



WOMEN IN LEADERSHIP PROGRAMS

ADVANCE AND THRIVE

For women with **8 years managerial** experience

ACCELERATE

For women with **8 years work** experience





THE IMPORTANCE OF WOMEN IN LEADERSHIP

Diversity is becoming a critical success factor for companies in Asia. Opening up more opportunities for women to develop into senior leaders is a priority for most multinational companies in order to meet their business objectives in the region.

There is increasing evidence that having more female leaders results in greater business success, including company profitability. At the same time, there is an under-representation of women in leadership roles in companies worldwide and especially in Asia. The Women in Leadership Programs (WIL) aim to help organisations address this gender imbalance by preparing female executives for greater success. This is done through an integrated approach of workshops, assessments and coaching sessions on current issues in the workplace.

BENEFITS FOR ORGANISATIONS

- Add value and growth through accelerating your diversity efforts
- Strengthen your female talent pipeline for senior leadership positions
- Provide fully integrated learning opportunity for your women leaders
- Accelerate your women leaders in their leadership development and career
- Benchmark directly against other businesses

BENEFITS FOR PARTICIPANTS

- Enhance your leadership, communication and influencing skills
- Develop strategies for executive presence and strategic visibility
- Become self-aware and competent of communicating with diverse people
- Improve your performance and learn essential skills and techniques to further your career
- Create an international network you can leverage in the future
- Benchmark yourself against others in similar positions in different industries

UNIQUE **FEATURES** OF WIL PROGRAMS

Our programs are fully integrated and consist of workshops, interactive presentations, panel discussions, small group work, video and printed case studies, role plays and self reflections. In addition to these, the WIL programs offer the following unique features:

- Addressing gender as well as cultural perspectives
- Involvement of men in parts of the programs
- Individual coaching sessions
- Harrison traits and behavioural tendencies assessment
- Individual and organisational action planning
- Extended alumni and social media group membership component
- Feedback on ROI at the end of the workshops as well as three months later

PROGRAMS FOR EMERGING LEADERS & SENIOR MANAGERS

The programs are regional and target both Western and Asian participants. They are designed for female executives with different levels of experience:

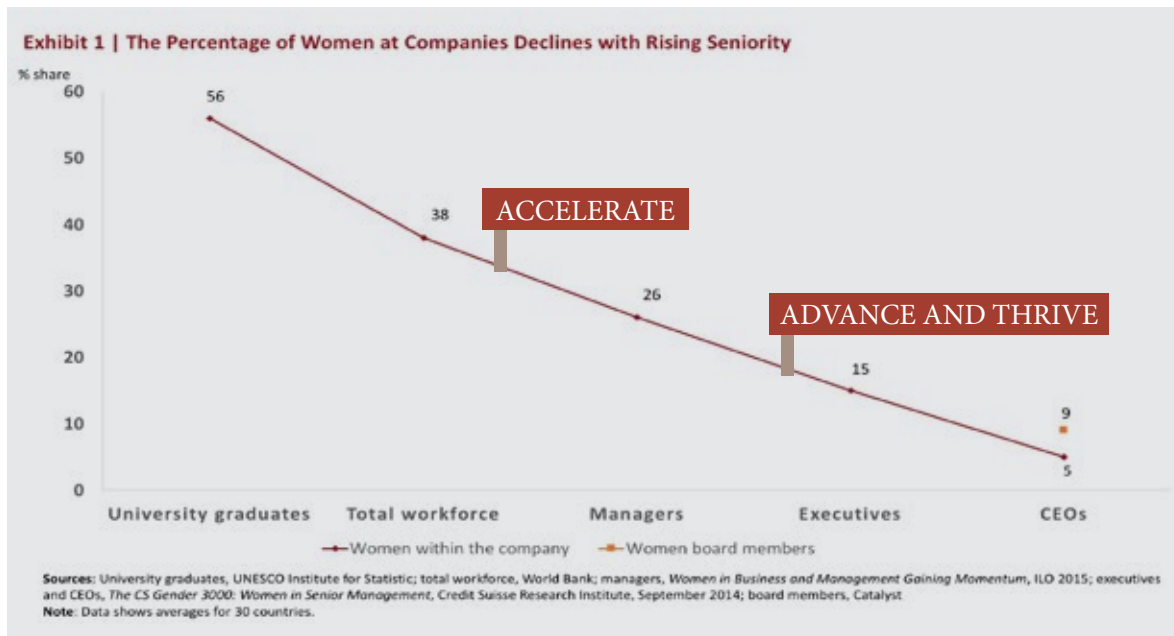
Accelerate
2 day program

For women with more than **8 years work experience**

Advance and Thrive
4 day program (2+2)

For women with more than **8 years managerial experience**

HOW OUR PROGRAMS FIT IN WOMEN'S CAREER STAGES



Statistics from various research reveal that there are few women in truly senior leadership positions. Our goal is to support women in different stages of their career and assist organisations in creating a steady pipeline for senior female leaders.

ACCELERATE FOR EMERGING LEADERS

FOR WOMEN WITH MINIMUM 8 YEARS WORK EXPERIENCE

OVERVIEW

	Month 1	Month 2	Month 3	Month 4	Month 5	Ongoing
Harrison Assessment						
2-Day Workshop						
Individual Coaching (1 of 2)						
Individual Coaching (2 of 2)						
Feedback on ROI						
Social Media Alumni						

2-DAY WORKSHOP STRUCTURE

Day One	Day Two
The leader I want to be Harrison assessment debrief Building on strengths	Influencing without authority Networking with purpose Coaching as a leadership style Senior female leader's experience sharing
Networking lunch	Networking lunch
Female leaders' challenges Managing subconscious biases Gender-specific communication Mixed gender panel: Sponsorship and mentoring	Working effectively across cultures Practicing a difficult conversation Peer feedback Action planning
Dinner	



**YOUR
INVESTMENT**

WIL - Accelerate

SGD 4900 per person

ADVANCE AND THRIVE FOR SENIOR MANAGERS

FOR WOMEN WITH MINIMUM 8 YEARS MANAGERIAL EXPERIENCE

OVERVIEW

	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Ongoing
Harrison Assessment							
2-Day Workshop (1 of 2)							
Individual Coaching (1 of 2)							
Working on action points							
2-Day Workshop (2 of 2)							
Individual Coaching (2 of 2)							
Feedback on ROI							
Social Media							

“ IN THE FUTURE, THERE WILL BE NO FEMALE LEADERS. THERE WILL JUST BE LEADERS. ”

- Sheryl Sandberg (COO Facebook)

2X2 DAY WORKSHOP STRUCTURE

Phase One		Phase Two	
Day One	Day Two	Day Three	Day Four
<p>The leader I want to be</p> <p>Harrison assessment debrief</p> <p>Building on strengths</p>	<p>Power and influencing without authority</p> <p>Networking with purpose</p> <p>Coaching as a leadership style</p>	<p>Reflection on action plans</p> <p>Global mindset and high performing multinational teams</p> <p>Senior female leader's experience sharing</p>	<p>Online presence</p> <p>Stress management</p> <p>Work/life in balance</p> <p>Nutrition and image</p>
Networking lunch	Networking lunch	Networking lunch	Networking lunch
<p>Female leaders' challenges</p> <p>Managing subconscious biases</p> <p>Gender-specific communication</p> <p>Mixed gender panel: sponsorship, mentoring</p>	<p>Working effectively across cultures</p> <p>Practicing a difficult conversation</p> <p>Peer feedback</p> <p>Action planning</p>	<p>Executive presence</p> <p>Communicating with senior leadership</p> <p>The roadmap to gender equality in organisations</p> <p>Male panel</p>	<p>Solution circle on individual leadership challenges</p> <p>Peer feedback</p> <p>Action planning at Individual, team and organisational levels</p>
Welcome dinner		Dinner	



**YOUR
INVESTMENT**

WIL - Advance and Thrive

SGD 8900 per person

LOCATION

OF PROGRAMS

**Central Business
District Singapore**

TESTIMONIALS FROM PREVIOUS PARTICIPANTS

98% of attendees said YES they would recommend this program to others. Read some of their testimonials below:

“The Women in Leadership program is a comprehensive and effective program - it gives you a clear understanding of the key challenges we face and effective tools and skills to apply in the work environment.”

Ann

Head of Organisation Singapore
German Bank

“An excellent program on leadership and cross-cultural effectiveness - diversified, inclusive and prompted self-reflection. A thought-provoking program.”

Lilia

Vice President
Institutional Banking Group
Singaporean Bank

“I really enjoyed this training and the diverse group of attendees who were from different industries and nationalities. The sharing from invited guest speakers and panellists was excellent and the workshops helped me look at work challenges from a different perspective.”

