

# One billion women globally need access to basic financial products and services.

Only institutions that invest in gender-diverse leadership will be ready to take on this challenge successfully and meet this significant market opportunity.

Across the financial services industry, there are clear gaps in women's representation at the executive level and other critical roles. This poses a significant challenge for institutions seeking to serve the women's market: women's perspectives are critical to designing effective and sustainable products and services for women clients.

Building on more than ten years of developing women leaders, Women's World Banking offers a world-class Women in Leadership Program. This program targets high potential women, supported by an executive sponsor (male or female), to accelerate their career development and leadership. The program is unlike any other offered in the financial inclusion space because of its dual focus on individual skills-building and recruiting institutional

sponsors to support and advocate for career growth of women. Participants enhance their performance as individuals and team leaders, and provide them with the skills and confidence to tackle increasingly responsible roles.

Women's World Banking has been delivering its Women in Leadership Program for high-potential women leaders since 2006 to equip them with the tools to develop their own leadership and to better serve the women's market. The skills highlighted by the course support institutions in building a diverse workforce, developing talent, and planning for succession to expand products and services offered to clients.

## Why participate in the Women in Leadership Program?

**HIGH POTENTIAL WOMEN LEADERS:**  
Advance your leadership vision

- Learn authentic leadership and values, influencing, giving and receiving feedback, handling difficult situations and setting priorities.
- Deepen your understanding of personal styles and preferences, how to use this insight to build effective relationships.
- Learn how to advocate for your development and leverage your sponsor for advancement.
- Develop an individualized leadership vision and action plan.

**INSTITUTIONS:** Build the talent pipeline & better serve women

- The program supports institutions to develop a pipeline of women leaders, to create inclusive workplaces that attract and retain diverse talent.
- Research shows women are better savers, use more products and pay back loans at higher rates than men. As financial services markets become more competitive, even well-established financial institutions need to ensure they are prepared to meet the needs of these women.

### How this program accelerates career growth

Women need skills, confidence and support to move up the career ladder. This program gives women all three with a combination of leadership training and the opportunity to identify and work with a sponsor from their institutions— a person in a senior leadership role who is willing to spend political capital advocating for them and advancing their careers.

## The curriculum at a glance

### FOUR DAY IN-PERSON TRAINING

**Core Leadership Modules** including authentic leadership and values, strategic thinking, influencing, giving and receiving feedback, and handling difficult situations.

**Psychometric tool** to deepen participants' understanding of diverse personal styles and preferences and use this insight to build effective relationships and lead the team.

**Visioning and Action Planning** to create an individualized leadership vision and action plan for making their vision a reality.

### VIRTUAL

Sessions with Women's World Banking leadership experts to jump-start development planning process

Training session and resources for executive sponsors on how to maintain an effective sponsoring relationship

Closing session

### WHO SHOULD APPLY?

Women who...

- are regarded as "high potential" key contributors to their institutions
- have demonstrated the ability to lead people in their organizations
- are motivated to take on new leadership challenges and opportunities
- have served more than 3 years in their current position
- are able to identify an executive sponsor at their institution



### LOCATION

Manila, Philippines

### DATE

November 28 to December 1 2017

### COURSE FEE

USD 1,000 (includes tuition, accommodations, breakfast and lunch, and course materials)

### APPLY TO THE SOUTHEAST ASIA PROGRAM

[bit.ly/wils2017](http://bit.ly/wils2017)

### A NOTE FROM A WOMEN IN LEADERSHIP PROGRAM ALUMNA:

*"The knowledge and experience I have gained means that I'm now more strategic in making decisions and more open to innovation. These are important factors in pursuing business initiatives that benefit women. I already had the passion to help, but putting it into reality needs knowledge and skills as a leader."*

—GUADA MAY BRION, MARKETING MANAGER AT CARD BANK, THE PHILIPPINES



**Australian Government**

Supported by the Australian Government.

For more information, email [LeadershipAdmissions@womensworldbanking.org](mailto:LeadershipAdmissions@womensworldbanking.org)