Women and Leadership

Overview

To reap the advantage of diversity, organisations must ensure that women leaders are developed and present at all levels in the organisation. However, the intent must be backed up by action by women themselves as well as the organisation.

This is a unique programme designed around the needs of women executives as well as those of the organisation. The core premise of the programme is that personal mastery is the first step in leading others. Hence the programme is aimed at helping women executives gain competency both in personal leadership and leading others.

The programme is designed to equip women with frameworks, tools and strategies to increase their chances of success at higher echelons of the organisation.

Why should you attend?

Combing various pedagogical methods including classroom lectures, case studies, role play, podcasts, videos, self-reflections and peer learning, this programme aims to integrate leading-edge research and industry insights with participants’ personal experiences, to provide practical learning about leadership and how to navigate the way to the top.

The two modules covered in this programme are:

Leading the self
Women often adopt a particular pattern of behaviour and mental models considered appropriate for their gender. These beliefs often create self-limiting behaviours which prevent women from realising their true potential. Through this module participants explore and change the beliefs and behaviours that get in the way of personal and professional success. We also explore the topics of effective work-life integration, as well as creating a strategic network for career success.
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Leading others
In a fast-paced and uncertain business environment, all leaders must learn to powerfully communicate their vision, strategically push forward their agenda and garner resources to meet their goals. In this module we explore how to lead from a strengths-based perspective and pick up vital skills of negotiation, collaboration, strategic communication as well as leading across cultures. We also explore the role of executive presence and thought leadership as critical elements of success for women leaders.

By the end of the programme your key takeaways will include the following:

- In-depth understandings of the unique challenges faced by women executives in career advancement in Asia
- A change to the self-limiting belief and behaviour patterns for realising your true potential
- Strategic leadership insights, tools and skills to take your career to the next level
- An elite network of female professionals to work with in the future
- The ability to navigate in an environment or culture where gender poses a challenge.

This programme is designed for experienced women professionals and managers (minimum of 5 years of working experience) who are keen to accelerate and excel in their careers.

Duration

3 days residential

Dates

16 – 18 September 2014

Price

SGD 5,000
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Sample Programme Schedule

Undertaking the Leadership Journey

Day 1 – Morning

• Self-awareness: Our personal leadership journey
• Understand the role and importance of owning your career success
• Discuss common road blocks to the success of women leaders
• How to be an intentional leader by recognizing and playing to your strengths
• Examine strategies for self-leadership as you rise through the ranks

Day 1 - Afternoon

Undertaking the Leadership Journey

• Discuss the Importance of creating a leadership brand.
• Examine strategies for creating a brand for your career success
• Learn the importance of visibility and thought leadership
• Uncover your authentic leadership brand

The Leadership Connection

Day 2 - Morning

Positive connections for powerful results

• Learn the importance of informal networks for career success
• Examine the design elements of a robust network to support your growth and learning
• How to network across cultures
• Understanding the value of mentorship and sponsorship in career success
• Leveraging social media for career success

Day 2 - Afternoon

Power Dynamics

• Defining & Re-framing Politics in the workplace
• Examine how to manage the gender and culture element of workplace politics
• Understanding the role of power and the value of perception management
• Balancing Visibility and Credibility

Leadership in Action

Day 3 - Morning

Negotiation Skills for Workplace Success

• Learn the core negotiating competencies of world-class master negotiator
• Learn how to create mutual value and superior agreements
• Learn to manage risks and opportunities in complex negotiations
• Make deals under conditions of risk and uncertainty
• Use value creation strategies of expanding the negotiation pie
• Participate in a challenging negotiation simulation to practice the skills with feedback
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Sample Programme Schedule

Leadership in Action

Day 3 – Afternoon

Influencing through Ideas
- Examine the power of corporate storytelling for influence & engagement
- Influencing across cultures through cultural intelligence
- Elements of powerful pitching to others

Special Highlights of Programme
- Internationally renowned faculty and guest presenters with deep expertise in topics
- Panel discussion with senior women leaders from industry on personal strategies for success
- Case studies, videos, podcasts, role play and other engaging methods of learning
- A personalized brand assessment report for each participant
- Live negotiation simulation which allows you to refine your negotiation skills
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Programme Director Profile

Dr. Tanvi Gautam (Phd. University of Pittsburgh, MA, La Trobe Univ Australia) is the Program Director for the Women and Leadership programme (executive education) at Singapore Management University (SMU). She also teaches courses in Organizational Behaviour and Human resource Management at the business school at SMU. In addition Dr. Tanvi is the Managing Partner of Global People Tree, an international HR consulting and training firm.

Her key areas of specialization are innovation in talent management, cross cultural leadership, work life integration, knowledge management as well as women and leadership. Dr. Tanvi was recently recognized by the Business Manager magazine (India edition) as one of the leading women HR professionals (July 2012). She also serves on the boards of ARTDO international (a pan Asian HR consulting and training organization) and D.K International (HQ: India). Dr. Tanvi is also Asia’s first and only certified storytelling coach. A skill she uses extensively in her classroom and industry programmes.

Her ideas on managing the new work place, as well as women and leadership, have been published/quoted in prominent international forums such as:

- USA: Harvard Business Review; Forbes, The Glass Hammer; Big Think; The Glass Heel
- Singapore: Singapore Business Review; Straits Times; Business Times (Op-ed)
- India: Economic Times (leading business newspaper), People Matters (leading HR magazine) Business Manager and Women’s web.

Dr. Gautam has worked in three continents (Asia, Australia, US) and brings a multi-cultural perspective to the projects she takes up. She is often sought for her expertise in engaging a culturally diverse audience in conversation on topics that cut across corporate and cultural boundaries.

In academia, she has associated with Universities in USA (Virginia Commonwealth; University of Richmond, University of Pittsburgh and Carnegie Mellon).

She is very passionate about women and leadership and helping women play a larger role in organizations. Dr. Gautam has her own podcast series where she highlights the thought leadership of women from across the globe She is also the curator of the first ever list of 50 women from India to follow on Twitter: an attempt to highlight the women leading their niche in South Asia.

Dr. Gautam is a sought after speaker at various international conferences such as American Society for Training and Development Conference in Singapore; Asian Region Training and development conference in Philippines, National Institute of Personnel Management (India); NASSCOM (India).