

Women in Leadership

Although women are now more visible in public leadership, women are still under-represented in the highest echelons of leadership. As this catalogue goes to print, women now hold 10 of the 37 most senior positions in Whitehall and 28% of Chief Executives of local council in England are women.

This online course in our [Leadership & Management](#) series is for females will help you surpass the barriers for you to impact, influence and breakthrough the mould of gendered leadership. With advice, tactful tips and insights to unlock your potential skills, network and confidence to transform and develop into the leader you foresee yourself to be.

At the [Civil Service College](#), we tailor our courses to each attendee's role and organisations, ensuring that each delegate gets the most out of the training. Our courses and trainers are continuously updated and evaluated to ensure that we are always delivering the best service possible.

Aim

To provide participants with a clear understanding of:

1. Leadership and gender: stereotypes and realities
2. Identifying and dealing with issues and barriers to advancement faced by women in the workplace
3. Recognising and dealing with common mistakes and traps faced by women
4. Developing leadership skills and qualities, such as emotional intelligence, building assertiveness and developing resilience
5. Networks, support mechanisms and managing work-life balance

Methodology

The training approach to be used, which governs the design and delivery of the training is based on the following principles:

- To actively involve the participants throughout the training
- To enable participants to share their thoughts and enquiries
- The training is designed based on the needs and expectations of the participants that are reflected in the pre-training questionnaire

Workshop methods and tools

In order to achieve the objectives of the training, the following tools and methods will be utilised:

- **Presentations:** presentations will be used in order to provide the background of each subject and create discussion and questions.
- **Discussions:** throughout the training, participants will be encouraged to contribute to discussions and share their experiences and thoughts with the rest of the group. The discussions will be facilitated and coordinated by the facilitator in order to maintain the focus in the key areas of interest
- **Case studies:** case studies will be used so as to facilitate and trigger discussion, as well as allow external benchmarking so as to achieve competitiveness

- **Group work:** group work will be used in order to facilitate practical understanding of the issues and in order to enhance team working, team building and cooperation amongst participants

Sample programme

10.00 Welcome and introductions

- Aims and methods of the day. Participants aims and experience

Leadership and gender

- Stereotypes and realities: what the research says
- Identifying and dealing with issues and barriers to advancement faced by women in the workplace
- Recognising and dealing with common mistakes and traps faced by women

Refreshment break

Case study session

Lunch

Developing leadership skills and qualities

- Understanding and leveraging your strengths. Topics may include:
 - Emotional intelligence, building assertiveness and developing resilience
 - Communicating, influence and negotiating
 - Managing a team – successful relationship building
 - Networks, support mechanisms and managing worklife balance

Refreshment break

Interactive problem-solving session

17.00 **Feedback and action plan**