



ISTIC

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

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



**18 – 21 July 2016**

**Kuala Lumpur,  
MALAYSIA**

## INTRODUCTION

In 2011, International Science, Technology and Innovation Centre for South-South Cooperation under the auspices of UNESCO (ISTIC) in collaboration with Ministry of Women, Family and Community Development, Ministry of Science, Technology and Innovation (MOSTI) and the NAM Institute for the Empowerment of Women (NIEW) co-organised the International Forum on Women in Science and Technology in Muslim Countries which brought together 234 participants from OIC member countries and 33 international and local speakers – all experts in science and technology. The forum emphasised the importance of:

- Having enabling political, social and economic environment by governments to promote women's participation in science and technology field;
- Providing broad based science education and literacy level, including in science and technology; and
- Recognising the role of women in science and technology.

Subsequent to that ISTIC and NIEW held a High-Level International Roundtable in 2012 to discuss on how strategies towards meeting a higher percentage of women at the decision making level. This time around issues identified were that:

- Few women are leaders at scientific institutions and large technology companies;
- Contribution of women scientists to society is not taken seriously.

The Roundtable further recommended the creation of a larger pool of women leadership at middle leadership level.

This is the second training workshop to be organized by ISTIC. The first one was successfully carried out from 3<sup>rd</sup> to 6<sup>th</sup> August 2015 organised by ISTIC and NIEW. A total of 35 international and local participants from 12 countries attended the first training workshop. From this number, a total of 17 participants were from developing countries and NAM member countries.

## RATIONALE

Although enabling environment such as gender sensitive policies and legislation is crucial it is equally important to develop the capacities of female scientists to advance their career in their organisation. It is therefore essential that women in science and technology be given the appropriate knowledge, skills and attitudes to equip them with the requisites that can promote them to be in positions of influence within the organisations. This is vital particularly for those who have the qualifications, talents and potential to become leaders and later be members of the boardroom.

## OBJECTIVES

- To engage participants on developing their own strength talents;
- To enhance participants' knowledge, skills and attitudes regarding the environment of the workplace; and
- To enhance participant's self-belief in their talents.

## 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. 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.

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

## TRAVEL

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

## 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 18 to 21 July 2016.

## 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: <http://goo.gl/forms/kYaBb1DclQ>
- ii. Applicants also can apply using application form as attached in this brochure and submit the completed form to the following address [info@istic-unesco.org](mailto:info@istic-unesco.org)

## CLOSING DATE OF APPLICATIONS

All applications should be submitted to the ISTIC secretariat office **before 30 May 2016**.

ISTIC will inform the successful applicants to the training workshop **not later than 30 June 2016**. Applicants who do not receive word within this date 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.



## PROGRAMME

Date / Time	Day 1 18 July 2016	Day 2 19 July 2016	Day 3 20 July 2016	Day 4 21 July 2016
	<b>Current Leadership Thinking</b>	<b>Leadership is Relationship</b>	<b>Moving From Theory to Action</b>	<b>Work Life Balance &amp; Experience Sharing</b>
<b>8:30am – 9:30am</b>	<b>Opening Session</b> <ul style="list-style-type: none"> <li>Remarks by ISTIC</li> <li>Remarks by NIEW</li> <li>Opening Remarks</li> </ul>	<b>Developing leadership and communication styles</b> for understanding and rapport building with peers, team members and management	<b>Reflection on Leadership</b> Action Planning: <ul style="list-style-type: none"> <li>What is action planning?</li> <li>Case Study: Successful Women Leaders and Action Planning</li> </ul>	<b>The Power of Positive Thinking</b>
<b>9:30am – 10:30am</b>	<b>Introduction</b> <ul style="list-style-type: none"> <li>Framing:               <ol style="list-style-type: none"> <li>What I want to learn from the programme?</li> <li>What I want to share during the programme?</li> <li>What are my concerns attending the programme?</li> </ol> </li> </ul>			<b>Participants</b> <ul style="list-style-type: none"> <li>Discussion</li> <li>Experience Sharing</li> </ul>
<b>10:30am – 11:00am</b>	<b>Tea Break</b>			
<b>11:00am - 1:00pm</b>	<ul style="list-style-type: none"> <li><b>Current Leadership Thinking</b></li> <li><b>Self-Leadership</b>                “A leader’s self-awareness and ability to accurately perceive his performance is as important as the feedback he receives from others” - Daniel Goleman.</li> </ul>	Leadership Profiling: Finding Your Strength	Action Planning: <ul style="list-style-type: none"> <li>Race to the South Pole.</li> <li>How to write an action plan.</li> </ul>	<b>Leadership Role in Managing Change</b>
				<b>Participants</b> <ul style="list-style-type: none"> <li>Discussion</li> <li>Experience Sharing</li> </ul>
<b>1:00pm – 2:30pm</b>	<b>Lunch Break</b>			
<b>2:30pm – 4:30pm</b>	Case Study: Global Women Leaders: The Future?	<b>Site visit</b> Tenaga Nasional Berhad / Petronas and meeting with the corporate women leaders	<b>Implementation Planning and Tools</b> Individual action plan on building leadership skills.	<b>Women in Leadership</b>
				<b>Participants</b> <ul style="list-style-type: none"> <li>Discussion</li> <li>Experience Sharing</li> </ul>
<b>4:30pm – 5:00pm</b>	<b>Tea &amp; End of Day 1</b>	<b>Tea &amp; End of Day 2</b>	<b>Tea &amp; End of Day 3</b>	<b>Closing Session</b>

