Gender and Productivity 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 organizational and economic landscape, understanding the intersection of gender and productivity is crucial for fostering inclusive growth and sustainable development. Gender and Productivity Training Course explores the pivotal role of gender equality, workforce optimization, and organizational performance in enhancing productivity across sectors. Participants will gain insights into gender-responsive strategies, leadership dynamics, and inclusive policy frameworks, empowering them to harness the full potential of diverse teams. By integrating evidence-based practices and innovative approaches, the course bridges the gap between gender awareness and tangible productivity outcomes.

The course emphasizes strategic gender mainstreaming, employee engagement, and equitable resource allocation to maximize organizational efficiency. Through a combination of interactive case studies, real-world applications, and participatory methodologies, participants will learn how to design and implement initiatives that drive productivity while promoting gender inclusivity. This training equips leaders, managers, and policymakers with the tools to create high-performing, diverse, and equitable workplaces that contribute to both economic growth and social development.

Programme Curriculum

Gender and Productivity Training Course

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Course Duration

5 days

Course Objectives

1. Understand the relationship between gender equality and organizational productivity.
2. Analyze gender gaps and barriers in workforce efficiency.
3. Explore inclusive leadership strategies to boost team performance.
4. Identify gender-responsive policies for productivity enhancement.
5. Strengthen workplace equity and employee engagement.
6. Develop strategies for managing diverse teams effectively.
7. Promote gender-sensitive performance management systems.
8. Enhance decision-making skills in inclusive environments.
9. Apply evidence-based approaches to gender and productivity.
10. Integrate technological innovations to support equitable productivity.
11. Foster organizational culture transformation towards inclusivity.
12. Utilize monitoring and evaluation frameworks for gender impact.
13. Build capacity for sustainable productivity improvements with gender integration.

Target Audience

1. Human Resource Managers
2. Organizational Leaders
3. Policy Makers
4. Gender Specialists
5. Project Coordinators
6. Business Analysts
7. Development Practitioners
8. Team Supervisors

Course Modules

Module 1: Introduction to Gender and Productivity

- Understanding gender concepts and terminology
- Overview of productivity metrics and indicators
- Gender-disaggregated data analysis
- Case Study: Gender productivity gaps in corporate settings
- Identifying organizational challenges and opportunities

Module 2: Gender Gaps in Workforce Performance

- Recognizing barriers to equal participation
- Analyzing pay equity and promotion trends
- Addressing unconscious bias in performance evaluation
- Case Study: Gender inequality in tech industry productivity
- Developing strategies to close performance gaps

Module 3: Inclusive Leadership and Decision Making

- Principles of inclusive leadership
- Gender-responsive management techniques
- Enhancing team collaboration and morale
- Case Study: Female leadership impact on team productivity
- Action planning for inclusive decision-making

Module 4: Gender-Sensitive Policies and Frameworks

- Designing equitable workplace policies
- Legal and ethical considerations for gender inclusion
- Aligning organizational goals with gender frameworks
- Case Study: Government policy driving gender productivity
- Implementation strategies for policy integration

Module 5: Employee Engagement and Motivation

- Strategies for enhancing engagement of all genders
- Motivational frameworks and incentives
- Balancing work-life integration
- Case Study: Employee engagement in multinational corporations
- Tools for measuring engagement and productivity

Module 6: Technology and Gender Productivity

- Leveraging digital tools for workforce efficiency
- Gender-responsive tech solutions
- Bridging the digital divide in productivity
- Case Study: Remote work and gender performance outcomes
- Future trends in tech-enabled productivity

Module 7: Monitoring, Evaluation, and Reporting

- Key productivity indicators with gender lens
- Designing M&E frameworks for inclusivity
- Data collection and analysis techniques
- Case Study: Gender productivity audits in NGOs
- Reporting and communicating findings effectively

Module 8: Sustainability and Organizational Culture

- Fostering long-term gender-inclusive practices
- Embedding gender into corporate culture
- Best practices for sustainable productivity improvements
- Case Study: Organizational transformation through gender integration

- Strategies for continuous learning and adaptation

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

Start Date	End Date	Location	Price
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
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:

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