



USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:

5.4 Develop structured and long-term leadership development plan to include women at all leadership levels

About Your Gender Equality Plan

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at EngenderingIndustries.org.

Description

Develop a separate leadership development plan, based on gap analysis and talent development plan, with an explicit aim to close identified gender parity and diversity gaps at all management levels

Assess differences between the leadership model and successful leadership behaviors; revise the leadership model or start a change management process to align leader's behavior with the defined leadership model if gaps are identified

Base development opportunities on leadership knowledge, skills and abilities identified as success factors

Challenges to Implementation

Companies may not have competency-based leadership development

Unconscious bias may affect training opportunities offered

Classroom learning, conferences and job rotations may require travel and time away from home making it more difficult for parents with childcare duties

What Success Looks Like

Companies have planned leadership development and keep records to ensure equitable participation

Support is provided for employees who must travel, and/or career development and training opportunities are offered through multiple modalities

Increased number of women possess the defined skills for future leadership positions

Increased number of women promoted to open leadership positions

Increased number of women with a positive track record two years after promotion

Resources and Tools

Guide (incl. Worksheets and Templates): [Female Talent Management: Toolkit for Organizations](#) (Chartered Professional Accountants Canada)

Guide (incl. Additional Resources and Case Studies): [Resources for Retaining and Advancing Mid-Career Technical Women](#) (NCWIT)

Case Study: [The Return on Investing in Women at Tata Power-DDL](#) (USAID)

Training Resource/Tool: [Training Package for Women in And into Management and Leadership Positions](#) (Department of Education South Africa)

Report/Study: [Seven Steps to Conscious Inclusion](#) (ManpowerGroup)

Report/Study: [Barriers for Women to Positions of Power: How Societal and Corporate Structures, Perceptions of Leadership and Discrimination restrict Women's Advancement to Authority](#) (Dee-Ann Schwanke)

Report/Study: [Women Rising: The Unseen Barriers](#) (Harvard Business Review)

Article: [Breaking the Glass Ceiling](#) (CEO Today)

Article: [Board Experience is Helping more Women get CEO Jobs](#) (Harvard Business Review)

Article (incl. Podcast): [Why Don't Women Promote Themselves?](#) (Wharton University of Pennsylvania)