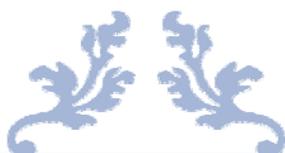




Administrative Staff College of India
Leadership through Learning

EMPOWERING
WOMEN
TOGETHER



ONLINE WOMEN LEADERSHIP PROGRAM

September 21 - 25, 2020

Duration : 30 hours



PROF J SWARNALATHA



WOMEN LEADERSHIP PROGRAMME

(September 21 – 25, 2020)

Duration: 30 hours

Overview

MORE THAN A FEW women have risen to positions as corporate chief executives, university presidents, state governors, and presidents of nations. Although women's progress in attaining power and authority is unmistakable, even now the presence of women in elite leadership positions is unusual enough that it evokes a sense of wonder.

Women's rarity in powerful roles has most often been ascribed to the glass ceiling, but this explanation no longer fits. The glass ceiling metaphor conveys a rigid, impenetrable barrier, but barrier to women's advancement are now more permeable. Although men have long monopolized leadership, especially in the more powerful roles, this is changing. In the United State and many other nations, women have gained new access to a wide range of leadership roles.

Organizations depend on effective managerial leadership. Managers have control over the organization of work as well as the hiring and firing of lower – level employees. Some scholars of leadership distinguish and controlling the flow of work in an organization without necessarily undertaking the leadership activities of setting new direction, inspiring innovations, and enabling successful adaptation to challenges. Even though this distinction between leadership and management can be useful, the two types of activities are intertwined in organizations.

Leadership matters. Therefore, the mission of this program is extremely important. The best leadership is found by choosing leaders from the largest pool of talent, and that includes women. Opening doors for women fosters equal opportunity and can help a society to allocate its human resources optimally. With excellence in leadership is short supply, no group, organization, or nation should tolerate the losses that follow from unfairly restricting women's access to leadership roles. This program evaluates whether such restrictions are present and, if they are present, what can be done to eliminate them?

The demands of leadership roles promote similarity in male and female leaders. Still, even among managers in the same role, some sex differences have been detected. Women, more than men, have a democratic, participative, collaborative style. However, this tendency erodes somewhat when women are in male- dominated roles. Because women in senior management



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are rare, particularly in large corporations, they very often lead in much the same way as their male counterparts do. It is when leader roles are more integrated that women are more likely to exceed men in displaying democratic, participative style as well as interpersonally oriented styles.

It is also true that female managers are slightly more likely to have a transformational style than male managers. This trait emerges most strongly in the attention and mentoring those women managers provide to their subordinates. Also, women, more than men, use rewards to encourage appropriate behaviors. In contrast, men, more than women, attend to subordinates' failures to meet standards and adopt more problematic behaviors of avoiding solving problems until they became acute and being absent or uninvolved at critical times.

Impact:

By the end of the programme participants will be able to understand and implement the following:

1. Leadership modules and theories
2. Leadership assessment and evaluation: application of psychometric tools
3. Understanding and managing Gender Diversity at workplace
4. Leadership perspectives
5. Creative problem solving and decision making
6. Developing future leadership pipeline
7. Strategic Leadership in VUCA World
8. Crises management: leading high impactful teams and groups
9. Leadership for managing change: developing change makers
10. Strengthening verbal and non-verbal communications
11. Establishing a strong personal brand
12. Corporate governance and ethics
13. Understanding workplace dynamics
14. Sexual harassment at workplace and empowering women leaders to deal with it effectively
15. Potential to Performance : Training and Developing High performers

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16. Talent management and Succession Planning – Exploring global best practices
17. Work-life Balance
18. Managing Stress and Time effectively
19. Fostering Innovation and Creativity in workplace

Participant Profile: Senior and middle level executives of private sector, public sector and government departments. Also useful for HR professionals and trainers.

Organisational sponsorship is essential

Duration:

The programme duration is from **September 21-25, 2020**.

Programme fee:

A fee of Rs. 45,000/- (plus GST as applicable, presently 18%) per participant would be charged for 30 hours of online training.

(The fee is inclusive of all reading material, PowerPoint presentations and hands-on exercises which will be conducted during the course. Besides, ASCI will offer a life-time membership card on completion of the course through which they can have access to the library at Hyderabad.)

Note: The fee must be credited into our Bank account on or before September 14, 2020. Kindly forward us the details of Bank/Wire transfer of fee payment to poffice@asci.org.in for confirmation.

Bank details are given below:

For Indian Participants :

Bank Account Number 62090698675
Beneficiary Name Administrative Staff College of India
IFSC Code SBIN0020063
Bank Name State Bank of India
Branch Address Bellavista Branch, Raj Bhavan Road, Somajiguda,
Hyderabad - 500 082

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For Foreign Participants:

Bank Account Number 62090698960

Beneficiary Name Administrative Staff College of India

Swift Code SBININBB327

Bank Name State Bank of India

Branch Address Bellavista Branch, Rajbhavan Road, Somajiguda,
Hyderabad - 500 082.

Nostro Account (Optional) 6550992180

Last Date for Nomination

Please use the prescribed/attached form. Last date for receiving nomination form is September 14, 2020. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

ASCI Alumni Association

Participants of the College programmes will automatically become members of the ASCI alumni association.

Certificate of Participation

The College issues a Certificate of Participation on conclusion of the programme.

Programme Director

Prof. J. Swarnalatha

e-mail: swarnalatha.j@asci.org.in



ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India

Nomination Form

Online Training Programme on Women Leadership (September 21 - 25, 2020)

Nominee's Contact Information

Name (Mr/Ms) _____ :	Date of Birth : _____
Designation : _____	Qualification : _____
Organisation : _____	
Address : _____	
Phone(s) : Office: _____ Mobile: _____ Home: _____	
e-mail : _____	Fax : _____

Sponsors Details

Name of the Sponsoring Authority: _____ :	Designation: _____
Organisation : _____	
GSTIN Number : _____	
Address : _____	
	Pincode : _____
Phone(s) : Office: _____ Mobile: _____	
e-mail : _____	Fax : _____

Fee particulars

Amount Payable :	Mode of Payment :
Name of the Bank :	Date of Instrument/Transfer :
Instrument Number :	UTR Number for NEFT

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Srinivas Yadav, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in