

TRAINING SEMINAR



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International

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Women in Leadership

The proportion of women in key leadership roles remains low in most organisations. Women face a unique set of challenges when progressing into senior leadership positions, including unconscious bias, fewer role models, and a peer group that continually shrinks the more senior they become. These can make striving for the top a lonely and frustrating endeavor even in organisations with the best intentions to support their top female talent.

The program on Women's Leadership will provide participants with knowledge, skills and attitude to increase their leadership impact and create lasting personal and professional change. This program immerses the participants in a profoundly personal exploration, which focuses on developing self-awareness, awareness of others and emotional intelligence. This will allow the professionals to lead with greater passion and confidence, inspiring others to do their best work, and create exceptional value for their organisation. This training course is interactive and builds on an action-observation-reflection model of learning with a combination of experiential exercises, peer collaboration, large and small group discussions and self-analysis.

"I realised I had visions inside of me that I could achieve, and I was empowered to go ahead and achieve them."

— Woman in a Nigerian leadership workshop

PRACTICAL OBJECTIVES

- ✓ **Foster** self-awareness and a personal vision of leadership.
- ✓ **Know** the tools to support strategic decision-making.
- ✓ **Develop** the communication skills of a good manager.
- ✓ **Cultivate** a healthy and harmonious work environment.



TARGET AUDIENCE:

- **Women directors and managers of public, paraprofessional or private organisations**
- **Women project and programme coordinators**
- **Business women**
- **Any women interested in management positions**

DURATION: 2 weeks

SEMINAR TOPICS

- **Women's Leadership:** Leadership challenges. Leadership vs management. Leadership as a relationship. Characteristic and behaviours of effective leaders. Strengths and opportunities. Obstacles and threats. Leadership self-assessment: Self-personality traits (MBTI® assessment).
- **Strategic Leadership:** Communicating a shared strategic vision. Using SWOT to assist in planning. Leadership self-assessment: Are you a strategic thinker?
- **Communication and Emotional Intelligence (EI):** Meaningful and dynamic conversations with employees. Fostering employee spirit, confidence, trust and mutual understanding. Positive and collaborative work relationships. Key factors in EI: self-awareness, self-management, social awareness and relationship management.
- **Diversity and Culture in the New Workplace:** Practices, values, traditions or beliefs. Overcoming cross cultural barriers in communication. Key dimensions of differences in cultural values. Leadership initiatives for achieving cultural diversity. Leadership self-assessment: creating your cultural value profile and defining your cross cultural skills and attitude.
- **Coaching and motivation:** Coaching model. Skills and techniques. GROW model. Leadership self-assessment: characteristics of an effective coach.
- **Leaders' roles:** Team-based organisation. Performance. Conflict resolution. Employee engagement. Negotiation: trust and mutual gain. Leading change.
- **Leadership portfolio and peer coaching.**