

“When women consider the dynamics of gender in their organizations and connect to purposes that are larger than themselves, they are far better prepared to take up—and take in—the leadership role” (Ely, Ibarra, & Kolb, 2011).

The career paths of men and women diverge in complex yet systematic ways. In this course, we will investigate the state of gender equality, identify the unique approaches that women and men can use to respond to and solve pressing global social issues, and equip women with the leadership tools needed to achieve their highest potential. With more women in the workforce than ever before — and even more joining top leadership ranks — the need for women’s voices to be heard has never been greater. What will *your* role be in advancing gender equality? This course is specifically designed to support your leadership development so that you can reach your highest potential sooner while doing work that is more meaningful, engaging, and fulfilling.

We seek to cultivate your authentic leadership to promote gender equality in the workplace. Authenticity is about acting on one’s core values to advance the work required to accomplish shared goals. Teaching women to act like men to get ahead is misguided and likely to misguide women leaders. Not only does this approach fail to provide women with strategies for countering the effects of gender bias, it encourages women to become overly focused on self-image to the detriment of the central leadership task: **to enable others to be maximally effective in service of shared goals**. This course seeks to over-write outdated scripts about power that have historically produced deep ambivalence in high-potential, rising star women to motivate and enable women’s highest leadership potential in the modern age and into the future. Pushing past the usual stereotypes that require women to “fit into” a masculine world, this course combines evidence-based findings with pragmatic insights to enable you to recognize and override stubborn barriers to women’s advancement.

The course is based on cutting-edge behavioral and social science, and has been validated by leading practitioners around the world. Perhaps most importantly, this course offers a proven set of tools to combat obstacles that limit global efforts to make the world better, fairer, and safer for all. We will use daily experiential exercises to foster greater self-insights and to benefit from real-time, peer feedback. Learning how to be an effective leader is like learning any complex skill: It rarely comes naturally and usually takes a good deal of practice. This course will create a safe space for this type of work to occur. Finally, this course is focused on results—you will walk away with increased self-awareness, tangible skills, and knowledge needed to be an impactful leader in the modern global workplace who creates an environment that promotes gender equality.

Objectives

If you embrace everything that this course has to offer, you will gain a new level of confidence and greater sense of ownership over your own leadership development. After taking this course, you will be able to: (1) diagnose multiple causes of gender inequality, (2) identify strategies for overcoming personal and organizational obstacles to career advancement, (3) develop techniques for influencing others, and (4) understand the critical role of mindsets in collaborating effectively with others to lead change in organizations and societies.