Gender and Communication Training Course

Professional Development Training Course Outline

Category	Gender Studies	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Effective communication is at the heart of inclusive and equitable environments. Gender and Communication Training Course equips participants with the knowledge and skills to recognize and address gender biases, stereotypes, and inequalities in communication. Participants will explore strategies for fostering respectful dialogue, amplifying diverse voices, and creating an inclusive communication culture. By integrating gender-sensitive frameworks into professional and social contexts, learners will become advocates for equality and champions of constructive discourse.

This course emphasizes practical engagement, case studies, and real-world applications, enabling participants to translate theory into actionable communication strategies. It leverages interactive methodologies to enhance participants' abilities in gender-responsive messaging, inclusive storytelling, conflict resolution, and participatory communication. By the end of the program, learners will not only understand gender dynamics in communication but also implement tools to foster equity, empowerment, and collaboration across organizational and community settings.

Programme Curriculum

Gender and Communication Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand key concepts of gender and communication dynamics.
2. Identify and address gender bias in verbal and non-verbal communication.
3. Promote inclusive language in professional and social contexts.
4. Analyze communication barriers affecting gender equality.
5. Apply intersectional perspectives to communication strategies.
6. Enhance listening and empathy skills for diverse audiences.
7. Utilize gender-sensitive frameworks in organizational messaging.
8. Implement strategies for equitable dialogue and participation.
9. Strengthen advocacy skills through storytelling and narratives.
10. Develop culturally competent communication approaches.
11. Recognize the role of media and digital platforms in gender messaging.
12. Foster collaborative and inclusive team communication.
13. Evaluate communication practices for continuous gender equity improvement.

Target Audience

1. HR professionals and managers
2. Communication and media specialists
3. Educators and trainers
4. Community leaders and activists
5. Policy makers and public officials
6. Nonprofit and NGO staff
7. Students and youth leaders
8. Corporate diversity and inclusion officers

Course Modules

Module 1: Foundations of Gender and Communication

- Key concepts of gender, sex, and communication
- Gender stereotypes and their impact on messaging
- Intersectionality in communication
- Historical context and global perspectives
- Case study: Gender communication patterns in multinational organizations

Module 2: Identifying Gender Bias in Communication

- Recognizing explicit and implicit bias
- Verbal and non-verbal bias detection

- Gendered language and microaggressions
- Self-assessment exercises
- Case study: Gender bias in workplace meetings

Module 3: Inclusive Language and Messaging

- Principles of inclusive communication
- Developing gender-neutral messaging
- Avoiding exclusionary terminology
- Practice exercises for written and spoken communication
- Case study: Media campaigns using inclusive language

Module 4: Digital and Media Communication

- Gender representation in media and online platforms
- Social media and digital advocacy
- Managing online discourse with sensitivity
- Tools for monitoring digital gender bias
- Case study: Online campaigns promoting gender equality

Module 5: Interpersonal Communication Skills

- Active listening and empathy
- Conflict resolution strategies
- Negotiation and persuasion with gender awareness
- Building trust and rapport across genders
- Case study: Resolving workplace conflicts through inclusive dialogue

Module 6: Organizational Communication and Leadership

- Gender-sensitive leadership communication
- Team dynamics and participatory dialogue
- Organizational culture assessment
- Developing communication policies for inclusion
- Case study: Leadership communication transformation in NGOs

Module 7: Storytelling and Advocacy

- Crafting narratives to empower marginalized voices
- Visual storytelling and gender representation
- Public speaking with gender awareness
- Advocacy through communication campaigns
- Case study: Successful gender advocacy campaigns

Module 8: Monitoring, Evaluation, and Continuous Improvement

- Assessing communication effectiveness
- Tools for measuring gender inclusivity
- Feedback mechanisms and continuous learning
- Revising strategies for long-term impact
- Case study: Organizational audit of gender communication practices

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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