

# WOMEN IN LEADERSHIP LEAGUE PROGRAM (WILL)

## CONCEPT PAPER



The latest report of the **UN's Committee on the Elimination of Discrimination against Women** (published in February 2023) recommended that Hungary, as a member state, should 'Provide capacity-building and training to women managers and leaders in the private sector and work with private sector entities on the importance of women's equal participation in leadership positions.' The European Union (EU) adopted a Directive in November 2022 on improving the gender balance among directors of listed companies (**Women on Boards Directive**). The Women in Leadership League (**WILL**) Program aims to **support women managers and leaders in Hungary and CEE in line with the UN and EU recommendation.**

### Vision

To **increase the number of women in Hungary and CEE** who participate in the **highest levels of corporate leadership** and decision-making.

### Mission

The program aims to **support women** in Hungary and CEE who wish to become or are already **leaders**. It focuses on women working in **business management**, but will not exclude other professional areas.

### Structure of the program

The program will be launched **in partnership with** the Harvard Division of Continued Education who have an already existing, excellent program for women leaders. Their model program will be supplemented with components tailored to the Hungarian and CEE environment.

## TECHNICAL DETAILS

### TARGET GROUP: ASPIRING LEADERS

**Duration:** 12 months

**Year-round program** starting in September

Module I: **7 days long in-person summer course** (including 1 day orientation, 5 days on Harvard premises, and 1 day at a US company). Participants shall have 4-6 weeks to prepare with reading material and exercises.

Module II: **8 in-person, typically 1 day-long courses** in the following year. In these sessions, eminent and exemplary (mostly women) **business leaders** will give lectures in cooperation with **business professors** during which participants will learn from case studies that are relevant to the most interesting real-life cases of the lecturing leaders. Participants will receive pre-work assignments (reading material, video, self-assessment tests) before the in-person sessions.

Participants will create their **career plan** before the program starts and discuss it with a **coach** on orientation day. The **coach** will have a follow-up session with each participant after the last monthly session and **evaluate/modify the career plan** prepared 12 months before.

Participants will receive **mentoring** during and after the program.

### ALUMNI

Participants will become members of an **alumni group**, which will have **meetups twice a year**. Thus, women will be able to **coach, support, and mentor one another** as well.

# CURRICULUM

## FOCUS ON NECESSARY SKILLS:

- **Navigating power dynamics:** formal/informal power/influence
- Building **powerful relationships;** your circle of trust and support
- Effective **stakeholder management**
- Managing **crisis, change,** and cultural shifts
- **Conflict management** and resolution
- **Negotiation** skills
- Leading **high-stake projects, innovation** and experimentation
- Developing **high-performance teams**
- Mastering **communication, presentation,** and public speaking
- **Self-representation,** influence and persuasion
- Identifying and overcoming self-sabotage; the **confidence gap**
- Preparing for change and future challenges; **future skills**
- **AI** in our future
- Global **economic trends**

## FURTHER OPPORTUNITIES

The first two years of the program will serve as a pilot period, after which the program will be assessed and, if necessary, modified based on the results. After the pilot period, the program shall be **extended to the whole CEE region**.

## THE WILL PROGRAM

