CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Women in Leadership: Program Management for Gender Equality

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education

Higher Institute of Law and Business (ISDE)

Professional Development Institute

Professional Development Institute

Universidad Camilo José Cela

Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Women in Leadership: Program Management for Gender Equality

About the programme:

This programme connects women's leadership with the management of programmes that promote gender equality, focusing on the responsibilities involved in directing such work within organisations.

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. Empower Women Leaders in Program Management: Equip women leaders with the skills and knowledge to manage programs that promote gender equality within their organizations and communities.

b. Promote Gender-Sensitive Program Design: Teach participants how to design and implement programs that address gender disparities and foster inclusivity.

c. Enhance Leadership and Decision-Making Skills: Develop advanced leadership and decision-making skills necessary for women to thrive in leadership roles.

d. Leverage Gender Data and Analysis: Enable participants to utilize gender-focused data and analysis to inform strategic program decisions.

e. Champion Gender Equality through Advocacy: Provide participants with tools to advocate for gender equality and implement initiatives that promote diversity and inclusion.

Target audience:

a. Women Program and Project Managers: Women professionals leading programs and projects focused on gender equality.

b. Government and International Organization Leaders: Female leaders responsible for gender equality initiatives in government and international organizations.

c. Gender Equality Advocates: Professionals and advocates working to promote gender-sensitive policies and programs.

Daily programme:

• Day 1: Women in leadership: challenges and opportunities

a. The specific challenges women face in leadership positions and how they arise

b. Opportunities for women leaders in the programme management field

c. Strategies for overcoming gender bias and fostering an inclusive leadership environment

d. Personal leadership presence, networks and sponsorship for women leaders

e. Case study: analysing the career path of a woman leading a large public programme

f. Day output: personal leadership development priorities

• Day 2: Programme management with a gender lens

a. Designing gender-responsive programmes that address the needs of women and marginalised groups

b. Integrating gender equality objectives into the wider programme management framework

c. Gender considerations across the programme life cycle from design to closure

d. Lessons from successful gender-focused programmes

e. Case study: reviewing a gender-focused programme and identifying its success factors

f. Day output: gender-responsive programme design checklist

• Day 3: Leadership and decision-making for gender equality

a. Leadership skills to manage teams and lead gender equality initiatives

b. Techniques for making strategic decisions aligned with gender equality goals

c. Balancing multiple stakeholder interests in gender-sensitive programmes

d. Negotiation and influence for women leaders in senior decision forums

e. Workshop: decision simulation balancing budget limits and gender equality commitments

f. Day output: decision framework aligned with gender equality goals

• Day 4: Data-driven gender equality programmes

a. Using gender-disaggregated data to identify gaps and measure progress

b. Applying gender analysis tools to inform programme design and implementation

c. Monitoring and evaluating programmes for gender impact

d. Presenting gender data persuasively to senior decision-makers

e. Workshop: gender gap analysis using a sample programme dataset

f. Day output: gender gap analysis summary for a programme

• Day 5: Advocacy and gender equality in the workplace

a. Building advocacy strategies to promote gender equality in organisations

b. Collaborating with internal and external stakeholders to drive change

c. Creating a culture of gender equality and diversity in programme teams

d. Workplace policies that support equal participation and progression

e. Workshop: drafting an advocacy plan for a gender equality initiative

f. Day output: gender equality advocacy plan

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

- **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.
- **Case studies:** examples from international organisations that highlight real successes and challenges.
- **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.
- **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**

- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Women in Leadership: Program Management for Gender Equality**	Course Title
Language	**English**	Course Language
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
London, United Kingdom	07 - 11 Dec 2026
London, United Kingdom	04 - 08 Jan 2027
Cairo, Egypt	05 - 09 Apr 2027
Madrid, Spain	05 - 09 Jul 2027
Barcelona, Spain	04 - 08 Oct 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

سينبا التعاونية الدولية للتدريب والاستشارات | CINPAA – International Cooperative for Training & Consulting

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Scan to save our contact

Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington