

WOMEN'S LEADERSHIP EXCELLENCE

December 3–5, 2019
ESMT Berlin



Executive Education
Ranking 2018



BIANCA SCHMITZ, WLE Program Director

WLE FACULTY

BIANCA SCHMITZ (PROGRAM DIRECTOR)

is a co-director of the Hidden Champions Institute (HCI) and a program director at ESMT Berlin. Bianca is responsible for establishing new international alliances with other business schools, institutions and networks, such as the Global Network for Advanced Management (GNAM). Bianca's focus lies on agile innovation processes, especially of so-called Hidden Champions. She has been trained in Design Thinking by Hasso Plattner Institute and is a certified SCRUM Product Owner. Bianca studied Regional Sciences of Latin America at the University of Cologne and finished with a diploma. Her focus was on economics and the Spanish language. Bianca worked for three years at the International Association for Sports and Leisure Facilities (IAKS) in Cologne and two years in Spain.

KONSTANTIN KOROTOV

is a professor of organizational behavior, director of the Center for Leadership Development Research (CLDR), and Faculty Lead of the Executive MBA Program, ESMT Berlin. In addition to his academic work, he has more than 20 years of practical management and leadership development experience in Europe, Asia, the Middle East, and the Americas. Konstantin conducts research on leadership development, leadership coaching, careers, and executive education. He has

authored, co-authored, and coedited six books and multiple academic and practitioner articles, business cases, and book chapters on leadership development and executive coaching. He has won multiple awards for his case studies, articles, and teaching excellence. Konstantin is a member of the editorial board of the *Journal of Leadership and Organizational Studies*. Additionally, he is the founder of the ESMT Coaching Colloquia series – premier professional development events for the world's leading executive coaches.

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.

TUITION*

€3,800

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.

* Tuition includes all program material, on-campus meals, and selected evening events.

For general terms and conditions go to:
www.esmt.org/gtc

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 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.

ORGANIZATIONAL BENEFITS

All ESMT programs are practice-oriented. This means that participants acquire state-of-the-art knowledge, tools, and methods that they can immediately apply once they return to their organizations. In addition, 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.

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 (WLE) provides a practical agenda for realizing the advantages of diverse leadership teams and supporting business women to maximize their impact.

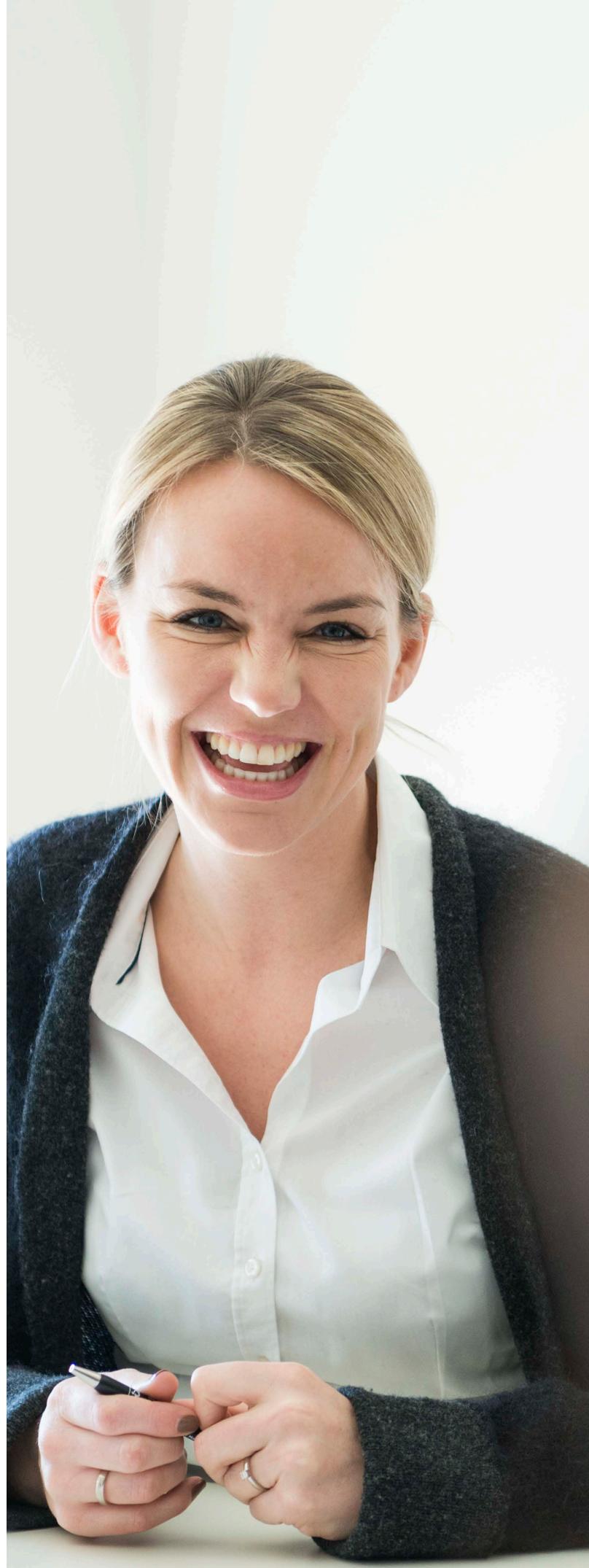
WLE will equip female leaders with the competence and skills to create, explore, and feel comfortable using the value that their gender brings to leadership. In a supportive and collaborative atmosphere, participants will learn how to overcome bias, strengthen their leadership talents, evaluate their 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.