## COURSE CONTENTS AND LEARNING OBJECTIVES

Modules	Content	Objective	Methodology	Lecturer	Reference/ Notes
<b>Current Leadership Thinking</b>	<b>Introduction:</b> <ul style="list-style-type: none"> <li>• Framing:               <ol style="list-style-type: none"> <li>i. What I want to learn from the programme?</li> <li>ii. What I want to share during the programme?</li> <li>iii. What are my concerns attending the programme?</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>• To align programme objectives with participants' expectations.</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Facilitation</li> <li>• Classroom discussion</li> </ul>	Datin Wira Ungku Ashiela	
	<b>Current Leadership Thinking.</b>	<ul style="list-style-type: none"> <li>• To expose the participants to the world-view of leadership. Participants will also be shown global surveys on what most people expect from leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Video</li> <li>• Facilitation</li> <li>• Classroom discussion</li> </ul>	Hjh Khalidah Karim	<ul style="list-style-type: none"> <li>• Kouzes and Posner, the Leadership Challenge.</li> <li>• CLC Research.</li> <li>• The Guru Guide, Joseph Boyett &amp; Jimmie Boyett.</li> </ul>
	<b>Self-Leadership:</b> "A leader's self-awareness and ability to accurately perceive his performance is as important as the feedback he receives from others" - Daniel Goleman.	<ul style="list-style-type: none"> <li>• The objective of this session is to help participant <i>developed sense of "who you are, what you can do, where you are going"</i>.</li> <li>• <i>To lead others participants needs to know how themselves.</i></li> </ul>			
	<b>Case Study</b> <ul style="list-style-type: none"> <li>• Global Women Leaders: The Future</li> </ul>	To provide a Platform for participants to discuss the following: <ul style="list-style-type: none"> <li>• Effectiveness of women leaders in global companies; and</li> <li>• How companies can develop systems to provide an environment where women leaders can develop their full potential.</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Group Presentation</li> </ul>	Datin Wira Ungku Ashiela	Global Women Leaders. Source: Multinational Management: A Strategic Approach; John B. Cullen K. Praveen Praboteeah

<b>Leadership Is Relationship</b>	Developing leadership and communication styles for understanding and rapport building with peers, team members and management	Participants will be taught a combination of behaviors and attitudes that present a sense of confidence, competence, commitment, and authenticity.	Lecture Group Activity	Dr. Asmah	
	Leadership Profiling	The objective of this session is for the participants to know their own personality and to assess their own strengths and limitations.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Facilitation</li> <li>• Discussions</li> </ul>	Dr. Asmah	
<b>Moving From Theory to Action</b>	<p>Action Planning:</p> <ul style="list-style-type: none"> <li>• What is action planning?</li> <li>• Case Study: Successful Women Leaders and Action Planning</li> </ul>	Participants will learn the dynamics of action planning to <b>help them focus their ideas and to decide what steps they need to take to achieve particular goals</b> that they may have.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Facilitation</li> <li>• Discussions</li> </ul>	Hjh Khalidah Karim	Great by Choice, Jim Collins.
	<p>Action Planning:</p> <ul style="list-style-type: none"> <li>• Race to the South Pole.</li> <li>• How to write an action plan.</li> </ul>	To enhance learning's by analyzing a case study on how critical action planning is for survival.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Facilitation</li> <li>• Discussions</li> </ul>	Datin Wira Ungku Ashiela	
	<p>Implementation Planning and Tools:</p> <p>a. Individual action plan on building leadership skills.</p>	Participants will be taught some tools to gain support towards implementing an action plan.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Facilitation</li> <li>• Discussions</li> </ul>	Hjh. Khalidah Karim	
<b>Work Life Balance &amp; Experience Sharing</b>	<b>The Power of Positive Thinking.</b>	<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>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Discussion</li> </ul>	TBD	

	<b>Adapting to Change – A Leader’s Survival Guide.</b>	Guest speaker will share tips on managing change and leading others to embrace it.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Discussions</li> </ul>	TBD	
	<b>Women in Leadership.</b>	Guest speaker views and thoughts on leadership. Participants get to discuss the challenges faced by women leaders and how to cope with it.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Discussion</li> </ul>	TBD	



**APPLICATION FORM**  
(Typewritten or blocked letters)

FOR OFFICIAL USE ONLY  <b>Reference No:</b> <b>Received:</b> <b>Checked:</b>	Please affix latest passport photograph
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<b>Title of Programme:</b>  <p style="text-align: center;"><b>TRAINING WORKSHOP ON DEVELOPING TALENTS OF WOMEN IN SCIENCE, TECHNOLOGY AND INNOVATION (STI)</b></p>	<b>Date, duration &amp; venue of course:</b>  <p style="text-align: center;"><b>18 – 21 JULY 2016 KUALA LUMPUR, MALAYSIA</b></p>
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**ONLINE APPLICATION PLEASE [CLICK HERE](#)**

**1. PERSONAL PARTICULARS:**

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

**2. COMMUNICATION AND MAILING ADDRESS:**

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

**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:					
*Please use supplementary pages if necessary					

**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 maybe 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*