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# UNITAR E-Workshop on Gender, Women's Leadership and Mentoring

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2022

Online



UN Photo

## Background

As novel global challenges destabilise and deeply affect organisations throughout the world, the United Nations Institute for Training and Research (UNITAR) strives to continue its mission uninterrupted in providing quality adult education to promote women's education and professional development. Empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is not only essential to establish more stable and just societies and to improve the quality of life for women, men, families, and communities but increasing gender equality is equally crucial to build strong, sustainable economies. Focusing on women empowerment and gender equality has a massive multiplier effect, including promoting peace and security, providing equal opportunities in society and the labour market, and achieving sustainable development.

Empowerment means that people -both women and men – can take control over their lives: set their own agendas, gain skills (or have their own skills and knowledge recognised), increase self-confidence, solve problems, and develop self-reliance. Based on this definition, UNITAR has designed an innovative three-day online training that puts special emphasis on the dimension of personal growth and exchange to develop solutions that reflect women's diverse lives, needs and aspirations in private as well as professional life.

The e-workshop aims to promote gender equality and women's full and effective participation and leadership at all levels of decision-making. The highly innovative online training is aimed at reinforcing transferable professional skills, in a peculiar global context where flexibility and adaptability are key. It provides the participants with a unique opportunity to build essential personal leadership skills and qualities to thrive in their diverse professional and personal environments.

## Content and Structure

UNITAR has designed and developed an innovative e-workshop for female leaders to better structure their approach to their own leadership style, build resilience and be self-motivated during these times of ambiguity.

Given its core purpose, the e-workshop will take place using the platform Zoom. The activities will be designed to be highly interactive, characterised by a similar format to that of face-to-face workshops. As a result, a similar level of engagement will be guaranteed through simulations, group exercises and discussion, hands-on assignments whenever possible, and Q&A sessions.

Consequently, it is highly recommended that the number of participants is limited to 20 not exceeding the maximum number of 25 participants.

The e-workshop will run for **12 hours taking place over three consecutive days from 09:00 to 13:00 CET/UTC+1** (for more details see Annex I).

To intensify the sustainable learning outcome of the training an online platform will be launched providing participants with reading materials, instructional videos, recordings, and other additional resources. Furthermore, the online platform will be used as a networking tool to strengthen relationships among participants before, during and after the e-workshops.

## Learning Objectives

The objective of this specific training suite is to help female leaders to strengthen their resilience, manage uncertainty and to lead differently. Participants will learn how to use the power of positive psychology to change perspectives and behaviours, while managing their own motivational mechanisms.

By the end of this e-workshop, participants will be able to:

- Gain personal and professional insight and confidence in their own leadership role – about their strengths, challenges and opportunities as a female leader and how they can shape their role and expand their impact;
- Understand the importance of cultural factors for successful leadership and how gender plays a part, and acquire in-depth knowledge that will help them to navigate successfully in culturally diverse and international settings;
- Acquire a deep understanding about the nature, power of and diversity in motivation and how this is impacted by gender;
- Be able to execute the 3 C's of Leadership in order to optimise their unique leadership style as a female leader.

## Facilitator

### Cindy Hancock

Cindy Hancock is an OD-ETDP Facilitator, Assessor & Coach as well as a Training and Development Practitioner at Phlox Training (Pty) Ltd and loves working with people to explore, connect and grow their individual potential. For her whole career she has worked in both private and public sectors, gaining experiences in areas such as corporate communication, team coaching, people development and leadership coaching. Her professionalism and human strengths are part of her core values.

In her way of working, Cindy values integrity and a high standard of ethics. She has worked with tenacity, climbing the corporate ladder over the last 20 years, up to General Management. Her passion for coaching inspired her to qualify as a Professional Ontological Coach in 2013, opening the door to her people-centered management style. Cindy is an accomplished and well-known coach within the private and public sectors. Her passion for Learning and Development has led her to enrol in further education and self-development receiving her qualification as a registered Facilitator, Assessor, Learner Support including Skills Gap Analysis, Training Matrix development, Skill Audit Reporting as well as Designing and Developing of course material.

