



Under the patronage of the First Lady of the Republic of Zimbabwe

Her Excellency Dr. Auxillia Mnangagwa

**2nd UN Tourism Regional Congress on Women's Empowerment in Tourism in Africa,
Victoria Falls, Zimbabwe**

Technical Workshop on Dismantling Structural Barriers to Career Progression

29 & 30 April 2026

Wednesday 29 April 2026

Congress Opening Ceremony Venue: Golf Course, Elephant Hills Hotel

08:00-09:00 **Registration of participants**
Venue: Pagoda Room (open from 25th of April onwards)

09:00--13:00 **Official Opening Ceremony of the Congress**

13:00-14:00 **Lunch**

Workshop on Dismantling Structural Barriers to Career Progression (Afternoon-Day 1)

Venue: Kalundu Room, Elephant Hills Hotel

14:00-14:15 **Workshop Opening Remarks**

- **Mrs Lydia Bebe KUM**, Programme Officer, UN Tourism
- **Mrs Gladys Chinyerere**, Director for Domestic Tourism, Ministry of Tourism and Hospitality Industry (Zimbabwe)

14:15 – 15:15 **Session 1: Peer Exchange**

This session presents the opportunity for peer exchange between participants. The aim is to identify common barriers to progression and leadership in the tourism sector. During this collaborative icebreaker, participants will share stories, spark meaningful connections and ensure solutions are rooted in the real-world experiences of African women.

Co- lead facilitators:

- Dr. Lucy **FERGUSON**, Founder and CEO, Fabulous Feminists, Spain
- Mrs Chipso **MANDELA**, Liam Collection, Founder and Proprietor, Zimbabwe

15:15 – 16:00 **Session 2: Negotiating challenges and barriers**
Building upon the key findings on the [Women in Tourism Regional](#)

Congress themed Beyond Empowerment to Education, Innovation and Finance Access, the goal of this session is to equip women with negotiation skills to support them to achieve their professional goals. Through breakouts and role-play exercises participants will learn, share and practice negotiation strategies with peers.

Co-lead facilitators:

- Dr. Lucy **FERGUSON**, Founder and CEO, Fabulous Feminists, Spain
- Ms Chipo **MANDELA**, Liam Collection, Founder and Proprietor, Zimbabwe

16:00-16:15

Coffee break

16:15– 17:30

Session 3: Group Work - “Bridge to Leadership”

To transform negotiation skills into leadership presence. In this practical "Presentation" session, participants will work in groups to develop a pitch based on their professional and/or commercial goals. The aim is to develop skills and confidence in communication and presentation skills, using creative techniques and formats. **Pitches will be prepared to be delivered on Day 2 (template to be provided).**

Co-lead facilitators:

- Dr. Lucy **FERGUSON**, Founder and CEO, Fabulous Feminists, Spain
- Mrs Chipo **MANDELA**, Liam Collection, Founder and Proprietor, Zimbabwe

17:30 -17:45

Key takeaways of Day 1

- **Mrs Lydia Bebe Kum**, Programme Officer, UN Tourism
- **Mrs Gladys Chinyerere**, Director for Domestic Tourism, Ministry of Tourism and Hospitality Industry (Zimbabwe)

17:45 - 18:00

Informal Networking

The day concludes with a relaxed networking session to help participants break the ice and start building relationships. This is the perfect time to begin planning for the 'Networking Challenge' for coffee/lunch breaks on day 2 and identify potential strategic alliances for Day 2. Make 3 strategic alliances that can help your future career or business development.



Thursday 30 April 2026

Workshop on Dismantling Structural Barriers to Career Progression (Day 2)

Workshop Venue: Kalundu Room, *Elephant Hills Hotel*

08:30 - 09:45

Session 4: Practice ground

Each group will present their group work, applying the negotiation and presentation skills gained on Day 1.

09:45-11:00

Session 5: Presentation revisions

This session serves as a final rehearsal and feedback loop before the main Congress pitch.

Co-lead facilitators:

- Dr. Lucy **FERGUSON**, Founder and CEO, Fabulous Feminists, Spain
- Mrs Chipso **MANDELA**, Liam Collection, Founder and Proprietor, Zimbabwe

11:00-11:15

Coffee break

11:15-12:15

Session 6: Connect to success-“How to Network Like a Pro”

To provide concrete tools for the "Networking Challenge" set on Day 1. This session prepares participants for the high-level networking during the final lunch and Congress pitch.

Co-lead facilitators:

- Dr. Lucy **FERGUSON**, Founder and CEO, Fabulous Feminists, Spain
- Mrs Chipso **MANDELA**, Liam Collection, Founder and Proprietor, Zimbabwe

12:15-12:30

Key takeaways of Day 2

- **Mrs Lydia Bebe Kum**, Programme Officer, UN Tourism
- **Mrs Gladys Chinyerere**, Director for Domestic Tourism, Ministry of Tourism and Hospitality Industry (Zimbabwe)

12:30-14:00

Lunch

During the lunch break, Workshop Participants will move from theory to practice by networking directly with Congress Delegates. Using the personal branding and outreach strategies practiced earlier in the morning, participants will finalize their '**Networking Challenge**' by establishing at least three concrete professional follow-ups.

14:00 – 14:15

Presentations to the Women's Empowerment in Tourism in Africa Congress

Grand Presentation: In this final showcase, selected representatives will present their pitches to the full Congress. This session highlights the communication, negotiation and leadership skills developed throughout the workshop. The event concludes with a group photo on stage to celebrate the "Bridge to Leadership".

- During the closing ceremony, a **ceremonial presentation** of certificates will be held for a selected group of participants during the official closing session.
- **All participants** who fully attend the technical workshop and the Regional Congress are eligible for a certificate.
- **Distribution:** For Zimbabwean nationals, the Ministry of Tourism and Hospitality Industry will manage the dissemination of remaining certificates.