

## Session 7 – Leadership and gender equality (coaching and mentoring)

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# EUROPEAN CIVIL AVIATION CONFERENCE

Established in 1955 - 44  
Member States

Development of safe,  
efficient and sustainable  
European air transport

Safety, security and  
facilitation, environment

Pan-European aviation  
think-tank of Directors  
General of Civil Aviation

Centre of expertise for  
support to its Member  
States





## Women leaders in ECAC

- **Directors General of Civil Aviation – ECAC 44 Member States**
  - Silvia Gehrler – Austria
  - Panayiota Demetriou – Cyprus
  - Halla Sigurdardottir – Iceland
  - Mirjana Cizmarov – Republic of Serbia
- **ECAC Coordinating Committee/Management Board (11)**
  - ECAC President – Ingrid Cherfils (Sweden)
  - One out of three ECAC Vice-Presidents – Silvia Gehrler (Austria)



## Leadership

- **Challenges of leadership – men and women**
  - Specific behaviour skills
- **Unique challenges for women leaders**
  - « You Can Have It All » vs « Women Can't Have it All » (*Anne-Marie Slaughter*)
- **Unique challenge in aviation - reliance on Science, Technology, Engineering and Mathematics – STEM**



## Coaching and Mentoring

- **Complementary of tools**
- **Coaching**
  - Need to have skilled/trained individuals with a mandate for developing people
  - Tailored to organisational context
- **Mentoring**
  - Need to have a one-to-one, trusted relation
  - External to organisation – no authority/hierarchy link

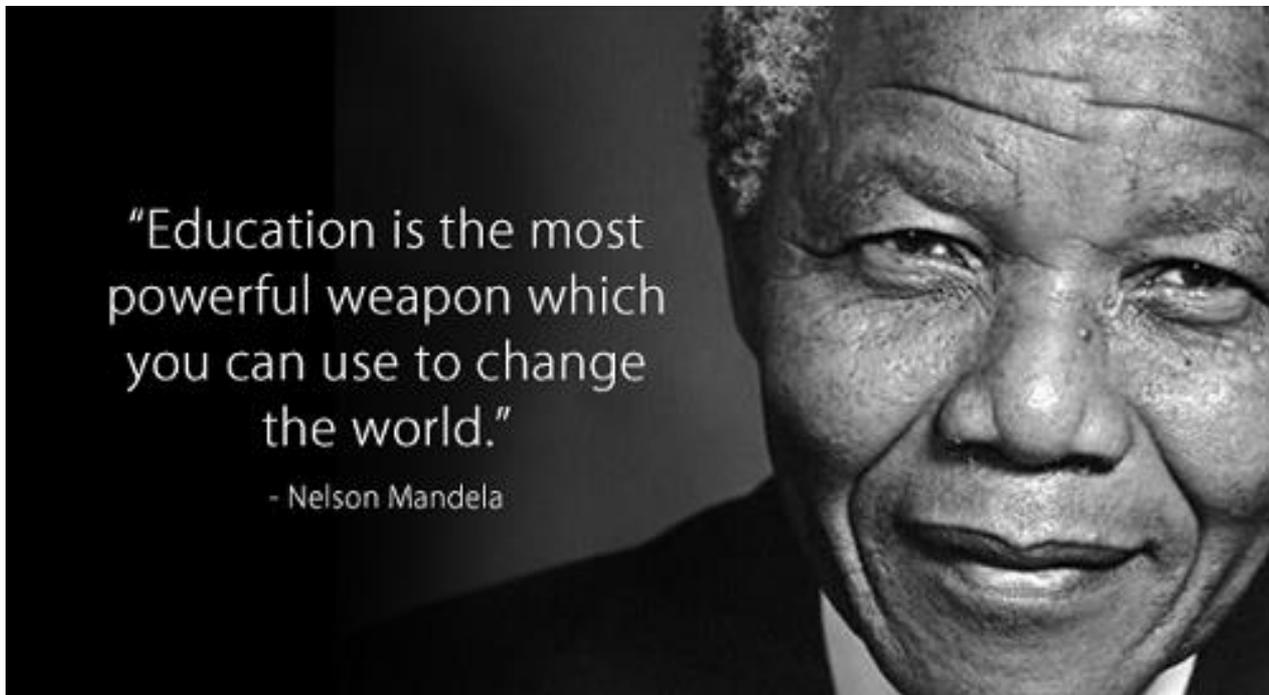


## The way forward

- **Defining a strategy for change**
- **Providing opportunity for education**
  - Establish funding support for participation in Women Leadership Programmes
  - Engagement with UN/other programmes breaking down societal gender barriers
- **Promoting mentoring across organisations**
  - Community of peers (men and women) succeeding in leadership roles



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