



# SENIOR WOMEN LEAD @ DP WORLD

# Foreword

**In today's dynamic marketplace defined by complexity, disruption and change,** the most successful enterprises are those that bring diverse perspectives and experiences to each new challenge.

Apart from being the right thing to do, diversity and inclusion offer key strategic advantages. Economic growth is more robust and sustainable when women and men alike participate fully in the organisation.

While more and more women become a part of DP World, we must continue to focus on gender diversity, as we know it drives greater innovation, market competitiveness and opportunities for growth.

Having a critical mass of female leaders and employees at all levels will offer DP World a distinct competitive advantage in radically positive ways.

This programme aims to support our Senior Women Managers to increase contribution and impact in their roles and future career aspirations.





*In line with DP World's sustainability strategy, and our commitment to the United Nations Sustainable Development on Gender Equality, we are committed to realising business impact through **development of untapped potential of women** in the workforce.*

**Sultan Ahmed Bin Sulayem**

Group Chairman and Chief Executive Officer of DP World





*DP World is creating an environment where **the best and the brightest current and future employees – both male and female – are empowered** to pursue their careers. We are providing a roadmap for our businesses globally to address gender equality through programmes like Senior Women Lead @ DP World. This in turn will contribute to the socio-economic progress of the countries we operate in.*

**Maha Al Qattan**

Group Chief People Officer



# Why Something "Special" for Women?

It isn't "special". It is required to create equity by recognising and addressing invisible forces — internal and external "diversity headwinds" that create obstacles for women NOT because of skills and potential, but simply because they differ from the majority.

Affinity-based learning enables women to safely surface, discuss, and tackle the unique challenges they experience, to realise they are not alone, to support each other and to more proactively accelerate their careers.



Managers and leaders often don't recognise headwinds or know what to do or how to discuss! The programme will successfully activate managers and senior leaders to recognise unique forces that affect women's career progress.

Enablement of essential courageous conversations to honestly discuss these obstacles and make joint commitment plans will ensure the full power and performance of rising diverse talent.

# Who is Eligible?

## The participants are.....

- ✔ Senior Women Managers from across the globe
- ✔ Employed with DP World for 6 months or more
- ✔ Supported by their line manager to participate
- ✔ Flexible, attending sessions out of regular office hours to support global peers
- ✔ Rated as Successful Contributor or higher in the last performance review
- ✔ Committed, attending all modules and planned activities
- ✔ Willing to stretch beyond module duration for developmental interventions



# The Programme is Designed to Help You...

## Lead

Lead and engage in goal-oriented projects. Initiate dialogues, share knowledge and make a positive change. Become a champion for women's development.

## Learn

Acquire knowledge and skills to evolve in your professional life by absorbing the learning opportunities, reflecting and gathering insights from others.

## Share

Inspire others by sharing stories of your successes, challenges and recommendations for your peers in your group.

## Connect

Interact with leaders, experts and peers to explore collaborations and partnerships for sustained development and progression.

## Explore

Participate in the individual and group activities, coaching sessions and projects. Build relationships and make a difference to yourself and others.









## Participants Will...

- ✔ Examine personal and social narratives that drive beliefs about their capabilities.
- ✔ Identify ways to drive their own career path and overcome headwinds that may be getting in the way.
- ✔ Explore technical, relational, and influential confidence.
- ✔ Identify key network building approaches.
- ✔ Create a plan to get the types of visible, important, and complex assignments that will drive development, and the support to succeed at those assignments.
- ✔ Commit to practical, actionable steps that they can take to achieve their goals.

