BLACKBIRD FOR TRAINING

Gender Development Course

7 – 11 December 2026
Lisbon (Portugal)



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Ref: 3255324_192973 **Date:** 7 – 11 December 2026 **Location:** Lisbon (Portugal) **Fees:** 5200 GBP

Introduction

In today's rapidly evolving professional landscape, gender equality has become a cornerstone of sustainable organizational success. The Gender Development Course is designed to help leaders and managers foster inclusive, fair, and balanced work environments that enhance both human and institutional performance.

This program provides participants with the knowledge and tools to analyze gender-related challenges, address unconscious biases, and design fair policies that promote equality. By combining strategic insights with practical applications, the course empowers professionals to lead with awareness, integrity, and inclusivity — ensuring that diversity becomes a strength within every team and organization.

Course Objectives

By the end of this course, participants will be able to:

- Understand the key concepts and principles of gender equality in the workplace.
- Analyze the impact of gender dynamics on organizational performance.
- Apply inclusive leadership practices to foster equity and collaboration.
- Develop policies and procedures that support gender balance.
- Identify and mitigate unconscious biases in decision-making.
- Promote a culture of trust, fairness, and accountability.
- Design empowerment initiatives that support women in leadership roles.

Course Outlines

Day 1: Understanding Gender Equality and Its Organizational Impact

- Defining gender equality and its importance in modern organizations.
- Exploring the link between gender balance and performance outcomes.
- Identifying common challenges in achieving workplace equality.
- Reviewing successful institutional models of gender inclusivity.
- Practical exercise: assessing the current work environment through a gender lens.
- Group discussion: how gender balance strengthens organizational culture.



Day 2: Inclusive Leadership and Organizational Fairness

- Core principles of inclusive leadership and its impact on teams.
- Key leadership behaviors that promote fairness and respect.
- Building an organizational culture that supports collaboration and inclusion.
- Managing differences constructively within diverse teams.
- Exercise: defining leadership styles suitable for inclusive institutions.
- Enhancing leaders' ability to promote participation and team engagement.

Day 3: Institutional Policies Supporting Gender Equality

- Reviewing institutional policies and identifying gender gaps.
- Creating fair frameworks for recruitment, promotion, and task allocation.
- Designing empowerment programs that foster equal opportunities.
- Measuring gender balance and inclusivity indicators.
- Workshop: developing an organizational action plan for gender equality.
- Case study: analyzing successful gender-balance initiatives.

Day 4: Addressing Unconscious Bias in the Workplace

- Understanding the nature of unconscious bias and its impact on decisions.
- Identifying everyday situations where bias may appear unintentionally.
- Tools and techniques to minimize discrimination in decision-making.
- Practical training: handling sensitive workplace scenarios fairly.
- Encouraging objective thinking and equitable leadership.
- Open discussion: sharing real-life experiences in addressing workplace bias.

Day 5: Sustaining Equality and Empowering Future Leaders

- Building professional development programs that promote diversity and equity.
- Creating leadership pipelines that empower women and underrepresented groups.
- Setting measurable goals to track gender-equality progress.
- Encouraging collective responsibility for balanced workplaces.
- Developing a sustainable action plan for continuous improvement.
- Final assessment and reflection on key learnings.



Why Attend This Course? Wins & Losses!

- Gain a deep understanding of how gender equality drives organizational success.
- Strengthen inclusive leadership and decision-making capabilities.
- Develop actionable policies that promote fairness and opportunity.
- Improve the work environment through collaboration and mutual respect.
- Build institutional trust and transparency.
- Enhance organizational reputation as a responsible and equitable employer.
- Increase overall team productivity through balanced participation.
- Acquire tools to monitor and sustain equality initiatives.

Conclusion

The Gender Development Course represents a strategic step toward building equitable and forward-looking organizations. It bridges theory and practice, equipping leaders with the insight and tools to implement real, measurable change.

By integrating fairness and inclusion into everyday decision-making, participants will not only improve workplace dynamics but also contribute to a more sustainable and successful organizational future. Investing in this program means investing in balanced leadership, stronger collaboration, and long-term institutional growth.

