Leadership for Diversity Certificate

Empowering purpose-driven women

Online | Live sessions | Individual coaching

English

ESCP BUSINESS SCHOOL

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FT FINANCIAL TIMES

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ESCP benefits from the best international accreditations.
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AACSB ACCREDITED | EQUIS ACCREDITED | EFMD ACCREDITED MBA | EFMD ACCREDITED EMBA | **5 European Higher Ed accreditations**

Professor Diana Clarke
Leadership Expert and Author
ESCP Business School

“Inclusion is not only a value in itself, it makes business sense. When an organization's talent is as diverse as its customer base, when it is sustained by values, driven by purpose and inclusion, people achieve great things together.”

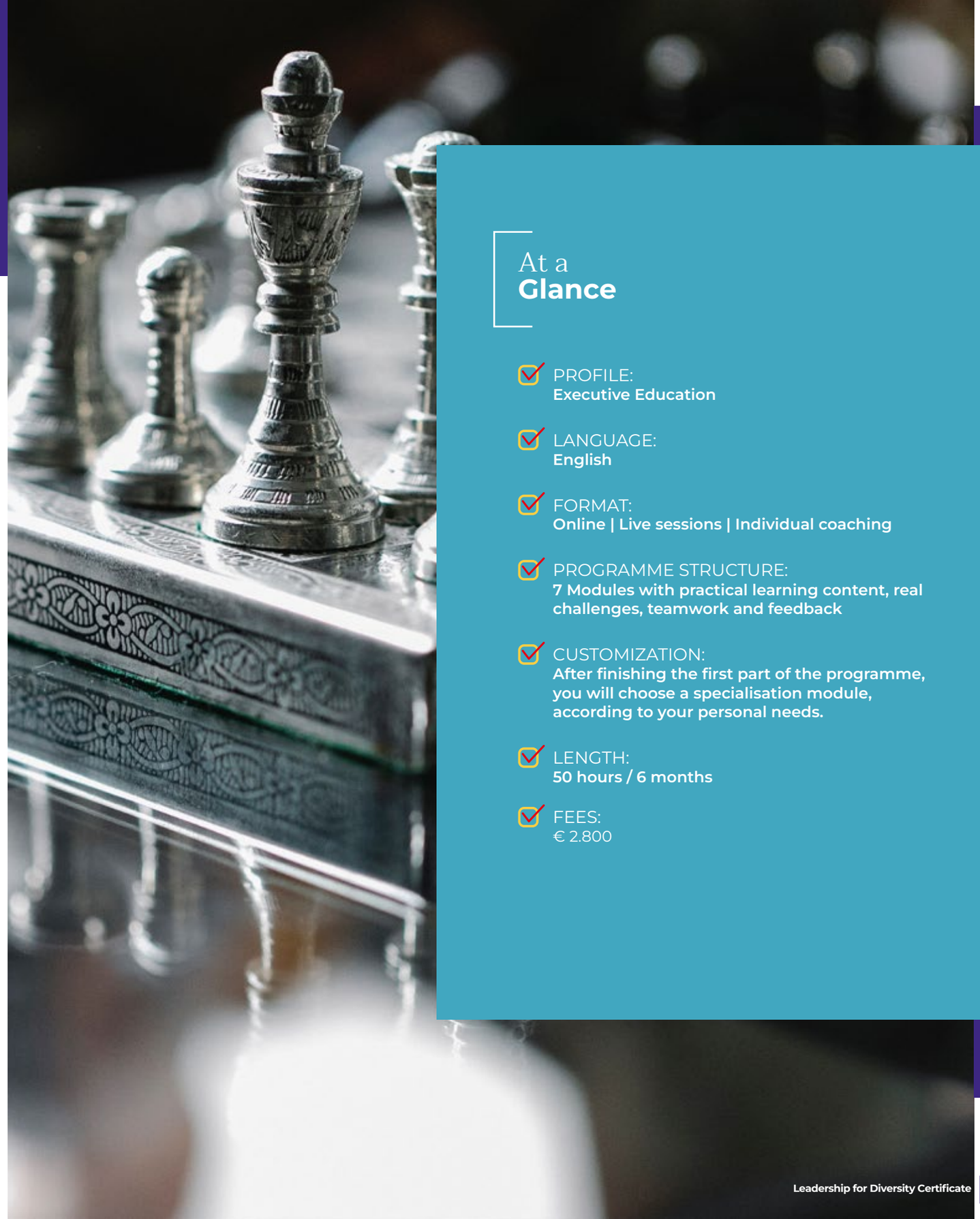
Why choose this Leadership for Diversity Programme?

For Professionals

- Steer your **career progression** to a greater leadership role in your organisation.
- Gain in **confidence** to lead with impact and navigate change.
- Rethink your personal **leadership style** and experiment with new approaches.
- Build a **network of peers** to leverage your progression.

