

Women in leadership

Gender Equality

Concept on the implementation of
a development program
for female executives

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Initial situation

Your company would like to specifically promote female managers and junior staff and is setting up a specific development program for this purpose.

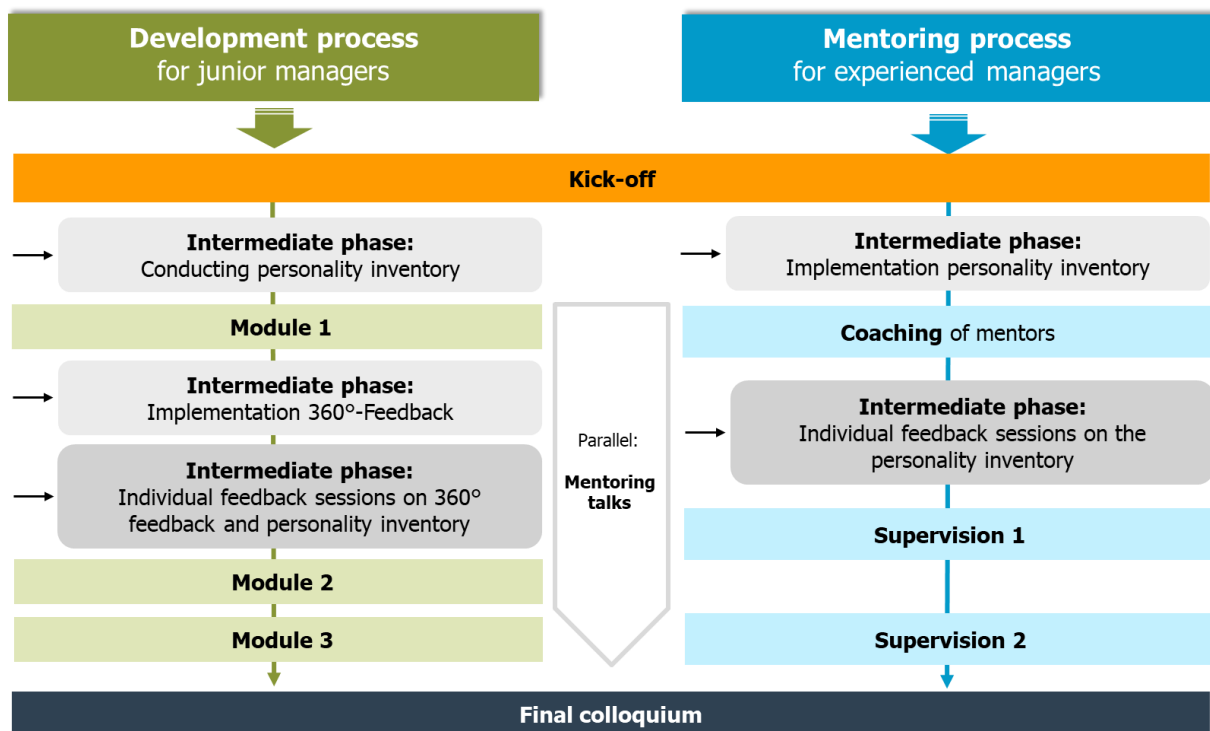
This offer from the Wildenmann Group outlines a multi-stage seminar scenario and is intended as a basis for discussion. Accordingly, components and the overall process can be adapted as desired when the order is placed.

Your benefit in 4 sentences

1. A clear development process has taken place among the participants through the intensive examination of their personal development fields.
2. The participants have gone through a development program that is strongly oriented towards their needs and can now apply the corresponding skills in practice.
3. The participants have gained insight into their current impact in their field of work through appropriate survey tools, and individual development steps have been initiated.
4. In the course of the program, the participants were supported by mentors in their development process towards the possible role. Networks have been formed to strengthen and promote the next generation of female managers at our company.

Sequence of the program

In the following, you can get an overview of the entire process by means of the flow chart and the more detailed explanations.



The program essentially consists of a kick-off, two parts (development and mentoring process) and a final colloquium:

1. Kick-off

At the beginning of the program, participants and mentors are informed in a half-day meeting about the goals, structure, role of the participants and contents of the program and the modules.

2. Development process

In the development process, the participants will deal with relevant topics in three modules such as

- ▶ Personality and Leadership,
- ▶ Communication & Conversation Techniques,
- ▶ Dealing with conflicts,
- ▶ Conscious and effective work,
- ▶ Change Management and
- ▶ Decision Making under Uncertainty

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The events are staggered over time. In the intermediate phases, participants will practice their personal and leadership development through survey systems and individual feedback sessions.

Throughout the process, the participants will be supported by the department head.

3. Mentoring process

Parallel to this training-oriented development process, each participant is assigned a personal mentor who accompanies the entire development in a structured process.

The mentors, for their part, are specially prepared and trained for their role.

4. Final colloquium

At the end of the program, the results achieved are presented in a joint final colloquium.

The individual parts are explained in more detail below.

Kick-off

The development program starts with a joint kick-off event. At this event, the participants in the development program (mentees) and the future mentors in the mentoring process are informed in a half-day meeting about the goals, structure, roles of the participants, and contents of the program and modules.

The matching of mentors and mentees is already carried out in the run-up to the program. Therefore,

...are you interested in our complete concept, in which we present the development program in detail?

Or would you like an individualized concept?

Please feel free to contact us by e-mail or phone.
We look forward to hearing from you!

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