



GOA INSTITUTE OF MANAGEMENT
PORIEM CAMPUS, SANQUELIM, GOA
0832 - 2366700/10

MANAGEMENT DEVELOPMENT PROGRAMMES



2-Day MDP on

Transforming Women for Leadership

By Dr. Allan Bird & Dr. Anamika Sinha

To empower women as they pursue a transformational journey within themselves such that they become essential resources for their organizations.

10th & 11th November 2022 | Offline In-Campus |
Executive Certificate from GIM

Overview

Despite the many legal and social changes favouring the inclusion of women in the workplace and in leadership positions, women's representation in top leadership positions is well below the ideal. A recent Indian labor study concluded that at least 30% of an organization's workforce should be women in order to capture the benefits of gender diversity. However, 60% of enterprises do not meet this level. Moreover, in more than 75% of organizations, the pipeline for women in leadership was significantly thinner. This deficit translates into fewer opportunities for women and unnecessarily lower value-capture for organizations

It is undeniable that women leaders and employees face distinctively different challenges as compared to men. Addressing these challenges and enhancing individual and organizational benefits can be realized through a leadership program for women that includes elements uniquely crafted for the developmental needs of the women. Parallel to this is the value of training for men that emphasizes the untapped potential of women and the distinctive challenges that must be addressed in order to access that potential. It is important that women understand themselves and their capacity for leadership, the dynamics of gender-based power structures in organizations, and how to navigate organizational structures, processes, and politics. Whether a consequence of social realities or imposed by their own beliefs and perceptions, aspiring to and taking on leadership roles requires that women clarify their motives and needs, exert confidence, acquire savvy regarding relationship networks and power dynamics, and develop their own personal leadership style.

10-11th Nov. 2022

Last Date of
Registration: 01.11.22

Duration

2 Days – 5 Sessions
On each day
10 AM to 5 PM

Format

Offline:In-campus



Who Can Attend?

While the program is designed for women, men wanting to build a culture for women empowerment and inclusion will also benefit through sensitization through discussions around the distinctive challenges confronting women leaders in the workplace.

Target Audience

- Senior and mid-level managers who want to foster a culture of female empowerment and inclusion in their organizations.
- Consultants who want to improve their ability to achieve gender equality and empower women
- Entrepreneurs & Small business owners seeking to create an environment of gender equality thereby fostering leadership roles in their organizations



