



TWIMS
TOYOTA WESSELS INSTITUTE
FOR MANUFACTURING STUDIES

Leading Gender Transformation in Manufacturing

EXECUTIVE SHORT COURSE



Price: R14 058 | Date: 11-13 June 2025 | Venue: TWIMS Campus

Course Overview

Manufacturing battles to attract and retain women in leadership positions. With advanced technology changing the future skills required in the industry, manufacturers need to tap 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 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. With the increasing drive for gender equity in organisations, women and men need to understand how to effectively navigate gender dynamics, create inclusive spaces and advocate for change.

This course explores the specific gender challenges experienced in the manufacturing context, both from a leadership and blue-collar worker perspective. It explores how men and women can develop their authentic and distinctive leadership qualities, for personal transformation and organisational impact. The course 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 course is to enable women and men leaders to champion these issues with knowledge, self-awareness and personal effectiveness.

Course Highlights

- Exposure to the latest thinking on gender transformation in manufacturing, creating inclusive cultures and advocacy for change
- Facilitation of group dialogue and personal reflection sessions for personal insight and transformation
- Case study and/or guest speaker from industry
- Practical application in advocating for a change to a gender-related policy or practice to a “resistant” board of directors

Who Should Attend

Women and men in leadership positions in manufacturing or associated industries who want to understand more about gender dynamics in male-dominated industries. Leaders who wish to play a role in advocating for gender transformation in their organisations. 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.

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 their organisation through enhanced personal leadership effectiveness.

Course Facilitator - Dr Lisa Kinnear

Dr Lisa Kinnear is a senior lecturer at the Gordon Institute of Business Science (GIBS), the Academic Director at the Toyota Wessels Institute of Manufacturing Studies (TWIMS) and the co-founder of Leadership Insight, an organisational development (OD) and leadership coaching practice. She attained her PhD in 2014 and has a Masters of Management (cum laude). Her doctoral research focused on emerging models of power amongst South African women business leaders. Lisa is passionate about building leadership capability for a sustainable future in South Africa and on the African continent.

Lisa is currently a permanent faculty member at GIBS and has extensive postgraduate lecturing and executive development experience at several South African universities. She teaches and researches in the field of Organisational and Leadership Development, with a specialised focus on gender transformation in the manufacturing context. As Academic Director at TWIMS she is responsible for the delivery of the GIBS manufacturing focused MBA, as well as the customised TWIMS executive programmes aimed at the development of manufacturing leaders. Lisa was involved in the development of the manufacturing curriculum from the establishment of TWIMS and is responsible for ensuring that this curriculum remains relevant to all stakeholders.

In 2006 Lisa co-founded Leadership Insight, a leadership coaching practice and OD consultancy. Lisa has designed and implemented leadership development initiatives for numerous large corporations, medium sized firms and non-governmental organisations, spanning the sugar, forestry, packaging, manufacturing, health services, software development and education sectors.



Course Framework

Day

Key Focus Points

1

- 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
- Structural barriers for women in manufacturing

2

- Debunking myths and paradigms around women leaders
- Unconscious bias and gender stereotyping
- Rank, power and influence
- Identity, inclusion and self-advocacy

3

- From theory to practice: Presentation of board proposal for a change towards gender-inclusive policy or practice
- Leading gender transformation in organisations
- Reflection on personal leadership narrative and transformation

Course Cost

The course costs R14 058 per participant. This is fully inclusive of all refreshments, teas and includes lunch over the three days, as well as stationery. The cost excludes accommodation.

Venue and Accommodation

The course is run at the TWIMS Campus, 74 Everton Road, Kloof. Each day starts at 8:30 and concludes at 16:30. Accommodation is available on-site at an additional cost. Please visit the TWIMS website (www.twimsafrica.com) for further details.

Applications

Participation is limited to 25 executives. Application for participation can be made online at www.twimsafrica.com Masterclass/Executive Short Course enquiries can be directed to thobeka.mthembu@twimsafrica.com

TWIMS reserves the right to accept only those applicants who are likely to benefit from the course and who can make a full contribution to group activities.



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