

WOMEN EMPOWERMENT



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TRAINING CENTER



Introduction

Organizations perform better when every capable person can contribute fully. Removing the barriers that hold women back is therefore both a fairness issue and a performance one. This Women Empowerment Training Course gives participants practical tools for building confidence, influence, and career momentum, and for designing workplace systems that support inclusion. Furthermore, it covers self-advocacy, negotiation, leadership presence, mentoring, and the organizational practices that make empowerment measurable. Participants also learn to challenge bias, build networks, and support other women in their careers. As a result, they leave with both personal capability and a framework for changing their workplace.

Women Empowerment Course Objectives

- Identify internal and external barriers to women's career advancement.
- Build self-confidence and professional self-advocacy skills.
- Apply negotiation techniques to salaries, roles, and resources.
- Develop leadership presence through communication and body language.
- Set career goals using structured development planning.
- Build mentoring and sponsorship relationships deliberately.
- Recognize and respond to unconscious bias in workplace decisions.
- Use emotional intelligence to manage relationships and conflict.
- Design inclusion practices such as flexible work and fair evaluation.
- Measure empowerment progress with representation and engagement metrics.

Course Methodology

- Interactive workshops built around participants' real career situations.
- Guided practice in negotiation, self-advocacy, and leadership presence.

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- Role-play for bias conversations, interviews, and difficult discussions.
- Case studies of women leaders and inclusive organizations.
- Peer coaching, mentoring circles, and structured self-reflection.
- Action planning that links each skill to the participant's own career path.

Who Should Take This Course

- Women professionals preparing for leadership roles.
- Managers and HR specialists leading inclusion initiatives.
- Team leaders supporting women's career development.
- Women returning to work after a career break.
- Diversity, equity, and inclusion officers and coordinators.
- Men in leadership roles who sponsor and support women.

Women Empowerment Course Outlines

Day 1: Understanding Barriers and Opportunity

- Examining internal barriers: confidence, self-doubt, and risk aversion.
- Identifying external barriers: bias, networks, and structural limits.
- Reviewing research on representation and career progression.
- Exploring intersectionality and its workplace effects.
- Assessing personal strengths, values, and career drivers.
- Mapping current career position objectively.
- Completing a personal empowerment baseline.

Day 2: Confidence, Self-Advocacy, and Presence



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- Building self-confidence through evidence and achievement review.
- Practicing assertive communication with I-statements.
- Developing leadership presence: voice, posture, and pacing.
- Handling interruption and being heard in meetings.
- Preparing and delivering a personal value pitch.
- Managing self-talk and imposter feelings.
- Practicing presence in structured role-play.

Day 3: Negotiation and Career Strategy

- Preparing negotiations with interests and BATNA analysis.
- Negotiating salary, promotion, and resource requests.
- Using evidence, framing, and timing effectively.
- Setting career goals with structured development plans.
- Building visibility through projects and results.
- Requesting and using feedback constructively.
- Running a negotiation practice session.

Day 4: Networks, Mentors, and Sponsors

- Distinguishing mentoring from sponsorship.
- Building professional networks deliberately.
- Identifying and approaching potential mentors.
- Developing sponsorship relationships with senior leaders.
- Supporting other women through peer coaching.
- Handling workplace politics productively.
- Designing a personal network action plan.





Day 5: Inclusive Systems and Measuring Progress

- Recognizing unconscious bias in hiring and evaluation.
- Applying structured interview and appraisal practices.
- Designing flexible work and return-to-work policies.
- Building psychological safety in teams.
- Measuring representation, progression, and engagement metrics.
- Reviewing organizational practices against inclusion standards.
- Preparing a 90-day empowerment action plan.

Conclusion

By successfully completing Women Empowerment, participants will gain the knowledge to build confidence, advocate for themselves, and negotiate roles and opportunities with evidence and clarity. They will acquire skills in leadership presence, career strategy, network and sponsorship building, and inclusive workplace practice that support both personal advancement and organizational change. Gentex Training Center builds this course around participants' own career situations, so learners return ready to act with confidence and to open the same doors for others.

FAQs

Q1 What is the "Women Empowerment" course about?

It combines personal development with organizational change. The course covers barriers to advancement, confidence and self-advocacy, negotiation and career strategy, leadership presence, mentoring and sponsorship, unconscious bias, inclusive workplace systems, and ways to measure empowerment progress.



Q2 What are the key benefits of the "Women Empowerment" course?

Participants gain greater confidence, negotiate better outcomes, and plan careers with clearer direction. They also build stronger networks and sponsor relationships, respond effectively to bias, and help shape fairer workplace systems. These gains improve promotion prospects, retention, and workplace culture.

Q3 What skills will I gain from the "Women Empowerment" course?

You will gain self-confidence and self-advocacy, negotiation and career strategy, leadership presence and communication, and network building and inclusive practice. These four skills work together to advance individual careers while improving the systems around them.

Q4 What tools, methods, or standards are covered in the "Women Empowerment" course?

The course covers the BATNA negotiation framework, I-statement communication, structured career development plans, mentoring and sponsorship models, unconscious bias assessment techniques, structured interview and appraisal practices, psychological safety frameworks, flexible work policy design, and representation and engagement metrics.



Q5 How is the "Women Empowerment" course applied in real-world practice?

Participants prepare a personal value pitch, run a negotiation practice session on a real request, and map their professional network. They also review their organization's hiring and evaluation practices for bias and build a 90-day plan covering both career steps and workplace changes.