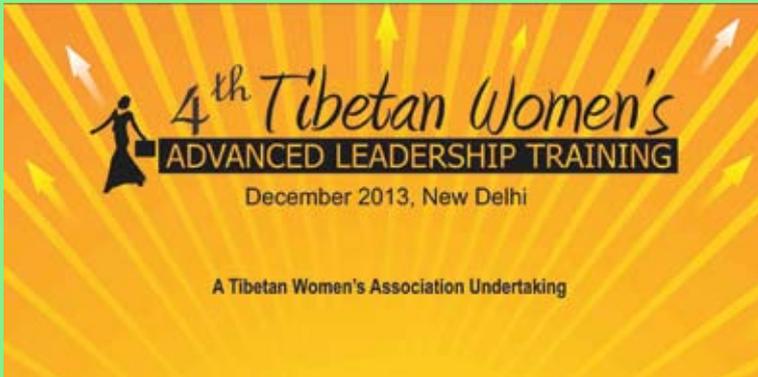


4th Tibetan Women's Advanced Leadership Training

December 25th – 31st, 2013

Gandhi Peace Foundation, New Delhi



Pre-Training report:

TWA launched the 4th edition of the Tibetan Women's Advanced Leadership Training on 25th September, 2013 via our office website and Facebook page. We also had timely support from Radio Free Asia, who interviewed Tenzin Palkyi la, Assistant Program Officer at the National Endowment for Democracy and TWA's General Secretary cum Program coordinator, about the upcoming Training in late November 2013. The interview mostly focused on the objectives, programme and activities of the training, the challenges and why a grant body like National Endowment for

Democracy would support such a programme. The interview played a great role in spreading the word to the larger community about the training. This radio broadcast helped us so much that the number of applications just started flowing in, making it to 35 applicants signing up for the 4th Advanced Leadership training.

TWA's coordination team made our way to Delhi on the night of 22nd December, two days preceding the 4th Tibetan Women's Advanced Leadership Training on the 25th. Training preparations in Delhi mainly included; confirming the conference hall at the India Habitat Centre, making advanced payments, visiting the NDTV 24X7 office in Oklha, requesting their participation and studio for our trainees, collecting the training materials from the print office, contacting the tent house for things such as table cloths, a floor mat, a spotlight etc, taking care of the electrical set up in the auditorium, getting the menu set, purchasing stationery, yoga mats, water bottles, group prizes, mementoes for trainers, panellists and guest speakers, and agreeing the final directions with the photographer and videographer.

The attractive stands' graphics reflected the theme of the training, with office logos establishing TWA's presence in the auditorium. The auditorium got the right transformation into an appropriate training space for the 33 trainees for the next week long. The auditorium might have never since looked so appealing and attractive as it did on 24th December.

Training outline:

The week long 4th Tibetan Women's Advanced Leadership Training (December 25th – 31st) was held at the Gandhi Peace Foundation. This edition saw 33 Tibetan women attend from various parts of India like Ladakh (Jammu and Kashmir), Bangalore, Chennai, Dehradun, Dharamsala and Delhi. 33 Tibetan women comprising of teachers, activists, students, social workers and doctors

converged in the Indian capital from 25th to 31st for 7 days of 'identifying, inculcating and implementing leadership skills'.

The training course was divided into three phases of 'identifying, inculcating and implementing leadership skills'. Three professional trainers led the training: **Lynda O Lepcha** (Director of Holistic Training Solutions), **Dhardon Sharling** (Member of Tibetan Parliament in Exile and Co-Chair, International Tibet Network) and **Jaya Iyer** (professional leadership trainer through the arts). The program covered areas such as critical thinking, personal effectiveness, communications strategy, social media and leadership, leading self and others, leadership strategy and execution. The outbound training included a field visit, covering stories in a real life setting, an interactive session with Tibetan professionals based in Delhi, lobbying Indian leaders, participation in an **NDTV studio** debate and a panel discussion with famed Indian speakers.

24th December, 2013



Just as the organizing team finished the final touches in transforming the auditorium to an attractive training zone, trainees started reporting; registering, collecting their training kits and accommodation assignments. A simple welcome dinner saw

all the trainees and the organizing team introduced informally at the dining tables, followed by a very brief welcome note by the President of Tibetan Women's Association.

