



Communique Issued by the African Women in Leadership Organization (AWLO) at the close of her 9th Regional Conference held from the 29th March – 1st April, 2017 at the M-Plaza Hotel, Accra, Ghana.

Introduction:

The 9th Regional Conference of the African Women in Leadership Organization with the theme 'Unleashing the Power, Inspiring Greatness' held at the M-Plaza Hotel, Accra, Ghana from the 29th March – 1st April, 2017. It was a homecoming for AWLO and quite nostalgic as the conference venue was where AWLO started 9 years ago.

The Conference was well attended and was declared open by Ambassador Pavelyn Mukasa, Zimbabwean Ambassador to Ghana and Dean, Diplomatic Corps. The Keynote Address was delivered by Her Excellency, Rebecca Akudo – Addo, First Lady of the Republic of Ghana.

Day one, was the conference session, which was more of an unmasking and journey into self-discovery. Participants were able to open up, look inwards and find their true self. The unmasking was heralded by the presentation of Fatimah Alimohammed who unveiled 'The Power of the Brand called You'. This was followed by Agnes Essah's 'Authenticity – A Power from Within' and Mrs. Ekundayo Queenolia Keishi affirming we were each of us 'A Woman Enough'.

For the first time, AWLO set up a panel of A few Good Men who discussed the Role of Men in achieving Gender Equity. Another panel made up of distinguished females took on the fact that there's more to a woman than her pretty face.

Day two was the True Women Workshop with Dr. Alaa El – Halwagy. The workshop provided participants with the support they need to navigate life successfully. It used a simple but fun personality intervention and communication tool called 'True Colours' which is designed to enhance understanding of one self and others. It is considered, globally, one of the most effective tools for supporting any individual or organisational transformation.

RESOLUTIONS AND RECOMMENDATIONS:

WHEREAS WE KNOW:

1. That women are a major index in the development process of our Continent
2. That one woman involved in the moulding of destinies is adequate to shape nations

3. That the woman is meant to be resourceful, tender-hearted yet firm, accommodating, inquisitive, sacrificial, skilful, tactful, protective, passionate and careful
4. That a brand is the outward reflection of who we are and is tied in with the who we are within
5. That we need to embark on a self -awareness journey to know and discover everything about us, internally and externally and thus enabling us build trust with others by disclosing relevant information about ourselves and getting feedback that will help us learn about ourselves
6. Leadership is not a position but its everyone's business.
7. AWLO believes that leadership can be taught and learned and AWLO's evolution into leadership education is logical

WE HEREBY RESOLVE AS FOLLOWS:

1. That AWLO should be branded with the leadership qualities the Organization wishes to impart on women and men in leadership
2. To invest in leadership education competencies and take the lead in establishing a Leadership Training School and a Leadership Finishing Academy in affiliation with a tertiary institution to prepare and build the next generation of both female and male leaders.
3. To build a united front in the area of inhibiting cultural practices against women
4. To build inclusivity in our leadership styles in order to reduce the 'Women Wing Syndrome'
5. An African Hall of Fame should be inaugurated to celebrate African women
6. To maintain and ensure consistency across board in our different roles as women
7. To accept ourselves as unique in the kind of excellence growing in us.
8. That we develop the courage to be vulnerable and authentic so people can relate with us better.
9. That we try and understand our blind spots by seeking feedback from those we regard
10. That we create a brand strategy for ourselves by starting with the SWOT(Strengths, Weakness, Opportunities and Threats) analysis
11. That we brand ourselves and ensure we are consistent in how we present our image and talk both online and offline so that we have one brand image

RECOMMENDATIONS:

1. That governments should support private institutions and organizations in building foundational leadership skills.
2. That Countries that are yet to establish Ministries of Women Affairs be encouraged to do so

CONCLUSION:

We are grateful to Her Excellency, Rebecca Akudo – Addo, the First Lady of the Republic of Ghana for honouring our invitation and accepting to deliver the Keynote Address. We thank the Second Lady of the Republic of Ghana, Her Excellency, Samira Bawumia, for her esteemed presence at this conference. We remain grateful to the Zimbabwean Ambassador to Ghana and Dean of Diplomatic Corps in Ghana, Amb. Pavelyn Mukasa for chairing and opening the conference for us and graciously accepting to become a member of AWLO. We thank the Deputy Governor of Rivers State, Her Excellency, Dr. Mrs. Ipalibo Harry Banigo for being with us from the beginning of conference despite her very tight schedules, and delivering the Keynote Address at the Awards and Gala Dinner.

We owe a world of thanks to our erudite speakers – Fatima Alimohamed, Agnes Essah, Mrs Ekundayo Keshi and Dr. Alaa El-Halwagy for illuminating our minds with their well researched and skilfully delivered presentations. We thank our panellists Renee Boateng, Udeme Etibensi, Gugulethu Makhari, Freda Addu, Nora Bannerman, Girmay Haile, Prince Etornam Attipoe, and Dr. Alaa El-Halwagy for your contributions to changing the narratives.

We remain grateful to all our delegates and hope we were able to deliver on all our promises on giving you a world class conference experience.

We thank all the Executive members of AWLO and every individual who sacrificed their time and resources to ensuring this conference was successful. May God bless you.

Emem Daniel
AWLO Legal Secretary/Legal Counsel

Hon. Elisha Attai
Founder/President