



Lesieli Taviri

CEO, Origin Energy PNG
& Chair, Business Coalition
for Women

If you're a business leader or manager you understand the benefits of a gender diverse workforce. You will also be aware of the importance of having more women on your leadership team.

Easier said than done right? Like you, I am often frustrated by how difficult it can be in

PNG to find well trained women to fill leadership roles. In the business I'm responsible for, I see so many women already acting like leaders. I don't need any research to tell me that these women play a central role in company success, so further developing their leadership skills is a game changer for our business.

Can your business afford NOT to develop its female leadership team?

The Business Coalition for Women is an organization of leading businesses in Papua New Guinea dedicated to being the innovative, relevant and inclusive driver of business growth through positive change for women in PNG.

An initiative of the Pacific Partnership. Australia, New Zealand and IFC are working together to stimulate private sector investment and reduce poverty in the Pacific.



International Finance Corporation
WORLD BANK GROUP



BCFW
Business Coalition for Women

To find out more about how our Certificate IV in Leadership & Management can help your business contact the Business Coalition for Women (BCFW).

secretariat@bcfw.org.pg
+675 321 7114

Public Information Centre
Ground Level, Deloitte Tower
PO Box 1877
Port Moresby, NCD,
Papua New Guinea

www.bcfw.org.pg

LEADERSHIP TRAINING SOLUTIONS

Does your business need help to **develop the leadership and management skills** of its female workforce?

Research shows that operating profits can be more than

**50%
HIGHER**

for companies with gender diverse leadership teams

How many women are on your leadership team?

A fully accredited Certificate IV Course in Leadership & Management is now available to help your business develop the leadership and management skills of your high potential female workforce.

Developing your female leaders and managers is SMART BUSINESS



Your business will **benefit** when it invests in training female leaders and managers:

- **Better decision making and problem solving** – women and men leaders offer different perspectives
- **Improved financial performance** – companies with the highest share of women in senior leadership have 35% higher return on equity
- **Greater capacity to adapt to shifts in consumer preferences** – women better understand how female consumers think and act
- **Enhanced branding** – businesses with gender diverse leadership teams are seen as modern, dynamic, and associated with equal opportunities
- **Employer of choice** – women want to work for businesses that develop and promote them
- **Healthier team dynamics and organisational culture** – gender diverse teams are more participatory and collaborative
- **Greater creativity and innovation enhance competitive advantage** – gender diverse teams generate more and different ideas

Let's face it, these **benefits** add up to improving your **business performance**

LEADERSHIP & MANAGEMENT TRAINING OF WOMEN

HIGHER PERFORMING LEADERSHIP TEAM

IMPROVED BUSINESS PERFORMANCE

Solutions

The Business Coalition for Women offers a **Certificate IV Course in Leadership & Management** (BSB 42015) to help your business develop its female leaders and reap the benefits of having a gender diverse leadership team.

PNG businesses shaped the course curriculum through participatory workshops and continue to shape it through ongoing feedback.

- ✓ **TARGET MARKET**
Talented female staff serving in or preparing for their first management roles
- ✓ **TAILORED FOR PNG**
Specifically designed for the PNG business context with input from national and international experts and more than 20 PNG businesses
- ✓ **AUSTRALIAN ACCREDITED**
Graduate Business School, Melbourne (Reg No. 21567)
- ✓ **COMPETENCY BASED**
Learning can be immediately applied to the workplace
- ✓ **ACCESSIBLE**
No pre-requisites for entry. Several intakes throughout the year
- ✓ **EXCEPTIONAL TRAINERS**
Wings Education PNG (Reg No. NTC 215)
- ✓ **STEPPING STONE TO DIPLOMA**
Graduates eligible to enrol in Diploma in Leadership & Management

Businesses with staff undertaking the Certificate IV in Leadership & Management

- BSP • CPL • DIGICEL • EDA RANU • GADENS LAWYERS • GLOBAL CONSTRUCTIONS • NCS (ANITUA) • PACIFIC TOWING (STEAMSHIPS) • PALLADIUM PNG • TININGA • WESTPAC •



Michael Murphy
Chief Executive Officer, Digicel Pacific

Digicel sees great value in the BCFW's Leadership & Management course as a means of developing the many talented women we have working for us. It complements Digicel's Women In Leadership League (WILL) program objectives to promote female leadership in our Pacific markets by addressing challenges women managers face with regard to their career progression specifically in PNG but also similarly throughout the region. It targets our staff at a very critical turning point in their careers and gives them that additional boost in confidence which supports them on their career progression journey. From a business perspective, the competency based nature of the course is particularly attractive, with staff being able to apply their learning at work giving Digicel an immediate return on our training investment. Not only do Digicel's PNG staff undertake the Cert IV Leadership & Management but also staff from our operations in Samoa, Fiji and Tonga.

Violet Aopi

Group General Manager, Human Resources, NCS

NCS has many talented female staff who are exceptional workers and who have great technical skills. Unfortunately the same talented women often lack the confidence and assertiveness required by leadership roles. The Leadership & Management course has been exceptional in addressing this problem and we're seeing our staff become increasingly confident as they progress through the training. The course certainly contributed to the recent promotion of two NCS women in to their first management roles.



Judith Mule

Staff Lending Manager, Westpac Bank

The course definitely enhanced my leadership and management skills and knowledge and I know that I'm a more valuable member of Westpac's team as a result. The course also built my self-esteem and confidence in public speaking. My capacity to be innovative in a team environment, apply digital solutions for work processes to achieve results, and exceed customer expectations has also been strengthened. Thank you Westpac and BCFW for this wonderful career development opportunity.

