



MALKIA

MALKIA means "Queen" in Swahili

ONLINE

WOMEN MANAGERS RISE UP: SKILLING FOR SUCCESS



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Starting with the why

Despite some progress, women are still vastly under-represented in leadership positions.

Unspoken rules and arrangements, work practices and cultural norms govern workplace structure and gender dynamics. These have the potential to limit women's career opportunities and undermine their experience at the workplace.

This is especially acute for women line managers, who play a crucial role in businesses' operations on a daily basis as the leaders of their teams and as a liaison between staff and upper management. More often than not, it is at that level of their career that women get stuck, discouraged or disempowered to climb the corporate ladder.

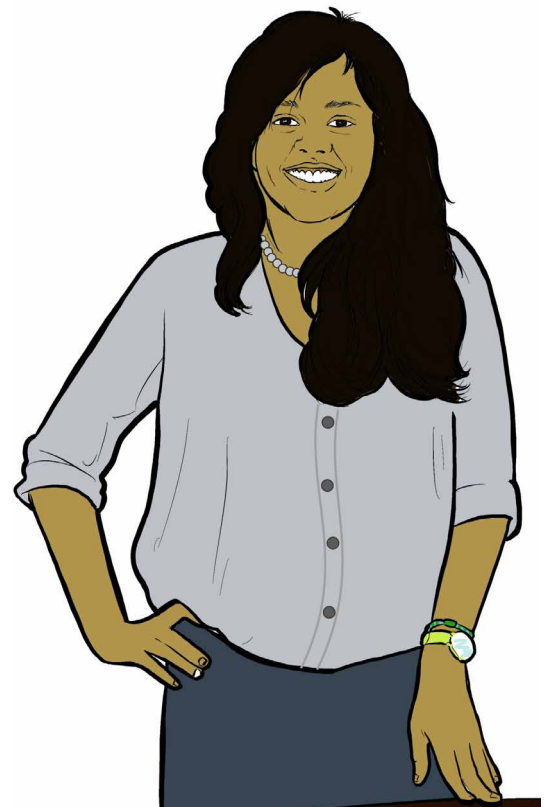
In a business world defined by complexity, disruption and change, today's most successful enterprises are those that bring diverse perspectives and experiences to each new challenge. Along with being the right thing to do, empowering women offer a strategic advantage – especially at the leadership level.

What can we do about it?

We decided to help women rise up & to be at their side when skilling for success – We created Malkia.

- Malkia gives advice and guides women line managers – like a **mentor**.
- Malkia **breaks the code** of gender biases to foster awareness and assertiveness.
- Malkia facilitates an interactive and practice-oriented **skilling journey**.
- Malkia provides a **safe space** to get fit for daily management challenges.

With Malkia, women learn to master key managerial skills and gain confidence on their own skills, employability and role as managers.



4 key ingredients...

Orientation: information on gender biases at the workplace and self-assessment tool.

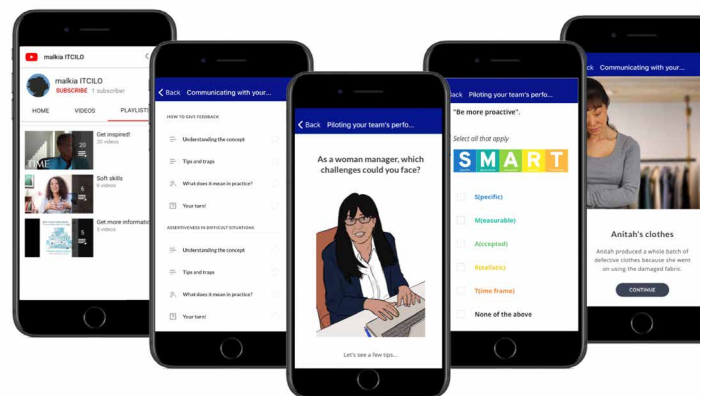
Learning: interactive learning modules on key managerial skills and opportunities to practice through simulations.

Coaching: personal action planning, guidance and tips.

Resources: a library to go deeper, a video playlist to get inspired and access to a community of peers.



... in a single empowerment tool



- Accessible via desktop and eCampus App.
- Mixing methodology and technology to ensure learners' engagement and impactful experience.



Let's harness the power of Malkia!

Join Malkia in a five-week ITCILO global online course. Take advantage of Malkia's **hands-on approach** through this course mixing:

- **5 self-paced** learning modules on gender biases and core skills for line managers.
- **3 live seminars** to go deeper and exchange on key women empowerment issues.
- **2 operational** coaching sessions to develop autonomy in resolving challenges.

And find out how you can **make a difference** at work for you and your team!

Dates

- 10 October – 11 November 2022

Time commitment

- 25 learning hours

Language

- English

ARE YOU A REPRESENTATIVE OF AN EMPLOYERS' AND BUSINESS MEMBER ORGANIZATION?

Malkia is developed, tested and implemented in partnership with local employers organizations and their members. You can incorporate Malkia into the services' portfolio of your organization and offer targeted coaching opportunities. We would be happy to discuss Malkia's business model with you. Please get in touch with us!!

ARE YOU A WOMEN MANAGER?

Malkia is available as a five-week global online course.

Take advantage of Malkia's hands-on approach through this course which combines self-paced learning, high quality inputs and engagement with your peers. Please contact us for more information about the schedule and modalities.

IS EMPOWERING WOMEN IN BUSINESS AND MANAGEMENT A PRIORITY FOR YOU?

We need more people like you! Get in touch with us to find out how to join forces and spread the word about Malkia within your network of partner organizations, companies or managers.

Please register via the following link:
<https://oarf2.itcilo.org/DST/A9715558/en>

For any additional information please get in touch with:
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