

## Women in Leadership

Often, people who have never had a leadership role will stand up and take the lead when a situation they care about requires it. Your participants will be able recognize these events and grab the reins with more confidence. This workshop touches on understanding the leadership gap, vital leadership traits, and how to overcome various barriers.



With our Women in Leadership workshop your participants will learn how women are changing the workforce. Through this workshop, your participants will gain a new perspective on the workforce, and what benefits can come from hiring and promoting women to higher positions.

### Course Outline:

#### Module One: Getting Started

- Housekeeping Items
- Pre-Assignment Review
- Workshop Objectives
- The Parking Lot
- Action Plan

#### Module Two: Women and the Workforce

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

#### Module Three: The Leadership Gap

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

#### Module Four: Barriers to Women's Leadership

- Gender Differences are Over-emphasized
- Gender Differences are Under-valued
- Women Lack Professional Networks
- Work and Family Conflict
- Case Study

- Module Four: Review Questions

**Module Five: Traits of Women's Leadership**

- Lead by Uniting Diverse Groups
- Value Work-life Balance
- Value Interpersonal Relationships
- 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: Nurturing Women's Leadership**

- Actively Recruit Women
- Create/Encourage Networking Opportunities
- Pair Women with Mentors in Leadership
- Create/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
- Women-friendly Culture
- Case Study
- Module Eight: Review Questions

**Module Nine: Create/Encourage Women's Networking Opportunities**

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

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## **Module Ten: Pair Women with Mentors**

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

## **Module Eleven: Create and Encourage Educational Opportunities**

- Encourage Learning of Leadership Skills
- Internal Programs and Trainings
- Outside Programs and Trainings
- Encourage Training at Every Career Stage
- Case Study
- Module Eleven: Review Questions

## **Module Twelve: Wrapping Up**

- Words from the Wise
- Review of the Parking Lot
- Lessons Learned
- Recommended Reading
- Completion of Action Plans and Evaluations