

# Women executives: leadership and workplace equality

The aim of this course is to identify levers for achieving gender equality in the workplace as well as potential barriers, and to develop leadership and managerial skills that are relevant for building a successful personal career plan.



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As well as presenting and analysing French policies for gender equality, the course will provide keys to understanding the cultural and educational brakes and bias that impact on women's career; and will provide participants with concrete tools and levers for action to combat them. To address gender

inequality in the workplace the French government has set proactive targets to ensure that 50% of appointments to senior management and executive positions are allocated to each gender.

Breaking the 'glass ceiling' becomes a global objective for government and businesses. Such inequalities vary widely on a global scale depending on occupations, countries, geographical areas and educational levels. It is nevertheless undeniable that they hinder the growth of states and the achievement of the sustainable development goals (SDGs). Thus, the Gender Snapshot 2024 published by UN Women announced that doubling the share of women in the tech workforce would not only provide opportunities for well-paid decent jobs but could also increase global GDP by up to €600 billion by 2027.

## Practical information and registration

**Length** | 5 days

**Teaching language** | English

**Dates** | June 30 to July 4, 2025

**Format of training** | On-site

**Level** | Reinforcement

**Venue** | INSP, 2, avenue de l'Observatoire, 75006 Paris

**Tuition fees** | €1,470 for candidates without a French government grant

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## Target audience

Senior civil servants wishing to better understand gender equality issues within their institutions and improve their leadership and management skills (public service, local authorities, public agencies).

This training, like all programs in our catalog of international short programs (Pic), is intended for executives affiliated with foreign (non-French) institutions. For more information, please refer to our [registration procedures](#).

## Requirements

This training requires no prior educational prerequisites and is based on a voluntary approach.

## Trainers' profiles

Senior civil servants managing inclusion and gender equality policies, gender equality experts and activists, negotiation experts.

## Training objectives

- Identify and analyse various factors of gender discrimination
- Implement action levers to promote inclusion and gender equality at work
- Develop leadership skills and assertiveness
- Take part in collective reflection, sharing of experiences, and exchange of best practices

## Program

### ☑ Understand French and international policy frameworks to achieve gender equality at work

- Share national and individual contexts regarding gender equality policies
- Discover French strategy for implementing workplace equality and inclusion

### ☑ Address workplace gender inequality within the administration and society

- Use different approaches to analyse gender bias and barriers to equality
- Identify tools and levers to struggle against stereotypes and discrimination
- Case study: design and implement an efficient and relevant inclusion or equality policy

### ☑ Develop your leadership and managerial skills

- Assert positive leadership and decision-making
- Identify your strengths and areas for improvement
- Improve your communication and influence skills to develop a personal brand

### ☑ Define a career strategy tailored to your needs and ambitions

- Seek management opportunities and set up clear career goals
- Develop and manage a strong and well-rounded network
- Consider work-life balance and personal well-being

## Training methods

The course includes a series of thematic and methodological inputs, enhanced by practical workshops. This approach encourages exchanges between participants and with trainers, allowing them to share

their experiences.

## Evaluation

The relevance of the training and the teaching methodology is assessed by participants through a questionnaire. A roundtable is also conducted at the end of the training to establish collective feedback.

## Registration procedures

Applicant profile, registrations, participation, registration fee and grants... Find here all the useful information to apply for INSP's international short programs!



## Contact

Any questions? Please contact us!

[Contact form](#)