



FEM ADVISERS NETWORKING SEMINAR
12th October 2006 Estonia, Pärnu

RESULTS OF THE WORKGROUPS

ADVISORS

Good advisor:

- Right person (experienced in business)
- Feel woman in your heart (why women need special support)
- Have to see the World through somebody else's mirror
- Technical knowledge + counseling skills
- Understand the power of network
- Motivation skills (supportive and encouraging attitude)
- Women friendly solutions (know the women's needs)
- Help to overcome the barriers

Training needs:

- Counseling training
 - we have but it is not enough
 - depends on organization, region, etc
 - in Norway coaching
 - accreditation needed (advisors are on different level)
- Gender
- Understanding society
- Self-confidence (+ training of those who work with schools)
- Recruitment
 - Training has to be different kind and different level
 - Use of experts
- Language skills
- Culture
- Basic advising (financing, legislation)
- Leadership
 - Training has to be different kind and different level



- Psychology
 - training
 - advising
 - gender
- Internationalization
- Coaching
- Best practice & study tours
- Personal development
- Feminine way of doing business
- Environmental needs
- Helping girls
- Helping disadvantaged groups
- PR

COMMENTS ON THE UK FLAGSHIP SYSTEM

- Not a bureaucratic system
 - Good ideas
 - flexible
 - soft
 - gives additional value
 - Certification
 - What are the criteria?
 - How is it checked?
 - Details
- It must be discussed more thoroughly!

- Different in different countries
- Important & combining issue

- Network development (synergy)
 - advisors
 - field
 - women
 - Personal development
 - coaching
 - mentoring
 - Gender based
 - marketing
 - presentations
 - Outreach
 - alternative marketing places
- How to “sell” to the Government?



- Similarities with Swedish RC-s, but different problems
- In Norway different levels of advising (local, regional, national, now also international) – meeting places
- In Finland – some Women’s Houses (Karelia), the problem is to enlarge the system (money)
- Good checklist – are we doing the right things? What could be changed?
- Financing different in different countries (the most important is to set up good network of politicians, entrepreneurs, RC-s)
- Women in Parliament need support