

INCLUSIVE LEADERSHIP



Exclusively for MALE managers

Learn how to develop your inclusiveness and how to leverage the diversity in a gender-mixed team to achieve better results.

Inclusiveness is one of the most important qualities of future leaders. In this workshop, you will learn how you can enhance your team's performance to the max by being inclusive. You will become aware of gender differences, of masculine norms and privileges as well as of women's main challenges and barriers in advancing their careers in Switzerland. The workshop will shed light on so-called biases and their origins and identify how to reduce their impact on one's own decisions to make better ones. You will understand the advantages, challenges and dynamics of mixed teams and learn how to deal with them. You will also identify the key traits and skills of successful inclusive leaders to further increase your leadership impact.

OUTCOMES

You will

- be aware of the business case for gender diversity, of the behavioral differences between the genders and of the source of so-called biases
- have identified ways to both reduce the impact of biases in your day-to-day leadership practice and to increase your leadership effectiveness
- feel confident and equipped to adequately lead female and male talents as well as your gender-mixed team to success
- have specific measures at hand to successfully leverage diversity in your mixed-team and benefit from an enhanced team performance

Target audience

- Male line managers with a minimum of 8 years of working experience who lead gender-mixed teams
- Ideally with 3+ years of leadership experience
- Max. 15 participants from different Advance member companies

Format

- One day workshop (1 credit per participant)
- Additional credits can be bought for 1'100 CHF per participant
- Language: German

Registrations

- Via the member area of the Advance website

FACILITATION



Jérôme Oguey has a degree in business and is an internationally certified coach (ICF PCC). He has more than ten years of experience in managing gender- and generation-mixed teams as well as large virtual organizations. His mission is to activate human and organizational potential to the benefit of all the stakeholders and everybody involved. He uniquely combines D&I expertise with leadership and organizational development to effectively activate the D&I potential within organizations and teams. He helps leaders and their teams deliver value in leveraging diversity while partnering with them with great engagement and humor.



Advance Skill Building for Inclusive Leaders

The Advance Skill Building workshops for inclusive leaders equip male managers with the core skills, capabilities and mindset that are critical to lead and communicate smartly across genders. Every workshop is also an excellent opportunity to network with peers from different Advance member companies.

For more information, please contact the Advance workshop coordinator at contact@advance-women.ch / www.advance-women.ch