



United Nations  
Educational, Scientific and  
Cultural Organization



ISTIC

INTERNATIONAL SCIENCE, TECHNOLOGY AND  
INNOVATION CENTRE FOR SOUTH-SOUTH  
COOPERATION UNDER THE AUSPICES OF UNESCO



KEMENTERIAN SAINS,  
TEKNOLOGI DAN INOVASI  
MINISTRY OF SCIENCE, TECHNOLOGY AND INNOVATION

*Training Workshop on  
Developing Leadership Talents of  
Women  
in Science, Technology and  
Innovation (STI)*

17<sup>th</sup> – 20<sup>th</sup> July 2018

Kuala Lumpur, Malaysia



## INTRODUCTION

A woman could wear many hats on an everyday basis. She could be the breadwinner for her family, a mother, a caretaker, a co-worker or a manager at her workplace.

“No one will be left behind” – was the pledge set by the 17 Sustainable Development Goals (SDGs) as part of the 2030 Agenda for Sustainable Development. Issues on women continued to be given emphasis through the SDG 5 “Gender Equality”, which aims to achieve gender equality and empower all women and girls. The SDGs are built on their predecessor, the eight Millennium Development Goals, of which the third goal was to “Promote Gender Equality and Empower Women”.



However issues on women are by no means exclusive and confined to a single SGD. Due to the many hats women wear, women’s role and wellbeing would have direct implications across several other SDGs. Most of them have women at their core, most notably SGD 1 (No Poverty), SGD 2 (Zero Hunger), SGD 3 (Good Health and Well-Being), SGD 4 (Quality Education), SGD 6 (Clean Water and Sanitation), SGD 8 (Decent Work and Economic Growth), SGD 10 (Reduced Inequalities), SGD 12 (Responsible Consumption and Production) and SGD 16 (Peace, Justice and Strong Institutions).

On the other hand, to achieve some of the remaining SDGs - SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), SDG 13 (Climate Action), SDG 14 (Life Below Water) and SDG 15 (Life on Land) - advancement in scientific understanding and

technological progress is essential. Without technology and innovation, industrialisation and therefore development will not happen.

Bridging the gender gap is our best chance to address the pressing areas stated by the SDGs – from healthcare, education, economic progress, to climate change, violence against women and malnutrition. As highlighted by the UN, “Women are not only affected by these issues, but possess ideas and leadership to solve them”.

Yet women in many countries are still not adequately protected by the law. They also face discrimination and biasness in employment, pay, inheritance rights, education, access to basic services and policymaking. The list goes on. Only by closing the gender gap will we truly be able to achieve all 17 SDGs with no one left behind.

## **BACKGROUND OF THE PROGRAMME**

The International Science, Technology and Innovation Centre (ISTIC) for South-south Cooperation under the auspices of UNESCO has positioned women in science, technology and innovation (STI) as one of its priority agenda. Since 2012, ISTIC has carried out four international seminars and three training workshops on women in STI – one on leadership and two on technopreneurship. 60 have benefited from the leadership programme since its first in 2015. ISTIC is also committed to having an International Seminar of Women in STI once in two years as a follow-up of the Kuala Lumpur Declaration in 2015 which was officiated by Director-General of UNESCO, HE Irina Bokova.

In 2018, ISTIC has planned to undertake two training workshops, in developing leadership capacities and in technopreneurship. This is in view of the needs of developing countries and also as an outcome of the discussions in seminars on the needs expressed by participants.

The focus of this leadership workshop is on developing capacities of women in STI-related fields in leadership and management to complement the technical expertise they already possess, as these are often overlooked in the workplace. Feedback from past participants have been positive. This workshop has helped them progress in their career.

Beyond the research and development sphere, many organisations are required to innovate to stay competitive. This year, participants will be introduced to an additional module on leadership in the digital age to cope with the rapidly changing environment in various technology-rich sectors.

## **RATIONALE**

According to the latest information available gathered by the UNESCO Institute for Statistics, only 30 per cent of the world’s researchers in 2014 were women. The gender imbalance in the science, technology, engineering and mathematics (STEM) field starts in graduate studies, and become increasingly apparent at the more

advanced career levels. The lack of solid information and cross-border statistics that are comparable have impeded evidence-based explanation for the “leaky pipe” of women’s career development in STEM.

