



Women as Manufacturing Leaders

TWIMS EXECUTIVE DEVELOPMENT PROGRAMME

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

Course Price: R20,000 ex VAT | Date: 14th - 17th September 2021

Course overview:

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 the largest talent pool possible. Research has shown that women in leadership positions can provide a 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 four-day course includes:

- Exposure to the latest thinking on women in leadership and manufacturing, inclusion and transformation.
- Facilitation of group dialogue and personal reflection sessions.
- Case study and/or guest speakers.
- 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 who wish to increase their influence around gender-related issues in the manufacturing context to better equip them to lead gender transformation efforts. Men who wish to raise their awareness of gender-related issues in male-dominated environments and who are committed to gender transformation. HR specialists who deal with issues of diversity and inclusion in the workplace. The course will be taught at a Masters' level and so participants should preferably have a four-year technical or academic qualification.

Certification:

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

Course Cost:

Course attendance costs R20,000 ex VAT per participant. This is fully inclusive of all stationery, refreshment, 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 8:30 - 16:30 over each of the four days. Affordable, luxury accommodation is available on-site at an additional cost. Please TWIMS www.twimsafrica.com for further details.

Covid-19 mitigation steps:

TWIMS follows strict protocols to mitigate the threat of Covid-19. We use an 80-seater auditorium for the class to ensure adequate social distancing is observed at all times; everyone on campus is temperature checked daily; all venues are sanitized daily; food and beverages are served individually; and the wearing of masks is strictly enforced while on campus.

Applications:

Participation is limited to a maximum of 15 executives. Application for participation can be made on-line at www.twimsafrica.com, or by contacting TWIMS as per the details 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.

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• Debunking myths and paradigms around women leaders• Understanding how your personal narrative impacts your leadership identity• How intersecting identities play out in leading diverse teams• Sharing of stories: Personal, panel, and/or case study
Day 2	<ul style="list-style-type: none">• Personal and organisational barriers and enablers to leading gender transformation initiatives• Equity, fairness, harassment, and abuse in the workplace• Motivating, attracting, and retaining women in previously male-dominated occupations• Understanding issues that impact blue-collar women workers• The future of women in manufacturing with the advancement of technology• Preparation for the project: Choice of gender transformation topic
Day 3	<ul style="list-style-type: none">• From theory to application:<ul style="list-style-type: none">» Participants work in groups on introducing or changing a policy/practice in a manufacturing organisation related to gender transformation• Groups research and collaborate in preparing a presentation to the board which does the following:<ul style="list-style-type: none">» Provides a compelling strategic case for introducing new policy or practice» Outlines implementation considerations for driving this change based on awareness of gender-related issues explored in class• Guidance provided by the course facilitator
Day 4	<ul style="list-style-type: none">• Presentation, review and reflection on projects• Change management methodologies for leading gender-transformation initiatives• Conclusion:<ul style="list-style-type: none">» Reflections on personal learning» The Future trajectory of gender inclusivity initiatives

Course facilitator

This course is facilitated by Lisa Kinnear who heads up academics at the Toyota Wessels Institute for Manufacturing Studies (TWIMS).



Dr Kinnear completed her Ph.D. 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 teach 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 that 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.

