**MAGNA SKILLS DEVELOPMENT INSTITUTE**

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

**Investment and Career Development**

# Women in Leadership

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

| COURSE CODE | DELIVERY | DURATION | PREPARED FOR |
|---|---|---|---|
| **MSD2872** | **Online / Face-to-Face** | **Flexible** | **Organisation Approval** |

**Register for this Course** **View Online Course Page**

## Course Overview

Women make up almost half the workforce, yet they are promoted to leadership positions at a rate far lower than are their male colleagues. What accounts for this leadership gap? How can organizations foster and develop women leaders?

Studies show that having women in leadership positions brings many benefits to an organization, including greater accountability and a culture of work-life balance. Yet it can be difficult to determine the barriers to women's advancement, and even more difficult to surmount them. Learning how to foster and develop women as leaders not only benefits individual employees, but can benefit your entire organization.

## Course Outcomes

Research has consistently demonstrated that when clear goals are associated with learning, it occurs more easily and rapidly. With that in mind, let's review our goals for today.

**At the end of this workshop, participants should be able to:**

- Discuss the barriers women face in entering leadership positions
- Understand the importance of developing women leaders
- Determine steps your organization can take to foster women leaders
- Understand the benefits of developing women leaders
- Apply the principles of fostering women leaders to your own organization

## Course Outline / Curriculum

- Module One: Getting Started
- Workshop Objectives

**Module Two: Women and the Workforce**

- 50% of the Population
- 60% of College Degree Earners
- 47% of the US Workforce
- 52% of Professional Jobs
- Case Study
- Module Two: Review Questions

**Module Three:  The Leadership Gap**

- Women are Underrepresented in Leadership
- Women in Executive Positions
- Women in Finance, Health Care, and Law
- Historical Trends
- Case Study
- Module Three: Review Questions

**Module Four: Barriers to Women’s Leadership**

- Gender Differences are Overemphasized
- Gender Differences are Undervalued
- Women Lack Professional Networks
- Work and Family Conflict
- Case Study
- Module Four: Review Questions

**Module Five: Traits of Women’s Management**

- Women Lead By Uniting Diverse Groups
- Women Value Work-Life Balance
- Women Value Interpersonal Relationships
- Women Value Accountability
- Case Study
- Module Five: Review Questions

**Module Six: Benefits of Women’s Leadership**

- Greater Collaboration
- Culture of Work-Life Balance

Culture of Accountability

- Assists in Recruiting Millennials
- Case Study
- Module Six: Review Questions

**Module Seven: Nurture Women's Leadership**

- Actively Recruit Women
- Create and Encourage Networking Opportunities
- Pair Women with Mentors in Leadership
- Create and Encourage Training Opportunities
- Case Study
- Module Seven: Review Questions

**Module Eight: Actively Recruit Women**

- Discover Your Barriers to Hiring
- Discover Your Barriers to Retention
- Recruit via Women's Organizations
- Create and Promote a Woman-Friendly Culture
- Case Study
- Module Eight: Review Questions

**Module Nine: Encourage Networking Opportunities**

- Create a Women's Networking Group
- Encourage Women to Join Organizations
- Networking Builds Confidence
- Networking and Recruiting
- Case Study
- Module Nine: Review Questions

**Module Ten: Pair Women with Mentors**

- Benefits of Mentoring
- Think Creatively
- Incorporate Mentoring at Every Stage
- Encourage Women to Mentor
- Case Study
- Module Ten: Review Questions

**Module Eleven: Create Educational Opportunities**

- Encourage the Learning of Leadership Skills
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Internal Programs and Trainings

- Outside Training and Workshops
- Encourage Training at Every Stage of the Career
- Case Study
- Module Eleven: Review Questions

**Module Twelve: Wrapping Up**

- Words from the Wise

## Target Audience

## Key Course Benefits

**Work-Ready Skills**

Delegates leave with practical tools, templates and methods they can apply immediately at work.

**Better Institutional Results**

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

**Sponsor-Friendly**

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

**Professional Recognition**

Delegates receive training documentation and a certificate of completion after successful participation.

## Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

### Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

### East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

### West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

### International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

### Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flex

### Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

## Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

**Register / Apply Online** | **View Full Course Page**

## About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

## Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

| | |
|---|---|
| **Organisation / Department** | |
| **Delegate Name(s)** | |
| **Approved Course** | Women in Leadership |
| **Preferred Delivery Mode** | ☐ Online ☐ Face-to-Face ☐ Organisation-Based Training |
| **Preferred Training Venue / Date** | |
| **Estimated Number of Delegates** | |
| **Budget / Vote Number** | |
| **Contact Person** | |
| **Email / Mobile** | |

Authorised Name _____ Signature / Stamp _____ Date _____