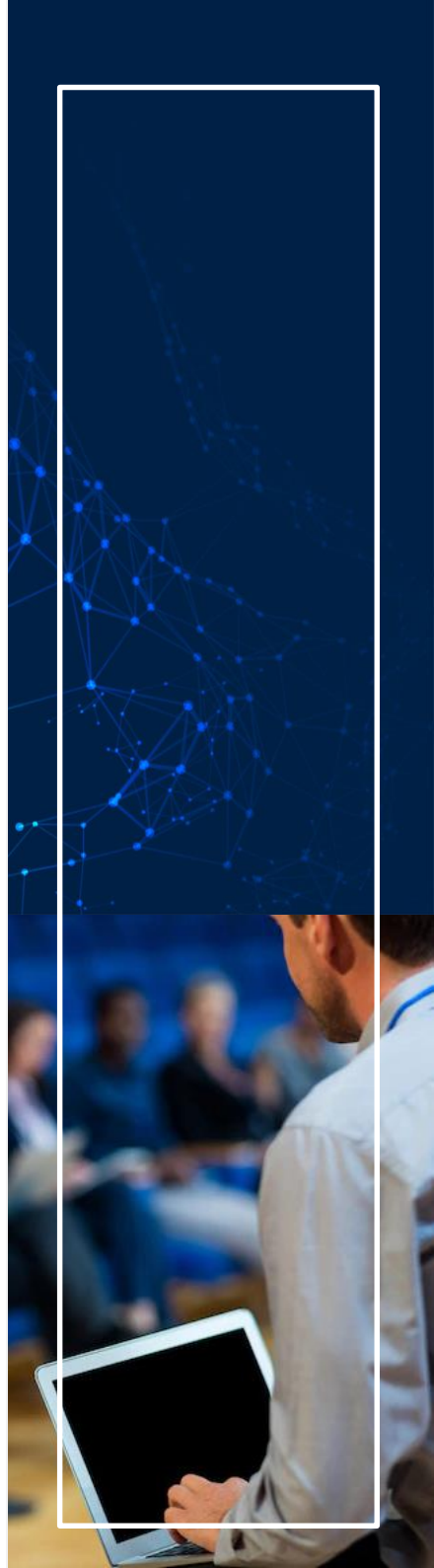
Highlights/Outcomes

Participants attending the program will be able to:

- Understand unique challenges faced by women leaders in organizations
- Understand and apply frameworks, models and concepts relevant to leadership for women
- Develop a strategy to lead self,, teams and organizations
- Develop a capability to lead differently and develop an action plan for themselves.

Pedagogy

- Psychometric assessment
- Case studies
- Discussions and lectures
- Small and large group activities.
Dedicated sessions with women leaders who have broken the glass ceiling.



Programme Mentor

Dr. Allan Bird

Senior Professor

Goa Institute of Management



Dr. Bird's research interests focus on effective leadership and management at the intersections of culture in global contexts, with a particular emphasis on the assessment and development of individual and organizational competencies. More recently his focus has been on issues related to diversity, inclusion and equity as a subset on intercultural interactions. Since 2001, he has also served as President of The Kozai Group, Inc., an international consulting firm focused on identifying and developing exceptional talent. He has worked with companies in North America, Europe, and Japan, including AT&T, Boeing, Bose, Coca Cola, Eisai, EMC Ernst & Young, Fujitsu, GE, IBM, Medtronic, Molex, Monsanto, Nippon Express, Sharp and Watchmark.

Programme Mentor

Dr. Anamika Sinha

Professor

Goa Institute of Management



Dr. Anamika Sinha is a PhD from University of Lucknow and has diverse experience of having worked in NGOs, Telecom and IT firms, and academia. She has deep level understanding of human processes and is pursuant in Professional Development Program from Indian Society for Applied Behaviour Sciences, New Delhi. She is certified trainer from Dale Carnegie Institute of Training and Development, A certified DISC assessor from Thomas Assessment Centre and a Certified Coach from Erickson International Ltd. Her work experience spans over 20 years. She has consulted many organizations like MIDHANI, GSFC, NDDDB, Torrent Power, Saath, Janvikas, TRL Krosaki etc in the areas of competency mapping, HR audit and behavioral training programs. She prefers to teach subjects on learning and development, psychometric assessment, organizational and individual capability building. She also facilitates sessions at IIM, Ahmedabad for Senior Leadership Development Programs.

Course Fees

Programme Fees: Residential: 22,000/ +GST

Non-residential: 15,000/ +GST

The course fee covers 2 days of accommodation on a twin sharing basis, all meals, study material, and training kit. It does not include airport transfers, taxes, recreation etc.

The registration fees can be transferred through NEFT/IMPS.

Following are the bank details:

Bank Account Number: 23611450000016

Beneficiary Name: Goa Institute of Management Bank Name:

HDFC Bank (Sanquelim Branch) IFSC Code: HDFCOOO2361

Account Type: Savings Account

UPI/Gpay/PayTM



[Click here For Residential](#)

[Click here For Non-Residential](#)

FOR REGISTRATIONS

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About GIM

Goa Institute of Management was established in the year 1993. It is an autonomous management school situated in Goa and affiliated to AICTE with accreditation by the NBA. This 29-year-old Institution offers a 2-year full-time flagship PGDM program to students. It also provides PGDM-Healthcare Management, PGDM- Big Data Analytics PGDM-Banking, Insurance and Financial Service, and Online MBA (PGDM) courses.

Executive Learning @ GIM

The Management Development Programme (MDP) at GIM provides an intense and transformative learning experience designed to fit the requirements of seasoned mid-career executives. The program helps equip the participants with critical capabilities to succeed in an ever-changing global business environment.