Although much progress has been made in many countries to elevate women to decision-making positions in general through gender sensitive policies and legislation, we believe that the first and foremost step is to empower existing women in STEM fields. Women with the qualifications, talents and potential to become leaders and later members of the board should be given the opportunity to equip themselves with the right knowledge, skills and attitudes. With more women in positions of influence in their organisation, hopefully gender equality issues would in turn be given due attention and eventually help resolve the gender disparity in science and technology.

## **OBJECTIVES**

You will be better prepared to:

- Recognise and nurture the right leadership qualities in yourself, especially in the digital age;
- Influence and negotiate as a manager at your workplace; and
- Be an effective and confident communicator by improving your public speaking and presentation skills

## **OUTCOMES**

Participants will gain knowledge on critical success factors in leadership development which will enable them to move up in the ladder of leadership positions.

## **PARTICIPANTS**

About 40 women scientists/ technologists comprising middle level management in science and technology organisations from developing countries and Malaysia will be selected to attend. The combination of participants from developing countries and Malaysia will allow for the exchange of knowledge, ideas and experiences as well as opportunities for discussions, networking and possible collaboration.

## **TRAVEL**

Participants are required to seek travel grant from their organizations to pay their travel expenses to Kuala Lumpur, Malaysia.

The organizer will bear the local cost (accommodation, food and related transportation within Malaysia) to selected participants during the training workshop.

## WHO SHOULD ATTEND

- Ministries & Government Agencies
- STI related organisation / industry
- Universities and Research Institutes
- Women Professional Bodies
- Women NGO

## DURATION AND VENUE

The training workshop will be held over 4 days in Kuala Lumpur, Malaysia from 17 to 20 July 2018.

## MODES OF DELIVERY

The training programme will be delivered by using the combinations of the following methods:

- Series of lectures.
- Group discussions and presentations.
- Group activities.
- Study visit to selected local organisation.

## MEDIUM OF INSTRUCTION

The training workshop will be conducted in English.

## APPLICATIONS

- i. Applicants are urged to use online application. The link of online application form can be accessed from the website [www.istic-unesco.org](http://www.istic-unesco.org)  
International Participants online application form  
Link: <https://goo.gl/forms/C5G8VKuaMSqXco243>
- ii. Applicants also can apply using application form as attached in this brochure and submit the completed form to the following email address:  
[lydiahong@istic-unesco.org](mailto:lydiahong@istic-unesco.org)
- iii. A registration fee of RM 50 (~ USD 13) will be collected from each participant at the training workshop.

## **CLOSING DATE OF APPLICATIONS**

All applications should be submitted to the ISTIC secretariat office **by 20<sup>th</sup> June 2018**.

ISTIC will inform the successful applicants **not later than 27<sup>th</sup> June 2018**. Applicants who do not receive word within this period are rendered unsuccessful.

## **SECRETARIAT & ENQUIRIES**

Secretariat

International Science, Technology and Innovation Centre  
for South-South Cooperation under the auspices of UNESCO (ISTIC)  
c/o Academy of Sciences Malaysia  
902-4, Jalan Tun Ismail, 50480 Kuala Lumpur, MALAYSIA  
Tel: +603-2694 9898 ext 121; Fax: +603-2698 4549  
Email: [info@istic-unesco.org](mailto:info@istic-unesco.org); Website: <http://www.istic-unesco.org>

## **ORGANISER**

### **International Science, Technology and Innovation Centre (ISTIC) for South-South Cooperation under the auspices of UNESCO**

The International Science, Technology and Innovation Centre (ISTIC) for South-South Cooperation under the auspices of UNESCO was established on 21 January 2008 and is based in Kuala Lumpur. The creation of the ISTIC is a follow up of the Doha Plan of Action which has been adopted by the Heads of States and Government of the Group of 77 and China, during the meeting in Doha, Qatar, from 12 to 16 June 2005 on the occasion of the Second South-South Summit of the Group of 77 (G77).

ISTIC is fully funded by the Government of Malaysia. One of the main functions of ISTIC is to develop and implement science, technology and innovation development programme for members of G77 and China targeted at facilitating the integration of national science, technology and innovation policies, capacity building, exchange of experiences and best practices, and creating a problem-solving network of centres of excellence in developing countries.

