



WOMEN AS EMERGING LEADERS

6-WEEK LEADERSHIP DEVELOPMENT PROGRAM FOR WOMEN

The program will have a blend of online and offline learnings. It involves live instruction, pre- and post-assessments, case methodology, role plays, peer learning, concept learning, and toolkits to assist the participants in developing key attributes to become strategic leaders.

BENEFITS FOR WOMEN EMPLOYEES

✓ Career advancement

Builds confidence, capable and resilience for career progression

✓ Lead by inspiration

Learning your strengths to confidently navigate the company landscape for greater impact and bring out the best in your team

✓ Psychological and emotional readiness

Learning to manage emotions in workplace, managing stress, being resilient and readiness for leadership roles

BENEFITS FOR COMPANIES

✓ Building pipeline of managers and leaders

Develop and retain strong candidates for filling critical roles in the organization

✓ Branding as employer of choice

Attract future talent as an organization that encourages Diversity, Equity and Inclusive (DEI)

✓ Improved business outcome

Expand the pool of capable leaders that are diverse and are capable of growing the business



Batch Size

Maximum 20 Women Employees



Duration

6 weeks



Delivery

Virtual sessions



SESSION OUTLINE AND LEARNING OBJECTIVES

Session 1: Self-discovery and strengths finder

Identifying inherent strengths and using these strengths can help women achieve their goals in personal and professional life. It can contribute to a better sense of 'self', which translates to being self-confident and effective.

- Why self-awareness is essential for leaders

- Learning how to align strengths with personal values and purpose to bring one's authentic self to the workplace

- Understand own strengths through strengths exploration and assessment

- Developing a growth mindset to thrive

🕒 Session Duration: 90 minutes

Session 2: Key to executive presence

The definition of a leader is ever evolving to meet the needs of a dynamic environment and ecosystem. Leaders are unlearning and re-learning skills to be successful. In this session, participants learn the skills to be successful leaders. They will practice elements of executive presence that will help them carve out their career trajectories and develop a strategy to excel in what they do.

- Outline key components of effective communication

- Assess individual assertiveness style and flex one's skills to interact effectively with others

- Understand and evaluate the decisions and their potential outcomes

- Build a toolkit to handle difficult situations

🕒 Session Duration: 90 minutes

Session 3: Building alliances


An ecosystem that truly promotes and represents gender equality and inclusion has everyone involved. Building alliances and mentors can remove systemic gender inequities and microaggressions in workplaces.

- Understanding gender microaggressions and inequities

- Build skills towards conflict resolution

- How to maintain effective relationships to see progress for all

- Influencing and Negotiation skills to assert Power

 Session Duration: 60 minutes


Session 4: Psychological and emotional readiness

In preparing to lead self and others, psychological and emotional readiness are keys to success. Learning to live with uncertainty, acknowledging strengths and weaknesses will prepare women for a leadership role.

- Identify and anticipate the emotional and psychological obstacles

- Deliberate on 'doing it all' syndrome and its impact on your lives

- Recognize the power of taking care of 'self' as you get ready

 Session Duration: 90 minutes

Session 5: Work-life integration

Work-Life integration is an approach that helps create more synergies between all areas that define “life”: work, family, community, personal well-being, and health. It also means addressing some of the systemic inequities that occur internally and externally. Moving away from balance to integration will empower women to attain a more meaningful life.


● Eliminating gender roles and beliefs that impact work-life integration

● Addressing the internal conflicts of ‘self’ vs ‘others’ needs

● Understanding internal and external self-limitations

● Setting boundaries

● Creating an empowered supportive environment

 Session Duration: 60 minutes


Session 6: Managing stress & being resilient

Biological and social changes that women experience can impact their mental and psychological health. Ability to manage and cope with the many stressors that women face, will help them navigate better at work and in life.

● Assess your resilient quotient

● Identify strategies to manage stress and enhance your resilience

● Classify the enablers and disablers for your resilience at work

 Session Duration: 60 minutes

TESTIMONIALS

Testimony from the HR

The program is pretty well designed & delivered, even though it was delivered virtually the trainers engaged well with the group. Pretty holistic program for mid-level female professionals, some very good concepts that stay with you. It's not just theoretical but a good blend of exercises, psychometrics, practice sheets that compel you to introspect. Overall a very meaningful intervention for female talent from a leadership & capability development standpoint

- Zest Money

Participant feedback on session modules in the 6-week emerging leaders program

“I strongly recommend the sessions. They are power packed 60 mins, super relevant topics - solid concepts”

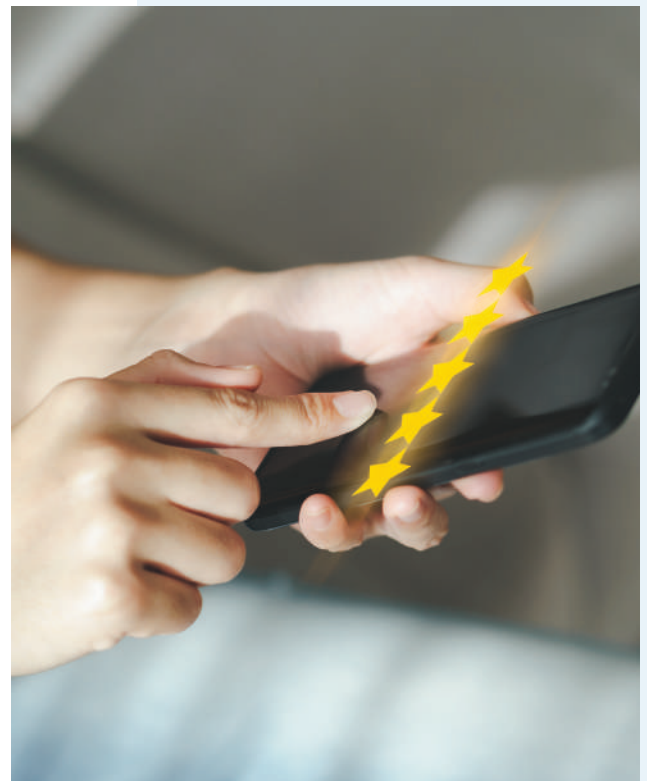
“Great exercises for self-awareness & understanding your leadership style”

“I feel most of the important topics related to leadership were discussed in depth”

“I found the session to be simple, powerful & relevant”

“Great session, super content & delivery Silver Oak team”

“Overall a very participative session. Loved the way it was run”



Build leadership pipeline and help women employees take control of their career. This program offers tools and resources to reach your goals



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Silver Oak Health (www.silveroakhealth.com) is a highly innovative company that is being chosen by many companies in India as the preferred partner for EAP, POSH and DEI services. The company is also seen as one of the most innovative in this field with a wide range of digital interventions and training programs. We assist companies of all sizes with DEI services. Silver Oak Health was established in Bangalore in 2015 and has PAN India presence. The company has full-time DEI experts that will assist corporate clients establish policies and programs that are inclusive of the modern workplace.

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Delhi NCR, Mumbai, Hyderabad, Bangalore, Chennai, Kolkata, Coimbatore