Shirlyn

Manager – Order Fulfilment SE Asia
Swedish Construction Multinational

“I would definitely recommend this program – it raised awareness of your strengths and weaknesses and the underlying issues you are facing. It gave me an opportunity to learn how to cope with situations effectively and confidently in a complex society.”

Hitomi

Vice President, Fixed Income Sales
Canadian Investment Bank and
Financial Services Provider

Program Return on Investment Participants' development



PAST PROGRAMS



WOMEN IN LEADERSHIP PROGRAM FACULTY



Program Director
Zsuzsanna Tungli, Ph.D.
Managing Partner
Developing Global Leaders Asia

Zsuzsanna's objective is to assist individuals, teams and organisations to become globally competent and responsible leaders in their fields. She writes, consults, trains and coaches executives with international responsibility on developing global leadership, mindset, effective cross-cultural communication and gender equality. She does most of her work through her company, Developing Global Leaders Asia, and its training division, Cultural Training Asia. Her work has spanned Europe, Asia and the United States in diverse industries, including energy, pharmaceutical, electronics, FMCG, financial, tourism and personnel services. Zsuzsanna has also been teaching on various business schools' executive education programs, most recently at INSEAD, IMD and Singapore Management University in Singapore. She is the author of the book "The Culture Key".



Katherine Chen
Executive Coach and Facilitator



Lakhvinder Kaur
Executive Coach and Facilitator



Mike Hughes
Executive Coach and Facilitator

ABOUT DEVELOPING GLOBAL LEADERS ASIA

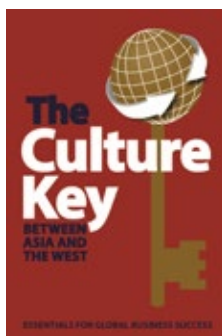
At Developing Global Leaders Asia (DGL) we believe that responsible and inclusive leadership combined with the ability to lead across borders and cultures has the power to transform individuals, organisations and societies. With a proven track record of measurable long-lasting results, at DGL we help our clients develop sustainable and inclusive organisational cultures, globally competent, socially and environmentally

responsible leaders, and cohesive and effective multicultural teams.

Our services include: Global Leadership & Global Mind-Set, Cultural Awareness for Business (Cultural Training Asia), Inclusion Strategies and Diversity Management, Women in Leadership and Work/Life in Balance programs. For more information, please visit:

www.developinggloballeaders.com





THE CULTURE KEY BETWEEN ASIA AND THE WEST

This practical book, filled with real life examples, will help you discover the key cultural differences international businesses cannot afford to ignore:

1. Direct and Indirect Communication Styles
2. The Different Approaches to Hierarchy
3. The Role of Silence in Communication
4. Focusing on Task or Relationship

Bridging these cultural gaps will help you identify and realise new market opportunities, lead your multinational team effectively and understand your international colleagues whether they are in your office or abroad more clearly and accurately.

EFFECTIVE GLOBAL EMAIL COMMUNICATION

The most often used communication channel today is email. Yet emails are potential minefields for misunderstandings. Well intended lines can be misinterpreted and hurt feelings, upset colleagues, missed deadlines are the consequences of this.

The Culture Key: Global Email Communication will guide you to follow some of the generic email best practices as well as points to those differences that are due to different usage of language and various cultural norms.

After completing the book you will be able to communicate in a more clear and understandable manner with your international counterparts.

THE ROADMAP TO GENDER EQUALITY IN ORGANISATIONS

The book presents and guides you through a structured roadmap that – if followed through – will lead to more gender balanced leadership and gender equality in organisations. The 8 areas to success include:

1. Building Awareness around the Business Case
2. Managing Subconscious Bias
3. De-biasing Organisational Policies and Practices
4. Involving Men
5. Enabling Flexible Working
6. Supporting Career Progression
7. Supporting Families
8. Closing the Gender Pay Gap

For more info on purchasing the books, visit www.developinggloballeaders.com

“ AFTER 25 YEARS AS A WESTERNER LIVING IN SEVERAL ASIAN COUNTRIES, I CAN IDENTIFY WITH MANY OF THE SITUATIONS DESCRIBED, AND ONLY WISH THAT I HAD HAD A BOOK AS GOOD AS THIS TO HELP ME TO BE MORE UNDERSTANDING, AND MORE EFFECTIVE, IN MY BUSINESS AND SOCIAL INTERACTIONS IN ASIAN CULTURES. ”

President vBAssociates; and former Global Chief Customer Officer, Unilever

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