## TENTATIVE PROGRAMME AND OBJECTIVES

Date/ Time	Topic	Objective
<b>17 July 2018, Day 1 – Current Leadership Thinking</b>		
8:30 am – 9:30 am	<b>Opening Session</b>	
9:30 am – 10:30 am	<b>Introduction:</b>  Framing: i. What I want to learn from the programme? ii. What I want to share during the programme? iii. What are my concerns attending the programme?  By: <b>Datin Wira Ungku Ashiela</b>	To align programme objectives with participants' expectations.
10:30 am – 11:00 am	<i>Tea Break</i>	
11:00 am - 1:00 pm	Current Leadership Thinking.  By: <b>Hjh Khalidah Karim</b>	To expose the participants to the world-view of leadership. Participants will also be shown global surveys on what most people expect from leaders.
1:00 pm – 2:30 pm	<i>Lunch Break</i>	
2:30pm – 4:30 pm	Leadership in the Digital Age • Case Study  By: <b>Ms Soudeh Soltani</b>	To start a discussion on how to lead in the digital age: • How can leaders cope in this new technological environment? • Is your leadership style right for the Digital Age?
<b>18th July 2018, Day 2 – Influencing and Negotiating Skills For Women Managers</b>		
8:30 am - 10:30 am	Welcome and Introductions Activity: The Orange Exercise Defining Communication and Negotiation The Whole Brain Profile Communication Style profiling	<ul style="list-style-type: none"> <li>• Be aware of their own thinking profile and how they influence others and negotiate with them</li> <li>• Know the various styles of communicating and their</li> </ul>

Date/ Time	Topic	Objective
	Whole Brain Approach to negotiation  By: <b>Dr. Asma Abdullah</b>	applications for influencing and negotiating with others.
10:30 am – 11:00 am	<i>Tea Break</i>	
11:00 am – 1:00 pm	Push and Pull Model in Communication 4 Influence Styles and Skills Persuading, Asserting, Bridging, Attracting Activity: Entering a new market	
1:00 pm - 2:30 pm	<i>Lunch Break</i>	
2:30 pm - 3:30 pm	Defining Negotiation: Levels, Types and Approaches Maslow's Hierarchy of Needs Currency Analysis: Needs and Objectives Negotiation Needs Hierarchy	<ul style="list-style-type: none"> <li>• Acquire skills to effectively influence and negotiate with others in face-to-face interactions.</li> <li>• Reflect on their skills in communicating with others.</li> </ul>
2:30 pm – 4:30 pm	Negotiating Grid 4 Phases in Negotiation Influence of culture on Negotiation  Activity: Values and Dimensions Sharing of Experiences	How to prepare for negotiation.
<b>19<sup>th</sup> July 2018 Day 3: Public Speaking &amp; Presentation Skills</b>		
8:30 - 10:30 am	What makes an effective communicator? How to Improve speaking presence and Confidence  By: <b>Hjh Khalidah Karim</b>	Participant will learn some tips on how to be an effective communicator to deliver the message at the right time and place.
10:30 - 11:00 am	<i>Tea Break</i>	
11:00am - 1:00pm	Public speaking and presentation skills  By: <b>Datin Wira Ungku Ashiela</b>	Participants will learn the art of public speaking and the methodology on how to become a good presenter to enhance their



Date/ Time	Topic	Objective
		presence as a leader.
Afternoon	<b>Site Visit To PETRONAS</b>	
<b>20<sup>th</sup> July 2018, Day 4 - Experience Sharing</b>		
8:30 am – 10:30 am	<p>The Hidden Challenges Women in Leadership Face</p> <p>Speaker TBA</p>	<ul style="list-style-type: none"> <li>• Guest speaker shares their experience on how they respond optimistically and hopefully to events that challenge work life balance.</li> <li>• Participants will learn how to improve their resilience and hopefulness by acquiring solid positive thinking skills.</li> </ul>
10:30 am – 11:00 am	<i>Tea Break</i>	
11:00 am – 1:00 pm	<p>The Courage to Lead: Going to Uncharted Waters</p> <p>By: <b>Professor Emeritus Datuk Dr. Mazlan Othman</b></p>	<p>It takes courage to be a leader. Our guest speaker will share her experience on how she harnessed her strengths to explore the unknown.</p>
1:00 pm – 2:30 pm	<i>Lunch Break</i>	
2:30 pm – 4:30 pm	<p>Finding Your Own Voice and Place</p> <p>By: <b>Dato' Roslina Zainal</b></p>	<p>Our guest speaker will share her experience on how to be assertive in the workplace. Women need to have a voice in meetings and during important discussions.</p>

