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In a rapidly changing and competitive world, companies need to look to the future and build a pipeline of leadership talent that features the full range of complementary skills, expertise, and perspectives.

The push toward greater diversity—and specifically, gender diversity at the top—is already happening. It’s driven by a growing number of qualified women, male champions, investors and shareholders, legislation and governance codes, and an overall awareness that companies must better reflect the markets they serve. Organizations that fail to address these culture shifts risk getting left behind.

IFC’s Women on Boards and in Business Leadership (WBBL) training program meets the needs of companies as they look toward this changed paradigm. It responds to the growing demand from organizations, so they can build their pipeline of female talent, creating a new generation of women leaders. The program energizes and empowers women on boards and in leadership positions, accelerating competitive advantages. It also helps companies maximize the benefits from a board and senior leadership team that reflects a diversity of thought, skills, and experience.

THE PROGRAM

The four-module WBBL training program is backed by the latest research. It is grounded in IFC’s focus on creating markets and our understanding of the realities of emerging and developing economies. In addition, the program is informed by extensive consultations with women business leaders around the world.

The program:
- **Positions** gender diversity as a strategic tool to leverage talent, stimulate innovation, and spur business growth
- **Navigates** unconscious biases that block the advancement of talented leaders
- **Leverages** the effective leadership skills of emotional intelligence
- **Elevates** the efforts of male champions to reap the benefits of diversity
- **Enhances** financial, environmental, social, and governance performance

WHO SHOULD TAKE THIS COURSE

The program is designed for IFC partners, business and academic institutions, and individual male and female business leaders looking to invest in the future by building their female leadership pipeline. They can enroll as individuals or as trainers to train others to deliver the WBBL program.

THE APPROACH

In lively and engaging sessions, participants engage with the trainer and with each other. They share their knowledge, skills, and experiences—a proven motivator for adult learners. Modules move beyond traditional content delivery approaches and give participants practical problem-solving tools and techniques to reduce bias organizations and create a workplace environment that responds to societal and market change.

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**MODULE 2. Gender Dynamics**

How do women communicate? In what ways do women communicate differently from their male colleagues? What’s the impact of these differences on women’s performance as business leaders? How can the skills of emotional intelligence be used to influence and change mind sets and organizational behavior? This module offers insights into the behaviors and communication patterns that impact women’s performance and contributions to the board and leadership teams. Participants gain insights into better decision-making approaches including use of both emotional intelligence and hard data. Participants build their influencing skills to broaden organizational understanding of the benefits of inclusion and gender diversity.

**MODULE 3. Strategies for Igniting Change**

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Women on Boards and in Business Leadership

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