For Organizations

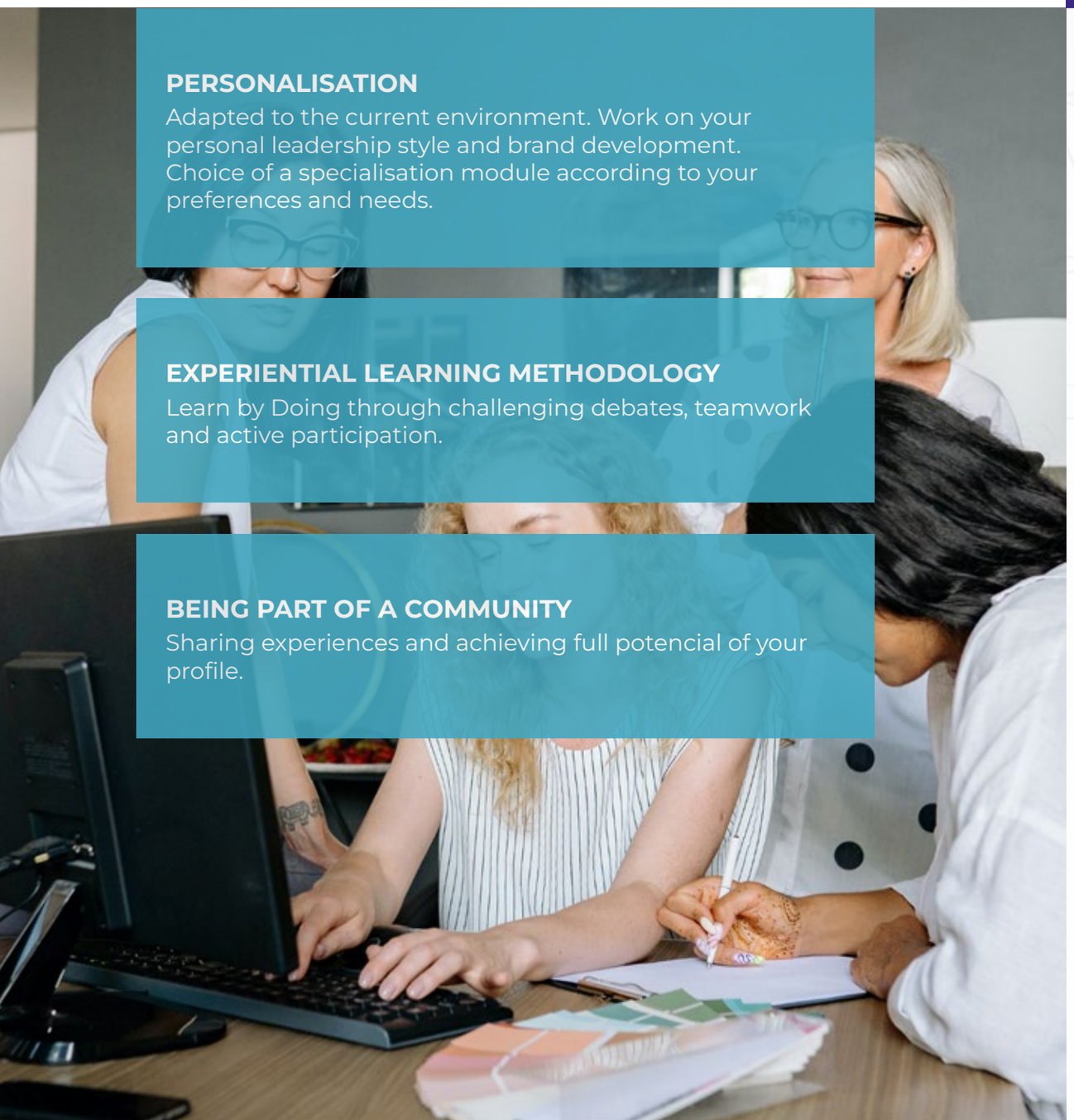
- **Harness organisational talent** at all levels.
- Develop **high-performing** leaders committed to organisational transformation and values.
- Reinforce **reputation** as an organisation committed to its values, and to gender equality.
- Secure a pool of **talented women leaders committed** to their own development and the success of the organisation.



At a **Glance**

- PROFILE:
  Executive Education
- LANGUAGE:
  English
- FORMAT:
  Online | Live sessions | Individual coaching
- PROGRAMME STRUCTURE:
  7 Modules with practical learning content, real challenges, teamwork and feedback
- CUSTOMIZATION:
  After finishing the first part of the programme, you will choose a specialisation module, according to your personal needs.
- LENGTH:
  50 hours / 6 months
- FEES:
  € 2.800

The programme that enables you to achieve **maximum leadership performance** in the context of **organisational diversity**



PERSONALISATION
Adapted to the current environment. Work on your personal leadership style and brand development. Choice of a specialisation module according to your preferences and needs.

