAGAZINE DESIGNED BY ÖMER TUNCA & ATILLA ARDA AÇIKGÖZ