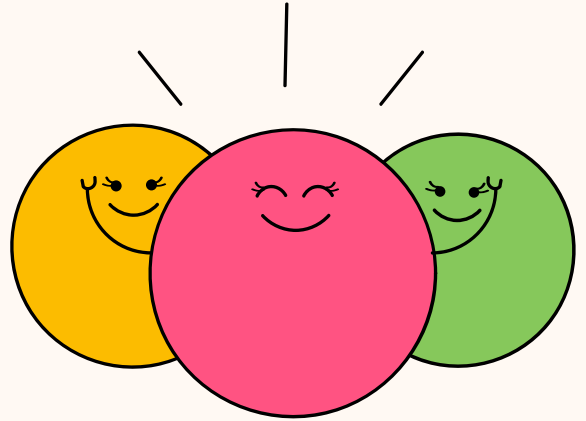


## CASE STUDY

# Women Leadership Program

Empowering Women Leaders at one of world's largest manufacturer of confectionery.



## About the Client

The client is one of the world's largest manufacturers of confectionery. As part of their strategic focus on diversity and inclusion, they aimed to enhance the development and representation of women in leadership roles.

## Background and Solutions:

The client was looking to develop their women leaders on a set of competencies that had been identified basis global research on women leaders. We designed and implemented a comprehensive Women Leadership Program, aimed at addressing the unique needs and capabilities of women leaders and to build a diverse leadership pipeline within the organization. The program covered:



### **Unconscious Bias:**

A need to address and mitigate unconscious biases that hinder women's advancement.



### **Confidence and Self-Belief:**

Women leaders often faced issues related to confidence and self-belief in their capabilities.



### **Work-Life Balance**

Managing time and prioritizing tasks effectively to balance professional and personal responsibilities.



### **Influencing Without Authority**

Enhancing the ability to influence and lead without formal authority.



### **Conflict Management**

Developing skills to handle conflicts effectively and assertively.

# Program Design and Implementation

The Program was structured over six months and included the following key components:

## 1 Unconscious Bias session:

All managers across the organisation participated in sessions on “Unconscious Bias” to create awareness and foster a culture of inclusivity. When all managers across the organization are aware of their biases it helps break down barriers and promote gender balance.

## 2 Customized Learning Journey:

Around 35 women were nominated for the learning journey, which was customised for the cohort. The program began with a virtual launch for the entire cohort and the managers of the participants also joined the launch.

## 3 Key Sessions and Learning Objectives:

Each session of the journey focused on the below mentioned competencies



### Session 1 - Bursting Bias & Breaking Mental Barriers

**Objective:** To create awareness about unconscious biases and empower women to overcome mental barriers.



### Session 2 - Radiate Confidence

**Objective:** To build self-belief, enhance professional presence, and improve communication skills.



### Session 3 - Time Management & Prioritization

**Objective:** To equip participants with effective time management strategies and prioritization techniques.



### Session 4 - Nurturing Growth Mindset

**Objective:** To foster a growth mindset, enabling women to embrace challenges and learn continuously.



### Session 5&6 - Influencing Without Authority

**Objective:** To develop skills for influencing and leading without formal authority using the Cohen Bradford Model.



### Session 7 - Conflict Management

**Objective:** To handle conflicts assertively using strategies like Radical Candor and the Thomas-Kilmann Conflict Mode Instrument.

## 4 Interactive and Experiential Learning

The program incorporated various learning methods including facilitator-led virtual workshops, microlearning, team-building activities, and online business simulations to ensure an immersive learning experience. The role plays incorporated during the program gave the participants an opportunity to apply what they have learned and receive feedback from their peers.

## 5 Holistic Approach

FocusU's approach was holistic, aiming to build a psychologically safe and inclusive environment where women feel valued and empowered to contribute effectively.

# Results and Impact

The implementation of FocusU's Women Leadership Program led to significant positive outcomes:



### Increased Awareness

Managers became more aware of unconscious biases, leading to a more inclusive and supportive workplace culture



### Enhanced Confidence

Participants reported increased confidence and self-belief in their abilities to lead and influence



### Improved Time Management

Women leaders effectively managed their time and prioritized tasks, achieving better work-life balance



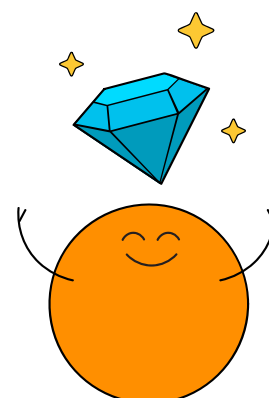
### Stronger Leadership Skills

The program equipped women with essential leadership skills, enhancing their ability to influence and handle conflicts.



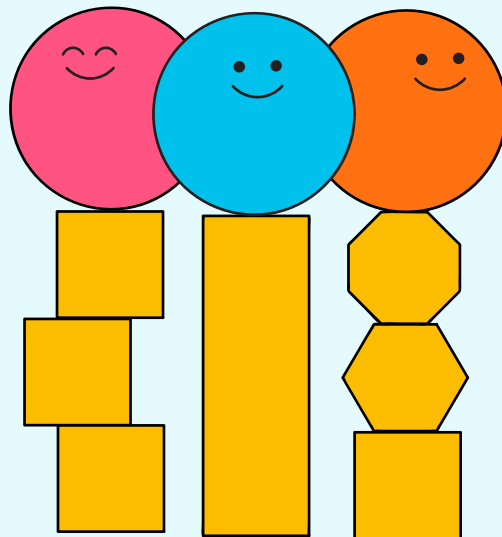
### Diverse Leadership Pipeline

The organization successfully built a more diverse leadership pipeline, with more women ready to take on leadership roles.



# Conclusion

Investing in the development of women leaders is crucial for fostering diversity and inclusion within an organization. This Women Leadership Program successfully addressed key challenges, empowered women leaders, and created a process for building a strong, diverse leadership pipeline. This case study demonstrates the importance of tailored training solutions in driving organizational success and promoting gender diversity in leadership roles.





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