

WOMEN'S LEADERSHIP TRAINING



GENTEX[®]
TRAINING CENTER



Introduction

Women's Leadership Training Course develops women professionals to lead with confidence, self-awareness, and organisational impact. Participants work through leadership identity, team leadership, influence, performance management, and career progression as one connected practice. The programme pairs established leadership frameworks with practical workplace realities. As a result, learners gain a structured method rather than isolated tips. Furthermore, the course strengthens communication, stakeholder credibility, and the resilience needed to lead teams and shape decisions over the long term.

Women's Leadership Training Course Objectives

- Define your leadership identity, values, and development priorities.
- Apply situational leadership (Hersey-Blanchard) to match style to team readiness.
- Set direction and cascade goals with SMART criteria and OKRs.
- Build credible influence using the Trust Equation and power-interest grids.
- Communicate with authority using the pyramid principle (Minto) and active listening.
- Manage performance with appraisal routines, root cause analysis, and KPIs.
- Coach and develop team members using the GROW model and SBI feedback.
- Negotiate scope, resources, and advancement with the BATNA concept and interest-based negotiation.
- Handle conflict and difficult conversations with the Thomas-Kilmann conflict modes.
- Lead change with Kotler's eight steps and the ADKAR model.

Course Methodology

- Interactive sessions built on women's leadership cases and lived experience.
- Workshops on direction setting, influence, and performance practice.
- Group exercises on coaching, feedback, and difficult conversations.

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- Hands-on practice with OKRs, the Trust Equation, pyramid principle, and GROW.
- Simulation of a difficult stakeholder conversation and a change initiative.
- Facilitator coaching and peer review on personal leadership and career plans.

Who Should Take This Course

- Women managers, team leaders, and supervisors.
- Women professionals stepping into leadership roles.
- Senior specialists preparing for broader responsibility.
- Women leading technical, operational, or service teams.
- HR, talent, and inclusion professionals supporting women's advancement.
- Leaders and mentors sponsoring women in their organisations.

Women's Leadership Training Course Outlines

Day 1: Leadership Identity and Self-Awareness

- Defining leadership identity, values, and purpose.
- Strengths, blind spots, and the Johari Window.
- Emotional intelligence (Goleman) and managing personal triggers.
- Recognising bias, micro-messages, and unspoken norms.
- Confidence, self-doubt, and managing the inner critic.
- Credibility, consistency, and personal presence.
- Case discussion: a capable leader whose contribution went unseen.

Day 2: Leading Teams and Setting Direction

- Leading former peers and building credibility with a team.



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- Situational leadership (Hersey-Blanchard) and adapting style.
- Setting expectations, standards, and goals with SMART criteria.
- Cascading objectives with OKRs and clear accountabilities.
- Delegation with the five levels of delegation and RACI charts.
- Running effective one-to-one and team meetings.
- Workshop: planning a team quarter with clear ownership.

Day 3: Influence, Communication, and Stakeholders

- The Trust Equation: credibility, reliability, intimacy, and self-orientation.
- Stakeholder mapping with power-interest grids.
- Communication with authority using the pyramid principle (Minto).
- Active listening and being heard in senior forums.
- Cialdini's principles of persuasion used responsibly.
- Managing upwards and building visibility with decision-makers.
- Exercise: presenting a proposal with authority.

Day 4: Performance, Coaching, and Difficult Conversations

- Setting performance expectations, KPIs, and standards.
- Feedback with the SBI (Situation-Behaviour-Impact) model.
- Coaching with the GROW model.
- Managing underperformance with structured improvement plans.
- Conflict handling with the Thomas-Kilmann conflict modes.
- Boundaries, workload pressure, and personal resilience.
- Simulation: a performance and boundary-setting conversation.





Day 5: Negotiation, Change, and Career Strategy

- Interest-based negotiation and BATNA preparation.
- Negotiating scope, resources, and advancement criteria.
- Leading change with Kotler's eight steps and the ADKAR model.
- Sponsorship, allyship, and developing other women.
- Career strategy with SMART goals and a sponsorship plan.
- Personal leadership and resilience development planning.
- Capstone: presenting a personal leadership and career plan.

Conclusion

By successfully completing Women's Leadership Training, participants will gain a practical command of leadership identity, team leadership, influence, performance management, and negotiation. They will acquire skills in authoritative communication, coaching and feedback, conflict handling, and change leadership grounded in self-awareness. Gentex Training Center designs the programme to help women professionals lead with confidence and a clear plan.

FAQs

Q1 What is the "Women's Leadership Training" course about?

It develops women professionals to lead with confidence, self-awareness, and organisational impact. The course spans leadership identity and self-awareness, leading teams and setting direction, influence and stakeholder communication, performance and difficult conversations, and negotiation, change, and career strategy.



Q2 What are the key benefits of the "Women's Leadership Training" course?

You gain a structured method rather than isolated tips. The course improves direction setting and delegation, strengthens influence and authoritative communication, sharpens performance and coaching practice, and gives you a concrete career and sponsorship plan.

Q3 What skills will I gain from the "Women's Leadership Training" course?

You will develop four core skills: leadership identity and self-awareness, team leadership with direction setting and delegation, influence and stakeholder communication, and performance management with negotiation and change leadership.

Q4 What tools, methods, or standards are covered in the "Women's Leadership Training" course?

The course covers the Johari Window, Goleman's emotional intelligence framework, situational leadership (Hersey-Blanchard), SMART criteria, OKRs, the five levels of delegation, RACI charts, the Trust Equation, power-interest grids, the pyramid principle (Minto), Cialdini's principles of persuasion, the SBI (Situation-Behaviour-Impact) feedback model, structured improvement plans, the GROW coaching model, the Thomas-Kilmann conflict modes, interest-based negotiation with the BATNA concept, SMART goal setting, sponsorship and allyship practice, Kotler's eight steps, and the ADKAR model.



Q5 How is the "Women's Leadership Training" course applied in real-world practice?

Participants apply it to real work such as planning a team quarter with clear ownership, giving feedback on underperformance, negotiating a role scope or advancement criteria, and leading a change that affects how a team works. The same methods support mentoring other women and personal career planning.