



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: February 15

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 Canada) 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 Canada.

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 Canada 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/>