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## Forty-five women graduate with Certificates in Leadership & Management: Levelling the business playing field through gender diversity

Working with the Business Coalition for Women (BCFW), PNG's business sector continues to develop and share good practices relating to recruiting, retaining and promoting women employees by training and promoting female leaders for junior talent through to senior executives.

The combined graduation of Cohorts 15, 16 and 17 today celebrates the achievement of 45 emerging female leaders who successfully completed BCFW's 6 months Certificate in Leadership & Management Course. The course aims to meet specific PNG industry needs and is designed to develop leadership and management skills of women in the workforce who have the potential to take up supervisory or managerial posts.

Since its inception in 2015, over 300 women from 70 organisations representing a diversity of industries have graduated from the Coalition's Certificate IV in Leadership & Management, with many of them been promoted as a direct result.

"Since the training, my own growth and leadership journey has been amazing. I was given the tools needed to progress in my career and since the course, I have been promoted twice. The course is invaluable to women and the difference it makes in our careers is tremendous" shared Roselyn Tei, participant from Cohort 11.

"The most important thing I learnt in the course was being able to identify my leadership styles and being able to go back and understand my team so that I can work with them better" added Dianah To'oro, who is graduating from Cohort 17 today. Immediately after taking the course, Dianah was promoted as the General Manager for Digicel's Milne Bay branch.

The corporate sector acknowledges that there are real business benefits by investing in training female leaders and managers. Better decision making and problem solving, improved financial performances and healthier team dynamics and organizational culture are some of the business rewards that the 70 member organizations gain.

"Continued education is vital in developing the skills of all our employees. We are extremely proud of the growth shown by our female employees who have gone through the course. I recommend this leadership program to businesses in PNG" said Digicel CEO, Colin Stone.

"The Coalition is the private sector's go to resource for gender equality and our solutions, which are tailor made for PNG's corporate sector, help businesses understand the value their female staff bring to the company. The Certificate IV Leadership & Management Course helps businesses develop and reap the benefits of having gender diversity in their leadership teams" explained Evonne Kennedy, BCFW Executive Director.

The Certificate IV Leader & Management Course Cohort 21 will be delivered online in Partnership with Tafe Queensland. Registration is open and will end on October 24<sup>th</sup> with training scheduled to commence on October 31<sup>st</sup>.