Women in Mining Leadership Training Course

Professional Development Training Course Outline

Category	General Training	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Women in Mining Leadership Training Course is designed to accelerate gender equity, inclusive leadership, operational excellence, and sustainable mining transformation across the global extractive industry. As the mining sector evolves toward ESG compliance, digital transformation, safety optimization, and workforce diversification, this program equips women professionals with the strategic, technical, and leadership capabilities required to thrive in senior and executive roles. It addresses critical industry gaps in women empowerment, leadership pipeline development, operational decision-making, and stakeholder engagement within mining environments.

This course integrates modern leadership principles with mining-sector realities such as underground and surface mining operations, mineral processing, health and safety (HSE), automation, and environmental sustainability. Participants will build competence in strategic leadership, negotiation, conflict management, operational planning, and data-driven decision-making, while strengthening confidence to lead in male-dominated environments. The program is designed to produce future-ready leaders who can influence mining innovation, community relations, ESG performance, and organizational culture transformation.

Programme Curriculum

Women in Mining Leadership Training Course

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Course Duration

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Course Objectives

1. Develop women leadership capability in mining operations and corporate environments
2. Strengthen strategic decision-making skills in high-risk mining contexts
3. Enhance understanding of mining value chain optimization
4. Build competence in ESG (Environmental, Social, Governance) compliance leadership
5. Improve health, safety, and environmental (HSE) leadership performance
6. Equip learners with conflict resolution and stakeholder negotiation skills
7. Promote inclusive leadership and gender transformation strategies
8. Strengthen operational excellence and productivity management
9. Develop digital mining and Industry 4.0 awareness
10. Build confidence in executive communication and boardroom presentation skills
11. Strengthen financial literacy for mining operations and project evaluation
12. Enable effective change management in mining organizations
13. Prepare participants for senior leadership and executive succession pipelines

Target Audience

1. Female mining engineers and technicians
2. Shift supervisors and underground/surface operations leaders
3. HSE officers and safety practitioners
4. Mineral processing and plant managers
5. Graduate trainees and interns in mining companies
6. HR and talent development professionals in mining sector
7. Mid-level managers preparing for executive roles
8. Women entrepreneurs in mining supply chain and services

Course Modules

Module 1: Mining Industry Leadership Foundations

- Leadership styles in mining environments
- Power dynamics in extractive industries
- Building leadership identity and confidence
- Decision-making under operational pressure
- **Case Study:** Anglo American women leadership pipeline transformation

Module 2: Strategic Mine Operations Management

- Open-pit vs underground operational strategy
- Production planning and optimization
- Resource allocation and productivity tracking
- Risk-based operational decision-making
- **Case Study:** BHP operational efficiency restructuring initiative

Module 3: Health, Safety & Environmental (HSE) Leadership

- Zero-harm safety culture development
- Incident investigation and reporting systems
- Environmental sustainability compliance
- Emergency preparedness and risk control
- **Case Study:** Sibanye-Stillwater safety transformation program

Module 4: ESG & Sustainable Mining Leadership

- ESG frameworks in mining operations
- Community engagement and social license to operate
- Climate change and decarbonization strategies
- Ethical mining and governance practices
- **Case Study:** Rio Tinto ESG transition strategy

Module 5: Digital Mining & Industry 4.0

- Automation in mining operations
- AI-driven mineral exploration
- IoT and smart mining systems
- Data analytics for operational efficiency
- **Case Study:** AngloGold Ashanti digital mine transformation

Module 6: Executive Communication & Negotiation

- Boardroom communication techniques
- Stakeholder engagement strategies
- Conflict resolution in male-dominated environments
- Negotiation for contracts and partnerships
- **Case Study:** Mining labor negotiation framework (South African mines)

Module 7: Financial & Project Management in Mining

- Capital budgeting and mine project valuation
- Cost control and financial optimization
- Investment decision-making tools
- Project lifecycle management
- **Case Study:** New mining project feasibility evaluation (gold mine expansion)

Module 8: Change Management & Leadership Transformation

- Organizational change frameworks
- Cultural transformation in mining companies
- Resistance management strategies
- Leadership succession planning

- **Case Study:** Women-in-leadership transformation program in global mining firm

Training Methodology

- 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:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com