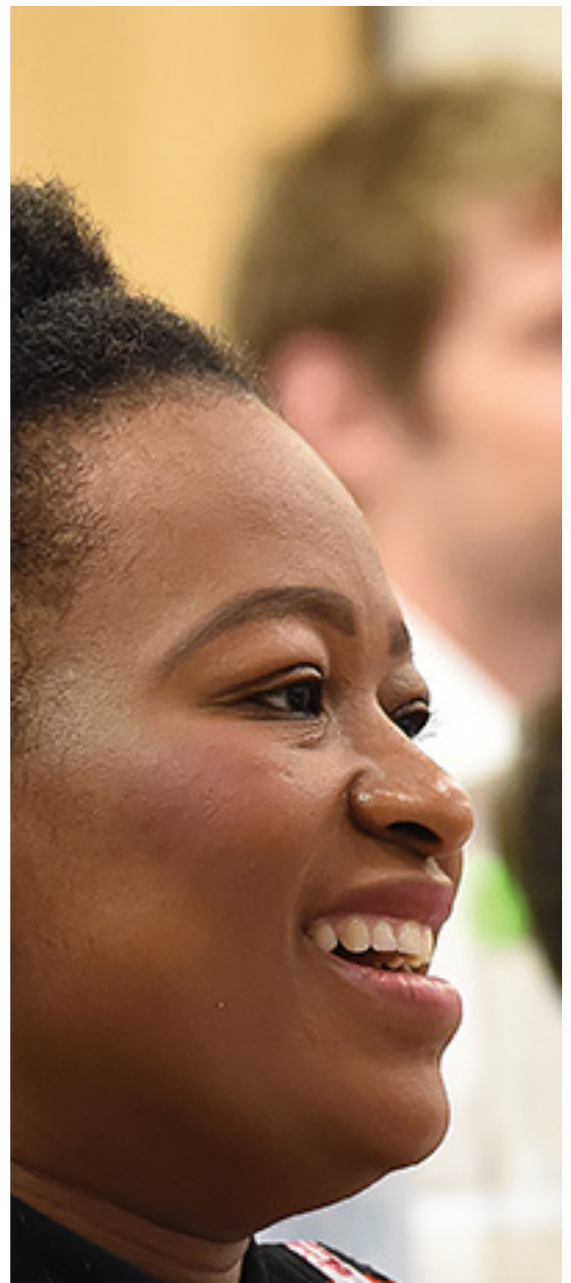




Leading Women

Developing effective and authentic leadership in women at a senior management level.



April - October 2019

THIS PROGRAMME CAN ALSO BE DELIVERED IN-HOUSE FOR YOUR ORGANISATION ON YOUR PREFERRED DATES, AT YOUR PREMISES OR OURS.

Gender equality imperatives and the rights of women have started to occupy center stage in the last 18-24 months.

Global and local movements such as #MeToo and #TimesUp and #Totalshutdown are commanding attention from business, government and societal leaders and from women themselves, who, in choosing to Speak Up and Speak Out are determined to change the course of future by redressing the past imbalances.

Cases from SA and the world such as that of the Weinstein, Cosby, Kavanaugh-Blasey-Ford and Omotoso will be used to test some of the theoretical and practical underpinnings of patriarchy and social roles.

However, to create a gender neutral playing field requires us to investigate the intersectionality of race, gender, class, ethnicity, culture, generational mix and sexual identity and by understanding our past and present political and socio-economic dynamics, by looking at the economics of gender, we have a fuller and more complete picture of the macro, meso and micro policies and practices that

are still holding us back from achieving true inclusion and equality.

The Leading Women programme, through theory and practice, through the stories of the unsung champions change agents of women who fought the local and global movements for us to enjoy voice and equality today allows us to get a better understanding of the complexity and simultaneity of the dynamics at play that acts as firm barriers to the achievement of the desired 2030 sustainable development goal of gender equality.

This programme is not about fixing women but rather is about creating opportunities for women

who are already leaders in their current spheres of influence to become the best version of themselves, by giving them the realities of what it means to lead with significance, with passion and purpose in the complex, uncertain, volatile and ambiguous world of the 4th industrial revolution. This program will allow you to test assumptions and break myths and stereotypes. The course is intended to create agency and urgency in participants to become the change agents in the macro, meso and micro levels of our country and to hold the mirror to self to respond to President's Ramaphosa's call in his first SONA address to #Send Me and the Thuma Mina movement. This is your time!