Day 1 – 25th December, 2013

Everyone was pretty timely, reporting to the standard daily routine of TWA's leadership trainings, i.e. the morning yoga session. The terrace fitted us all with the colourful yoga mats and the wintry cold wind blew through as we had the yoga session.



TWA's President, Tashi Dolma (Mrs.) began the training with a short introductory speech; focus was laid on the objectives and the history of the Tibetan Women's Advanced Leadership Training, followed by a formal introduction of Tibetan Women's Association; its mission, convictions, projects and programmes.

TWA's General Secretary, Nyima Lhamo, led the ice breaking session right after; wherein the





Women's Empowerment



trainees were paired and given 20 minutes to introduce each other and have their partner's introduction in the form of a drawing. The trainees had their initial laughter as they introduced each other to the larger group with their drawings. The participants were then given a secret friend each and the whole essence was to maintain the secrecy till the 31st night, when the mystery would be revealed.



The trainees were divided into 4 teams with a team leader and a time manager after the ground rules had been set. Nyima briefed the trainees through the week long schedule/programme at the orientation round; informing trainees of their participation as teams, small studies, media reporting, meeting influential personalities, news studio participation, design and presentation of group tasks, ad-hoc panel discussion, lobbying with politicians and the excursion trip. The orientation almost created a whole new world for the trainees, arousing lots of questions, curiosity and interest.



The afternoon session saw two guest speakers train our women leaders on lobbying. **Tenzin Lekshay**, Media Officer, Bureau Office, New Delhi was the first guest speaker after lunch. Lekshay's training presentation introduced the concept of lobbying, its history, tact and techniques, preparations, past lobby campaigns carried out by Tibetans and Tibet support

groups, and most importantly gave guidelines and tips on follow ups and taking the campaign further.

The next guest speaker for the day was **Rev. Yeshe Phuntsok**, Member, Tibetan Parliament in Exile. Rev. Yeshe Phuntsok's talk emphasised possible influential



politicians and Tibet supporters based on his many years' experience on the ground in Delhi. The trainees were introduced to many possible focal points within Delhi and it was more than interesting to see how the teams really paid attention knowing the next day awaited with a battle/crusade for them.



TWA's General Secretary, Nyima Lhamo gave the final presentation of the day; deliberation and planning for the next day's outbound practical training. The trainees were introduced to what they will lobby on the next day, which was to request and appeal to the Indian leaders and influential personalities to urge the Spanish government to maintain the judicial independence of the Tibet lawsuit from political interference and to call on the European Union to stand up for Tibet.

The trainees seemed pretty nervous and anxious through their evening session as they sat in teams to strategise and plan for the next day's outbound practical training.

"This is my first leadership training; it helped me overcome lot of challenges and inspired me to befriend women. I learned a lot and i thank TWA for organizing such leadership training." Karma Norzin Palmo, Teacher, Ladakh, Jammu and Kashmir.

Day 2 – December 26th, 2013

The trainees sounded and seemed a little anxious and apprehensive as to how their practical outbound training would unfold. The trainees embarked on their day long outbound training at 9:30AM. The key goals of the lobby campaign were;

- To engage collectively and directly with key decision makers or people who influence policy.
- To urge them to demonstrate public support for the Spanish lawsuit on Tibet and thereby call for coordinated action on behalf of the Tibetan people.
- To stage face-to-face meetings with any individual, office, organization or public institution that holds a say or sway in public discourse.
- To work in a team.
- To communicate effectively.

As the clock ticked 5:00PM, trainees started reporting back to the venue in teams with the sense of accomplishment, contentment and having done something new. The groups sat in for an hour to prepare their group lobby presentation which was judged by Miss Dhardon Sharling. The teams were judged and given scores based on the basis of 1) number of signed petitions and the credibility of the signer, 2) team work, team building, 3) quality of the presentation made later in the evening, 4) judicious use of the resources within budget.

