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**Letter of recommendation for Magalí Martínez Solimán
– Leadership Leader selection**

I know Magalí Martínez Solimán from our collaboration since 2007 in the design, planning and development of several programs aimed at fostering equality between women and men. This is the main function of the **Institute for Equality and Family of Navarre** where I am **Head of the Projects and Programs Department** and for which Magalí works on a regular basis. I also worked with her in 2005 in my previous position as Equal Opportunities expert at the town council of Alsasua, Navarre, Spain.

Throughout our professional path together, I have had the chance to witness Magalí's leadership when she facilitates the work of very diverse groups (of politicians, of representatives of social and economic organizations, of technical experts working for public administrations, etc.), as well as groups made up of people belonging to all the former ones, all of them ranging from small teams to larger groups of some 50 members.

The impact of her leadership is noticeable in many aspects:

- In her ability to design and set up projects that are clearly transformative of our society, and to enroll and actively engage very diverse sectors of the population in their actions, with deep respect and great passion.
- In the implementation of projects and programs: Magalí manages to establish an ongoing consensus and synergy, as the group gets to own the project and its goals, creating enthusiasm, commitment, engagement and a new sense of co-operation.
- In the skillful way she finds -and has the group find- new opportunities and improvement areas when things become difficult, which allows the processes to go on. And in the masterful way she intervenes in case of conflict, fostering people's ability to produce their own solutions and ways of understanding; and sometimes using her authority.
- Respecting the differences within the groups and among individuals: Magalí knows how to identify and to adapt to the characteristics of every person and every group, without harming the nature or the goal of the action.

Magalí shows a genuine longing for the individual and collective growth of the people she works with, and a great confidence in the leader within each of us. In that sense, I have witnessed how her leadership inspires many people to participate as citizens in their communities, to empower themselves, to manage their time, to reflect on their desires and dreams for themselves and for their communities, and to understand and take charge of their identity, their lives and their relationships within their communities.

I also think that her leadership has having an impact, probably more diffuse, but also deeper, on the realization of gender equality, a principle that is present in all her actions. Magalí has promoted through her work the creation of networks that will sustain this principle in the future.

I am also acquainted with Magalí's skills as trainer, as one-on-one and team coach, and as lecturer (on gender issues, local development, Corporate Social Responsibility, employment and time management). She is also the author, amongst other, of several publications aimed ultimately at helping people attaining their personal or collective dreams.

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