POSTGRADUATE DIPLOMA IN MANAGEMENT – YOUR RETURN ON INVESTMENT

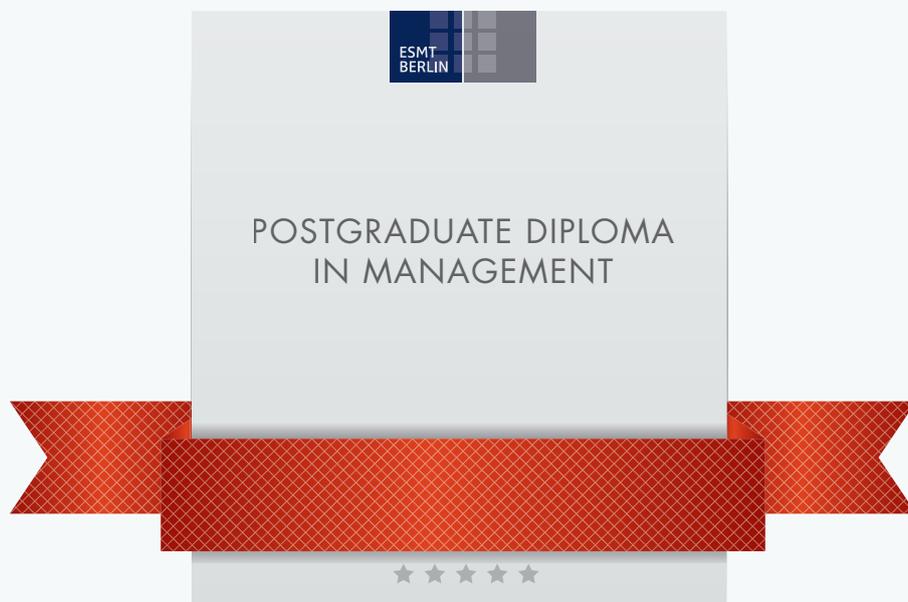
The Postgraduate Diploma in Management is a university-level certificate offered by ESMT Berlin. To acquire this diploma, candidates have to enroll for a minimum of three program weeks (18 days) spread over a period of 30 months. The postgraduate syllabus covers all major topics on leadership and general 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 towards 3 days necessary to gain the diploma.



For more information go to:
www.esmt.org/postgraduatediploma



ADMISSIONS MANAGER

Our admissions manager, Laura Campos, will be glad to answer any questions you might have regarding this program.

+49 30 21231-1036
laura.campos@esmt.org



PROGRAM MANAGER

With respect to the program's organization and your accommodation during the program, please contact the program manager, Paulin Conrad.

+49 30 21231-8063
paulin.conrad@esmt.org

ESMT
European School of Management and Technology GmbH

ESMT Berlin
Schlossplatz 1
10178 Berlin
Germany

www.esmt.org/women-excellence
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