



# PORTRAITS OF FEMALE LEADERS IN GIZ VIETNAM

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# Foreword

*“What makes a true leader? Does gender matter?”*. This question is often raised in every discussion whenever we talk about leadership. In order to find the answer, it would be better to hear the voice of insiders.

On the occasion of International Women’s Day, a photobook and video have been launched to feature the portraits of female leaders in GIZ Vietnam. Both are based on interviews with 15 female leaders who are taking different positions in the organization. These female leaders share their experiences, achievements, challenges as well as opinions on true leadership, gender equality and lessons learnt from their personal leadership journey. This activity represents the first part of a bigger project and will be completed by male leadership stories, so that we will have an overall picture about leadership in GIZ Viet Nam.

As interviewers, we were inspired by strength and perseverance of female leaders in the organization. Please have a look, enjoy and reflect on your own opinion.

Let’s make our organization become a place where leadership has no gender!

***GIZ Vietnam’s Gender Circle***





# Regina Ecker

Country Director

*GIZ Viet Nam*

*“If you like to be creative and if you want to change the world in a positive way, then you should become a leader.”*



# Pham Thi Phuong Thao

Team Leader –  
Contract & Procurement,  
Finance & Accounting

*GLZ Hanoi Office*

*“A true leader knows how to listen  
and respect her/his staff, tap into  
the power of teamwork, make decision  
when necessary and be responsible  
for her/his decision.”*



# Nguyen Thi Hong Nhung

Team Leader –  
General Administration  
& Logistics

*GLZ Hanoi Office*

*“My leadership motto  
is to enable staff to  
work better so that they  
have a feeling of the  
working environment  
as their second home.”*







# Do Ngoc Bich

Team Leader -  
Human Resources Management

*GIZ Hanoi Office*

*“Become accountable for  
everything including those  
that go wrong.”*

# Vu Chi Mai

Team Lead - Technical

*Renewable Energy and  
Energy Efficiency (4E) Project*



*“Success is built on efforts to understand ourselves, understand people, create team synergy and inspire others by telling them why we do this or that.”*

# Giap Thi Thanh Binh

Team Leader –  
F&A and Liaison Manager

*TVET Programme*



*“Be willing to do  
something you have  
never done, and you  
will achieve something  
you have never had.”*





# Pham Viet Ha

Team Leader – Technical

*TVET Programme*



*“Never stop learning. Be open for changes. Don’t be afraid of differences and judgements. Your persistence, competencies and personality will eventually bring you successes. Like my mother said ‘Respect is earned, not given’.”*

# Tran Thi Huong Giang

Team Leader - Technical

*Project "Social Dimension of  
Sustainable Green Growth  
in Vietnam"*



*"I believe in the team spirit.  
For me, each team member is a piece of  
a dynamic puzzle. We support  
each other and flexibly complement to  
each other. Thus, together we make our  
own beautiful, lively and  
harmonious picture."*



# Ly Thu Nga

Team Leader – Technical

*Green Financial Sector Reform  
Macroeconomic Reform/ Green  
Growth Program*

*“In order to overcome barriers  
of gender inequality, women  
ourselves should work in the  
‘we can do’ spirit and never stop  
learning so as to prove that we  
can perform just as well as men  
do in any field.”*



# Phung Thi Thuy Anh

Team Leader - Admin & Finance

*Green Cluster*



*“Love yourself to love others, inspire others with passion, positive thinking and energy.”*





# Anja Barth

Chief Technical Advisor

*Project "Programme on Conservation and Sustainable Use of Forest Biodiversity and Ecosystem Services in Vietnam"*

*"For me leadership means that I encourage the team to work together, to motivate and support each other, and that we jointly strive to achieve our goals."*



# Hoang Thanh Ha

Team leader – Liaison Management  
and PR/Communication

*Green Cluster*

*“My foremost principle is to lead by kindness, which means to trust and respect team members, create the most enabling conditions to fulfill their tasks and acknowledge their efforts properly.”*





*“Don’t let others judge your ability by gender. Let your work performance make noise.”*

## Dang Tuyet Ly

Team Leader – Technical

*Project “NDC Transport Initiative for Asia”*



# Eike Hellen Feddersen

Coordinator Myanmar and Viet Nam  
& Coordinator Private Sector Cooperation

*FABRIC project*

*“A true leader sees the potentials  
in people and processes and  
takes the responsibility  
to develop these.”*





# Phan Thi Uyen

Senior Project Officer

*ASEAN COMPETE Project*

*“Trust in yourself  
and make your  
own story.”*



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