

## Gender and Leadership Course Details

Department: Executive Leadership and Management

Presented by Magna Skills Development Institute

Date Created: 09-May-2025

Training Coordinator: Denis Wunganayi



**CORPORATE TRAINING**  
*Agency*

**OUR SERVICES :**

- Search Engine Optimization
- Analytics and Data Analysis
- Pay-Per-Click Advertising
- Social Media Marketing

 Our Website  
[www.magnaskills.com](http://www.magnaskills.com)

 **MAGNA SKILLS**  
[www.magnaskills.com](http://www.magnaskills.com)



## Course Summary

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 Objectives

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

### 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**

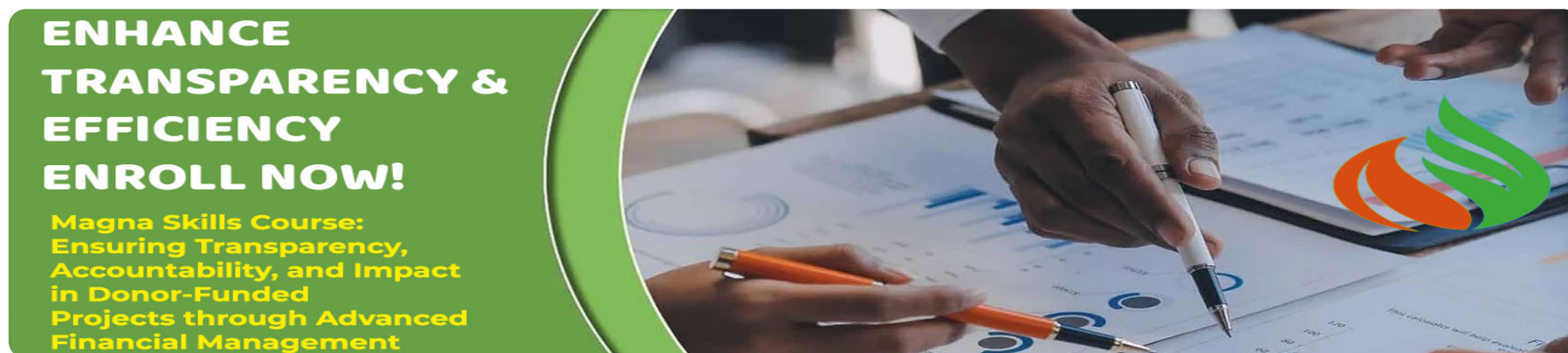
- Creating an organizational culture that values diversity, equity, and inclusion
- Implementing policies and practices that support gender equality and inclusivity

**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



## Company Overview

**Who We Are:** Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

**Our Mission:** To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

**Our Vision:** To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

## Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.
- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

## Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

### **Why Choose Magna Skills?**

- Experienced Trainers
- Customized Training Solutions
- Interactive Learning
- Global Recognition
- Proven Track Record

Request for Training Form

Complete the form and share with Magna Skills Support Team on email info@magnaskills.com or Send Whatsapp on: +27630079022

Approval & Authorization	
Applicant Details	Course Details
First Name:	Course Name:
Last Name:	Training Venue:
Mobile:	Month:
Email:	Training Method: Online[ ____ ] Face to Face [ ____ ]
Company Name:	Duration:
Country:	Number of Staff Members:

By signing this agreement, both parties confirm their commitment to the terms outlined in this proposal.