Inclusive Leadership for Gender Equality Course – Senior Leaders

Realising Gender Equality in an organisation requires a joint effort – of women and men alike - based on mutually agreed values, common understanding of leadership principles and a continuous implementation process.

With this workshop we aim at establishing such an implementation process. In this interactive workshop format, we will introduce fundamental leadership principles and leadership tools that will enable the group to move forward and gradually make concrete steps towards the realisation of the Universities' Gender Equality Policy.

Working Style

- As our training philosophy is based on 'learning by doing', we strive for a highly inclusive and interactive learning environment in which participants actively engage in discussions and exercises
- We will balance teaching and practical exercises in pairs or small groups
- Participants will benefit from mutual feedback as well as from the feedback of the course facilitators.
- Case studies will support application and implementation of the course learnings
- Materials produced during the workshop will be made available to participants

Testimonials from our workshops for Senior Leaders

"Helped me to better visualize the big picture in terms of leadership and my role."

"The course gave me tools to reflect on my leadership style and ways to improve management of others. It was highly interactive, and a great experience."

"The active nature of the training was great - learn tools and then practice using them."

"This course provided an effective framework for understanding leadership roles and provided effective means of analyzing and understanding those roles which seem to me to be invaluable skills in almost any professional role."

"The effort of taking this time from my daily activities was worthwhile."

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Course Programme

Time Frame	Day 1	Day 2	Day 3
	Inclusive Leadership for Gender Equality – Senior Leaders at UNIL		
9:00	**Theme 1** **Setting the Frame**	**Theme 4** **Listening**	**Theme 7** **Recruitment and Academic Committees**
	Welcome & Getting Together	Introduction to Listening	Challenges and Best Practises
	Course Objectives, Time Schedule, Rules and Roles	Active Listening	Competence Based Structured Interview
	Expectations/Contracting	Emotional Intelligence	Diversity and Fairness in the Recruitment Process and Academic Committees
Coffee break at 10:30	Frame Setting as a Tool	**Theme 5** **Management Tools**	
Lunch at 13:00	**Theme 2** **EDI Basics**	Time Management	**Theme 8** **Strategies for Change**
Coffee break at 15:30	Understanding EDI Terminology	Setting Good Goals	Developing an EDI Organizational Culture
	Women and Men Leaders	Delegation	
	Mitigating Unconscious Biases	**Theme 6** **Appreciative Confrontation**	Facilitating Inclusive and Effective Meetings
	Theme 3 **Key Communication Skills**	Understanding and Deescalating Conflicts	**Theme 9** **Closing**
	Inner Attitudes	Handling Tough Conversations	What can be done?
17:00	Eye-level Communication	Assertiveness	Action Plan & Closing

Please note that:
- Topics are built one on top of the others and all the themes are interconnected.
- The order of themes is illustrative and may change during the course depending on the group needs.
- Trainers will monitor participants' needs all along the course and tailor the themes' order and speed accordingly.
- Participants need to attend all the sessions from day 1 to day 3.

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