



# SENIOR EXECUTIVE WOMEN'S PROGRAM OVERVIEW



*The Senior Executive Women's Program curriculum was developed with the support of PSDI. PSDI is a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia, and the Government of New Zealand.*



PACIFIC PRIVATE SECTOR DEVELOPMENT INITIATIVE  
AND BUSINESS COALITION FOR WOMEN

# SENIOR EXECUTIVE WOMEN'S PROGRAM

## COURSE OVERVIEW

The Senior Executive Women's Program is targeted to women in executive and senior management roles and will support participants to build confidence; expand their skills and knowledge of business operations; and establish networks with other women in senior positions in the private sector.

The program is delivered through a combination of lecture style presentations, case studies, guest speakers and interactive activities. Topics covered include risk management and resilience; financial literacy; organizational culture and leadership styles; governance; communications; and strategy. Each module is delivered with a focus on relating the content to the participants as businesswomen. The course also includes sessions on building support networks and on transitions and career planning.

Global research shows that businesses with more women in leadership roles are more profitable and outperform those with fewer or no women—including in their ability to navigate challenging circumstances. Yet, women in the Pacific continue to be poorly represented in senior management roles within the private sector. By supporting participants to increase their skills and confidence to take on senior leadership roles, this training course aims to enhance women's full and equal participation in the private sector.

The course incorporates feedback received from participants of a 2019 pilot.

Cassells R and Duncan A. 2020. *Gender Equity Insights 2020: Delivering the Business Outcomes*. BCEC|WGEA Gender Equity Series, Issue #5, March 2020.

---

## COURSE OBJECTIVES

The aims of the course are that participants will:

- Build confidence to perform in their role, present well, and influence others, with benefits for their career progression.
- Establish networks with other women in senior positions in the private sector.
- Increase their knowledge and skills related to support systems, risk management and resilience, financial literacy; organizational culture and leadership styles; governance; and communications and strategy, with benefits for their career progression.

*The Senior Executive Women's Program curriculum was developed with the support of PSDI. PSDI is a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia, and the Government of New Zealand.*

## TOPICS AND DATES

The course includes 6 face-to-face sessions. All sessions will be held on a Tuesday and Wednesday

Module	Objectives	Sessions	Dates
<b>1. Introduction</b>	<ul style="list-style-type: none"> <li>• Understand the contents of the course</li> <li>• Recognise what is expected of you</li> <li>• Share your expectations for the course</li> <li>• Appreciate what other participants hope to gain from the course</li> </ul>	Day 1	March 14
<b>2. Support systems</b>	<ul style="list-style-type: none"> <li>• Understand the importance of external support for progress in your profession</li> <li>• Nominate potential support within your workplace</li> <li>• Identify potential external networks</li> </ul>	Day 1	March 14
<b>3. Risk management and resilience</b>	<ul style="list-style-type: none"> <li>• Learn how risk is conceptualised</li> <li>• Understand the way organisations account for risk</li> <li>• Learn about how climate risk is accounted for by some international corporations</li> <li>• Apply risk framework to scenarios (covid risk and disaster risk)</li> </ul>	Day 2	March 15

*The Senior Executive Women's Program curriculum was developed with the support of PSDI. PSDI is a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia, and the Government of New Zealand.*

<p><b>4. Financial competency</b></p>	<ul style="list-style-type: none"> <li>• Become alert to management of personal finances</li> <li>• Understand financial management through an exercise</li> <li>• Gain familiarity with financial accounts of a business</li> </ul>	<p>Day 2</p>	<p>March 15</p>
<p><b>5. Organisational culture and leadership styles</b></p>	<ul style="list-style-type: none"> <li>• Become familiar with the meaning of organisational culture</li> <li>• Consider how social norms and kastom define organisational culture</li> <li>• Appreciate the different organisational cultures that each of us works in</li> <li>• Assess how organisational cultures can change</li> </ul>	<p>Day 3</p>	<p>April 11</p>
<p><b>6. Governance</b></p>	<ul style="list-style-type: none"> <li>• Appreciate what governance means</li> <li>• Understand how governance applies to corporations, SOEs and associations in PNG</li> <li>• Build confidence to actively participate in a board meeting</li> </ul>	<p>Day 4</p>	<p>April 12</p>
<p><b>7. Communications &amp; Strategy</b></p>	<ul style="list-style-type: none"> <li>• Understand communication modes and how it connects to organisational culture and leadership styles</li> <li>• Assess whether stereotyped gendered communication modes apply</li> </ul>	<p>Day 5</p>	<p>May 16</p>

*The Senior Executive Women's Program curriculum was developed with the support of PSDI. PSDI is a regional technical assistance program undertaken in partnership with the Asian Development Bank, the Government of Australia, and the Government of New Zealand.*

	<ul style="list-style-type: none"> <li>• Assess the use and impact of social media for both the organization and the individual</li> </ul>		
<b>8. Transitions</b>	<ul style="list-style-type: none"> <li>• Develop a personal action plan</li> <li>• Learn how to build your profile online and through networks</li> <li>• Putting together a CV for promotion or for a board position</li> </ul>	Day 5	May 16
<b>9. Debrief</b>	<ul style="list-style-type: none"> <li>• Final networking session and establishing future network</li> <li>• Feedback from participants on following: <ul style="list-style-type: none"> <li>o The content of the modules</li> <li>o The guest speakers and discussion questions</li> <li>o What more they would have liked to see</li> </ul> </li> </ul>	Day 6	May 17