EXPERIENTIAL LEARNING METHODOLOGY
Learn by Doing through challenging debates, teamwork and active participation.

BEING PART OF A COMMUNITY
Sharing experiences and achieving full potencial of your profile.

Programme structure

LEARNING PATH

After finishing the first part of the programme, you will choose a specialisation module, according to your personal needs.

Learning content:
Global programme

MODULE 1

EXPLORING WOMEN LEADERSHIP AND DIVERSITY TRENDS.

OBJECTIVES

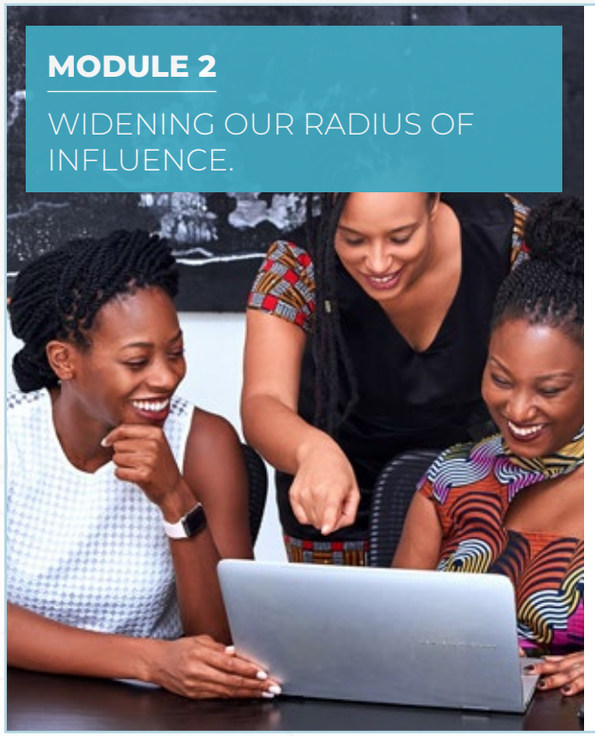
- Introduce the program and the participants / professors.
- Debate and facilitate initial exploration on Women Leadership evolution and trends in a BANI world.

OUTCOME

- You will gain a clear understanding of program dynamics and expectations.
- You will get to know your colleagues and professors – and introduce yourself.
- You will start participating in meaningful debates on leadership in current context: make your voice heard.

MODULE 2

WIDENING OUR RADIUS OF INFLUENCE.



OBJECTIVES

- Explore the importance of relationship building and networking in leadership.
- Provide a clear framework for widening personal sphere of influence.

OUTCOME

- You will be able to effectively use the tools associated with Stakeholder management to widen your sphere of influence.

MODULES 3 AND 4

EMPOWERING ME WITH FINANCE.

OBJECTIVES

- The leading financial indicators analysis: growth, profitability, liquidity and solvency.
- The link between the financial figures and management decisions.

OUTCOME

- You will gain an understanding of finance and apply them in your job, and make more effective management decisions.

MODULE 5

WOMEN IN LEADERSHIP: YOUR STYLE & STRENGTHS.

OBJECTIVES

- Explore the dimensions of leadership and associated skills and competencies.
- Styles of situational leadership and adaptability.

OUTCOME

- You will gain self-awareness about your own leadership and influence style and how it impacts others, with its strengths and areas for development.
- You will acquire a deeper understanding of leadership in today's context of diversity to be a more versatile leader.

MODULE 6

KICK-OFF: TEAM ASSIGNMENTS/PROJECTS.

OBJECTIVES

- Assign project teams and facilitate project team kick-off to plan milestones and delivery
- Share some project tools and best practices.

OUTCOME

- You will gain a clear understanding of your research project objective and scope through discussion with your project team, establish roles and responsibilities and decide next steps.
- You will be able to apply basic project management tools effectively.

MODULES 7 AND 8

WORK ON MY PERSONAL BRAND.

OBJECTIVES

- Explore the dimensions, best practices, and mindset linked to building our Personal Brand, key to leadership development.
- Impact communication linked to Personal Brand building, best practices and tools.

OUTCOME

- You will gain a better understanding of your own personal and professional purpose and value proposition.
- You will be able to project yourself with conviction and confidence when you communicate with others.

MODULE 9

ASSIGNMENTS PRESENTATION.

OBJECTIVES

- Research project teams presentations to panel.

OUTCOME

- Contribute to a body of research on relevant subjects and present findings, showing your capacity for analysis and ability to project with confidence.

