



COURSE NAME

Developing Women Leaders

COURSE DURATION

Five days

COURSE DESCRIPTION

The Developing Women Leaders program offered by Arcan Academy is designed to provide women with the knowledge and skills required to succeed in leadership positions. This program covers the principles and concepts of leadership, including communication, influence, decision-making, and conflict resolution. Participants will also learn effective techniques for building and leading teams, managing change, and promoting diversity and inclusion in the workplace. This program includes lectures, case studies, group discussions, and practical exercises to provide participants with a comprehensive understanding of leadership.

COURSE OBJECTIVES

The objective of the Developing Women Leaders program is to provide women with the knowledge and skills required to succeed in leadership positions. By the end of the program, participants will be able to apply their knowledge to real-world situations, understand effective leadership techniques, build and lead high-performing teams, manage change effectively, and promote diversity and inclusion in the workplace. Additionally, participants will learn how to develop their own leadership style, build confidence, and overcome barriers to leadership. Upon completing this program, participants will be well-prepared to take on leadership positions and advance their careers.

COURSE OUTLINES

DAY 1

I. Introduction

- Welcome and introductions
- Purpose and objectives of the training program
- Overview of the importance of developing women leaders

II. Understanding Gender Bias and Stereotypes



- Defining gender bias and stereotypes
- Recognizing the impact of gender bias in the workplace
- Challenging and overcoming gender stereotypes
- Promoting gender equality and inclusivity.

DAY 2

III. Building Self-Awareness and Confidence

- Developing self-awareness as a leader
- Recognizing and leveraging personal strengths
- Cultivating confidence and assertiveness.

IV. Leadership Styles and Skills

- Exploring different leadership styles
- Identifying individual leadership strengths and areas for development
- Developing effective communication skills
- Building resilience and managing challenges.

DAY 3

V. Career Planning and Advancement

- Setting career goals and creating a development plan
- Navigating career progression and advancement opportunities
- Negotiating for salary and promotions
- Building networks and mentoring relationships.

VI. Work-Life Integration and Well-being

- Balancing work and personal life
- Strategies for managing stress and avoiding burnout
- Promoting self-care and well-being
- Creating a supportive work environment.

DAY 4

VII. Breaking Barriers and Overcoming Challenges

- Addressing gender bias and discrimination in the workplace
- Strategies for overcoming obstacles and biases
- Advocating for equal opportunities and inclusivity
- Building resilience and fostering a supportive network.



VIII. Leading with Impact

- Developing a leadership vision and purpose
- Leading with authenticity and empathy
- Influencing and inspiring others
- Driving organizational change and promoting diversity.

DAY 5

IX. Action Planning and Implementation

- Reflecting on key learnings and takeaways
- Setting personal and professional goals
- Creating an action plan for implementing new strategies
- Identifying ongoing support and resources.

X. Conclusion

- Recap of the training program
- Commitment to continued development and support
- Feedback and evaluation process
- Closing remarks and next steps.

TRAINING METHODOLOGY:

- Pre-assessment
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- slides and handouts
- Post-assessment

DELIVERY METHOD:

- In person
- Online