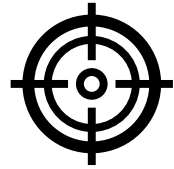




SIE
LEADERSHIP ACADEMY
«Leadership without borders»
ITALY - Como
6-10 november 2023



Target

- TARGET: young women with a BA /bac+4/5 year degree – preferably the year before the achievement of the degree – approx. 25 young women (22-30years)
- Young women coming from all Soroptimist International Europe (SIE) countries
- The students will experience the “**Leadership without borders**” School in the five days of lessons and living together on a campus/hostel.
- Language: English
- **The Program** offered to the female students will develop the one-week course with SDA Bocconi central role, accomodation and full board in a campus/hostel in Como



Program: 6-10 November 2023

Day 1

10:00-17:00

10 a.m. Welcome

- President of the Italian Union introduces and illustrates Soroptimist International
- Presentation on the national /international legislation on the issue of gender equality
- Motivational speech delivered by external speaker (the importance of the role of women on the labor market)

2- 5 p.m.

- Presentations delivered by school attendees (5' each)
- Presentation of the Soroptimist Union's projects by hosting country

Days 2-4

9:00-17:00

SDA Bocconi Course

5 p.m.

Outdoor activities

- City tour of Como
- Visit of Como exposition
- Lake tour

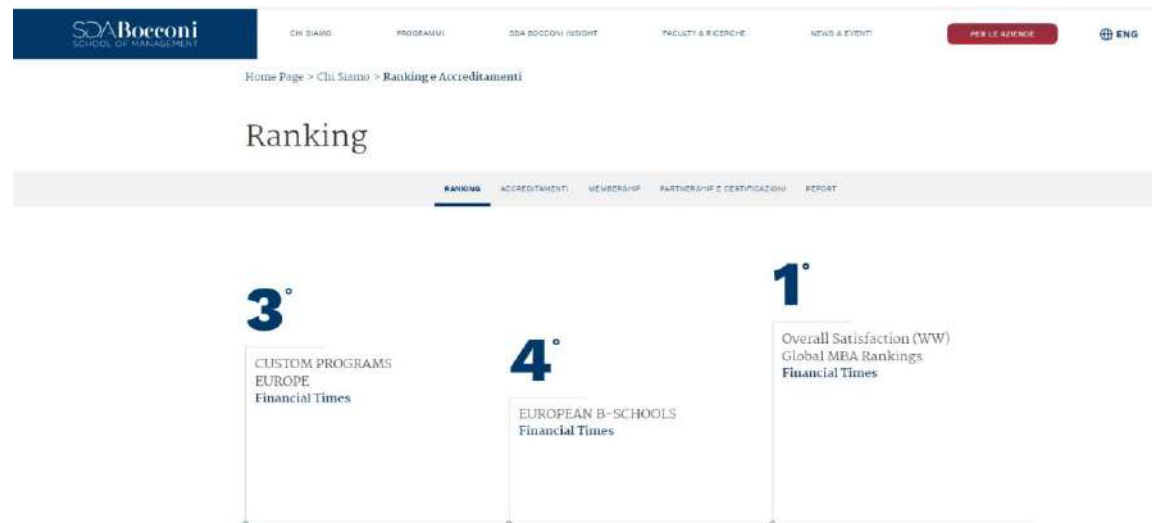
Day 5

9:00 – 16:00

- SIE President speech
- Presentations delivered by the young women attending (5' each)
- Mentoring Program
- Companies that support the SIE Leadership Academy presentations
- External presenter

WHY SDA Bocconi ?

- Long and wide experience with “Corso Bocconi” for Soroptimist International of Italy
- International University
- Tailor-made course
- Ranking





Timing

- Call for applications similar to the Soroptimist International of Italy (SII) Bocconi course < 7/23
- Applications < 7 September 2023
- Jury for on-line selection: SIEurope + SII
- Ranking < 30 september 2023

This project is a service; candidates should preferably be non-Soroptimists or relatives of Soroptimists.



Thanks!

Responsible and Inclusive Leadership: a women's challenge

PREMISE

In 2023 Soroptimist intends to support a management program targeted at young and graduated girls from all over Europe (at most 30 participants) and taught in English.

The Program is split into different training sessions dedicated to the topic of "leadership and gender" in the current socio-economic environment, hit by one of the most serious global health and economic crises. The pandemic and the war have amplified existing gender disparities as well.

The *gender equality* is the 5th of the 17 UN SDGs, and the status of crisis has shown we are still far from achieving it.

To face this difficult historic period and to design a sustainable future, it is necessary to pursue a model of "responsible and inclusive leadership", which enhances the attitudes and skills of women.



SUSTAINABILITY AT THE CENTER – 1/2

It was the end of 2019 when Greta Thunberg, the young Swedish activist who travelled the world and awoke the conscience of thousands of youth on the question of climate, was named "Person of the Year" by TIME magazine, receiving the honor of the cover and the attention of political leaders, top managers, and entrepreneurs. In the same period, the European Union approved the Green Deal, the imposing Action Plan that, has the goal of transforming the climate and environmental challenge into an opportunity, guaranteeing the development of a fairer, more prosperous society, based on a modern and competitive economy. To summarize, homo economicus finally seemed to have recognized his responsibilities towards the planet, driven by growing scientific evidence and the pressure from that part of society most attentive to the future and the resilience of our ecosystems: youth. Then the world was struck first by the violence of the Covid-19 pandemic and the war between Ucraina and Russian: they sudden arrival completely disrupted our lives. In this situation of fear and confusion, we can look at the recent past with the knowledge that at least something positive happened. This period has consolidated the idea of sustainability as the only possible path for the future. It is a mandatory starting point to try to overcome the enormous wounds generated by the coronavirus and the war, but also an opportunity to rebuild our equilibrium between economics, society, and the planet.



