Gender and Organizational Behavior 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 workplace, understanding the intersection of gender dynamics and organizational behavior is crucial for fostering inclusive, equitable, and high-performing environments. Gender and Organizational Behavior Training Course equips participants with practical insights into gender-sensitive leadership, decision-making, and team collaboration, enabling organizations to maximize employee engagement, productivity, and innovation. By integrating modern behavioral science and diversity best practices, the course addresses how gender biases, stereotypes, and power structures impact organizational culture and performance.

Participants will gain hands-on knowledge to analyze organizational systems, enhance communication across gender lines, and implement effective policies that promote equity, inclusion, and organizational resilience. Through interactive case studies, scenario simulations, and group exercises, learners will develop the competencies to lead with empathy, negotiate effectively, and drive cultural change that aligns with global standards of gender equality and organizational excellence.

Programme Curriculum

Gender and Organizational Behavior Training Course

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Course Duration

5 days

Course Objectives

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

1. Understand the principles of gender equity in organizational settings.
2. Analyze behavioral patterns and gender dynamics in teams.
3. Identify and mitigate gender biases in decision-making.
4. Develop inclusive leadership strategies.
5. Enhance employee engagement through diversity-driven policies.
6. Implement gender-sensitive organizational change initiatives.
7. Apply conflict resolution and negotiation techniques across gender lines.
8. Design mentorship and career development programs for all genders.
9. Evaluate organizational culture through a gender lens.
10. Utilize data-driven tools to measure inclusion and performance.
11. Foster psychologically safe workplaces that value diverse perspectives.
12. Integrate corporate social responsibility (CSR) initiatives focused on gender.
13. Promote sustainable organizational growth through equitable practices.

Target Audience

1. HR Professionals and Organizational Development Practitioners
2. Team Leaders and Supervisors
3. Senior and Middle Management
4. Diversity, Equity, and Inclusion (DEI) Officers
5. Policy Makers and Consultants
6. Corporate Trainers and Facilitators
7. Nonprofit and NGO Program Managers
8. Change Management Specialists

Course Modules

Module 1: Foundations of Gender and Organizational Behavior

- Understanding gender roles in modern workplaces
- Gender theories relevant to organizational psychology
- Intersectionality and its impact on organizational dynamics
- Cultural influences on gender behavior
- **Case Study:** Gender dynamics in multinational corporations

Module 2: Gender Bias and Decision-Making

- Identifying conscious and unconscious biases

- Effects of stereotypes on organizational decisions
- Tools for bias mitigation
- Decision-making frameworks promoting equity
- **Case Study:** Leadership promotion disparities in tech companies

Module 3: Inclusive Leadership

- Traits of effective inclusive leaders
- Leading diverse teams
- Empowerment strategies for all genders
- Communication styles and leadership impact
- **Case Study:** Women in executive leadership programs

Module 4: Gender and Team Dynamics

- Team composition and performance
- Role expectations and collaboration
- Conflict resolution across gender lines
- Inclusive meeting facilitation techniques
- **Case Study:** Gender-mixed project teams in healthcare organizations

Module 5: Organizational Culture and Gender

- Assessing organizational culture
- Gender-friendly workplace policies
- Promoting inclusivity in corporate culture
- Measuring cultural change impact
- **Case Study:** Transforming culture in family-owned businesses

Module 6: Talent Management and Gender

- Recruitment and retention strategies
- Mentorship and sponsorship programs
- Career progression for underrepresented genders
- Performance evaluations with equity lens
- **Case Study:** Gender-sensitive talent pipelines in finance

Module 7: Change Management and Gender Equity

- Planning organizational change with gender focus
- Communicating change effectively
- Monitoring and evaluating equity initiatives
- Overcoming resistance to gender policies
- **Case Study:** Implementing flexible work policies for women in manufacturing

Module 8: Measuring Impact and Sustainability

- Metrics for gender equity in organizations
- Data-driven inclusion strategies
- Reporting and accountability frameworks
- Linking equity to organizational performance
- **Case Study:** Gender scorecards in multinational retail

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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