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# Women In Leadership

## PROGRAM OVERVIEW:

The Women in Leadership program by People Tank is designed to empower women to reach their full potential in leadership roles. This comprehensive program combines theoretical knowledge with practical skills, fostering an environment where women can develop, network, and thrive.

## PROGRAM OUTCOMES:

- Enhanced leadership skills and confidence
- Improved strategic thinking and decision-making abilities
- Stronger communication and influence capabilities
- Ability to lead and develop high-performing teams
- Increased resilience and work-life balance
- Expanded professional networks and alliances

**PROGRAM DURATION:** 6 months

## PROGRAM STRUCTURE:

### Module 1:

#### Self-Awareness and Personal Leadership

- Session 1: Understanding Your Leadership Style
  - Self-assessment tools
  - Identifying strengths and areas for development
- Session 2: Building Confidence and Presence
  - Overcoming imposter syndrome
  - Enhancing executive presence

### Module 2:

#### Effective Communication and Influence

- Session 1: Advanced Communication Skills
  - Active listening
  - Clear and persuasive communication
- Session 2: Negotiation and Conflict Resolution
  - Strategies for successful negotiation
  - Managing and resolving conflicts



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## Module 3:

### Strategic Thinking and Decision Making

- Session 1: Developing Strategic Vision
  - Understanding the bigger picture
  - Setting and aligning goals with organisational objectives
- Session 2: Data-Driven Decision Making
  - Leveraging data and analytics
  - Making informed decisions

## Module 5:

### Navigating Organisational Politics

- Session 1: Understanding Organisational Culture
  - Navigating and influencing organisational dynamics
- Session 2: Building Alliances and Networks
  - Developing strategic relationships
  - Leveraging networks for career growth

## PROGRAM ACTIVITIES:

### Workshops and Seminars:

- Interactive sessions with industry leaders and experts
- Case studies and real-world scenarios

## Module 4:

### Building and Leading High-Performing Teams

- Session 1: Team Dynamics and Collaboration
  - Building trust and fostering collaboration
  - Leading diverse teams
- Session 2: Talent Management and Development
  - Identifying and nurturing talent
  - Creating succession plans

## Module 6:

### Work-Life Balance and Resilience

- Session 1: Managing Work-Life Integration
  - Strategies for balancing professional and personal life
- Session 2: Building Resilience and Well-being
  - Stress management techniques
  - Fostering mental and emotional well-being

### Mentoring and Coaching:

- One-on-one mentoring with senior leaders
- Personalised coaching sessions



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## **Networking Events:**

- Opportunities to connect with peers and industry professionals
- Networking dinners and social events

## **Action Learning Projects:**

- Real-life projects to apply learning
- Group presentations and feedback sessions

## **EVALUATION AND FEEDBACK:**

### **Progress Reviews:**

- Regular check-ins with mentors and coaches
- Personal development plans and goal setting

### **Feedback Mechanisms:**

- Participant feedback surveys
- Peer and self-assessments

