Gender in Corporate Governance Training Course

Professional Development Training Course Outline

Category	Gender Studies	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Gender in Corporate Governance training course is a cutting-edge program designed to empower professionals, executives, and board members to integrate gender diversity, equity, and inclusion into corporate decision-making. Participants will gain actionable insights into gender-responsive governance frameworks, board effectiveness, and organizational accountability, fostering inclusive leadership that drives sustainable business performance. This course emphasizes the strategic value of gender parity, the mitigation of systemic biases, and the cultivation of gender-sensitive corporate cultures.

Through interactive learning methodologies, participants will explore global best practices, policy standards, and real-world case studies illustrating the transformative impact of gender equity on corporate governance. By the end of this course, learners will be equipped with practical tools to influence board composition, stakeholder engagement, corporate social responsibility (CSR), ESG (Environmental, Social, Governance) integration, and ethical leadership. This program is ideal for fostering diverse, resilient, and high-performing boards in today’s competitive corporate environment.

Programme Curriculum

Gender in Corporate Governance Training Course

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10 days

Course Objectives

1. Understand the principles of gender-responsive corporate governance
2. Promote board diversity and inclusion strategies
3. Analyze the impact of gender equity on corporate performance
4. Address systemic biases in decision-making
5. Develop inclusive leadership and ethical governance skills
6. Implement gender-sensitive policies and compliance frameworks
7. Enhance ESG and CSR initiatives through gender lens
8. Strengthen stakeholder engagement with a focus on gender equity
9. Improve board evaluation and accountability mechanisms
10. Explore global best practices and regulatory frameworks
11. Apply risk management strategies in gender-diverse boards
12. Foster mentorship, sponsorship, and talent pipelines for women
13. Leverage data analytics to monitor gender equity outcomes

Target Audience

1. Corporate Board Members
2. CEOs, CFOs, and Executives
3. Human Resource Directors and Managers
4. Corporate Governance Professionals
5. Diversity and Inclusion Officers
6. Compliance and Risk Management Officers
7. Policy Makers and Regulators
8. Business Consultants and Advisors

Course Modules

Module 1: Introduction to Corporate Governance

- Principles of effective governance
- Gender and corporate leadership
- Stakeholder theory and engagement
- Case Study: Gender balance in Fortune 500 boards
- Emerging trends in governance

Module 2: Gender Diversity and Inclusion

- Gender equity frameworks
- Barriers to women's participation

- Strategies for inclusive decision-making
- Case Study: Gender quotas in European boards
- Metrics for measuring diversity impact

Module 3: Ethical Leadership and Gender

- Ethics in boardrooms
- Gender-sensitive leadership styles
- Accountability and transparency
- Case Study: Ethical dilemmas in diverse boards
- Leadership self-assessment tools

Module 4: Gender and Regulatory Frameworks

- National and global governance codes
- Legal mandates for gender diversity
- Corporate reporting obligations
- Case Study: SEC gender disclosure policies
- Policy compliance strategies

Module 5: Board Composition and Dynamics

- Role of independent directors
- Gender and decision-making dynamics
- Balancing expertise and diversity
- Case Study: Effective mixed-gender boards
- Tools for board assessment

Module 6: Gender Bias and Unconscious Bias Mitigation

- Types of biases in governance
- Identifying and addressing bias
- Inclusive communication strategies
- Case Study: Bias interventions in multinational corporations
- Bias assessment tools

Module 7: ESG and Gender Integration

- Linking gender equity to ESG goals
- Sustainability reporting frameworks
- Gender-responsive CSR strategies
- Case Study: ESG-driven gender initiatives
- Measurement and monitoring tools

Module 8: Stakeholder Engagement

- Inclusive stakeholder mapping
- Gender-focused risk management
- Building trust and credibility
- Case Study: Gender lens in shareholder activism
- Communication strategies

Module 9: Talent Pipeline and Succession Planning

- Mentorship and sponsorship programs
- Leadership development for women
- Succession planning frameworks
- Case Study: High-potential women leaders
- KPI tracking for talent pipelines

Module 10: Data Analytics for Gender Governance

- Key metrics and dashboards
- Gender pay gap analysis
- Monitoring board diversity impact
- Case Study: Using analytics for strategic decisions
- Data-driven decision-making

Module 11: Policy Design and Implementation

- Gender-responsive policy frameworks
- Board charters and codes of conduct
- Evaluation and feedback mechanisms
- Case Study: Gender-inclusive corporate policies
- Best practices for implementation

Module 12: Risk Management in Gender Governance

- Identifying governance risks
- Mitigating bias-related risks
- Regulatory compliance monitoring
- Case Study: Risk management in gender-diverse organizations
- Risk assessment tools

Module 13: Change Management and Organizational Culture

- Driving cultural transformation
- Promoting inclusivity at all levels
- Change management strategies
- Case Study: Organizational shifts toward gender equity
- Metrics for cultural change

Module 14: Innovation and Gender

- Women’s contribution to corporate innovation
- Gender-responsive R&D and strategy
- Case Study: Innovative initiatives led by women
- Cross-functional team integration
- Measurement of innovation outcomes

Module 15: Capstone Project and Action Plan

- Developing a gender governance roadmap
- Presenting strategic recommendations

- Peer feedback and collaborative learning
- Case Study: Successful gender transformation projects
- Actionable implementation plan

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	04 Dec 2026	Online	$2,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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

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