

# Agenda

## Women's Leadership Program 1: The Leader Within (Sub Saharan-Africa)

Feb. 17 - May. 16, 2025

Virtual. EDT



# Women's Leadership Program 1: The Leader Within

## PROGRAM DESCRIPTION & TARGET AUDIENCE

The Women's Leadership Program 1: The Leader Within is designed for current and aspiring women leaders from the Sub Saharan-Africa region seeking to develop and strengthen their leadership skills. It is targeted to women who hold managerial or executive positions in central banks and supervisory authorities.

## PROGRAM OBJECTIVES

Women's Leadership Program 1: The Leader Within will help women leaders (current and aspiring) to become more effective in their roles, as well as to feel more empowered and better understand that the experience, skills, and perspectives they offer are valuable to the success and effectiveness of their supervisory and regulatory agencies.

The broad program objectives are to:

- Provide women supervisors and regulators with the skills and tools to create a supportive environment for themselves; thus, contributing to enhanced confidence and performance.
- Support the development of emotional intelligence, team management, assertiveness, and self-promotion among women supervisors and regulators.
- Increase organizational awareness of the relationship between gender equality and the value of the contribution of women to organizational effectiveness and women's financial inclusion.
- Address issues of women's self-doubt and lack of confidence; thus, empowering them to provide greater leadership to their teams, colleagues, and stakeholders in the context of their supervisory and regulatory activities and reality.

## PROGRAM APPROACH

Professional leadership development is a lifelong journey that requires significant attention and commitment from both individuals and their organization. Thus, the program is grounded within the context of the principles and practices of organizational development, executive education, and leadership development. Designed and facilitated by experienced leadership development experts, financial supervisory professionals, and gender specialists, the program combines three areas of focus:

- Personal development.
- Behaviours and practice.
- Role models and application to the workplace.

The program uses an experiential, adult learning methodology specifically linking the classroom to the world of women financial supervisors and regulators. It introduces participants to new leadership practices and strategies through dialogue and practical exercises, and then helps them work out the implications of the new learnings within the reality and context of their own organization. One-on-one coaching sessions will be conducted during the program.

# Women's Leadership Program 1: The Leader Within

## Orientation Sessions

Feb.17 – Feb. 28	<p><b>Participant Welcome Calls &amp; EQ-I Online Assessment</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>1. Participant Welcome Calls</p> <p>Approximately one to two weeks prior to the program orientation, participants will have a 30- to 45-minute, one-on-one call with a facilitator to provide context and information around the program experience and for the participant to begin to explore possible personal learning objectives with the facilitator.</p> <p>2. Emotional Intelligence Self-Assessment</p> <p>Shortly after their welcome call, participants will receive information on how to complete an online Emotional Intelligence self-assessment (EQ-I). Emotional Intelligence is a set of emotional and social skills that collectively establish how well we:</p> <ul style="list-style-type: none"><li>• Perceive and express ourselves.</li><li>• Develop and maintain relationships.</li><li>• Cope with challenges.</li><li>• Use emotional information in an effective and meaningful way.</li></ul> <p>Participants will get a debrief of their EQ-1 during the program.</p>
Feb. 26 7:00 am – 7:30 am	<p><b>WELCOME AND ORIENTATION TO TC PROGRAMS PLATFORM (TCPP)</b></p> <p><i>Program Director and Program Coordinator</i></p> <ul style="list-style-type: none"><li>• Welcome and Context for Change.</li><li>• Orientation to TCPP.</li></ul>

## Women’s Leadership Program 1: The Leader Within

### Module 1: Day 1 – Monday, Mar. 3 (EDT)

07:00 am - 10:00 am	<p><b>Core Webinar 1: Program Orientation – Setting the Context, Building Our Community, and Introduction to Action Learning</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>This session will be the starting point of building a community of women learners and supervisors. This community will support all participants through their learning journey and beyond. During the program, orientation participants will have the opportunity to begin to get to know one another and the program delivery team, be oriented to the overall program experience, and start to explore foundational program learning methodologies.</p>
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### Module 1: Day 2 – Tuesday, Mar. 4 (EDT)

07:00 am - 10:00 am	<p><b>Core Webinar 2: Supervisor Leadership: It’s Not Where You Sit, But Who You Are</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>This session will explore how “who women supervisors are being” impacts the results they and their organizations achieve. It will help participants to appreciate the hold that personal and organizational culture have on maintaining the status quo and see what is required to challenge the dominant conversations around women and leadership that repeatedly plays-out both within the organization and their own minds. Participants will come to appreciate that they can invent themselves and choose how they engage and interact with others.</p>
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## Women's Leadership Program 1: The Leader Within

