



MALKIA

Women managers rise up: skilling for success

Starting with the WHY

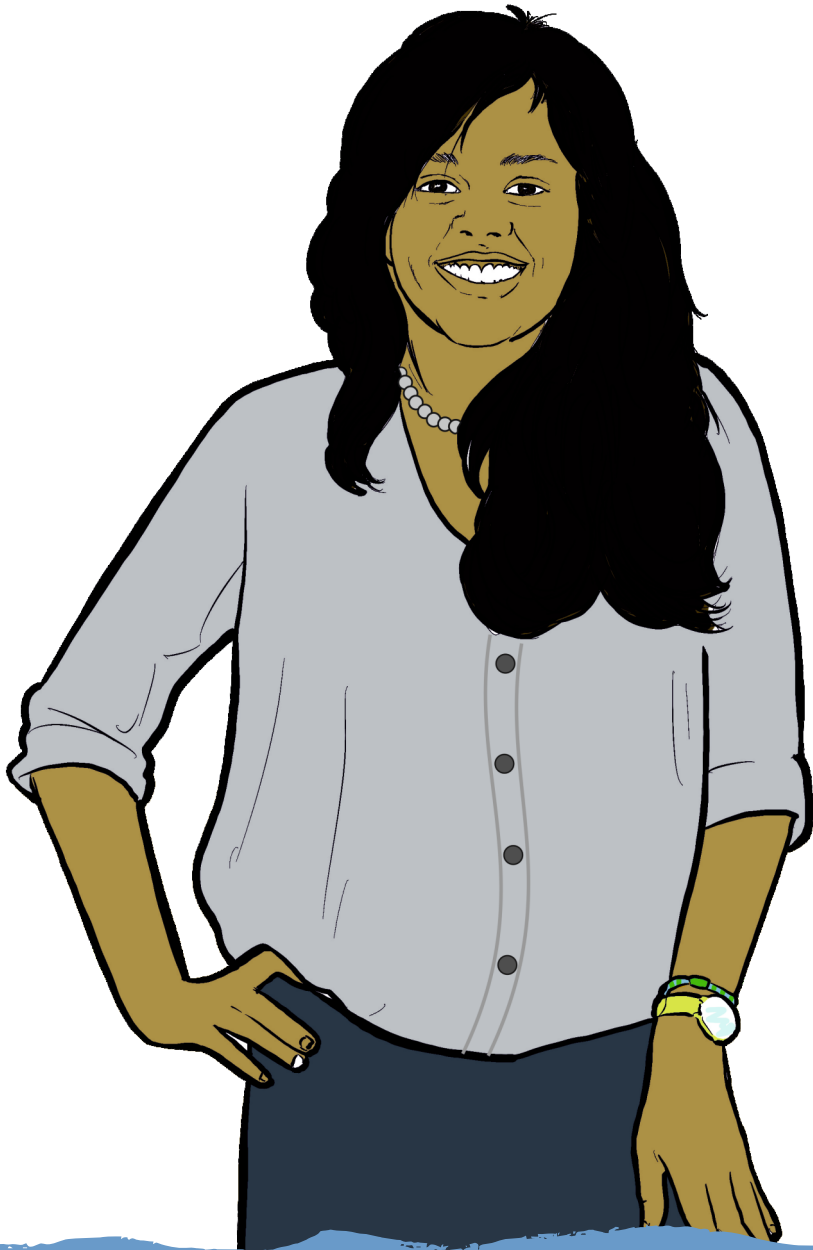


Despite some progress, women are still vastly under-represented in leadership positions.

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.

