

How do you increase your influence and empower other women in a male-dominated industry?

Course Price: R 15 000 | Venue: TWIMS, 74 Everton Rd Kloof

Manufacturing battles to attract and retain women in leadership positions. With advanced technology changing the future skills set required in the industry, manufacturers need to tap into the largest talent pool possible. Research has shown that women in leadership positions can provide greater diversity of perspectives, innovation and a more balanced approach to management. Yet women leaders still experience significant challenges and contradictions in influencing their male-dominated organisations. Simply increasing the number of women leaders in organisations is no guarantee for the empowerment of other women or the transformation of organisations.

This course explores the specific gender challenges experienced in the manufacturing context, both from a leadership and blue-collar worker perspective. It explores how to develop your authentic and distinctive leadership qualities to impact the culture of your organisation. It also highlights issues affecting women in blue-collar positions to promote action towards greater inclusivity of women at all levels of manufacturing. The aim of the programme is to equip women leaders as change agents within their organisations by championing these issues with knowledge, awareness and personal effectiveness.

The three day course includes:

- Exposure to latest thinking on women in leadership and manufacturing, inclusion and transformation
- Facilitation of group dialogue and personal reflection sessions
- Case study and/or guest speaker
- Development of a board proposal for a change to a gender-related policy or practice in your organisation

Learning outcomes?

At the end of the course, participants will have a greater understanding of gender related issues in manufacturing, and the ability to bring about change in the organisation through enhanced personal leadership effectiveness.

Who should attend?

Women in leadership positions in manufacturing or associated industries. HR specialists who deal with issues of diversity and inclusion in the workplace. The course will be taught at Masters level and so participants should preferably have a four year technical or academic qualification.

Certification?

Participants who attend all three days of the course and complete the board proposal assignment will earn a TWIMS Women as Manufacturing Leaders certificate.



Course Framework

COURSE	KEY FOCUS POINTS
Day 1	<ul style="list-style-type: none">• Overview of women in manufacturing both globally and in Africa• Unique manufacturing leadership context and philosophies• Strategic motivations for greater representation of women in manufacturing• Change management methodologies for leading gender-transformation initiatives
Day 2	<ul style="list-style-type: none">• Debunking myths and paradigms around women leaders• Understanding how your personal narrative impacts your leadership identity• How intersecting identities plays out in leading diverse teams• Organisational and personal barriers and enablers to leading gender transformation initiatives• From theory to practice: stories from guest speakers/case studies
Day 3	<ul style="list-style-type: none">• Equity, fairness, harassment and abuse in the workplace• Understanding issues that impact blue collar workers• Motivating, attracting and retaining women in previously male-dominated occupations• The future of women in manufacturing with advancement of technology• From theory to practice: presentation of board proposal for a change in gender-related policy or practice

Course facilitator?

The course is facilitated by Lisa Kinnear who heads up academics at the Toyota Wessels Institute for Manufacturing Studies (TWIMS). She completed her PhD in 2013 and has a Masters of Management (Strategic HR) from Wits Business School. Her doctoral research focused on emerging models of power amongst South African women business leaders.

Lisa has lectured on executive programmes offered by the University of Stellenbosch Business School, Wits Business School and the University of KwaZulu-Natal's Graduate School of Business and Leadership. She has published a number of papers in academic journals and continues to conduct research and teaching in the field of organisational development studies.



In addition to her academic role, Lisa is the owner-manager of Leadership Insight, a KwaZulu-Natal based organisational development consultancy which specialises in leadership coaching, team development and organisational change. Through Leadership Insight, Lisa has facilitated leadership development and change management interventions with numerous businesses, non-governmental organisations and corporations over the past 12 years, spanning banking, healthcare, education, manufacturing and associated industries.

Prior to this, Lisa gained corporate experience in Johannesburg as a Human Resource Development Manager at De Beers and as an internal Organisational Development Consultant at Investec Bank. Her organisational development experience spans 23 years.

Course cost?

Course attendance costs R15,000 + VAT per participant. This is fully inclusive of all stationery, refreshments, teas and lunches over the course of the four days. The cost excludes accommodation.

Venue and accommodation?

The course is run at the TWIMS campus, 74 Everton Road, Kloof, from 08:30 to 16:30 over each of the three days. Affordable, luxury accommodation is available on-site at an additional cost. Please see the TWIMS website (www.twimsafrica.com) for further details.

Applications?

Participation is limited to a maximum of 25 executives. Application for participation can be made online at www.twimsafrica.com, or by contacting TWIMS via the methods below. The TWIMS admissions committee reserves the right to accept only those applicants who are likely to benefit from the programme and who can make a full contribution to group activities.

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