

Leadership Training for Today's World

Working Skillfully with Gender and other Differences

Current and future workplace challenges ask a lot from leaders and supervisors. Male supervisors in skilled trades identified the need to learn how to create inclusive work environments, suitable for both women and men. This course has been created and designed based on feedback and needs expressed by both male and female tradespeople.

Who Should Attend?

- Male supervisors and leaders who want to strengthen their leadership skills for effective communication and networking both inside and outside their organization.
- Leaders who want to influence the workplace culture in a positive way.

Learn, Practice and Apply:

- How to create a workforce that supports and includes women and the male leaders working with them.
- How to communicate and interact with women and those different from ourselves; what to say, what not to say, how to respond.
- What the workforce will look like over the next 10 years and how you can fit into what is happening.
- What role male supervisors can play in supporting women on the worksite.
- How to deal with conflict when things go wrong.

Action Based Learning:

- Learn through conversation and interactive sessions with other supervisors about real life examples, strategies and tactics.
- Work with your own understanding and approach around gender, power and conflict.
- Engage in action planning and make a commitment to creating an inclusive workplace.

Course Specifics:

When: Six, in-person sessions: Thursday mornings, 8:30-11:30, one week apart: Starting Mar.3, Mar.10, No class Mar.17, Mar.24, Mar.31 and Apr.7 (please allow for two additional dates for potential snow dates)

What to Expect: A small group of 15-20 leaders, in-person dialogue and homework with a focus on action-learning for a total of 30hrs over 6wks (homework includes videos, short articles and action learning assignments).

This course has been designed and created through a partnership between YWCA Shift Change and the Nova Scotia Community College with input from skilled trades employees, partners and employers.

Modules & Learning Outcomes:

#	Modules	Learning Outcomes
1	Setting the Stage: Understanding gender in the workplace	<ul style="list-style-type: none"> ● Create an inclusive and engaging learning environment ● Identify how gender impacts and influences the workplace environment ● Describe, share and identify positive and negative workplace issues associated with gender and difference
2	Awareness of Gender	<ul style="list-style-type: none"> ● Understand how women are impacted in the workplace ● Recognize formal and informal practices that support fostering a welcoming and inclusive workplace ● Practice effective listening and empathy skills towards women and those with different identities
3	Power and Gender	<ul style="list-style-type: none"> ● Demonstrate self-awareness around power, privilege and how they impact our lives ● Understand how power and gender intersect in the worksite ● Practice empathy and allyship to those different than yourselves
4	Communication & Gender-based violence in the workplace	<ul style="list-style-type: none"> ● Understand and practice core communication skills that relate to speaking to women and those different from yourselves in a worksite context ● Demonstrate ability to communicate and respond to difficult conversations and to intervene and speak up when situations of bias, harassment and discrimination surface
5	Conflict Resolution	<ul style="list-style-type: none"> ● Understand conflict and the implications of conflict in the workplace ● Identify individual conflict management style ● Practice and use conflict resolution skills in the worksite as it relates to addressing issues of gender and difference
6	Leadership & fostering welcoming and inclusive worksites	<ul style="list-style-type: none"> ● Demonstrate a commitment and pledge to foster welcoming and inclusive worksites ● Develop an action plan for putting skills and knowledge into practice ● Identify a network of colleagues and peers to continue learning, practicing and offering support