WOMEN IN LEADERSHIP, BREAKING THE GLASS CEILING COURSE

Introduction

The concept of the "glass ceiling" represents the invisible but pervasive systemic barriers that prevent women from advancing to senior leadership and executive roles within organizations Despite women making up nearly half of the labor force and outperforming men in many leadership competencies, they remain significantly underrepresented in top management and C-suite positions This comprehensive training program, "Women in Leadership , Breaking the Glass Ceiling," is designed to empower emerging and current female leaders with the strategic skills, insights, and confidence required to navigate and dismantle these barriers. The course delves into the historical context and modern manifestations of gender bias, equipping participants with practical tools for career advancement. Through a blend of theoretical frameworks and actionable strategies, participants will learn how to build executive presence, leverage professional networks, advocate for systemic change, and develop the resilience necessary to thrive in male-dominated environments. Ultimately, this course aims to transform the corporate landscape by cultivating a robust pipeline of female executives ready to lead with impact and authenticity.

Course Objectives

- Understand and identify systemic barriers contributing to the glass ceiling and gender disparities in the workplace
- Develop a strong executive presence and leadership brand
- Master strategic networking and secure mentors and sponsors for career acceleration
- Enhance core leadership competencies including strategic thinking, emotional intelligence, and decision-making
- Navigate organizational politics and manage unconscious bias effectively
- Negotiate effectively for roles, resources, and compensation

- Drive organizational change and advocate for inclusive policies
- Mentor and sponsor the next generation of female leaders

Course Modules

> Module 1: Understanding the Glass Ceiling
- Historical Context and Evolution
- The Current Landscape
- Identifying Invisible Barriers
- The Business Case for Diversity

> Module 2: Unpacking Unconscious Bias and Stereotypes
- The Psychology of Bias
- Navigating the Double Bind
- Microaggressions in the Workplace
- Strategies for Overcoming Bias

> Module 3: Developing Executive Presence and Personal Branding
- Defining Executive Presence
- Crafting a Leadership Brand
- Authentic Leadership
- Visibility and Self-Promotion

> Module 4: Strategic Communication and Influence
- Assertive Communication
- Active Listening and Empathy
- Influencing Without Authority
- Public Speaking and Presentations

> Module 5: The Power of Mentorship and Sponsorship
- Mentorship vs. Sponsorship
- Finding and Securing a Sponsor
- Being an Effective Mentee
- Paying it Forward

> Module 6: Negotiation and Conflict Resolution
- The Gender Gap in Negotiation

- Principled Negotiation Strategies
- Managing Workplace Conflict
- Handling Difficult Conversations

> Module 7: Emotional Intelligence and Resilience
- The Role of EQ in Leadership
- Building Psychological Capital
- Managing Stress and Burnout
- Overcoming Imposter Syndrome

> Module 8: Strategic Thinking and Decision Making
- Shifting from Tactical to Strategic
- Analytical Problem Solving
- Risk-Taking and Innovation
- Data-Driven Decision Making

> Module 9: Navigating Organizational Politics
- Understanding the Power Dynamics
- Building Alliances and Coalitions
- Ethical Politicking
- Managing Up and Across

> Module 10: Driving Systemic Change and Inclusive Cultures
- Assessing Organizational Culture
- Designing Inclusive Policies
- Leading DEI Initiatives
- The Future of Women in Leadership

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