Gender and Corporate Leadership 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

In today’s dynamic corporate landscape, gender equity and inclusivity are no longer optional they are essential drivers of organizational success. Gender and Corporate Leadership Training Course equips professionals with the knowledge, skills, and strategies needed to foster inclusive leadership, enhance decision-making, and cultivate equitable workplaces. Participants will explore cutting-edge frameworks, case studies, and actionable insights that bridge gender gaps, promote diversity, and maximize organizational performance.

This program emphasizes transformational leadership, strategic gender integration, and inclusive decision-making, preparing leaders to navigate complex corporate environments while championing gender-responsive policies. With a focus on empowerment, equity, and sustainable growth, participants will leave the course ready to implement innovative strategies that drive both business results and social impact.

Programme Curriculum

Gender and Corporate Leadership Training Course

Introduction

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Course Duration

5 days

Course Objectives

By the end of this course, participants will be able to:

1. Understand gender dynamics in corporate leadership contexts.
2. Develop inclusive leadership strategies that foster diversity and equity.
3. Apply gender lens analysis in corporate decision-making.
4. Promote workplace equity through policy and organizational design.
5. Enhance leadership communication for diverse teams.
6. Identify and address unconscious bias in leadership and hiring.
7. Implement mentorship and sponsorship programs for women leaders.
8. Design gender-responsive corporate strategies.
9. Measure and track gender inclusion metrics effectively.
10. Drive innovative solutions for gender equality challenges.
11. Navigate intersectionality in corporate leadership.
12. Build high-performance, gender-balanced teams.
13. Showcase real-world case studies of successful gender equity initiatives.

Target Audience

1. Senior executives and corporate leaders
2. Human resource managers and diversity officers
3. Mid-level managers aspiring for leadership roles
4. Organizational development professionals
5. Gender and diversity consultants
6. Policy makers and corporate strategists
7. Women leaders and entrepreneurs
8. Corporate trainers and facilitators

Course Modules

Module 1: Foundations of Gender and Leadership

- Understanding gender concepts in corporate contexts
- Historical overview of women in leadership
- Global trends in corporate gender equity
- Gender roles and organizational culture
- Case Study: Gender balance initiatives at Fortune 500 companies

Module 2: Inclusive Leadership Practices

- Principles of transformational leadership
- Strategies for inclusive team management
- Decision-making through a gender lens
- Overcoming resistance to inclusivity
- Case Study: Diversity-driven leadership at Microsoft

Module 3: Gender Policy and Corporate Governance

- Designing gender-responsive policies
- Gender equality audits and assessments
- Compliance with global standards
- Integrating ESG (Environmental, Social, Governance) goals
- Case Study: Gender policy implementation at Unilever

Module 4: Addressing Unconscious Bias

- Identifying personal and systemic bias
- Mitigation strategies for bias in recruitment and promotion
- Creating fair evaluation systems
- Building awareness in corporate culture
- Case Study: Bias reduction programs at Google

Module 5: Mentorship and Sponsorship Programs

- Designing effective mentorship initiatives
- Building sponsorship networks for women leaders
- Tracking program impact and outcomes
- Case Study: Women mentorship programs at IBM
- Best practices for cross-cultural mentorship

Module 6: Gender-Responsive Strategic Planning

- Integrating gender into corporate strategy
- Aligning diversity goals with business objectives
- Scenario planning for equitable growth
- Resource allocation for gender initiatives
- Case Study: Strategic gender planning at Procter & Gamble

Module 7: Measurement and Accountability

- Gender inclusion KPIs and dashboards
- Reporting frameworks for diversity outcomes
- Continuous improvement strategies
- Employee feedback and engagement analysis
- Case Study: Monitoring gender equity at Accenture

Module 8: Leading for Sustainable Impact

- Fostering gender-conscious organizational culture
- Driving social impact through corporate leadership
- Building networks for continuous learning
- Leveraging technology for inclusion
- Case Study: Long-term impact of gender-inclusive leadership at PepsiCo

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
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
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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