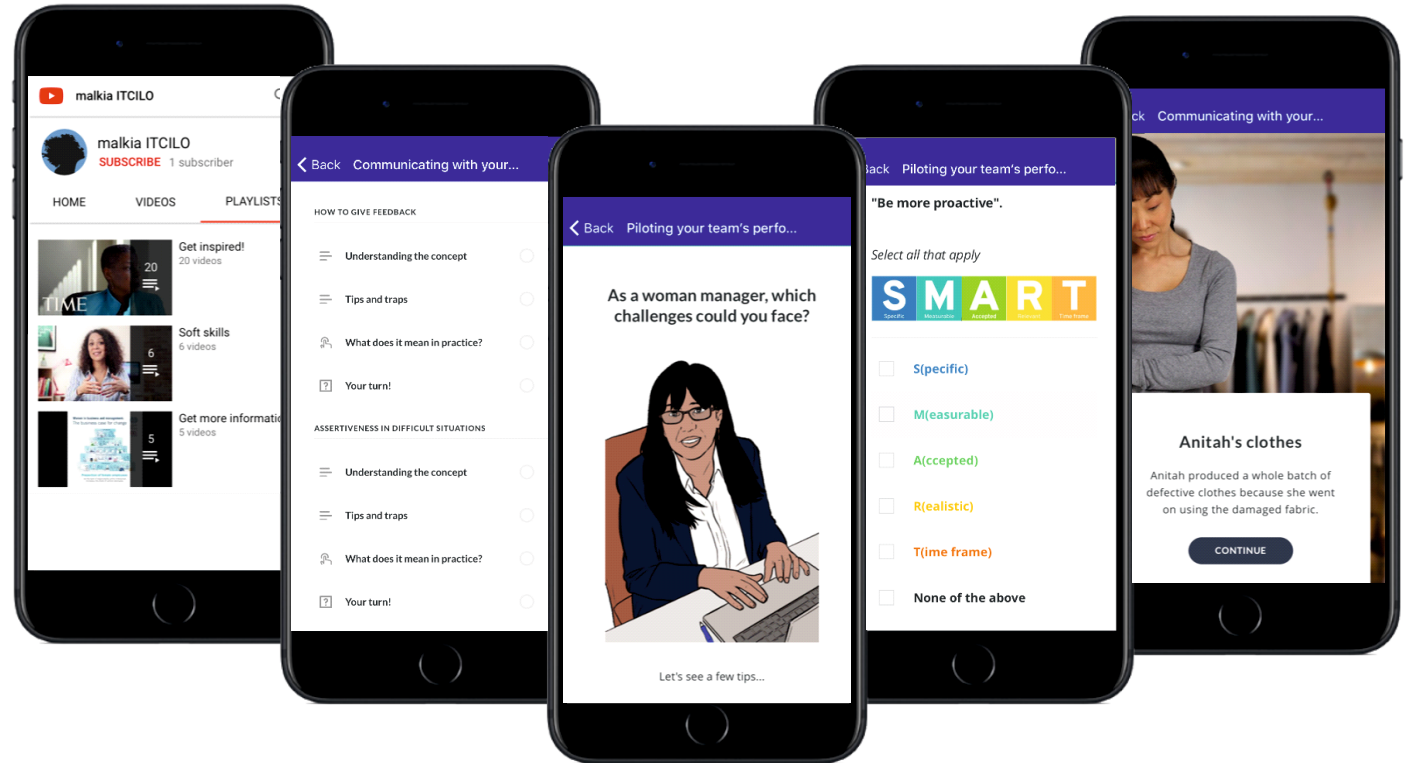
With Malkia, women learn to master key managerial skills and gain confidence on their own skills, employability and role as managers.

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 & access to a community of peers.

... in a single empowerment tool



- **Accessible** via desktop and mobile (App).
- **Mixing methodology & technology** to ensure learners' engagement and impactful experience.

Let's harness the power of Malkia!

Are you a woman manager?

Join Malkia in a **five weeks ITCILO global online course** (9 Nov-11 Dec 2020)!

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
- Live webinars to go deeper and exchange on key women empowerment issues
- Operational coaching to develop autonomy in resolving challenges

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

Dates	Application deadline	Language
9 November - 11 December 2020	23 October 2020	English

Price: 750€ - Apply here: <https://oarf2.itcilo.org/DST/A9713610/en>

Fellowships are available for representatives of Employers and Business Member Organizations.

Contact: project_malkia@itcilo.org for more information

<https://www.itcilo.org/courses/malkia-women-managers-rise-skilling-success>