Her ability to forecast organisational training needs has led her to customise a diverse list of training material, including but not limited to: Corporate Communication, Leadership Development and Sales Force Effectiveness. As the founder and pioneer of Sprout Coaching and Phlox Training, Cindy continues to be inspired by the rapid development and need for coaching within organisations, however, remains centred on the individual. Her vision remains focused on improving human interaction within the public and private arena enabling people to grow.

## Participation Fee

The standard fee for the UNITAR e-Workshop on Gender, Women's Leadership and Mentoring is 700 USD per participant.

However, group discounts are available for groups of a minimum number of 5 participants.

## Additional Information

### **Technical Requirements**

UNITAR recommends that all participants test Zoom for free at <https://zoom.us> prior to the e-Workshop in order to avoid technical issues.

### **Basic system requirements needed to participate:**

- Stable internet connection
- Speakers and a microphone
- A webcam or HD webcam
- Or, a HD cam or HD camcorder with video capture card

Please see further information about all technical requirements for participating in this e-Workshop here: <https://support.zoom.us/hc/en-us/articles/201362023-System-Requirements-for-PC-Mac-and-Linux>

### **Experiences from Former Participants**

If you are interested in the impact previous UNITAR e-Workshops on Gender, Women's Leadership and Mentoring have created in the private and professional lives of former participants, please read the UNITAR Impact Story by clicking [here](#).

### **Contact**

Please contact [lea.kostler@unitar.org](mailto:lea.kostler@unitar.org) in case of any questions.

## Annex I – Agenda

### Day 1:

TIME	TOPIC	TRAINER
09:00 – 09:15	<b>Introduction</b>	
09:15 – 10:00	<ul style="list-style-type: none"> <li>• Global Statistics on Women in Leadership</li> <li>• SHEconomy</li> </ul>	Cindy Hancock
10:00 – 10:10	<b>Break</b>	
10:10 – 11:00	<ul style="list-style-type: none"> <li>• Hofstede's Cultural Dimensions</li> <li>• Resistance Line</li> </ul>	Cindy Hancock
11:00 – 11:10	<b>Break</b>	
11:10 – 12:00	<ul style="list-style-type: none"> <li>• Situational Leadership</li> <li>• Gender Role Stereotyping</li> </ul>	Cindy Hancock
12:00 – 12:10	<b>Break</b>	
12:10 – 13:00	<ul style="list-style-type: none"> <li>• Stress Markers</li> </ul>	Cindy Hancock

**Day 2:**

TIME	TOPIC	TRAINER
09:00 – 09:15	<b>Recap Day 1</b>	
09:15 – 10:00	<ul style="list-style-type: none"> <li>• Pillars of Resilience</li> </ul>	Cindy Hancock
10:00 – 10:10	<b>Break</b>	
10:10 – 11:00	<ul style="list-style-type: none"> <li>• Building Confidence</li> <li>• Confidence &amp; Behaviour</li> </ul>	Cindy Hancock
11:00 – 11:10	<b>Break</b>	
11:10 – 12:00	<ul style="list-style-type: none"> <li>• Cognitive Reframing</li> <li>• Ethos, Pathos, Logos</li> </ul>	Cindy Hancock
12:00 – 12:10	<b>Break</b>	
12:10 – 13:00	<ul style="list-style-type: none"> <li>• Public Speaking</li> </ul>	Cindy Hancock

**Day 3:**

TIME	TOPIC	TRAINER
09:00 – 09:15	<b>Recap Day 2</b>	
09:15 – 10:00	<ul style="list-style-type: none"> <li>• Mentoring</li> <li>• Heron's 6 Categories of Influence</li> </ul>	Cindy Hancock
10:00 – 10:10	<b>Break</b>	
10:10 – 11:00	<ul style="list-style-type: none"> <li>• Reverse Mentoring</li> </ul>	Cindy Hancock
11:00 – 11:10	<b>Break</b>	
11:10 – 12:00	<ul style="list-style-type: none"> <li>• Trust Equation</li> </ul>	Cindy Hancock
12:00 – 12:10	<b>Break</b>	
12:10 – 13:00	<ul style="list-style-type: none"> <li>• Mindfulness</li> <li>• High Quality Relationships (HQR)</li> </ul>	Cindy Hancock