SUSTAINABILITY AT THE CENTER – 2/2

After years of substantial indifference on the part of managers, entrepreneurs, and the academic community, today the challenge of the climate, the scarcity of energy resources, raw materials, human rights, gender equality, and the question of inequality have become central issues in the agendas of companies, banks, investors, and business schools. It seems that both the pandemic and the war have contributed to accelerating some processes that began in the past decade; above all, a dynamic of consumption that is more attentive to the products of companies that have a social and environmental purpose, the request for transparency and traceability of companies' operations, the development of forms of non-financial reporting, and investor attention to Environmental, Social and Governance-ESG risks and social impact.



RESPONSIBLE AND INCLUSIVE LEADERSHIP: A WOMEN'S CHALLENGE

To face this path of social change and the way of doing business, it is necessary to change the leadership model: moving from autocratic and directive leadership to inclusive and responsible leadership becomes decisive. This change in the leadership model calls for the integration of new values, decision-making models and behavior patterns that are still too underrepresented in the dominant culture. We need leaders capable of including, of listening, of recognizing otherness, of involving them in decision-making processes, of making fair and equitable decisions.

Some studies in the field of gender studies argue that this "female" leadership model is a heritage more akin to women, historically educated according to the female gender pattern.

To bring the "feminine" into a society dominated by the "masculine", it is important to face a leadership path that allows women to recognize their authenticity.

Conversely, the path of conformity towards what is rewarded by the dominant culture takes over.



GOALS

1. **Setting «Leadership for Women» as a topic** in the current context of crisis. The global crisis promotes the issue of inclusion and requires leadership styles in which ethics and social responsibility are essential in making decisions.
2. **Promoting young women's empowerment and career** through enhancing self-awareness and the importance of the engagement and development's rules in today's labor market, where proactivity and entrepreneurship have become more and more important for the effectiveness of one's leadership project
2. **Leading others in a global context** with Cultural Intelligence (CQ). CQ comprised three critical elements (cognitive, motivational and behavioral competencies) necessary for interacting effectively with people of different cultural background.



SPECIFIC GOALS

Specific goals are envisaged through exploring the topics of «Women Leadership» such as:

- internalizing a leadership identity, i.e. assuming the role of leader as an integral part of one's self and pursuing goals in line with one's values.
- being able to interpret the current global crisis and the socio-economic changes that will require ethical and inclusive leadership styles
- in the current context of global crisis, being able to interpret the issue of “gender fatigue” without undermining gender identity
- activating an effective method of communication because they are able to respect both themselves and the others.
- building public image and a network to support their development in a global context
- managing their team and their institutional relationships with multicultural intelligence



MAIN CONTENT OF THE PROGRAM

Leading self

Reading the current context, heavily impacted by the pandemic and the war, is necessary to constructively and positively elaborate the feeling of gender fatigue and to be able to develop an authentic and responsible leadership project.

Many studies highlight the social culture's strong influence on "gender identity": the family, the education system, the church, the media, the work environment.

It is necessary to pay attention to the environments where people live, in order to study the meaning of their thoughts and their actions in depth. Dealing with gender differences and leadership means to think about rigidity, stereotypes and gender prejudices, by relying on the ability of interpretation and integration of the old thought and action system. The goal is to learn how to trust one's intuition, inner resources and quality, as well as how to express them as an integral part of one's professional and social role.

Leading others

Responsible and inclusive Leadership is strongly associated with the process of employee engagement. In fact, to meet the demands of sustainability and complexity leaders on all hierarchical levels have to play the role of connectors, increasingly also across borders. By that, the capacity to engage with culturally others to create efficient and sustainable work relationships is becoming crucial.

It is Cultural Intelligence (CQ) that enables leaders to embrace and to respond to global complexity and to find culturally appropriate solutions. In this module participants will reflect more deeply on how to lead oneself and others in a global context. In particular they will improve the ability to respond with Cultural Intelligence to issues of power and hierarchy; decision-making; ways of thinking and effective communication.

Exposing self-leadership and leading relationships

When the right attention is given to a responsible and inclusive leadership project, it becomes important to be able to communicate it effectively.

The necessary tools to achieve an accurate strategy that leads to the growth and structure of an individual female leadership project are:

- to learn assertive communication
- to identify your own personal brand
- to develop your professional network

Assertive communication means expressing one's point of view without embarrassment and at the same time giving value to the point of view of the others.

In order to create your own brand, it is relevant to identify the distinguished features of your profile and understand how to communicate them authentically. Meanwhile, in order to increase one's visibility, it is essential to know how to do networking with social intelligence and generosity, as well as to avoid narcissistic and pretentious behaviours that can be normally encouraged by the web..

Therefore, having inspiring reference models is a source of learning that nourishes one's self-esteem and the feeling of self-efficacy. It is not about imitating someone, but taking motivational advantages from women who have found a way to succeed and achieve the goal of a successful career.



LOCATION AND CALENDAR

- The Program will take place in Como, at a location provided by Soroptimist.
- The Program is scheduled as follows: 7 – 8 – 9 November 2023.

FACULTY & PROGRAM MANAGEMENT

The course will be carried out by SDA Bocconi professors, selected based on their specific area of expertise, as follows:

- Day 1: Bettina Gehrke – *Fellow of the Leadership, Organization and Human Resources Knowledge Group, SDA Bocconi*
- Day 2: Olga Annushkina – *Associate Professor of Practice of International Management, SDA Bocconi*
- Day 3: Zenia Simonella – *Fellow of the Leadership, Organization and Human Resources Knowledge Group, SDA Bocconi*, in co-teaching with Simone Pulcher - *Post-doc Researcher, Università Milano Bicocca*