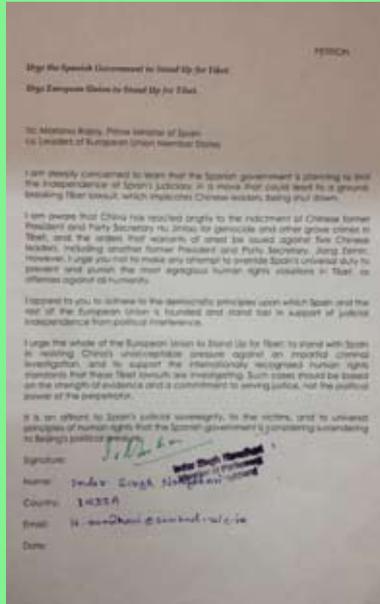
The trainees were finally briefed that the idea was; to get as many public figures to sign the on-going petition addressed to the Spanish Prime Minister, and how it was completely an exposure and learning opportunity for them. Since the lobby ask was a politically sensitive case, people might refrain from endorsing it but their role was to communicate the key message effectively. The key strategy with the lobby campaign was not the signatures but relaying the message to the target audience.



LOBBY REPORT



A lobby campaign was carried out in the Indian Capital by 33 Tibetan women participants of Tibetan Women's Advanced Leadership Training; leading Indian politicians and advocates of the Supreme Court of India signed the petition urging the Spanish Government and the European Union to stand up for Tibet and to maintain judicial independence of the Tibet lawsuit from political interference.



Influential signatories from the lobby campaign include: Shri Bhakta Charan Das, Lok Sabha Member of Parliament representing Congress party, Shri Inder Singh Nomdhan, an independent Lok Sabha Member of Parliament, Smt Meenakshi Lakhi, Politician, Lawyer and National Spokesperson for Bharatiya Janata Party (BJP), Shri Dig Vijay Singh, former Chief Minister of Madhya Pradesh and General Secretary of All India Congress Committee (AICC), Shri James Sangma, Member of Meghalaya Legislative Assembly, Chief Whip of Opposition and General Secretary of National People's Party (NPP), Shri Manoj K Jha, Senior Leader and Spokesperson of Rashtriya Janata Party (RJD), Shri Jaydev

Ranade, security and intelligence expert and former Additional Secretary, Cabinet Secretariat, Government of India, Shri Purn Mal Saini, Advocate, Supreme Court of India and Shri Ranbir Yadav, Advocate, Supreme Court of India.



The signature campaign started by International Tibet Network and Comité de Apoyo al Tíbet (CAT) is underway. It expresses deep concern over the Spanish government's plan to limit the independence of Spain's judiciary, in a move that could lead to a ground-breaking Tibet lawsuit, which implicates Chinese leaders, being shut down. The petition reminds Spain of its universal duty to prevent and punish the most egregious human rights violations in Tibet, as offenses against all humanity. It appeals the Spanish Prime Minister Mariano Rajoy to adhere to the democratic principles upon which Spain and the rest of the European Union is founded and stand fast in support of judicial independence from political interference.

The Indian political figures, intellectuals and advocates joined the global call urging the European Union to "Stand Up for Tibet" and to stand with Spain in resisting China's unacceptable pressure against an impartial criminal investigation, and to support the internationally recognized human rights standards that these Tibet lawsuits are investigating.

“I always had the wish to attend this training and finally made it possible this time. Muzaffarnagar and Lobby training touched me deeply. Thank you TWA.” Tenzin Dasel, Dharamsala.

Day 3 – December 27th, 2013

The trainer for the day was **Jaya Iyer**, professional trainer through the arts. Jaya's personality, simplicity and humility aided in connecting to the trainees and the trainees really felt at ease from the introductory session itself. The sessions began with an interesting introductory session which the trainees took in with much enthusiasm and creativity. As requested, the day's theme was leading self and others; self-image and openness, leadership for freedom and responsibility and reflective practice for personal leadership.



The day was filled with ample refreshers in between and the whole object behind all the exercises was to bring out creativity and to introduce the basic leadership skills within each trainee. Jaya laid quite an emphasis on one's communications skills, personality, bodily presentation and keeping eye contact through theatre as the medium.

The concepts of power; power within, power over, overlapping of power, confidence and humility were explained through an

interactive session. Describing words like conflict, violence, rights and responsibility in groups kind of led to a conclusion that our rights are accompanied by responsibility and it is thus for every individual to be responsible for one's actions. It was interesting to see how the trainees really engaged in discussion and coming out with their perceptions and understanding of these concepts.



