

More than one billion women globally do not have access to financial services. If financial institutions are to reach these potential clients they need to design innovative financial products, such as savings and insurance that meet the needs of women. As financial services become more widespread and markets become more competitive, even well-established financial institutions need to ensure they are prepared to meet the needs of low-income clients. Women's World Banking also knows from research that gender diversity within institutions allows them to better serve women. Women's World Banking's suite of leadership and diversity programs supports institutions as they develop new approaches to support financial inclusion through innovative financial products and services.

## Ready to take on the next innovation challenge?

### Leadership and Diversity for Innovation Program

Through this one-year program a CEO or senior executive and a woman leader or high-potential female employee from 20 high-performing financial institutions across the globe will participate in parallel leadership programs to develop skills to successfully serve low-income women.

Participants will have exclusive access to Women's World Banking's expertise in financial inclusion, research, and product innovation, business and leadership insights of the Wharton School of the University of Pennsylvania's world-class faculty and executive coaching support from Creative Metier, internationally-recognized experts in remote coaching delivery and financial inclusion.

Each team will identify and solve a real-time challenge facing their institution, such as growing the business responsibly, better serving existing clients, reaching new market segments or creating inclusive workplaces to attract and retain diverse talent. Participants will leave the program with the

skills necessary to deliver the strategic business initiative identified at the outset of the program and with a peer network to support them.

CEOs/Senior executives will focus on harnessing their leadership to drive institutional change through tools for coaching and talent management, critical thinking, scenario planning, achieving gender diversity, and serving the women's market through customer-centric innovation.

Women leaders will focus on individual development to best contribute to the organization by honing and using their personal leadership style and skills including visioning, negotiation, managing difficult conversations and strategic relationship-building to achieve impact.

In addition, each CEO/senior executive plays an important role as a sponsor, supporting the woman leader to develop her own leadership vision and bring her voice to the decision-making table.

### Program Calendar

#### January 2015

- Institutional Diagnostic to identify a challenge to address during program

#### April 2015

- CEO/Senior Executive Forum in New York (3 days)

#### Spring/Summer 2015

- Remote coaching and webinars (CEOs/senior executives)

#### September 2015

- Women Leadership training in India (one week)
- CEO/Senior Executive Roundtable in India (3 days)

#### Fall 2015

- Remote coaching (CEOs/senior executives)
- Webinars
- Closing session (remote)

**Program Fee:** \$6000 per institution plus travel costs.



For more information or to apply, e-mail  
LeadershipAdmissions@womensworldbanking.org

In partnership with:



With additional support from:





**Customized Programs**  
Institutions that invest in the Leadership and Diversity for Innovation Program will have access to Women's World Banking's signature in-house programs for institutions looking for ways to serve women clients more effectively.



**The Management Development Program**

builds the capabilities of middle managers, building their self-awareness and core skills required to achieve business results through and with their teams. The 3-day program, delivered by Women's World Banking certified management trainers, covers:

- Impact of personal values and motivations on management style
- Influencing people and outcomes through better communications
- Accountability
- Building an action plan to build on strengths and overcome weaknesses

**The Senior Management Program**

helps financial institutions build a cohesive and effective management team while also building leadership skills to improve organizational performance. The week-long program is customized and works best for teams that work together regularly to make strategic decisions and manage significant business lines. The core curriculum includes:

- Mentoring, coaching and developing staff
- Engaging and empowering staff
- Delegating effectively
- Setting expectations and delivering results
- Addressing conflict and collaborating

**Our gender diversity program**

helps leaders evaluate how their organization is attracting, retaining and developing diverse talent. Women's World Banking supports organizations to develop a gender diversity scorecard and to implement the strategies necessary to become an employer of choice for women.