



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

**3.11 Provide training to women to prepare them for technical and leadership roles**

## **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](https://EngenderingIndustries.org).

## **Description**

Design and conduct targeted training and workshops for female employees, focusing on leadership skills and other skillsets that women report as underdeveloped or have been identified through skill gaps analysis including technical training.

Use training needs assessment data to inform tailored content selection

General potential training content:

- Program management or training on management tools used in the company
- Industry-specific training to increase knowledge on different business segments
- Soft skills including self-awareness, confidence, self-esteem, self-perception

Modules for leadership training can include:

- Successful leadership and people management skills
- Project management, strategic work planning, and delegation of tasks
- Strategic communications skills – getting heard in meetings, public speaking, persuasion, assertiveness
- Time management, reconciliation of work life and family life
- Negotiation and consensus-building
- Conflict management and resolution
- Personal agency, visioning, and goal setting

## **Challenges to Implementation**

Costs required to roll out the training activities (considering any accommodations for off-site training)

Opportunity costs to women for time away from core work

Affirmative action backlash and perception by male employees that the opportunity provided to only women discriminates against men

## **What Success Looks Like**

Stronger pipeline of women candidates equipped with leadership skills and prepared to step into new opportunities

Stronger pipeline of women candidates equipped with technical skills for specific work areas

Greater number of women prepared to model confident, inclusive leadership to colleagues across the company

Increased number of women promoted into leadership and management roles

#### **Resources and Tools**

**Course/E-learning:** [Becoming a Successful Leader](#) (edX & Catalyst)

**Training/E-learning/Online Course:** [Leading With Effective Communication](#) (edX & Catalyst)

**Training Resource/Tool:** [Negotiation Advice for Women](#) (LeanIn)

**Training Resource/Tool:** [Develop Leadership Skills](#) (LeanIn)

**Training Resource/Tool:** [Build Confidence](#) (LeanIn)

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

**Training Resource/Tool:** [Gender-Transformative Leadership](#) (Jhpiego)

**Article:** [What Makes a Leader?](#) (New York Times)

**Article:** [Why Leadership Training Fails- And What to Do About It](#) (Harvard Business Review)

**Case Study:** [In North Macedonia, the future is female: How a power utility is opening doors for girls and women](#) (USAID)