

Training on Inclusive Leadership for Company Sustainability

5-7 December 2022
Hyatt Regency, Kathmandu, Nepal



Introduction

Leading in times of crisis, climate change and economic uncertainty has accelerated the need for an expanded range of skills and competencies. Evidence from around the world shows that companies perform better and are more sustainable if they feature both men and women in their boards and senior ranks with a mix of qualifications, skills, and experience. The **IFC research** in 2020 showed only 9% of women in the Board of Directors among the 20 hydropower companies surveyed in Nepal and indicated advancement of women in leadership positions as one of the key entry points towards creating a gender equal workplace within the sector.

Hydropower companies participating in the Powered by Women (PbW) initiative are increasingly pivoting toward gender Diversity, Equity and Inclusion (DEI) as they respond to stakeholders and shareholders, find new ways to assess opportunities and advance women in leadership roles as part of their commitment. With a view to complement their existing work on gender DEI, this three-day tailored-made training is designed to offer a unique learning opportunity and skill-sets to the PbW members and leaders within the hydropower sector aiming to advance women in leadership roles to enhance company sustainability.

Backed by the latest research and global trends, the training program is grounded on IFC's focus on creating markets, our understanding of the realities of emerging and developing economies and is informed by the stories of women trailblazers and business leaders around the world.

The three-day training program is organized by PbW Nepal initiative in collaboration with IFC's Women on Boards and Business Leadership Program. This unique training program will be presented for the first time to hydropower companies in Nepal.

Objectives

The objective of the training is to provide practical know-how to companies to influence decision making and open opportunities to advance women's leadership for a sustainable business.

Target Audience

The three-day training is targeted to the PbW focal points, officials representing senior management and the board of hydropower companies associated with the PbW Nepal including female and male leaders.

A training completion certificate will be provided to all the participants upon attendance of all three days of the training program.

Overview of the Training

The training program features twelve hours of in-person training, divided into three, four-hour modules. Through lively and engaging sessions, participants and facilitators link theory to skills and practical experience. They will build a community of learning and co-create new knowledge and understanding on the role of leaders in the hydropower sector.

The training program makes the business case for Diversity, Equity and Inclusion by:

- **Positioning** gender Diversity, Equity and Inclusion as strategic tools to leverage talent and spur business growth and sustainability
- **Leveraging** the inclusive leadership skills of emotional and social intelligence.
- **Elevating** the efforts of male allies to reap the benefits of Diversity, Equity and Inclusion.
- **Leading** to actions that will result in enhanced leadership performance and company sustainability.

At the end of the training program participants are expected to acquire skills to:

- **Champion** gender equality in the boardroom and executive suites, with proven strategies to enhance operations and capitalize on business opportunities
- **Challenge** the status quo and conduct a systematic analysis of the talent pipeline to understand and address critical barriers to gender equality and women's advancement to leadership positions within the hydro sector
- **Implement** strategies used by companies worldwide to successfully boost and benefit from diversity and inclusion at senior levels
- **Learn and adopt** best practices that promote sustainability and ESG practices

Contact for more information: **Bipina Sharma** at bsharmabasnet@ifc.org

AGENDA

DAY 1 Monday, 5 December 2022 MODULE 1 – INCLUSIVE LEADERSHIP

13:45-14:00	Arrival And Registration
14:00 -14:30	Opening Session Mr. Babacar Sedikh Faye , Resident Representative, IFC, Nepal Opening Remarks Kate Lazarus , Senior ESG Advisory Lead, Asia Pacific, IFC Overview of IFC's ESG Program in Asia Pacific and Powered by Women Nepal Loty Salazar , Lead, Women On Boards And Business Leadership (WBBL), IFC Overview of the Women on Boards and in Business Leadership Program
14:30-14:45	Training expectations
14:45-14:55	Objectives of the day and online poll
14:55- 15:55	How inclusive leaders use their emotional intelligence to move from unconscious bias to conscious inclusion
15:55-16:10	Tea break
16:10-17:00	What the data tell us about gender diversity: diversity, equity and inclusion in Nepal and the Region and within the Hydropower Sector
17:00-17:40	Role play – Breaking the cycle of bias
17:40-17:50	Reflections and take-aways (logistics for DAY 2)
17:50-18:00	Evaluation of DAY 1
18:00	Reception

DAY 2 Tuesday, 6 December 2022 MODULE 2 - STRATEGIES FOR IGNITING CHANGE

08:45 -09:00	Arrival And Registration
09:00 -09:15	Objectives of the day and online poll
09:15- 09:30	The push and pull of change
09:30-10:15	Strategies to ignite change
10:15-11:00	Group work and discussions
11:00-11:15	Tea break
11:15-11:45	Strategies to ignite change (continued)
11:45-12:40	Group work: developing strategic objectives
12:40-12:50	Reflections and take-aways (logistics for DAY 3)
12:50-1:00	Evaluation of DAY 2
13:00	Lunch

