Women in Leadership and Decision-Making 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

Empowering women to take on leadership roles and excel in decision-making is critical for achieving inclusive and sustainable development. Women in Leadership and Decision-Making Training Course focuses on building strategic leadership skills, enhancing confidence, and promoting gender equity in governance and organizational structures. Through interactive sessions, participants will explore leadership frameworks, decision-making models, and negotiation strategies, gaining the tools to influence policy, drive innovation, and foster gender-sensitive organizational cultures.

In a rapidly evolving world, the demand for transformative leadership, emotional intelligence, and strategic decision-making is higher than ever. This course leverages practical case studies, participatory learning, and scenario-based simulations to ensure participants develop actionable skills. By addressing systemic barriers, promoting networking, and cultivating mentorship, the training equips women to navigate complex organizational environments, lead with impact, and create pathways for other women to succeed in leadership roles.

Programme Curriculum

Women in Leadership and Decision-Making Training Course

Introduction

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Course Duration

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Course Objectives

1. Enhance strategic leadership skills for women in diverse sectors.
2. Strengthen decision-making and problem-solving capabilities in complex environments.
3. Promote gender equity and inclusive leadership practices.
4. Develop emotional intelligence and resilience for high-stakes leadership.
5. Build negotiation and advocacy skills for policy influence.
6. Increase confidence and self-efficacy in leadership roles.
7. Foster mentorship and networking opportunities among women leaders.
8. Understand organizational power dynamics and bias mitigation strategies.
9. Equip participants with innovative thinking and change management tools.
10. Enhance communication and public speaking for leadership effectiveness.
11. Integrate data-driven decision-making in leadership processes.
12. Promote work-life balance and sustainable leadership practices.
13. Inspire participants to champion women's empowerment and social impact initiatives.

Target Audience

- Emerging women leaders in corporate, public, and nonprofit sectors
- Senior executives and managers seeking gender-inclusive strategies
- Policy makers and government officials
- HR and diversity & inclusion practitioners
- Entrepreneurs and business owners
- Women in STEM and technical fields
- Leadership coaches and mentors
- Students and graduates aspiring to leadership positions

Course Modules

Module 1: Foundations of Women's Leadership

- Overview of leadership theories and styles
- Gender dynamics in leadership
- Historical and contemporary women leaders
- Case Study: Women CEOs transforming global corporations
- Self-assessment of leadership strengths

Module 2: Strategic Decision-Making

- Decision-making frameworks and models
- Risk assessment and mitigation strategies

- Ethical leadership in practice
- Case Study: Policy decisions led by women in government
- Practical exercises in scenario planning

Module 3: Emotional Intelligence & Resilience

- Self-awareness and self-regulation techniques
- Building resilience under pressure
- Empathy in leadership
- Case Study: Crisis management by women executives
- Role-play exercises for emotional intelligence

Module 4: Negotiation & Influence

- Power dynamics and negotiation strategies
- Building influence and advocacy skills
- Conflict resolution in leadership
- Case Study: Negotiation success stories in corporate mergers
- Simulation of stakeholder negotiation

Module 5: Networking & Mentorship

- Importance of professional networks
- Effective mentorship models
- Building communities of support
- Case Study: Mentorship programs advancing women leaders
- Peer mentoring activities

Module 6: Organizational Bias & Equity

- Identifying systemic barriers
- Unconscious bias training
- Promoting gender-inclusive policies
- Case Study: Implementing gender equity programs in multinational firms
- Group exercises on bias mitigation

Module 7: Innovation & Change Management

- Leading innovation in organizations
- Driving transformational change
- Adaptive leadership techniques
- Case Study: Women-led startups disrupting industries
- Change management planning

Module 8: Communication & Public Presence

- Persuasive communication and public speaking
- Media engagement for leaders
- Storytelling and personal branding
- Case Study: Women leaders shaping public narratives
- Crafting leadership messages

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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