



WOMEN LEADERSHIP

Training seminar
(in English)

organised in partnership between the National Academy of Public Administration (NAPA)
Commissioner for Protection of Equality and the French Embassy in Serbia

Belgrade, 12th and 13th March 2019

location Palace of Serbia

12th March conference room 129, 13th March conference room 274

OUTLINE

These course will be the occasion to boost the women who are civil servants in search of higher responsibilities, to invite them to affirm their leadership and their managerial practice, to dare to become involved in key positions, while remaining in line with their own values, professional and personal interests and objectives.

OBJECTIVES

- To identify and analyse the obstacles and women's self-censorship
- To know how to fight against stereotypes
- To develop leadership and assertiveness
- To optimize managerial practices
- To understand the interest of creating a network of women from the Serbian public administration

TARGET AUDIENCE

Any woman working in the Serbian State Administration wishing to gain a better understanding of the gender equality stakes within his/her organization, to improve her skills in terms of leadership and management and to get connected to other networks of women working in the public administration in the EU.

Tuesday the 12th of March 2019



9:00 am - 12:30 pm



9:00 – 9:30

- **Opening words:**
Mr Drazen MARAVIC, Director of NAPA
Mrs Brankica JANKOVIC, Commissioner for the Protection of Equality
Mr Frederic MONDOLONI, French Ambassador to Serbia

9:30 – 11:00

- **Introduction of the seminar – Gisèle Szczyglak**
- **Roundtable: needs expressed linked to leadership issues**
The attendees will introduce themselves: their current position and the challenges they are facing in the workplace
- **Role and challenges for leaders**
What does leadership mean?
What kind of leadership does your organisation need?
What makes an effective leader?
- **Collective debriefing:**
- **Discussion & theoretical perspectives**

11:00 – 11:15



Coffee Break

11:15 – 12:30

- **Women in leadership position - 1**
Towards female leadership: women and the leadership journey
Challenges and complex issues women face in leadership position
- **Groups discussion:**
Are women better leaders than men?
Does a distinct “female” leadership style exist?
- **Collective debriefing: discussion & theoretical perspectives**
- **Leadership Practical approach within small groups**
Leadership & self-awareness: self-portrait as a leader. The attendees will be asked to identify their personal leadership style (strengths, communication style, decision-making, risk taken, management)

12:30 – 1:15



Lunch Break

12

Tuesday the 12th of March 2019



1:15 pm - 4:00 pm



1:15 – 4:00

- **Women in leadership position - 2**

Towards female leadership: women and the leadership journey
Challenges and complex issues women face in leadership position

Groups discussion:

Women and personal empowerment strategy
Men successful strategy and women unsuccessful strategy
How to build Executive presence?

- **Gender and organizational issues**

Analysing internal barriers that prevent women leaders from projecting themselves into top positions: stereotypes and limited beliefs
Exploring organizational barriers - glass ceiling, sticky floor, pipeline
How to develop cooperation in the workplace? Understanding the positive effects of cooperation, teamwork & network on leadership practices

Collective debriefing: discussion & theoretical perspectives

13

Wednesday the 13th of March 2019



9:00 am - 12:00 am



9:00 – 12:00

- **Roundtable: debriefing session**

- **Exploring the reasons why women should create a female network**
- **Understanding how women leaders could benefit from a professional network**
- **How to build an effective professional network on-line & off-line**
- **Building networks and effective alliance strategies**
- **Discussion & theoretical perspectives**

- **Closing of the seminar:**

→ My Tool Box → My work and reflection tracks → My agenda of the next six months

Biography of the trainer

Mrs Gisèle SZCZYGLAK

EXECUTIVE COACH, CEO and founder of WL C PARTNERS <http://wlc-partners.com/fr/> Gisèle Szczyglak is a doctor in political philosophy, with a double post-doctoral specialization in political sociology and applied ethics. Executive Coach and entrepreneur, she founded the Franco-British consulting firm WL C Partners, which supports organizations in the development of collective intelligence.

An expert in mentoring, cross-cultural leadership and organizational change coaching, Gisèle Szczyglak also accompanies women in their careers. Engaged in women's professional networks, she was successively co-leader of the Paris Mentoring Group (2010 to 2012) within the PWN network, and President of the Supplement network of Elles (2012-2014), she is part of the French host Committee that organized the Global Summit of Women in June 2014 in Paris.

Gisèle Szczyglak works for executives and leaders in major groups, the ENA's international programs, CHEMI and SGG, as well as in international forums and congresses dedicated to the professional development of women and their impact in the world economy.

Author, she published in France, in May 2014, the first practical guide of mentoring and created a methodology of collective mentoring animation. In March 2015, she co-authored with a financial wealth specialist a book on the intangible and material capital of women to better support them in their careers.

Bibliography:

Mentoring:

- How to be a brilliant mentor. Pearson: London, Fall 2015
- Practical guide of mentoring. Develop collective intelligence. Pearson: Paris, May 2014

Professional accompaniment of women:

- Women, dare, finally your value. Gisèle Szczyglak and Pascaline Le Berre
Kawa Editions: Paris, March 2015

Philosophy:

- The foundations of human identity: the politics of usurpation. The Harmattan: Paris, 2003

Poetry:

- The blue tale. The Harmattan: Paris, 2001
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