



Co-operative Development
Foundation of Canada

SINCE 1947

Make a difference in the life of a fellow co-operator! Host a female credit union manager from Africa or Asia for 10 days in May!

WHERE: Your credit union and community

WHEN: May 2-11, 2019

Deadline: March 29th

APPLICATION PROCESS: Send the following information to mentoring@cdfcanada.coop.

- Name of your credit union and contact information
- Indicate # of members, branches, staff and financial portfolio
- A statement of intent describing why your credit union would provide a good experience professionally and personally for the individuals.



The Co-operative Development Foundation of Canada (CDF) will be holding the next Women's Mentorship Program May 2-11, 2019. This popular training program provides female managers of overseas financial co-operatives with a unique opportunity for professional development. During their time in Canada, participants spend the first week and a half in classroom training at CDF Canada's office in Ottawa. For the following 10 days (**May 2-11**), each participant is hosted by a Canadian credit union. In those 10 days, the WMP participant becomes immersed in the credit union and community, receiving general leadership training and learning the ins-and-outs of day-to-day operations. The real success of the program lies in the experience that you and your credit union staff will have. The participants return to Ottawa for a final week of classroom training before returning home. Check out the video from the 2014 program [here](#).

Credit union benefits and why your credit union may want to apply:

- Staff engagement and learning opportunities
- Fulfilling the 6th co-operative principle: "co-operation amongst co-operatives"
- Opportunity to learn about credit unions in other countries. *Did you know that you are part of a global co-operative movement with more than 1 billion people in 96 countries who belong to a co-operative enterprise?*
- Knowing that by sharing your workplace, you have enriched the life of a smart and skilled woman from a less developed country
- You will learn about the challenges and opportunities of working in a credit union in the developing world

Credit union commitment:

- Act as host for 10 days from May 2-11, 2019
- Meet the WMP participant at closest airport
- Appoint a staff representative or committee to report all key information to the credit union
- Staff representative will be responsible for attending one or two teleconference calls/briefing sessions
- Host a WMP participant in your community for 10 days and arrange for one person in the credit union to act as a billet/home (so the WMP participant can learn about daily life of Canadians - the women prefer home-stays rather than staying in a hotel which can be impersonal)

- Work with the WMP participant on all aspects of your credit union, introducing her to how you do business from an HR perspective to member relations and more
- Some recreational and entertainment activities are recommended during evenings and weekends (though not mandatory)

NOTE: The credit union contact as well as the home-stay host (may be the same person) will be required to sign and submit *Roles and Responsibilities* forms to CDF.

TIMELINE

April 20 th	Participants arrive in Ottawa (airport code YOW)
April 22 nd – May 1 st	Ottawa classroom training
May 2 nd	Travel day to Canadian credit union placement
May 2 nd – May 11 th	Individual credit union placement somewhere in Canada
May 11 th	Travel day back to Ottawa
May 13 th – May 16 th	Ottawa classroom training continues (change management, debriefing, etc.)
May 17 th	Participants depart for home

Costs:

- Host credit unions provide lunch and some mileage costs. The main cost for the host credit union is providing time for staff to share their knowledge and best practices.
- Host families (billets/home-stays) provide breakfast and supper to overseas guest daily. NOTE: No financial compensation will be provided to host families.
- CDF will cover cost of domestic flights for the WMP participant (i.e. Ottawa-Regina return) and provides the overseas guest with a small stipend.



Impact of Women's Mentorship Program (testimonials from alumnae and directors of overseas credit unions)

- ✓ *Increased membership in overseas credit union*
- ✓ *Improved liquidity/profitability*
- ✓ *Improved reputation of credit union in local community*
- ✓ *Reduced loan delinquency (i.e. from 16% to 6% in less than one year)*
- ✓ *Expanded operations/new branches*
- ✓ *Professionalization of operations*
- ✓ *New products and services for members*

Testimonial from Sylvester Kadzola, CEO, Malawi Union of Savings and Credit Co-operatives (MUSCCO) *“There can be no question about the significance of this program. The program has benefited us immensely in terms of expanding the managerial horizon of women savings and credit co-operative Managers. When they get back you literally see them completely transformed, they develop the right attitude as managers, their work ethic, sense of responsibility and commitment to their co-operative goes up and when you interact with them you feel their sense of self confidence.”*

For more information about the program, visit our website at <http://cdfcanada.coop/our-projects/womens-mentorship/>