



WORKSHOP

The Role of Women in Transformation – Sharing Experiences with Change Processes

November 14, 2018, Austria Center Vienna



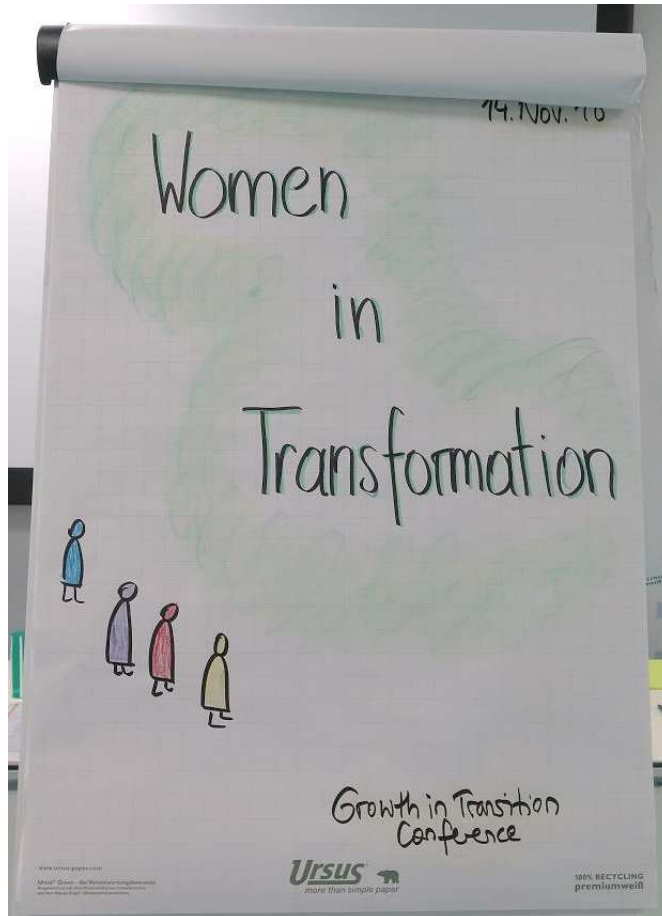
Facilitation

Astrid Reinprecht (ÖGUT)

Participants

35 participants

Introduction



Our intention =
To share experiences and reflect
the role of women in
transformation through
LEARNING FROM personal
STORIES of changemakers!

Getting to know each other



Discussions in pairs:
„Who is my favorite
female change-maker
in the field of
sustainable
transformation?“



Storytelling (1)



Six changemakers pitch their story!

- **Christine Lins** (Co-founder of the Global Women's Network for Energy Transition)
- **Melanie Mettler** (CEO Sunraising Bern, Co-president of Social Innovation Accelerator)
- **Marianne Gugler and Florian Sturm** (both Otelo eGen)
- **Evelina Lundqvist** (Founder and CEO of The Good Tribe)
- **Anneke Engel** (Farmer, board member of the Austrian Small Farmers' Association)

Then participants choose one story they want to listen to!

Storytelling (2)



Listening intently...



in storytelling circles.

Storytelling (3)



Participants listen with a specific „guiding question“ in mind...

- 1) **Approach:** How did the storyteller start her project / initiative?
And what was her approach to keeping it alive?
- 2) **Challenges & Solution:** What were challenges and obstacles in the story I heard? Which solutions were found?
- 3) **Enabling Factors:** What enabled the growth and success of the storyteller's initiative? (context factors, structures, supporters,...)
- 4) **Support & Influences:** What influenced/supported the storyteller personally to become a “changemaker”?
- 5) **Gender:** Which role did gender play in the story?



Group discussions (1)

*Participants regroup around their specific „guiding question“.
Their focus now is to find similarities across the individual stories.*

- 1) What was similar in our answers to questions [1-5]? Is there a pattern across the stories?
- 2) What are the 2-3 key messages (“golden nuggets”) from our discussion about common patterns?

Group discussions (2)

Insights from guiding question 1- approach



- Group/ Collective Process
- Serendipity
- Collective
- Solidarity
- Global Perspective
- Financial Realities/ Possibilities
- Accepting Failure
- Balancing
- Passion Driven
- Conflict
- Geographical Factors
- Balancing which fights are worth fighting for
- Translate values into action



Group discussions (3)

Insights from guiding question 2- challenges



- Conflicts at the start – different visions
- Conflict -> look at/ analyse the conflict
- Needs? -> Negotiate the solution
- Gender!!!
- Challenge -> to find the right model for their coop
- Men-dominated spheres (women need to be taken seriously by men)
- Willingness to face challenges



Group discussions (4)

Insights from guiding question 3 – enabling factors



- Courage
 - Ask for help
 - Opportunity to be courageous
 - General conditions
 - Scopes of action
 - Seeking for examples (positive role models)
 - Persistence
 - Being reflecting
 - Social interference
 - Solidarity
 - Encouragement, feedback
- Active passion

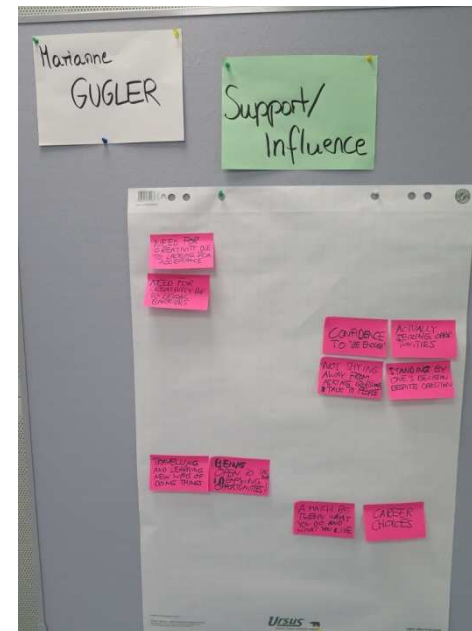


Group discussions (5)

Insights from guiding question 4 – support



- Career choices
- A match between what you do and what you like
- Being open to identifying opportunities (as such)
- Travelling and learning new ways of doing things
- Standing by one's decision despite opposition
- Not shying away from asking questions, talk to people
- Actually seizing opportunities
- Confidence to be „enough“
- Need for creativity due to legal barriers
- Need for creativity due to lacking social acceptance



Group discussions (6)

Insights from guiding question 5 - gender



- The higher you get, the more difficult it gets: If you are in a high position, you have to be a man
- Difficult work-life-balance
- Relationships are important for women
- Women have to be critical
- Women earn less
- Women often don't have career plan





Group discussions (7)

*Participants regroup around their specific „guiding question“.
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- 1) What was similar in our answers to questions [1-5]? Is there a pattern across the stories?
- 2) What are the 2-3 key messages (“golden nuggets”) from our discussion about common patterns?

Group discussions (8)



Plenary session (1)

Key insights from group discussions



- Leadership/ Collective Processes
- Act on serendipity
- Persistent through passion
- Being open to be able to identify opportunities
- Don't create the same mistakes while creating new systems -> be inclusive
- Balancing which fights are worth fighting for
- 2 strategies
 - Look for like-minded group/ community
 - Stay + develop own way
 - Leave -> start sth. new

Plenary session (2)

Key insights from group discussions



- To be courageous, to take the opportunity
- Male-dominated areas (passion, realize dreams, find own way, found network, find commonalities)
- Conflicts (face/ name them, analyse them, together find an appropriate solution)
- Passion: a match between what you do and what you like
- Importance of being confidence
- To build on solidarity & be solidary
- There should be more people in transformation!



Any further questions? Please contact us!

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