Everyone then had an awesome breather after lunch in the lawn; it was all about being creative, alert, prepared and witty. The final task of the day was a group role play. The trainees in their groups creating costumes, deciding roles and dialogues, and giving directions sounded like a few professional theatre groups competing against one another in the auditorium. Almost all the groups had a similar climax to their play; however the teams really did a great job given the short span of time to prepare. But some of



the groups surely had a lot of questions in their minds as to how their team fared as a whole in this role play. Ultimately it was all about team work, bringing out each other's strength, skills, and contributing to the group success.

Jaya ended her day with an interesting breather while the organizing team presented a memento to Jaya as a token our appreciation for her presence as the trainer of the day.

“The team was enthusiastic and interested throughout. Participation and energy remained consistent, the diversity in terms of age, background and pursuit made it even more enriching.” Jaya Iyer, Professional Trainer through the arts.

An evening with the Tibetan Professionals



The day was not yet over at TWA's training. A special interactive session with four Tibetan professionals based in Delhi awaited the evening preceded by the screening of "The Girl from China," a film produced by Sonam Tseten, Creative Yak Films. The session was

chaired by Lhakpa Tsering, Senior Programme Manager/ Career Consultant, Envision, New Delhi.

The objective of the session was to introduce the young Tibetan professionals to the trainees and to inspire and encourage the participants with the possibilities and bringing in the confidence to reach their potential. Very positively, it also turned out to be a stand for the professionals to see and look at ways of contributing back to the community through their professions. The professionals

included Tenzin Khepak (Wildlife Filmmaker), Tsering Dolma (Editor, Fashion Magazine), Tashi Topgyal (Photo Journalist) and Sonam Tseten (Filmmaker). The discussion tuned into a very productive one as the trainees really had good questions for the speakers. The answers to the questions pretty much reflected their inspirations, self belief, determination and vision they had in achieving their goals in life. The trainees were guided on the importance of planning long-term goals in life with new ideas and perspectives. One of the speakers also reinforced the needs to look beyond our comfort zones and to be more globalized.

The two hour session was followed by an interactive dinner where the trainees got the chance to carry forward their discussion with the speakers at the dining tables.



“It was a very new experience and exposure. I realised and learned a lot and it helped me revitalize my own potential and skills.”
Rinzin Wangmo, Coordinator, Tibet Charity Education Section.

Day 4 – December 28th, 2013

The ambience in the auditorium seemed like a complete professional training centre when **Lynda Lepcha**, Senior trainer, Director, Holistic Training Solution settled in with her two male colleagues, both attired in formal wear. The theme of the day was



“Building Leadership skills; Strategy and Execution,” which was further elaborated on; 1) understand and execute leadership strategy, 2) understand the difference between strategic thinking and strategic planning, 3) identify critical success factors

and create a value curve for functions and 4) execute strategies effectively by converting them to actionable tasks.



The day's first topic was ‘Strategy’ as a method or plan chosen to bring about a desired future either in the form of achievement of a goal or solution to a problem. This further led to discussion on strategic thinking and strategic planning as two distinct things but an interrelated and complementary thought process that must sustain and support one another for effective strategic management. The stages of ‘Strategy planning’ were identified as; reactionary, remedial, resourceful and revolutionary. The participants were then given an individual task to complete a questionnaire listing the problems which prevent them from creating the change they want to see and solutions which will help them to overcome

the problems. The exercise aided the women to realize that every problem has a solution thus giving them the much needed encouragement to never give up.

Critical success factors was the succeeding topic which are an important element and necessary for anyone in any project to achieve their mission; like establishing one's mission and goals, actions and plans to achieve the goal, identifying the critical success factors, monitoring the critical success factors and thus revaluating one's critical success factors to ensure progress towards one's goals. The participants then had to work on the 'Four Action Framework' also called the Eliminate, Reduce, Raise and Create GRID. The grid helped the participants to identify new competing factors and design new strategies.



