

# Training Course on Forging Pathways to Gender Equality in Statistical Leadership

## Module 7: Capstone Project Development

### 7-1. Module Objectives

The 3–4-week off-site component of this training course has been designed so participants can apply the knowledge and skills acquired from the Course to

- develop an action plan that implements evidence-based strategies and interventions to promote gender equality in leadership roles within statistical organizations/units.

At the end of the 3-4 weeks, each organization represented in the training will have

- developed an action plan that will be presented and discussed in Module 8 – Capstone Launch-- of the Course.

### 7-2. Capstone Project Development Work Plan

#### 7-2-1. Key Tasks

The key tasks in developing the Capstone Project are:

1. Conducting a comprehensive assessment to identify barriers to ‘growing’ women leaders within their statistical organization/unit
2. Designing strategies and targeted actions and initiatives aimed at addressing identified barriers and promoting gender equality in leadership roles
3. Preparing a Capstone Project document, copies of which will be shared with Course participants during Module 8 of the Course

#### 7-2-2. Work Plan

The main steps for developing an implementable action plan for ‘growing’ women leaders are listed and described below.

##### **1. Capstone Project Initiation and Planning**

- (a) Define the project scope, objectives, and deliverables.
- (b) Establish project timelines and milestones.
- (c) Identify project team members. *Note: All training participants of the Course from the Organization should be part of the team.*
- (d) Conduct an initial project kickoff meeting to align expectations and clarify the roles and responsibilities of Project team members. *Note: In the case of team members who are*

not Course participants (e.g., colleagues from the Human Resource Department, Senior Management), these members should have *training that echoes the Course contents*.

## **2. Situational analysis**

- Assess to identify specific barriers, challenges, gaps, and opportunities related to gender equality in leadership within the organization using SWOT (Strengths, Weaknesses, Opportunities, or Threats) or PESTLE (Political, Economic, Social, Technological, Legal, and Environmental), as discussed in Module 6.
- As indicated in Module 6, collect data through surveys, interviews, focus groups, or other methods to complement the SWOT or PESTLE analyses and gain insights into stakeholders' perspectives and experiences.

## **3. Design of strategies**

- Based on the assessment findings, strategies, interventions, and initiatives to address the identified barrier will be designed and developed, as discussed and illustrated in Module 6.

## **4. Developing implementation plan**

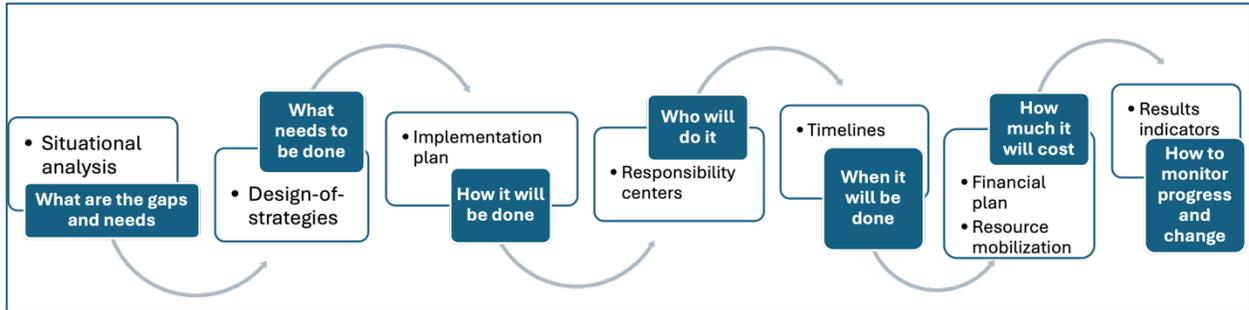
- Develop an implementation plan for taking action on the interventions and initiatives
- Identify who will be responsible for the implementation activities/tasks
- Set timelines for implementation activities

## **5. Resource allocation**

- Prepare a financial plan for the implementation of the action plan
- Include resource mobilization initiatives in the implementation plan

## **6. Developing the Results Framework**

- Define the expected results and the monitoring indicators for the strategies and actions to be taken, as illustrated in Module 6.
- Identify mechanisms to be established for monitoring and evaluating the impact of the interventions on gender equality in leadership.
- Identify processes to evaluate the effectiveness of interventions and identify areas for improvement.



**Figure 7-1. Main contents of the Capstone Document**

7-3. Capstone Project Document

The project document's main contents are summarized in Figure 7-1. The main chapters of the document are listed below:

- 1- What are the gaps, barriers and needs
- 2- What needs to be done
- 3- How it will be done
- 4- Who will do it
- 5- When it will be done
- 6- How much it will cost
- 7- Results framework and indicators

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