## APPLICATION FORM

FOR OFFICIAL USE ONLY  Reference No: Received: Checked:	Please affix latest passport photograph
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Title of Programme:  <b>TRAINING WORKSHOP ON                  DEVELOPING LEADERSHIP TALENTS OF WOMEN                  IN SCIENCE, TECHNOLOGY AND INNOVATION (STI)</b>	Date, duration & venue of course: <b>17 – 20<sup>TH</sup> JULY 2018                  KUALA LUMPUR,                  MALAYSIA</b>
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**ONLINE APPLICATION PLEASE [CLICK HERE](#)**

### 1. PERSONAL PARTICULARS:

Family name (surname):	Date of Birth: (Date/Month/Year)
First name:	Nationality: (Citizenship)
Other given names:	Gender: (Male/ Female)
City and country of birth:	Marital status: (Single/ Married)
Passport No:	Designation : Prof. / Dr / Mr / Mrs / Ms

### 2. COMMUNICATION AND MAILING ADDRESS:

Applicant's Office Address:	Office Phone No:	
	Office Fax No:	
Email address:		
Mobile No:		
Person to be contacted in case of emergency (name, telephone and address):		

### 3. EDUCATION:

Name of institution and place of study	Major field of study:	Years of study	Degree

### 4. EMPLOYMENT RECORD:

A. Current Post:			B. Previous Post:		
Employer:			Employer:		
Duration of service:	From	To	Duration of service:	From	To
Title of post:			Title of post:		
Current monthly salary(US dollars):			Monthly salary (US dollars):		
Name of supervisor and title:			Name of supervisor and title:		
Type of organization: Government/Semi-Government/ Private/ NGO			Type of organization: Government/Semi-Government/ Private/ NGO		
Main functions of organization:			Main functions of organization:		
Total number of employees in organization:			Total number of employees in organization:		
Description of your current work including your responsibilities:					
<i>*Please use supplementary pages if necessary</i>					

**5. REASONS FOR APPLYING THIS PROGRAM:**

Please briefly state the reasons for applying this program and how you hope to benefit from this program	
Have you participated in any ISTIC training programs before: YES/ NO	
If yes;	
Name of program	Date

**6. CERTIFICATION OF ENGLISH LANGUAGE PROFICIENCY:**

	Excellent	Good	Fair	Remarks
Listening				
Speaking				
Writing				
Reading				
Mother tongue:				

**7. DECLARATION:**

Have you ever been convicted by a Court of Law of any country? Yes/ No  
If yes, please give brief details:

I certify that my statements in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief.

If accepted to the training workshop, I undertake to:

- i) carry out such instructions and abide by such conditions as may be stipulated by both the nominating government and the host government in respect of this course of training;
- ii) follow the course of study or training, and abide by the rules of the institution in which I undertake to study or train;
- iii) refrain from engaging in political activities, or any form of employment for profit or gain;
- iv) submit any progress reports which may be prescribed; and
- v) return to my home country promptly upon the completion of my course of studies or training.

I fully understand that if I am granted an award it may be subsequently withdrawn if I fail to make adequate progress or for other sufficient cause determined by the host Government.

Signature of Application : \_\_\_\_\_

Name : \_\_\_\_\_

Date : \_\_\_\_\_

**8. OFFICIAL DECLARATION (to be completed by the Head of Department):**

The Government / Organisation of

.....  
nominates

.....  
(name of applicant)

For the program under the International Science, Technology and Innovation Centre for South-South Cooperation (ISTIC) and certifies that:

- i) all information supplied by the nominee is complete and correct;
- ii) the nominee had adequate knowledge and was appropriately tested for English Language proficiency.

Remarks:

.....

\_\_\_\_\_  
(Name)

\_\_\_\_\_  
(Signature of responsible Head of Department)

\_\_\_\_\_  
(Designation)

Address of Department/ Ministry

Official seal/ stamp

\_\_\_\_\_  
Office telephone no:

Office fax no:

Date:

\_\_\_\_\_  
Email address:

*Note: INCOMPLETE AND/OR UNENDORSED FORMS WILL NOT BE PROCESSED*