The final topic of the day was 'Strategy Execution'; the trainers began with the four parameters used in a matrix used in decision making. It was called the RACI denoting Responsible, Accountable, Consulted and Informed. This concept helps in indentifying the workload, making sure the processes are not over looked, ensuring new team members are informed of their roles and responsibilities, finding the right balance between the line and responsibilities, redistributing work between groups to get the work done faster, allowing the openness to resolve conflicts and for discussions and finally documenting the roles and responsibilities of the people within the organization. The trainees were then asked to work on a graphic game-plan showing how they will get where they want to go with their project; a project based on their backgrounds as students, activists, teachers, health workers. The trainees learned how this can be a handy tool for taking a large, multi-dimensional project and breaking the workloads down into manageable chunks in a planning meeting with all the team members.

The day long programme was filled with breathers, individual activities, group activities, and short video screenings related to the theme of the day, taking the women through reflection, light moments, and laughter.

NDTV 24x7 studio participation:

Super excited, and a little nervous at the thought of having to ask questions on a live news show, the trainees had their questions ready as they boarded the studio cabs.

The discussion topic at the NDTV studio was 'Whether the Aam Admi Party will start a new trend in 2014 where all netas will say no to bungalows, will travel by metros and say no to security?' Ten women leaders from the leadership training had the opportunity to be part of an interactive audience show for a new series called 'Agenda'. The interactive panel discussion aired

live on NDTV 24x7 is a discussion on current affairs and issues of social relevance with the panellists and the anchorperson Ms. Sunetra Choudhary. The trainees returned with much excitement after having experienced something new.



“TWA’s leadership program is intense and challenging as it sets out to mould us, young women as future leaders,”- said Nyima Choezom, executive member of TYC Centrex.

Day 5 – December 29th, 2013

The topic of the day was ‘Communications Strategy, Social Media and Leadership’. **Ms. Dhardon Sharling** began her training with a 5-minute breather called ‘grab your partner’ followed by a short introduction on the basics of communication. The trainees were



briefed on how the ability to communicate well is the primary factor that distinguishes one individual from another. The communication process and its multiple parts and stages were explained through the discussion.



The 20-minute team exercise jigsaw puzzle highlighted how we communicate in a group under certain constraints or what happens when there are more speakers than listeners. The trainees were then briefed on the importance of having communications armory to be able to communicate effectively with anyone and at any level. It was also said that in our everyday communications we need to be SMART and build up our SMART communication skills so no matter what position you hold, you can communicate on an even footing and get your points across in a firm, concise and empowered manner.



The teams then had to come up with an award winning television commercial; each came out with a product to sell, with a jingle for the product and performed the commercial to the larger audience. The learning curve was that communication goes far beyond the actual words that we say and the more important part is how you say it and the way you say it. Communication skills are not about personal or positional power but are an art, a skill, and an asset for you to become successful in your field.



Every breather played highlighted the importance of all elements of communications; source, message, encoding, channel, decoding, receiver, feedback, and the context. The most interesting outdoor game was crossing the mine bridge with the bricks as a stepping plot; it was a lighthearted and cheerful method of being strategic in our communication. Every breather tested the trainees' application of strategic communication skills.

The topics just got bigger and better as days passed by; the next session guided the trainees through the concept of citizen journalism and explained how it is based upon public citizens playing an active role in the process of collecting, reporting, analyzing, and disseminating news and information. A few important examples of citizen journalism like the 'Arab Spring', 'the 2013 protests in Turkey' and the 2010 Haiti earthquake and a few other popular instances were shared with the trainees. It was highlighted how the increasing prevalence of cellular telephones, social networking and media sharing websites have made citizen journalism more accessible to people worldwide.

TWA's citizen journalist film 'Lhamo Tso – Behind the Sea' was screened to show how harnessing the power of blogs and social media can expand one's reach and influence in getting the message across. Especially in this modern world, the availability of technology has made the citizens often report breaking news more quickly than traditional media reporters. However, it must be mentioned that the screening proved powerful and empowering to these women leaders as it resulted in rousing emotions and tears in many of them. The aftermath discussion was on how the film uses media tools to engage in strategic communications and the consequences of such a journalist like Dhondup Wangchen, facing a long prison term and who was also given an International Press Freedom Award from the Committee to Protect Journalists.



The trainees then had to come out with their role play to feel and understand; what is it like for citizen journalists like Dhondup Wangchen in Tibet and China?