MODULE 10

1 INDIVIDUAL COACHING SESSION AND FEEDBACK.

OBJECTIVES

- Wrap up of the overall programme applied to each participant individually and identification of potencial additional needs to proceed.

OUTCOME

- You will have the opportunity to deepen your personal leadership subjects.

Choose your **specialization module**

ELECTIVE

EMOTIONAL INTELLIGENCE & LEADERSHIP.

OBJECTIVES

- Understand the impact of emotions on leadership.
- Understand the integration of leadership and emotional intelligence at an individual, team and organizational level.

OUTCOME

- You will develop emotional competencies and gain insights into leadership as a person, as a team driver and as an organization agent. Leadership is about understanding people in order to motivate them, showing them the path and empower them to perform at the highest level.

ELECTIVE

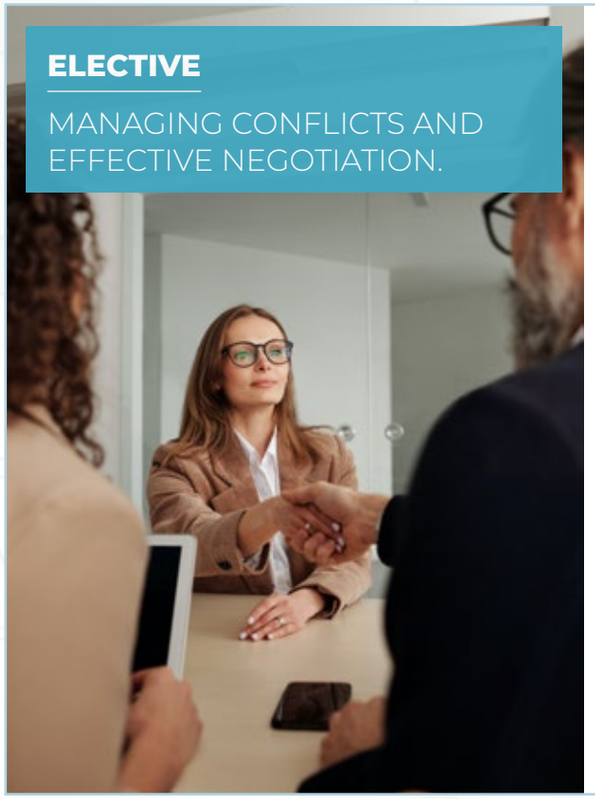
CROSS-CULTURAL MANAGEMENT.

OBJECTIVES

- Understand and explore cultural factors which impact on the performance and cohesion of international teams.
- Develop specific skills to communicate, negotiate and resolve conflicts in environments of great cultural diversity.
- Apply the three steps for multicultural effectiveness, and the best practices associated with international teamwork, in environments where diversity is a reality and inclusion a requirement.
- Acquire the tools and techniques that facilitate work in multicultural and remote teams.

OUTCOME

- This course will provide you with essenctial and tested best practices in context of a a cultural and diverse environment leadership. You will develop specific skills to communicate, negotiate and resolve conflicts in environments of great cultural diversity.



ELECTIVE

MANAGING CONFLICTS AND EFFECTIVE NEGOTIATION.

OBJECTIVES

- Master the techniques and tools for preparing strategic negotiations.
- Understand the behaviors and communication skills required for effective negotiation, from a strategic point of view, differentiating positions from interests.
- Manage errors of perception, cultural dimensions, objections and concerns from stakeholders in negotiations in an international environment.

OUTCOME

- You will master the techniques and tools for preparing strategic negotiations. You will understand the behaviors and communication skills required for effective negotiation, from a strategic point of view, differentiating positions from interests.

Admission **Requirements**

Admission criteria*:

- Bachelor / Master degree

or

- 2 years of professional experience

**The academic director reserves the right to select the participants in the program.*

Documents to attach:

- Copies of diplomas
- Updated Curriculum Vitae

Fees

€ 2.800

The personal development programme for leading women

ESCP inspires and educates purpose-driven leaders who will have a strong impact on planetary, social and organisational progress.

Contact **information**

Gabriela Sánchez
Executive Education, Madrid Campus

gsanchez@escp.eu
+34 911 719 023

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BERLIN
Heubnerweg 8–10
14059 Berlin, Germany

LONDON
527 Finchley Road
London NW3 7BG,
United Kingdom

MADRID
Arroyofresno 1
28035 Madrid, Spain

PARIS RÉPUBLIQUE
79, av. de la République
75543 Paris Cedex 11, France

PARIS MONTPARNASSE
3, rue Armand Moisant
75015 Paris, France

TURIN
Corso Unione Sovietica, 218 bis
10134 Torino, Italy

WARSAW
c/o Kozminski University
International Relation Office
57/59 Jagiellońska St.
03-301 Warsaw, Poland

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