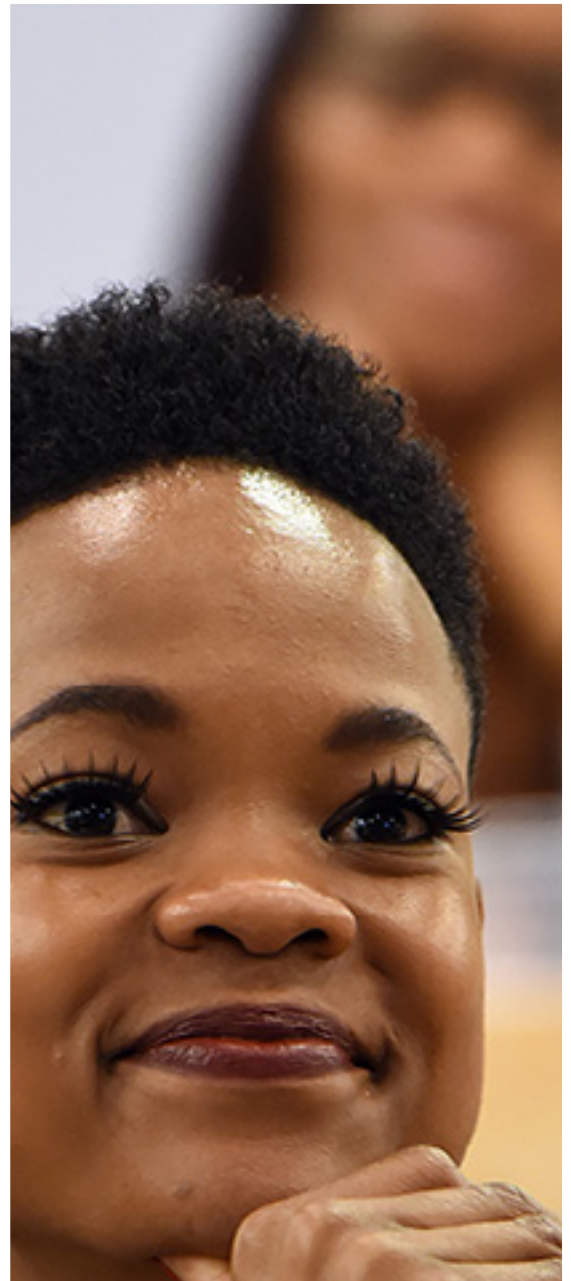




# Women as Leaders

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Provides women who are leaders or aspiring leaders with the tools, knowledge and the desire to lead with significance.



**5 - 7 March 2019**

ALSO AVAILABLE AS AN IN-HOUSE PROGRAMME

**Gordon Institute  
of Business Science**  
University of Pretoria

The programme is not just about achieving gender equality but by design, interrogates the intersectionality of race, gender, class, age and culture. **It will be a catalyst for women's agency and urgency to create and achieve more inclusive workplaces and a more just society.** The programme achieves this by focusing on three levels: the macro policies and legislation, the data and trends, the meso level policies and practices and the micro level in which women leaders can influence and have impact through voice.

## Course info

**FACULTY** > **Shireen Chengadu** is currently serving as acting director of University Relations: University of Pretoria and runs Chengadu Advisory (Pty) Ltd which has a strong focus on working with C-Suite leaders on attaining Diversity in Leadership.

Shireen holds an Executive MBA from the Graduate School of Business, University of Cape Town (GSB), a Bachelor of Pedagogics (Arts) from University of Durban Westville, a Bachelor of Education (Honours) and a Masters in Education from the University of Natal.

**FEE** > R 15 900 (includes tuition, instruction material, lunches and refreshments and is VAT exempt).

**DURATION** > Three days

**DATES** > 5 – 7 March 2019

### Who should attend?

Women leaders in mid to senior management positions from all sectors with significant management and decision-making responsibilities. Women who have aspirations to unlock their full potential but are struggling to connect the dots between personal and professional priorities.

### Key focus areas:

- > Macro, meso, micro perspectives;
- > Local and global contexts, Statistics and trends and findings as well as other current contemporary research;
- > Opportunities (while acknowledging the barriers);
- > Using Dialogue in the Dark principles to teach Trust;
- > Engagements with industry experts;
- > Past, present and future focus; and
- > Holistic wellness to achieve the 2030 SDG gender equality goal.

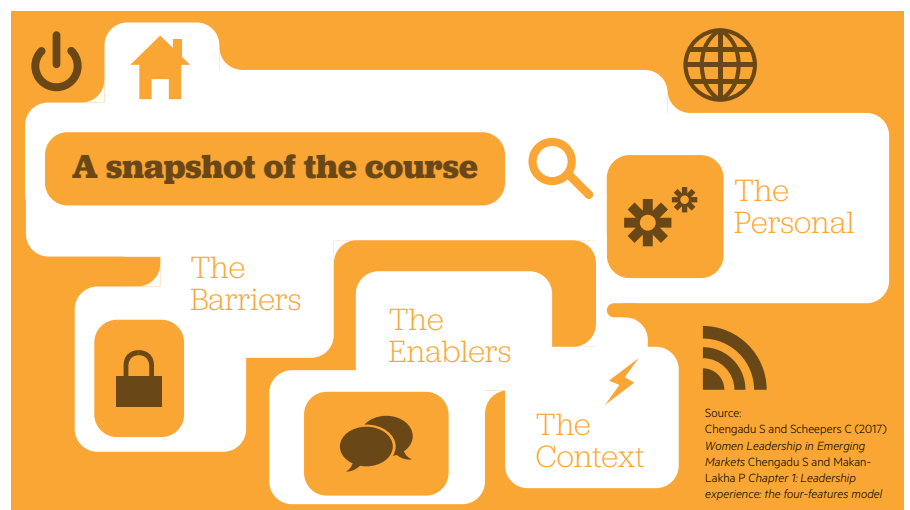
### Key skills gained by attending this programme:

- > Understand the historical drivers that underpin women's struggles for empowerment, gender equality and how those can be applied in our current context.
- > Understand the current global and local movements advancing gender equality, inclusion in general and celebrating the voices that were previously silenced.
- > Enable participants to adopt different mind-sets and to create new and their own narratives through a behavioural framework to unlearn and relearn.
- > Appreciate why gender equality is a complicated by the intersectionality and simultaneity of race, gender and class, gender, culture, ethnicity and sexual identity.
- > Evaluate the progress of women in business, government and society in particular in emerging markets and understand the causes of the trends.
- > Explore similarities and differences of power dynamics between men and women in leadership roles.
- > Identify approaches to manage conscious and unconscious bias in our daily practices.

### How you will benefit:

By embarking on this leadership journey, you will benefit by being in 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. This is YOU, who has agency and urgency! Your time is NOW  
Benefit via gaining new knowledge, creating powerful networks and being exposed to learning experiences that take you out of your comfort zone.

- > Creating your personal power strategies and the appropriate use thereof;
- > Unlocking the conscious and unconscious biases that exist in workplaces;
- > Surfacing the tug of war women face and how they create coping strategies; and
- > Leading yourself and others with confidence and a higher level of significance.



Source:  
Chengadu S and Scheepers C (2017)  
Women Leadership in Emerging  
Markets Chengadu S and Makan-  
Lakha P Chapter 1: Leadership  
experience: the four-features model

For enquiries call +27 (0)11 771 4159 or email [khoadim@gibs.co.za](mailto: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.

