Agenda

Leadership Program for Women Supervisors and Regulators 2 – Leading Change
(SSA and Indo-Pacific Regions)

Sept. 2 – Oct. 23, 2025

Virtual, EDT

PROGRAM DESCRIPTION

The Leadership Program for Women Supervisors and Regulators – Women Leading Change (WLP 2.0) is a bi-annual program designed for current women leaders seeking to develop and strengthen their leadership skills and strategies for leading change within their financial supervisory regulatory authority[1] (FSRA). It is targeted toward women who hold managerial and/or executive positions in FSRA. The program (WLP 2.01) is being offered as a stand-alone program and attending Leadership Program for Women Supervisors and Regulators – The Leader Within (WLP 1.0) is not a prerequisite.

PROGRAM OBJECTIVES

The strategic objective of the WLP 2.0 is to support and develop women leaders in supervision and regulation in becoming more effective change leaders, and to enable them to address current and anticipated challenges in initiating and leading change within and by FSRAs. The strategic objective will be achieved by having them:

- Become more aware of their own personal obstacles and biases when initiating or leading change.

- Strengthen their personal change leadership skills – including honing their communication and negotiation skills, and stakeholder engagement strategies.

- Develop their ability to analyze the scope and impact of a change initiative – including targeting key players and stakeholders that need to be involved.

- Identify strategies to address resistance and support system-wide change.

Develop an understanding of how to work with a supervisory or regulatory organizational culture – including advancing diversity, equity, and inclusion, while integrating and normalizing change.

PROGRAM APPROACH

The WLP 2.0 is a highly interactive and experiential program that requires all participants to be prepared to learn, not only from the program delivery team, but from each other. This means being prepared to share your own experiences and challenges and work together to build trust within the cohort and support each other throughout the learning experience.

Prior to the beginning of the program, you will be required **to identify a change initiative in the context of a supervisory or regulatory issue**, that you will work to implement. This initiative will be part of the context in which you will apply your learning from the program

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[1] For the purposes of this document financial supervisory or regulatory authority refers to supervisors, regulators, central banks of government agencies that deal with financial services.

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Tuesday, Sept. 2, 2025 – Networking and Orientation Session	
7am – 8:30 am	**Networking and Orientation Session**

Module 1: Day 1, Monday, Sept. 8, 2025	
6am – 9am	**Core Webinar 1: Building our Learning Community & Successful Financial Supervisory Change Stories** • This first webinar will be the starting point of building a community of learners as we explore the topic of leadership and change. Using the 'waterline' as our metaphor, we will distinguish change management from change leadership. We will also identify three types of change and how leadership is different for each, and through the lens of Appreciative Inquiry, draw from the experience of the group about what makes change successful.

Module 1: Day 2, Tuesday, Sept. 9, 2025	
6am – 9am	**Core Webinar 2: Exploring Change Styles & Scoping Change in a Supervisory Context** • This webinar will explore three aspects of change leadership relevant to the financial supervisory role: appreciating the different ways that people approach and initiate change and scoping a change project. • The second part of this webinar will provide you with the questions to ask to scope a change project to determine its complexity. From there, you can identify actions and strategies to put into place to help you achieve success, depending on the nature of the project.

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	• In the final part of this session, we will explore how different people approach, react to, and initiate change through the lens of the Change Style Indicator.

Module 1: Day 3, Wednesday, Sept. 10, 2025

6am – 9am	**Core Webinar 3: Advancing Diversity, Equity & Inclusion through an Integral Change Framework & A Financial Supervisor`s Change Leadership Story** • Using diversity, equity, and inclusion (DEI) as the context, this webinar will explore how change, as a living process, includes multiple dynamics operating simultaneously. As they plan for and implement change, leaders need to pay attention to at least four lenses that, when properly integrated into their change plan, can improve their awareness of the dynamics of change and their ability to respond to those dynamics. We will use Ken Wilbur's Integral Theory model to explore the dynamics of change from these four perspectives. • We will then hear a change story told from the perspective of an experienced financial supervisor leader who will share her lessons learned related to leading change in the financial supervisory and regulatory context.

Module 1: Day 4, Thursday, Sept. 11, 2025

6am – 9am	**Core Webinar 4: Considerations for Financial Supervisors When Leading Change and Transition** • In this webinar, we will explore a variety of change leadership frameworks to develop different strategies for leading change and reducing resistance to change. We will explore two foundational change leadership frameworks: John Kotter's 8-Step Change Leadership Process and William Bridges' Leading Transition model, as well as some additional strategies to complement them.

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Module 2: Day 1, Monday, Oct. 20, 2025

6am – 9am	**Core Webinar 5: Learning from Colleague Financial Supervisors on Workplace Change & "What's Missing?"** • The first half of this webinar will be devoted to using your experience, reflections, and insights related to your Mid-Program Leading Change Workplace Application Assignment to guide discussion and further deepen your learning related to leading change initiatives in financial supervisory institutions. • Using the Commitment-Based Leadership (CBL) Model, the second half of the session will introduce the concept of "Working with Breakdowns". The CBL Model can help leaders identify those things that are present – that will support them in their change initiative, while also working with those things that need to be built, created, and invented.

Module 2: Day 2, Tuesday, Oct. 21, 2025

6am – 9am	**Core Webinar 6: The Role of Change Narratives & Polarities in Financial Supervision Stakeholder Engagement for Change** • In the first part of the webinar, you will be invited to share and receive feedback on your change narrative in small groups, with the intent of being better able to effectively and succinctly communicating a change initiative to internal and external stakeholders. • In the second part of this webinar, we will explore the concept of polarities in the context of change. Every change initiative is part of a polarity. Being able to effectively frame change as a polarity can assist leaders in engaging stakeholders and reduce resistance to change.

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Module 2: Day 3, Wednesday, Oct. 22, 2025

6am – 9am	**Core Webinar 7: Leading Complex Change in The Financial Supervisory Sector: The Cynefin Framework** • Using the Cynefin Framework, we will explore how to adapt change strategies to complex situations. After looking at an example of how this framework can assist leaders, participants will have an opportunity to explore their own change initiatives through this complexity lens.

Module 2: Day 4, Thursday, Oct. 23, 2025

6am – 9am	**Core Webinar 8: A Change Leadership Story & Program Conclusion and Celebration** • Participants will hear another change leadership story told from the perspective of an experienced woman financial supervisor leader who will share her lessons learned related to leading change in the financial supervisory and regulatory context. • We will then conclude the program by providing participants with time to reflect and consolidate their learnings and provide their feedback on their program experience.