MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Executive Leadership and Management

Gender and Leadership

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2667	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course **View Online Course Page**

Course Overview

Magna Skills presents the Gender and Leadership course, designed to empower individuals with the knowledge and skills necessary to promote gender equality and foster inclusive leadership practices. This course explores the intersection of gender dynamics and leadership effectiveness, equipping participants with strategies to address gender biases, promote diversity, and create inclusive work environments conducive to the advancement of all individuals.

Course Outcomes

Upon completion of the course, participants will:

1. **Understand Gender Dynamics in Leadership:**
   - Gain insights into the impact of gender on leadership roles, styles, and perceptions.
   - Understand how gender biases and stereotypes influence leadership opportunities and outcomes.
2. **Promote Gender Equality and Diversity:**
   - Learn strategies to promote gender equality and diversity in leadership positions.
   - Understand the importance of creating inclusive work environments that value diverse perspectives and experiences.
3.

Develop Inclusive Leadership Skills:

- Develop inclusive leadership skills that prioritize collaboration, empathy, and respect for all individuals.
- Learn how to foster a culture of inclusivity and belonging within teams and organizations.

4. **Address Gender Bias and Stereotypes:**
   - Identify and challenge gender biases and stereotypes in leadership contexts.
   - Develop strategies to mitigate the impact of bias on decision-making and career advancement.
5. **Empower and Support Women Leaders:**
   - Understand the unique challenges faced by women in leadership roles.
   - Learn how to empower and support women leaders through mentorship, advocacy, and professional development opportunities.

Course Outline / Curriculum

Module 1: Understanding Gender and Leadership

- Exploring gender dynamics in leadership roles and behaviors
- Recognizing the impact of gender biases and stereotypes on leadership effectiveness

Module 2: Promoting Gender Equality and Diversity

- Strategies for promoting gender equality and diversity in leadership
- Creating inclusive work environments that value diverse perspectives

Module 3: Inclusive Leadership Practices

- Developing inclusive leadership skills and behaviors
- Fostering a culture of inclusivity and belonging within teams and organizations

Module 4: Addressing Gender Bias and Stereotypes

- Identifying and challenging gender biases and stereotypes in leadership
- Mitigating the impact of bias on decision-making and career advancement

Module 5: Empowering Women Leaders

- Understanding the unique challenges faced by women in leadership
- Empowering and supporting women leaders through mentorship and advocacy

Module 6: Leadership Development and Career Advancement

- Strategies for leadership development and career advancement for all individuals
- Creating pathways for diverse leadership representation and advancement

Module 7: Building Inclusive Teams and Organizations

- Creating diverse and inclusive teams that leverage the strengths of all members
- Fostering collaboration and innovation through inclusive team dynamics

Module 8: Cultivating an Inclusive Organizational Culture

- Creating an organizational culture that values diversity, equity, and inclusion
- Implementing policies and practices that support gender equality and inclusivity

Module 9: Advocacy and Allyship - Strategies for advocating for gender equality and diversity in leadership - Becoming an effective ally for underrepresented groups in the workplace

Module 10: Case Studies and Best Practices - Analysis of real-world examples of inclusive leadership and gender equality initiatives - Best practices for promoting gender equality and fostering inclusive leadership practices

This course is suitable for leaders, managers, HR professionals, and individuals interested in promoting gender equality and fostering inclusive leadership practices within their organizations. Through a combination of theoretical knowledge, practical exercises, case studies, and discussions, participants will gain the skills and insights needed to drive positive change and create inclusive work environments where all individuals can thrive

Target Audience

The course is aimed at gender focal points, women organisations, programs and project managers, researchers, policy-makers, activists, women advocates and feminists, students, staff of NGOs and CBOs, staff of UN specialized agencies, donor agency field workers, volunteers, development actors, trainers, students, government officials etc. Candidates should have a good written command of English language and high competence and comfort with computer and internet use.

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairob
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Gender and Leadership
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue /Date	
Estimated Number ofDelegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name	Signature / Stamp	Date