

# Empowering Women in the Workplace

## **Aim**

To educate supervisors, junior and middle management on the basic requirements of gender inclusive management. This generic workshop is well tailored to suit all industries and sectors and the learners are encouraged to utilize as many of their own examples as possible for the practical exercises. This workshop addresses the demands on management from a post Covid perspective.

## **What Others Had to Say About this Course...**



*A workshop of this sort is long overdue!*  
*Melissa*

## **Who Should Attend this Course?**

This course will benefit emerging Supervisors and Managers, and those making the transition from Supervisor to Manager.

## **Outcome**

At the end of this workshop the learners will have the basic knowledge enabling them to set goals and standards, empower other staff, grow in their own positions, and recognise the value of a team.

**Duration: 1-Day**

## Content

What are the Requirements of Women at Work?	<ul style="list-style-type: none"> <li>Identifying the specific requirements of women at work given the current statistics and analysis of the composition of the South African population</li> <li>Is addressing the empowerment of women, simultaneously suggesting the disempowerment of men?</li> </ul>
Understanding Gender Related Stressors	<ul style="list-style-type: none"> <li>What specific gender related stressors are there in the workplace and how does one deal with them.</li> <li>The advantages and disadvantages to all of society when there is gender equality</li> <li>The psychological barriers you are likely to encounter from the workforce in general</li> </ul>
Setting the Tone and Culture	<ul style="list-style-type: none"> <li>Who are your stakeholders and are they truly on board?</li> <li>How to get all your stakeholders on board through the power of influence and persuasion</li> <li>Identifying your ambassadors with purpose</li> <li>Finding and measuring the "where are we now?"</li> </ul>
Case Studies	<ul style="list-style-type: none"> <li>Benchmarked Results and Programmes</li> <li>What to Measure as the "where we want to be?"</li> </ul>
Engaging on an individual level	<ul style="list-style-type: none"> <li>Analysing and understanding the impact of generational and cultural influence on our female workforce and learning to engage in a meaningful way</li> <li>Analysing and understanding the impact of good company policies to eliminate all discrimination in the workplace</li> </ul>
What are the benefits to your organisation embracing gender equality?	<ul style="list-style-type: none"> <li>Analysing the benefits</li> <li>Measuring the benefits</li> <li>What are the pitfalls?</li> <li>Identifying the reasons in your industry</li> <li>Identifying the reasons in your company</li> </ul>
The Practical Approach	<ul style="list-style-type: none"> <li>Approaching gender equality in a logical framework project manner</li> </ul>