### Module 1: Day 3 – Wednesday, Mar. 5 (EDT)

07:00 am - 10:00 am	<p><b>Core Webinar 3: Introduction to Crucial Conversations for Women Supervisors</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>There is rarely a day that goes by when leaders are not called upon to have conversations that are crucial to achieving results. Women supervisors often face unique challenges when confronted with the task of having crucial conversations, including overcoming interpersonal, cultural and system bias. This session will explore five 'voices' women supervisors can use to increase their credibility and skilfulness by better accessing the inner sources of their effectiveness.</p>
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### Module 1: Day 4/5 – Thursday/Friday, Mar. 6/7 (EDT)

07:00 am - 10:00 am	<p><b>Action Learning Session I: Developing Coaching Skills and Supporting Leadership in My Context</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>Facilitated small group sessions where participants learn to be coached and practice their own coaching skills as they support each-other on leadership issues and challenges immediately relevant to them as women supervisors. At the conclusion of each action learning session, participants commit to new action to apply back in the workplace. Each then returns to the next session to report back and continue the development process.</p>
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## Women's Leadership Program 1: The Leader Within

### Module 2: Day 1/2 – Monday/Tuesday, Apr. 7/8 (EDT)

07:00 am - 10:00 am	<b>Action Learning Session II: Developing Coaching Skills &amp; Supporting Leadership in My Context</b>  <i>Toronto Centre Facilitation Team</i>  To help bring to life and apply the concepts introduced throughout the program, participants will have the opportunity to engage with an accomplished woman supervisor leader who will share her experiences and practices for excelling in a supervisory and regulatory context.
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### Module 2: Day 3 – Wednesday, Apr. 9 (EDT)

07:00 am - 10:00 am	<b>Core Webinar 4: Women Changemakers in A Supervisor Context: It's Not About You</b>  <i>Toronto Centre Facilitation Team</i>  Facilitated small group sessions where participants learn to be coached and practice their own coaching skills as they support each-other on leadership issues and challenges immediately relevant to them as women supervisors. At the conclusion of each action learning session, participants commit to new action to apply back in the workplace. Each then returns to the next session to report back and continue the development process.
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### Module 2: Day 4 – Thursday, Apr. 10 (EDT)

07:00 am - 10:00 am	<b>Core Webinar 5: Power, Privilege, And Empowerment in A Supervisor Context</b>  <i>Toronto Centre Facilitation Team</i>  Facilitated small group sessions where participants learn to be coached and practice their own coaching skills as they support each-other on leadership issues and challenges immediately relevant to them as women supervisors. At the conclusion of each action learning session, participants commit to new action to apply back in the workplace. Each then returns to the next session to report back and continue the development process.
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## Women's Leadership Program 1: The Leader Within

### Module 3: Day 1/2 – Monday/Tuesday, May. 12/13 (EDT)

07:00 am - 10:00 am	<p><b>Action Learning Session III: Developing Coaching Skills and Supporting Leadership in My Context</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>Facilitated small group sessions where participants learn to be coached and practice their own coaching skills as they support each-other on leadership issues and challenges immediately relevant to them as women supervisors. At the conclusion of each action learning session, participants commit to new action to apply back in the workplace. Each then returns to the next session to report back and continue the development process.</p>
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### Module 3: Day 3 - Wednesday, May. 14 (EDT)

07:00 am - 10:00 am	<p><b>Core Webinar 6: Power, Privilege, and Empowerment in a Supervisor Context</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>Building on the concepts introduced by our guest in the previous webinar, this session aims to address how women leaders experience and can leverage their power and privilege within the supervisor context. A great deal of leadership effectiveness resides in understanding various sources of power and privilege and how to use them to create an enabling environment where others are empowered to contribute their best to their teams and organisation.</p>
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### Module 3: Day 4 – Thursday, May. 15 (EDT)

07:00 am - 10:00 am	<p><b>Core Webinar 7: Emerging Leadership Topics of Importance to Women Supervisors</b></p> <p><i>Toronto Centre Facilitation Team</i></p> <p>This dynamic session will provide participants the opportunity to explore leadership topics relevant to their context as women supervisors. Prior to the session participants will contribute topics that are important to them that they would like to explore, and using a modified “Open Space” methodology, engage in a series of small group discussions on those topics, drawing on the knowledge and expertise “in the room”.</p>
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## Module 3: Day 5 – Friday, May. 16 (EDT)

### **Core Webinar 8: Program Conclusion & Celebration**

*Toronto Centre Facilitation Team*

07:00 am -  
10:00 am

The program will conclude with a review of what participants have learned and an opportunity to consolidate their learning and chart their course forward as a network of connected and empowered women supervisor leaders. Participants will be given the opportunity to appreciate and close their Action Learning Groups and say any final words of appreciation to each-other.