Programme methodology

The success of the class and programme is multi-pronged:

- > This year long programme offered once a month allows for deep reflection between modules, for application in the workplaces, for feedback loops and for ongoing support by peers, the coaches and faculty throughout the year;
- > By using a behavioural framework the programme is carefully crafted as building blocks to attain the changes in behaviour and mindset; and
- > Leading you through the cutting edge curriculum in each module, we facilitate with theoretical, application and experiential methodology using live cases studies, contemporary business cases, female and male leaders.

Who should apply?

This programme is designed for women at middle to senior management levels and those who want to create a legacy for their corporates but for the societies in which they live too.

Candidates should have been designated as contenders for further leadership responsibility.

How you will benefit

At the end of the programme, you will be able to:

- > Apply your personalised leadership skill set with greater impact;
- > Meet your professional goals with greater ease and authenticity;
- > Harness the value of diverse skillsets in your team;
- > Mentor and coach your team more effectively;
- > Amplify your professional voice;
- > Utilise a broader professional network;
- > Demonstrate compelling business cases to implement your workplace improvement ideas;
- > Meet a room of diverse, intelligent individuals who are determined to break stereotypes, to have their voices heard, to push boundaries for the benefit of the ecosystem and not the ego-system; and
- > Apply new knowledge, creating powerful networks and being exposed to learning experiences that take you out of your comfort zone.

Coaching as a key focus area on this programme

GIBS defines coaching as a relationship in which a qualified coach partners with a client in a process that inspires them to maximise their personal and professional potential. It is an effective and proven means of leveraging leadership capability, optimising potential and driving performance aligned to an organisation's talent processes. Coaching has therefore been used very effectively in leadership and management development, either alone, or in combination with classroom teaching and experiential processes.

Leading Women places a strong focus on how you as an individual internalise, metabolise, and apply what you learn about leadership. The aim of the coaching element in this programme is to take your learning journey from a personal discovery process to setting a personal leadership action plan. As you will discover, learning becomes rich and multi-layered when you are coached in real-time interaction with others. While working in groups, coaching will allow you to leverage both personal insights as well as interpersonal processes – such as feedback, exchange, and holding each other accountable as learning partners.

The coaching journey coupled with the experiential classroom training will fully equip you to personalise your leadership skill set to harness the knowledge and expertise of your team in order to amplify your and your team's value and performance.

Methodology:

Integrated classroom coaching sessions

These elements are underpinned by:

- > Connecting with a mentor as well as a mentee.
- > Peer support – each person will be the 'buddy coach' for someone else in the group.
- > Connecting with someone who is able to provide you with input on your specific priorities for the organisation. This is usually your direct manager but in the absence of a line manager, you can pick someone who will provide honest input on where you should focus your attention at work.

Individual coaching touch points

Group coaching

You will be fully supported by your dedicated coach on all of these processes.



Course info


 **FACULTY > Shireen Chengadu** is the lead faculty on this programme. She holds an Executive MBA from the Graduate School of Business and her MBA dissertation for which she received a first pass, focused on the character traits of successful high-impact women entrepreneurs in South Africa.


Shireen is currently serving as acting director of University Relations at the University of Pretoria and also runs her own consulting practice, Chengadu Advisory, working with business, government and society


to offer leadership solutions for building a more inclusive and robust South Africa.

Two of her notable business accolades include; Nomination for Finweek's 10 Women to Watch, 2014 and a finalist for Top Businesswoman of the Year Award category at 11th Annual Standard Bank Top Women Awards 2014.

She consults to corporates in South Africa on their women in leadership development and inclusive work imperatives and is co-editor of the peer reviewed "Women Leadership in Emerging Markets".

 **FEE >** R49 500 (includes tuition material, meals and refreshments and is VAT exempt).

 **DURATION >** Nine contact days and two evening sessions spread over seven months.

 **DATES >** April – October 2019

 For enquiries please contact Mathabo Khoadi on **+27 (0)11 771 4159** or email **khoadim@gibs.co.za**

This programme can also be offered in-house for your organisation. Enquire about our Study & Stay packages at our on-site Illovo Hotel.

GIBS, close to business.

 For more information and an online application form, please visit **www.gibs.co.za/leadingwomen**



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