The trainees were then briefed about the next day's outbound training 'rebuilding lives' at Muzzafarnagar relief camps. The trainees had looks on their faces like 'are you serious?' with much disbelief about the possibility of such an outbound training. However the organizing team had it all arranged and the obvious answer to the trainees was 'Yes, we are going to Muzzafarnagar'.

The trainees and the organizing team had been briefed about the Muzzafarnagar riots very clearly and how things are out there. They were all informed that our outbound training was completely a social relief project. The trainees in teams were also instructed to carry out a team project as citizen journalists. The teams had to pick up one or two social issues from the relief camps and make a photo presentation when we returned to the training venue.

The trainees seemed excited and were all busy preparing themselves for the next day's outbound training.

"I think this is one program every Tibetan woman should be a part of, once in her lifetime. It gave me a life-changing experience," said Tenzin Lhadon, M.Phil student in JNU, Delhi.

Day 6 – December 30th, 2013

On December 30, the trainees undertook an outdoor project titled 'Rebuilding Lives,' wherein they visited three relief camps in Uttar Pradesh. Besides engaging in relief work catering to women and children victims of the recent riots in Muzzafarnagar, the trainees filed a photo-story narrating the pressing social issues facing the inhabitants of the relief camps.

The four hour long journey by bus seemed pretty fun as most of us listened along to the playlist played on the bus. Many of the

women were busy taking pictures, listening to their own songs from music players, reading books and enjoying their snacks.

Of the various NGOs and foundations working these relief camps, TWA contacted the Zakat Foundation for India (ZIFF) to visit three relief camps in Muzaffarnagar and Shamli districts.



Brief introduction to Muzzafarnagar riots, Western Uttar Pradesh, 2013

It all started when clashes took place between the Hindu and Muslim communities of Muzzafarnagar, India. The clashes are said to have claimed 43 lives, injured 93, and displaced over 50,000 men, women and children by burning and looting thousands of homes. There are different accounts of what sparked the violence but it's obvious that tension was building; little action appears to have been taken to curb local leaders from exploiting the growing animosity.

TWA's idea was to focus on life after the riots, where 50,000 people have been displaced in the Muzzafarnagar and Shamli districts of Uttar Pradesh in 31 functional relief camps of the 41 camps.



The immediate areas of concern were; inadequate provision of water supply, latrine facilities in the camps, lack of privacy for women coupled with no security for accessing the facilities at night due to their distance, location and lack of power supply, no bathrooms and covered places for women to take a bath, poor hygiene conditions with no drainage facility, lack of a waste management system, public health risks with a high possibility of water contamination and stagnant pools of waters becoming a breeding ground for mosquitoes.

The following is the list of relief materials needed when we asked what TWA and women trainees could offer for the inhabitants at the relief camps.

Providing clean and adequate water supply, 2) Providing sanitation facilities by building technically feasible emergency latrines with hand wash facilities in camp sites and constructing appropriate bathing and washing places for women, 3) Disease control and hygiene improvement by distributing hygiene kits, ORS packets, sanitary napkins and chlorine tablets for water purification in the camps, 4) Providing food security and livelihoods for people in camps, 5) Building emergency shelters: with winter fast approaching, bedding materials (mattresses, blankets, and mosquito nets) are needed to protect women, children and elderly from the respiratory tract infections/diseases.



TWA offered mattresses for 300 families in three relief camps while the women leaders brought fruits and candies for the children.

It was the experience and exposure of a lifetime for everyone to visit the relief camps and the photo–stories filed and presented by the teams spoke a whole lot about their experience. One of the team's photo-story had everyone cry; the presentation just reflected everyone's emotion of the day as we walked through the relief camps, talking and connecting with the people there, especially with the women and children in the camps. The elders in

the groups were so moved and touched that the whole experience reminded them of our early exile days.

The day ended with a lot of questions, reflection and thought processes within us as individuals, and as human beings being part of the 7 billion population in this world.



“This is my first Tibetan coordinated training and I am happy to be connected to my roots. Helped me gain self-confidence”. Trinley Paldon, Ph.D Student, Madras University.

Day 7 – December 31st, 2013

A very short formal presentation preceded the panel discussion as our panelists kindly consented to present the group prizes to the teams. The women were put into groups from day one and they have been marked on the basis of their participation, team work, time management etc. The whole idea was to keep the women in a very constructive and positive competition, setting examples to one another and inspiring each other to give their best participation. Dr. Alana Golmei and Ms. Souzeina Mushtaq presented the teams with their group prizes.

