

# WOMEN'S LEADERSHIP EXCELLENCE

REINFORCING THE VALUE  
OF FEMALE LEADERSHIP

December 3 – 5, 2019  
December 9 – 11, 2020  
ESMT Berlin



Executive Education  
Ranking 2019



Despite the evidence that businesses improve their performance with more women in leadership positions, many companies are not taking advantage of the positive effects of having more women in decision-making roles. Women's Leadership Excellence provides a practical agenda for realizing the advantages of diverse leadership teams and supporting business women to maximize their impact. The program will equip female leaders with the competence and skills to create, explore, and feel comfortable using the value that their gender brings to leadership. In a supportive and collaborative atmosphere, participants will learn how to overcome bias, strengthen their leadership talents, evaluate their career options, and acquaint themselves with networks supporting women in business. They will challenge pre-held notions of fairness and learn how to emphasize both their self-development and that of others.

### TOPICS INCLUDE

- ✓ Why anyone should follow you: debunking the myth of women leadership and gender bias
- ✓ Promoting yourself and others: the critical skills required for women to lead
- ✓ The relative importance of mentors, coaches, and networks for leading women
- ✓ Remaining authentic to your inner leadership style
- ✓ Maximizing the impact of female leadership
- ✓ Creating presence and charisma
- ✓ Communicating with greater coverage, clarity and flair

### METHODS

This is an experiences-based program for women in business. The methods include interactive lectures, discussions with peers and faculty, pair and group work, interactive exercises, group coaching, networking events, and plenary discussions.

### WHO SHOULD ATTEND

Female managers and leaders in middle to senior leadership roles who have managerial responsibilities within their organizations or are leading large projects. The program is of special interest to companies in industries challenged by talent shortages and where women are underrepresented.

### INDIVIDUAL AND ORGANIZATIONAL KEY BENEFITS

Participants will learn from the latest research and thinking on how and why gender diversity is the key to sustainable organizational success. After challenging the ideas of stereotypes and bias in team performance, participants will understand which skills and characteristics support – and which hinder – their individual career progress, as well as how to maximize their impact as female leaders. This program gives organizations a frame of reference to understand how gender diversity impacts performance and what policies and practices need to be in place to attract more women into senior positions.

NORA GRASELLI,  
Program Director

# FACULTY

## **NORA GRASELLI (PROGRAMM DIRECTOR)**

studied management, with focus on organization. She completed her PhD on group dynamics at HEC School of Management and during her doctoral studies she was visiting fellow at the Wharton School of the University of Pennsylvania and at RMIT (Melbourne). She is a graduate of the Columbia Coaching Certification Program – External Coach Intensive.

Prior to joining ESMT Berlin, as a strategy consultant for the Boston Consulting Group, Nora was consulting to multinational corporations on organizational issues. She also worked as a lecturer for MBA and Executive programs at multiple business schools including HEC, Oxford Said, Reims School of Management and the Central European University. As a program director at ESMT Nora pursues her academic interest in group dynamics, leadership, and organizational psychodynamics. In addition to her client work, teaching and research, Nora regularly coaches executives and executive teams.

## **ANDREAS BERNHARDT**

is executive development advisor and lead coach at ESMT Berlin, founding member of ESMT's Center for Leadership Development Research, and manages ESMT's pool of executive coaches. He has over 20 years of practical leadership development experience with executives from more than 50 countries and has designed and delivered executive programs for several international companies.

He teaches and coaches in the areas of Leadership, Organizational Behavior, Coaching, Negotiations and Change in MBA, Executive MBA, open enrollment, and company specific executive programs.

## **DIDI HOPKINS**

is an actor, director, voice-over artist and lecturer, with over 20 years' experience as an international business trainer and coach. She is the UK's leading expert in the theatre tradition of Commedia dell'Arte and worked with Richard Bean on his hit plays, *One Man, Two Guvnors*, in the West End and *The Hypocrite* at the RSC. Didi teaches and directs at theatre schools in the UK and abroad, has directed performances for the NT Watch this Space summer programme and for the past three years has directed shows at the Edinburgh Festival. As a trainer and coach for major businesses in the UK, US and Europe, her specialism is in women's leadership. She has run leadership master classes for several business schools already.



## KEY FACTS ABOUT ESMT OPEN PROGRAMS



### TUITION: €3,800\*

Tuition includes all program materials as well as an ESMT certificate.

\*Program prices are net prices. Value-added tax will be added where it is legally required. Deductions for items such as banking fees, withholding taxes, or cash discounts for prompt payment are not possible. According to Art. 132 (1) i of the Council Directive 2006/112/EC of 28 November 2006 on the common system of value added tax, this service is exempt from VAT.

### APPLICATION PROCEDURE AND GENERAL TERMS AND CONDITIONS

For general terms and conditions go to:  
[execed.esmt.berlin/gtc](http://execed.esmt.berlin/gtc)

### CONTACT US

Our admissions team office will be glad to answer any questions you might have regarding this program.

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## POSTGRADUATE DIPLOMA IN MANAGEMENT – YOUR RETURN ON INVESTMENT

The Postgraduate Diploma in Management is a university-level certificate offered by ESMT Berlin. To acquire this diploma, candidates have to enroll for a minimum of 18 program days spread over a period of 30 months. The postgraduate syllabus covers all major topics on leadership and general management.

We have further divided the course of study into three tracks: Leadership and Social Responsibility, Managing Technology, and General Management. The tracks allow participants to customize their course of study to suit their personal needs.

The programs have been designed – and will be led – by ESMT faculty members and ESMT visiting faculty, who will also advise participants throughout their studies. Programs are offered in both German and English.

Tuition fees vary, depending on the number of programs participants choose.

Women's Leadership Excellence is part of the cluster Leadership and Social Responsibility and counts toward 3 of the 18 days necessary to gain the diploma.



For more information go to:  
[execed.esmt.berlin/diploma](http://execed.esmt.berlin/diploma)

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