

GENDER DEVELOPMENT COURSE



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TRAINING CENTER



Introduction

Organizations that integrate gender equality into their policies and practices build fairer, more productive workplaces. This Gender Development Training Course introduces HR professionals and organizational leaders to the principles of gender mainstreaming, equitable policy design, and inclusive workplace culture. Participants explore how gender-responsive practices strengthen decision-making, talent retention, and institutional reputation. Furthermore, the course connects global gender development frameworks with practical tools for policy review, data analysis, and program design. As a result, attendees gain the confidence to lead initiatives that promote equal opportunity across recruitment, leadership, and daily operations. This program suits professionals seeking a structured, practical approach to advancing gender equality within their organizations.

Gender Development Course Objectives

- Define gender development and its connection to organizational performance
- Apply gender mainstreaming principles across policies and programs
- Use the Gender and Development (GAD) approach in planning processes
- Analyze workforce data through a gender-responsive lens
- Design gender-responsive budgeting and resource allocation practices
- Apply frameworks aligned with Sustainable Development Goal 5 (Gender Equality)
- Identify and address unconscious bias in recruitment and promotion
- Build inclusive leadership pipelines and mentorship programs
- Develop workplace policies that support work-life balance and equity
- Build a practical roadmap for advancing gender development initiatives

Course Methodology

- Interactive lectures on gender development concepts and frameworks

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Info@gentextraining.com



- Case studies examining organizational gender equality initiatives
- Group workshops applying gender-responsive policy tools
- Practical exercises using workforce data analysis templates
- Discussions on inclusive leadership and mentorship design
- Continuous feedback sessions to reinforce learning outcomes

Who Should Take This Course

- HR managers and diversity and inclusion officers
- Organizational development and policy specialists
- Talent management and leadership development professionals
- Program managers working on social development initiatives
- Compliance officers overseeing equal opportunity practices
- Senior leaders committed to inclusive organizational culture

Gender Development Course Outlines

Day 1: Foundations of Gender Development

- Defining gender development and related terminology
- Historical context of gender equality initiatives
- Overview of global frameworks, including SDG 5
- Linking gender equality to organizational performance
- Distinguishing gender equality from gender equity
- Common misconceptions about gender development
- Case study: organizations advancing gender equality





Day 2: Gender Mainstreaming and Policy Design

- Principles of gender mainstreaming in institutions
- Applying the Gender and Development (GAD) approach
- Reviewing policies through a gender-responsive lens
- Designing gender-responsive budgeting practices
- Aligning HR policies with equal opportunity standards
- Identifying policy gaps and structural barriers
- Practical exercise: reviewing a sample workplace policy

Day 3: Data, Bias, and Workforce Analysis

- Collecting and analyzing gender-disaggregated data
- Identifying unconscious bias in hiring and promotion
- Measuring pay equity and representation gaps
- Using dashboards to track gender development metrics
- Interpreting data to inform organizational decisions
- Reporting workforce gender data transparently
- Case study: data-driven gender equality improvements

Day 4: Inclusive Leadership and Talent Development

- Building inclusive leadership competencies
- Designing mentorship and sponsorship programs
- Supporting career progression across all levels
- Addressing barriers to leadership advancement
- Encouraging inclusive decision-making practices

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- Building accountability structures for leaders
- Practical exercise: designing a mentorship framework

Day 5: Sustaining Gender Development Initiatives

- Developing work-life balance and flexibility policies
- Building a workplace culture of respect and inclusion
- Communicating gender development commitments internally
- Monitoring and evaluating program outcomes
- Engaging stakeholders in continuous improvement
- Aligning initiatives with long-term strategic goals
- Final workshop: presenting a gender development action plan

Conclusion

By successfully completing the Gender Development Training Course, participants will have acquired practical knowledge of gender mainstreaming, policy design, and inclusive leadership techniques that support equitable workplace culture. Furthermore, learners gain the confidence to lead initiatives that strengthen fairness and representation across their organizations. As a result, participants return to their workplaces ready to advance meaningful, sustained progress. Gentex Training Center designed this program to connect global gender development frameworks with practical, results-driven organizational action.

FAQs

Q1 What is the "Gender Development" course about?





This course covers the principles of gender mainstreaming, policy design, and inclusive leadership, helping professionals build workplace practices that promote fairness, equal opportunity, and organizational performance.

Q2 What are the key benefits of the "Gender Development" course?

Participants gain the ability to design equitable policies, reduce bias in decision-making, strengthen leadership pipelines, and improve organizational culture, ultimately supporting stronger performance and reputation.

Q3 What skills will I gain from the "Gender Development" course?

Learners develop skills in gender-responsive policy design, workforce data analysis, inclusive leadership development, and bias mitigation, enabling confident action across HR and organizational development functions.

Q4 What tools, methods, or standards are covered in the "Gender Development" course?

The course covers the Gender and Development (GAD) approach, gender mainstreaming principles, Sustainable Development Goal 5 frameworks, gender-responsive budgeting, and gender-disaggregated data analysis methods.



Q5 How is the "Gender Development" course applied in real-world practice?

Participants apply these concepts by reviewing workplace policies, analyzing workforce data, designing mentorship programs, and building action plans that advance equal opportunity within their own organizations.