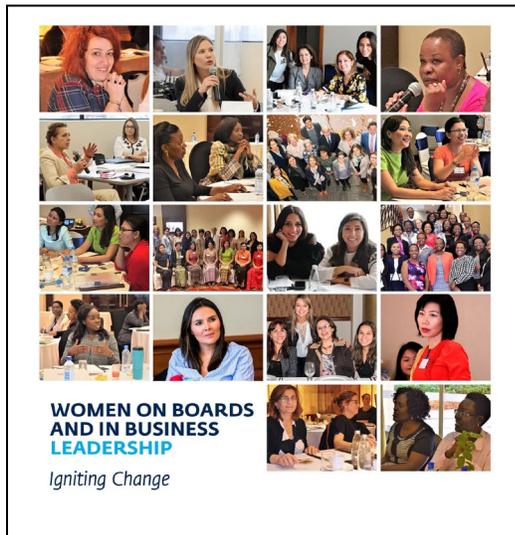


Women on Boards and in Business Leadership (WBBL) Training Program Overview

IFC and local partners are pleased to support this online or in-person training course for senior executives and board directors.



A global health crisis, climate change, and economic uncertainty have all accelerated the need for an expanded range of leadership skills and competencies. Evidence from around the world shows that companies are more resilient, perform better, and are more sustainable if their boards and senior management ranks include a mix of men and women with diverse qualifications, skills, and experience. In addition, more companies are prioritizing diversity, equity, and inclusion (DEI) as they respond to demand from stakeholders and shareholders, find new ways to assess opportunities, and seek to create value in a changing, complex world.

WBBL addresses these changing dynamics by creating new generations of men and women business leaders who embrace DEI as a core value. WBBL helps organizations build their female talent pipeline, accelerate competitive advantages, strengthen community relationships, and

enhance their reputation through improved environmental, social, and governance (ESG) performance. The overarching mission is to help companies maximize the benefits of gender DEI on boards and business leadership teams.

Training Program Overview

With deliveries in more than 15 countries to date, the WBBL training program is backed by the latest research and global trends. The program is grounded in IFC's focus on creating markets and our understanding of the realities of emerging and developing economies. It is informed by the experiences of our extensive networks of program graduates and the professional journeys of women trailblazers and business leaders around the world.

The program:

- **Positions** gender DEI as a strategic tool to leverage talent and spur business growth and sustainability
- **Navigates** from unconscious bias to conscious inclusion to advance talent and innovation
- **Leverages** the inclusive leadership skills of emotional and social intelligence
- **Elevates** the efforts of male allies to reap the benefits of DEI
- **Mainstreams** the leadership quadruple-bottom-line framework: People, Planet, Profit, and Purpose
- **Leads to actions** that will result in improved ESG performance and sustainability

Participants in the program will return to their companies equipped with the leadership skills to:

- **Champion** a commitment to DEI in the boardroom and executive suites to enhance operations and capitalize on business opportunities
- **Challenge** the status quo and conduct a granular, systematic analysis of the talent pipeline to understand and address critical barriers to gender diversity and inclusion
- **Implement** strategies used by successful companies worldwide to benefit from DEI
- **Adopt** best ESG practices that promote company sustainability and economic growth

Modules

This program features nine hours of online training, divided into three, three-hour modules. Timing is flexible: The modules could be offered on three consecutive days or one module per week for three weeks or as agreed with the local partners. In-person training is also available, offered on three consecutive days, as agreed with the local partners. Slide decks are supplemented by a range of handouts.

Module 1: Inclusive Leadership

Participants will examine the benefits of leading on DEI for organizations leadership traits and equipping themselves with the skills to respond to 21st challenges and crises. During the session, participants will:

- **Analyze** models of diverse and inclusive leadership that build the emotional and social intelligence skills needed for sustainable growth
- **Navigate** from unconscious biases that block talent to conscious inclusion that attracts and retains talent
- **Analyze** data that describes current trends in diversity and inclusion
- **Practice** leadership behaviors that break the cycle of bias

Module 2: Diversity, Equity, and Inclusion Strategies

Participants will examine the strategies that open opportunities to promote women's leadership, attract and retain diverse talents and strengthen company performance and sustainability. During this session, participants will:

- **Interpret** global trends and indicators on gender diversity and inclusive leadership
- **Describe** and analyze best practices and key strategies designed to increase DEI at the executive level and strengthen the pipeline of diverse talents:
 - Making women visible through data
 - Family friendly policies
 - Partnering with male allies
 - Mentoring and sponsoring
 - Networking
 - Transformational training
 - Alternative career paths and entrepreneurship
- **Develop** action plans and practical steps to enhance gender diversity and inclusion

Module 3: Making the Case for Sustainable Growth

Participants will make the case for linking gender DEI with sustainable growth, including climate governance, gender disclosure, and impact investing. In this session, participants will:

- **Analyze** how a publicly listed family-owned business responds to crisis and the growing emphasis on ESG
- **Examine** the sustainability drivers of People, Planet, Profit, and Purpose
- **Analyze** the nexus between women leaders and the climate change agenda, and explore topics of gender disclosure standards, advancing women leaders in capital markets, and impact investment
- **Review** a case study on a fast-food restaurant chain to identify the links between DEI, ESG, and sustainability

Approach

In lively and engaging sessions, participants and facilitators link theory to skills and practical experience. They build a community of learning and co-create new knowledge and understanding on the role of leaders in today's dynamic world. The sessions offer participants practical problem-solving tools and techniques to influence decision making, reduce bias in organizations, highlight the benefits of DEI, and create a workplace culture that responds to societal and market change.

Intended Audience

In an environment of complex socio-environmental dynamics and increasing interest in sustainability, the WBBL program is designed for female and male business leaders committed to inclusive and responsible business practices that contribute to the quadruple bottom line of people, planet, profit, and purpose.

For more information, contact:

Loty Salazar

Lead, Women on Boards and in Business Leadership, IFC

Email: lsalazar@worldbank.org

Website: <https://www.ifc.org/cggender>