# The Programme Journey

The participants and their managers will experience

PROGRAMME MODULES	MODULE 1 Awareness Choice <i>31st May 2021</i>	MODULE 2 Development Choice <i>2nd June 2021</i>	MODULE 3 Contribution Choice <i>14th June 2021</i>	MODULE 4 Self-Determination Choice <i>16th June 2021</i>	MODULE 5 Coaching Lab <i>12th July 2021</i>	MODULE 6 Leading for Purpose & Strategic Development Planning <i>14th July 2021</i>	MODULE 7 Relationship Choice <i>Between 7th to 15th Nov 2021</i>	MODULE 8 Influence Choice <i>Between 7th to 15th Nov 2021</i>
	4 HRS - VIRTUAL						3-DAY RESIDENTIAL	
INDIVIDUAL EXERCISES	 PRE-WORK AND FEEDBACK SESSION				 COACHING SESSION			
GROUP EXERCISES	<b>FIRESIDE SESSION</b> with Senior Leader  <i>12th May 2021</i> <b>VIRTUAL</b>			<b>BUSINESS CHALLENGE INTRODUCTION</b>  <i>16th June 2021</i>	<b>BUSINESS CHALLENGE PLANNING</b>  <i>5th July 2021</i>	<b>FIRESIDE SESSION</b> with Senior Leader  <i>1st Sep &amp; 6th Oct 2021</i>	<b>IMPROV SESSION</b> with Actors  <i>Between 7th to 15th Nov 2021</i>	<b>BUSINESS CHALLENGE PRESENTATION</b>  <i>Between 7th to 15th Nov 2021</i>
MANAGER SESSIONS	 <b>OBJECTIVE SETTING</b> with Team Member  <b>VIRTUAL</b>	<b>WEBINAR 1</b> Manage Inclusively  <i>8th June 2021</i> <b>VIRTUAL</b>	 <b>ONGOING DEVELOPMENT CONVERSATION</b> with Team Member				<b>WEBINAR 2</b> Manage Inclusively  <i>16th Nov 2021</i> <b>VIRTUAL</b>	

# Module Details

**31st May 2021**

## **MODULE 1: AWARENESS CHOICE**

Enables participants to build personal, interpersonal, and organisational awareness through assessment of their current state and thought patterns that are impacting their current behaviours and career decisions.

**2nd June 2021**

## **MODULE 2: DEVELOPMENT CHOICE**

Challenges participant's assumptions about development and builds participant's intellectual, influential, and relational confidences, which are critical to success.

**14th June 2021**

## **MODULE 3: CONTRIBUTION CHOICE**

Explores a framework for the level of contribution employees make. Also helps participants to identify barriers that are preventing them from increasing their contribution and strategies to increase their impact.

**16th June 2021**

## **MODULE 4: SELF-DETERMINATION CHOICE**

Explores the different messages that we hear and share, and strategies to re-frame them, and types of assignments to fast forward development.

**12th July 2021**

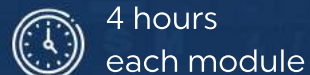
## **MODULE 5: COACHING LABS**

Provides group coaching session delivered in small groups supporting in application of programme learnings at work.

**14th July 2021**

## **MODULE 6: LEADING FOR PURPOSE & STRATEGIC DEVELOPMENT PLANNING**

Creates space for participants to consolidate their take-away and translate them into an actionable but a strategic plan of action for themselves.



# Module Details

7th-15th November 2021

## MODULE 7: RELATIONSHIP CHOICE

Helps participants to strategically examine their network, the types of relationships they have, how they are supporting their career, and what gaps need to be filled to achieve their goals.

## MODULE 8: INFLUENCE CHOICE

Explores ways to strengthen one's ability to influence through understanding influencing strategies, defining one's leadership brand, and communicating one's brand in a way that supports the achievement of one's career objectives.

## BUSINESS CHALLENGE PRESENTATION

Using the shark tank concept, participants will present the strategic projects they worked on to a panel of DP World leaders.

## The Finale

January 2022

PROGRAMME CLOSURE EVENT



3-day Face-to-face delivery



Business challenge presentation



Improvisation Techniques with Actors

# Look Forward to Your Participation and Development

## Contact Details

[Hub@dpworld.com](mailto:Hub@dpworld.com)

## Our Programme Partner

Korn Ferry  
[www.kornferry.com](http://www.kornferry.com)

