

Nomination: 6849

UNHCR's Women Leadership Development Programmes

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company United Nations High Commissioner for Refugees (UNHCR)
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title UNHCR's Women Leadership Development Programmes
Category B01 - B59 Achievement > B19 - Achievement in Leadership Development for Women
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required <p>The Office of the United Nations High Commissioner for Refugees (UNHCR) was established by the General Assembly of the United Nations in 1950 to ensure that everyone has the right to seek asylum and find safe refuge, having fled violence, persecution or war.</p> <p>UNHCR's mandate is to lead and co-ordinate international action to protect refugees, asylum seekers, internally displaced people, stateless people, returnees and other displaced communities. UNHCR provides critical emergency assistance in the form of clean water, sanitation and healthcare, as well as shelter and assistance for displaced people returning home, and facilitates income-generating projects for those who resettle.</p> <p>Operating in some of the world's most complex and challenging environments, UNHCR has consistently demonstrated its unwavering commitment to supporting the most vulnerable populations.</p> <p>UNHCR has operations in 137 countries globally, in 527 locations with a total workforce of 20,305 colleagues and deals with declared emergencies in over 20 countries. From 2017 to 2022, the population of persons of concern to UNHCR has increased by 40%. In this period, UNHCR expanded its presence to over 60 more locations and our workforce has increased by more than 25% to respond to the growing needs.</p>
b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required <p>In addition to its exceptional focus on leadership development, UNHCR has been relentless in its pursuit of organizational agility and continuous improvement. Recognizing the need to cultivate a culture of agility, innovation and inclusion, we implemented the following programmes to advance gender equity and empowerment:</p> <ul style="list-style-type: none">• The Women in Humanitarian Leadership Forum (WHLF) was set up as a platform to allow women in senior leadership positions to share their experiences and insights to create a more gender-inclusive culture. Participants mapped out and committed to future actions that would contribute to greater gender equity and inclusion. The WHLF was organized 8 times with the participation of more than 250 senior female leaders.• In 2022, the Women in Leadership and Women in Management programmes were launched in collaboration with INSEAD, with the participation of 50 senior women leaders and 150 women middle-managers respectively. The programmes are designed with a unique curriculum for women in UNHCR to enhance their leadership style and strengthen their influence and impact within UNHCR.• At the end of 2022, GLDC launched the Women Leaders' Allyship Circles programme as an informal way to connect women colleagues, providing them with a new platform to learn from each other and grow. The objective is to create an informal space where women in senior leadership positions can come together in small groups to engage in peer-to-peer mentorship, connect with each other, recognize and combat gender bias, and build leadership skills. The programme is implemented throughout 2023 encompassing 25 sessions.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

UNHCR submits its application due to our unwavering commitment to empowering women, our pioneering programs, our focus on continuous development, our inclusive approach, our measurable impact, and our collaborative efforts.

UNHCR is among the few UN organizations that designs, develops and implements staff development programmes targeting specific groups of the workforce with its own resources, despite limited budgetary constraints.

Our programs go beyond traditional leadership development approaches by incorporating inclusivity and intersectionality. We understand that women's experiences and challenges differ based on factors such as race, ethnicity, culture, and socioeconomic background. By acknowledging and addressing these nuances, we strive to create a supportive environment that allows women from diverse backgrounds to thrive and contribute effectively.

We would like to highlight the Women Leaders' Allyship Circles as it is a perfect example of UNHCR's efforts to support the development of its workforce and advance inclusion and diversity.

This programme is implemented in continuation of the Women in Humanitarian Leadership Forum and the Women in Leadership and Women in Management programmes to provide a safe space for women leaders to support each other and advance their leadership skills.

The programme is also considered unique as it is implemented with the sponsorship and direct involvement of UNHCR's most senior women leaders, including the Deputy High Commissioner and the Director of Human Resources.

Additionally, it is based on a peer support methodology; it entirely builds on the skills and knowledge of the participants who use their own expertise to share and support each other.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

- Women in Humanitarian Leadership Forum 2021 Commitments.mp4: Summary video of the commitments made by the participants of the 2020-2021 Women in Humanitarian Leadership Forum.
- Women Leaders' Allyship Circles @UNHCR Leaflet.pdf: Leaflet to advertise the Women Leaders' Allyship Circles across UNHCR
- WLAC_poster1.png: Internal advertisement of the Women Leaders Allyship Circle sessions held on 19 December 2022
- WLAC_poster2.png: Internal advertisement of the Women Leaders Allyship Circle sessions held on 2 February 2023
- WLAC_poster3.png: Internal advertisement of the Women Leaders Allyship Circle sessions held on 23 February 2023
- WLAC_poster4.png: Internal advertisement of the Women Leaders Allyship Circle sessions held on 8 March 2023
- WLAC_poster5.png: Internal advertisement of the Women Leaders Allyship Circle sessions held on 19 May 2023

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17062/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2MiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9Wmen%20in%20Humanitarian%20Leadership%20Forum%202021%20Commitments.mp4>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/17063/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2MywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9Wmen%20Leaders-%20Allyship%20Circles%20%40UNHCR%20Leaflet.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/17064/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2NCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9WLAC_poster1.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (https://stevies-sage.secure-platform.com/file/17065/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2NSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9WLAC_poster2.jpg)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (https://stevies-sage.secure-platform.com/file/17066/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2NiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9WLAC_poster3.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 6

Download File (https://stevies-sage.secure-platform.com/file/17067/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2NywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm91alpPwggHNwkk?WLAC_poster4.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 7

Download File (https://stevies-sage.secure-platform.com/file/17068/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzA2OCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9WLAC_poster5.png)

Would you like to add an additional supporting document?

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