



INSTITUTION OF ENGINEERS OF KENYA

CONCEPT NOTE: 1ST WOMEN ENGINEERS CONVENTION 2025

THEME: *“Engineering Excellence in Service Delivery”*

DATE: 28th March 2025: Mentorship; 29th and 30th May 2025

VENUE: *Naivasha Country Hotel Sawela Lodges in Nakuru County*

1. INTRODUCTION

The Women Engineer’s Convention is a pivotal event designed to bring together a diverse set of professionals to explore and amplify the impact of women in engineering. With the theme *“Engineering Excellence in Service Delivery,”* the convention will focus on empowering women to drive innovation, sustainability, and leadership within the rapidly evolving engineering landscape. Through a series of keynotes, panels, training sessions, and networking opportunities, the convention aims to inspire and equip women engineers at all stages of their careers to tackle complex challenges, foster collaboration, and create transformative solutions. By highlighting the significant contributions of women in engineering, the convention will highlight their essential role in shaping the future of the industry.

2. OBJECTIVES

- 2.1. **Chart a New Path for Women Engineers-** To break new barriers and empower and support women in engineering by creating inclusive opportunities, promoting gender equality, and fostering environments that encourage leadership, innovation, and professional growth—ultimately increasing the representation and impact of women in the engineering field.
- 2.2. **Empower Leadership and Career Advancement:** Provide a platform for female engineers to enhance their leadership skills, foster emotional intelligence, and explore strategies for career growth, with a focus on entrepreneurship, mentorship, and reaching executive roles.
- 2.3. **Promote Mentorship, Networking and Collaboration:** Facilitate opportunities for women engineers to build strong professional networks, collaborate across disciplines, and engage with industry leaders and policymakers to drive innovation and address key challenges in engineering.
- 2.4. **Advocate for Gender Equity and Policy Change:** Drive conversations around gender equity, amplify women’s voices in engineering leadership, and advocate for policies that support gender inclusivity, diversity, and sustainable practices within the industry.



- 2.5. **Advocate for enhanced role for women in Governance and politics-** Promote collaborations between engineering organizations, women's groups, and political institutions to create platforms where women engineers can contribute to policy discussions, especially in areas like infrastructure, innovation, sustainability, and digital governance.
- 2.6. **Enable organizations to market gender friendly products-** Provide an opportunity of organizations to market products that are thoughtfully designed to address the diverse needs of all genders, fostering inclusivity and equality."

3. KEY THEMES AND TOPICS

- 3.1. **Leadership and Career Advancement:** Exploring the unique factors that fuel women leadership and associated stereo types including developing leadership skills, emotional intelligence, and strategies for women engineers to excel in technical and executive roles.
- 3.2. **Opportunities for Engineers in Governance and Politics-** Explore opportunities for women in governance and politics.
- 3.3. **Monetizing Engineering Skills Beyond Employment: Empowering** women to explore entrepreneurial opportunities in contracting and consulting while fostering innovation in engineering solutions.
- 3.4. **Networking, Collaboration, and promoting Women Led Initiatives in Engineering Organization:** Building strong professional networks and encouraging cross-disciplinary collaborations to drive progress and tackle complex challenges.
- 3.5. **Gender Equity and Policy Advocacy:** Advocating for gender equity in engineering, amplifying women's voices in leadership, and driving policy changes for a more inclusive industry.
- 3.6. **Mentorship and Professional Development:** Providing mentorship opportunities and career development resources to guide the next generation of women engineers.
- 3.7. **Risk Management, Quality, and Excellence:** Exploring best practices in risk management, quality assurance, and safety standards to ensure successful project delivery.
- 3.8. **C-Suite Leadership:** Supporting women engineers in executive leadership roles by providing tools and strategies to overcome barriers and confidently lead.
- 3.9. **Promotion of Work-Life Balance in Engineering Careers and Gender Mainstreaming.**
- 3.10. **Exploration of opportunities in Emerging Technologies and Digitalization.** Further exploring AI tools that can support women in undertaking their tasks.

4. PROGRAMME TOPICS





- AI tools for simplifying daily tasks
- Unique factors that fuel women leadership & the stereotype of the "emotional" female leader.
- Opportunities for engineers in governance and politics
- Monetizing engineering skills beyond employment
- Work life integration in demanding engineering careers & gender mainstreaming & roadmap to gender policies
- Youth led session on career advancement for your engineers
- Essential guide to personal branding
- Opportunities in emerging technologies & digitalization
- Project and risk management for engineers
- Personal financial fitness and investing in turbulent times
- Mental & reproductive health and wellness in the workplace

5. TARGET AUDIENCE

- Female engineers, Technicians, Technologists and other relevant professionals across all experience levels.
- Policy makers, governance organizations and non-state actors.
- Industry leaders and corporate executives.
- Women leaders from various local and international organisations, including politicians.
- Policymakers and government representatives.
- Academics and researchers in engineering and technology fields.
- Students and young professionals aspiring to careers in engineering.
- He for She mentors.
- Organisations that deal in women's products.

6. PROPOSED ACTIVITIES

- Keynote Speeches: Inspiring talks from renowned women engineers and industry leaders.
- Panel Discussions: Interactive sessions addressing key themes and challenges.
- Training Sessions: Practical sessions focused on skill development and innovation.
- Networking Events: Opportunities for attendees to connect and share experiences.
- Exhibition Stands: Showcasing products, services, and projects led by women in engineering.

7. EXPECTED OUTCOMES

- **Enhanced Leadership and Career Growth:** Women engineers will gain critical



leadership skills, emotional intelligence, and practical strategies for career advancement, positioning them for success in both technical and executive roles, as well as in entrepreneurship.

- **Stronger Networks and Collaborative Innovation:** Attendees will expand their professional networks, foster cross-disciplinary collaboration, and engage in meaningful partnerships that drive innovation and contribute to solving complex engineering challenges.
- **Increased Gender Equity and Advocacy Impact:** The convention will catalyze policy changes and foster an environment that amplifies women's voices, promoting gender equity in engineering leadership, diversity in the workforce, and sustainable practices within the industry.

8. CONCLUSION

The 1st Women Engineer's Convention aspires to create a lasting impact by equipping female engineers with the skills, knowledge, and networks necessary to lead and innovate within the engineering field. Through collaboration and empowerment, the convention will contribute to building a more inclusive and dynamic industry, where women's voices are amplified, leadership is fostered, and excellence in engineering is achieved.