The panel discussion titled ‘Role of Women in Peace-building, Reconciliation and ensuring Accountability,’ marked the

culmination of the training organized by Tibetan Women's Association. The panel discussion held at the India Habitat Centre was graced by the three key speakers: Shri Mani Shankar Aiyar, former minister and current member of Parliament, Dr. Alana Golmei, activist and founder of Burma Centre in Delhi and Ms. Souzeina Mushtaq, journalist and writer from Kashmir. Dhardon Sharling moderated the two-hour discussion; as the speakers spoke at the momentous gathering of 50 people.

The 2-hour discussion established a substantive dialogue to identify the impediments and opportunities for women, to consider lessons learned and build on best practices and ways forward for bolstering women's role in securing peace, reconciliation and accountability, across the globe particularly in Tibet, Burma, India and Syria.



Mr. Mani Shankar Aiyar stated that only when sufficient women power is harnessed along with men power, will it sum up to human power. He also said that it is time we understand this very important thing; power needs women more than women need power, and stressed how women are the ones who make the ends meet in a family by stretching every penny to the most possible. The Indian leader summed up his deliberation with a powerful line “Harness women power to human power”.

“My personal conviction....(being in a family of women: a single mother, a doting wife with 3 daughters), has strengthened my



intellectual conviction.”
Shri Mani Shankar Aiyar,
Former Union Minister,
current member of Indian
Parliament and writer.

“With collective effort we can
achieve our dreams... ..our
fight is still on.... we need
to march on.....,” Dr. Alana
Gomei, activist and founder
of Burma Centre in Delhi.



“Women need to be independent first to help themselves and a woman's battle is not a personal one, but a symbol of love and peace.” Ms. Souzeina Mushtaq, Journalist.

The panel discussion concluded after a good question and answer session. TWA's President honored the panelists and the moderator with the mementos as TWA's General Secretary delivered the note of thanks.

The panel discussion was followed by a sumptuous lunch giving the participants some more time to interact and discuss with the panelists.



A short informal presentation ceremony saw TWA's President present certificates of participation to the trainees and TWA's General Secretary led the concluding oral feedback session 'Spin

a yarn'. The oral feed forward session was very productive with some awesome feed forwards. Many of the women could not control their emotions and gave everyone moist eyes and saw tears running down all the faces in the room.

"The training designed to empower Tibetan women on the leadership front focuses on bolstering female representation in the political and social arena of the exile Diaspora," said Ms. Tashi Dolma, President of TWA.

Women's talent night



The final evening saw a 'Women's talent night' where the women leaders unleashed their talent and best of their styles. Teams had to perform a solo song, solo dance, group song, group dance and a fashion show with a theme and social message. For many of our women leaders it was their first ever New Year eve taking time to take care of themselves with some love, style, dance and songs. The secret friends were finally revealed and it was all laughter and surprises as the friends got to know one another. Finally it was the countdown to a brand new year 2014 with greetings, hugs and all smiles.



Voice-TWA's Newsletter



Conclusion

Tibetan Women's Association remains thankful to our financial partners Shelley and Donald Rubin foundation, the TIBET FUND and the National Endowment for Democracy, all based in the United States for supporting us with the much needed financial impetus. We thank our dear participants for their participation and for making this training one of the most successful.

TWA remains thankful to the institutions like Tibetan Children's Village, Mentse Khang, Tibet Charity; for availing the opportunity offered and Sambhota Tibetan Schools Society for supporting us with a yoga master throughout the weeklong program.

The women participants shared commitment to take strident steps in their everyday lives to better and perfect their leadership skills and to hold the mantle of female leadership, to continue with the legacy of women's leadership and thereby secure a safe and a sound future for women across the globe.

The Tibetan Women's Association remains committed to creating more platforms to empower our women to climb higher leadership scales in both personal and professional fronts. Over the weeklong, we saw and heard what needs to be changed and the women surely reflected that the much needed change is going to come from them.

"This year we focused more on strategies including strategic communications and leadership strategy and execution," said Nyima Lhamo, General Secretary of TWA.