DAY 3 Wednesday, 7 December 2022 MODULE 3 – ESG/SUSTAINABILITY

08:45 -09:00	Arrival and registration
09:00 -09:15	Objectives of the day and online poll
09:15- 10:00	IFC We Rise: Video Interview with Faryal Sadiq, VP for Marketing, Interloop, Pakistan; group discussions
10:00-10:30	Purpose and people
10:30-10:45	Tea break
10:45-11:15	Planet and hydropower
11:15-11:45	Profit
11:45-12:25	Role play: what companies, boards, regulators/stock exchanges, and investors can do to increase female leadership
12:25 - 12:35	Take-aways and next steps
12:35-12:45	Evaluation of DAY 3
12:45 - 13:00	Closing and handout of certificates Kristine Storholt , Head of Development, Embassy of Norway, Nepal Kate Lazarus , Senior ESG Advisory Lead, Asia Pacific, IFC
13:00	Lunch

TRAINERS



LOTY SALAZAR
ESG Governance Officer and Global Lead,
Women on Boards and in Business Leadership Program, IFC

As an ESG Governance Officer, Loty Salazar leads IFC's Women on Boards and in Business Leadership program. Loty Salazar promotes the business benefits associated with gender diversity and inclusion in company boards and senior ranks and helps widen the pool of women in senior management in developing and emerging markets. Loty and her team leverage capital markets to advance women leaders; help build institutions and develop cohorts and networks of board- and senior management-ready women through global training; support female leaders in building resilient and sustainable businesses; and promote thought leadership and knowledge creation by developing case studies, training materials and tools, profiling women business leaders and conducting research to uncover barriers to gender balance in leadership and identify opportunities for progress. Prior to joining IFC, Loty worked with the World Bank on projects ranging from: gender to media development, and public sector governance. She lived and worked in the East Asia and the Pacific region. A Bolivian national, she is now based in Washington D.C. and holds a Master's in International Development from George Washington University.



BRENDA BOWMAN
Course Designer and lead trainer for the Women on Boards
and in Business Leadership program, IFC

Brenda has worked with the International Finance Corporation since 2007. She is currently the course designer and lead trainer for the Women on Boards and in Business Leadership program. Her trademark areas of expertise include leadership and value creation on boards of directors and at the executive level.

She co-authored the IFC's Corporate Secretary's Toolkit, The Board Leadership and Training Resource Kit for the Nigerian Banking Sector and The Board Directors Governance Toolkit in Malawi. Brenda leads conferences workshops and Training of Trainers programs throughout the world for bankers, entrepreneurs, leaders of NGOs, government officials, corporate executives and boards of directors.

ABOUT THE ORGANIZERS

The International Finance Corporation (IFC)

The International Finance Corporation (IFC), a member of the World Bank Group, is the largest global development institution focused on the private sector in emerging markets. IFC's largest global and governance (ESG) advisory for the hydropower sector, an innovative program in Nepal, aims to create sustainable markets by increasing the share of new private sector investments in the hydropower sector that adhere to good international industry practices. The program works on upstream development to pave the way for sustainable investments by partnering with government to develop policies/regulations and guidance and build capacity; at the market level through industry networks/associations to address the environmental and social bottlenecks to developing the sector sustainably; and to individual private sector clients to improve their environmental and social systems and skills.

www.ifc.org/sustainability
www.ifc.org/hydroadvisory

Powered by Women Nepal (PbW), IFC

Powered by Women Nepal is a timebound initiative that works with renewable energy companies to build the case for gender equality and diversity and enhance business efficiency and sustainability. The initiative is supported by the Governments of Australia, Japan and Norway. Nineteen companies have signed up to Powered by Women Nepal commitments to action for gender equality and diversity. An IFC study carried out between 2019 and 2020 assessed the Nepal hydropower landscape from a gender lens to understand the role of women in the hydropower sector, their contribution to business productivity and opportunities and challenges, thus presenting a unique opportunity for renewable energy companies operating in this landscape to proactively take the lead in initiating positive change in the broader economy.

Women on Boards and in Business Leadership (WBBL) Program, IFC

IFC's Women on Boards and in Business Leadership (WBBL) program aims to address root causes of gender gaps in business leadership by breaking down barriers to boardroom entry and accelerating the pace at which women are joining boards and ascending to senior management positions. The efforts, conducted globally and embedded in regional advisory projects, are designed to promote diversity and inclusion, and influence change at all levels of business in emerging markets. The program is part of IFC's holistic approach to advancing gender equality—tied to the achievement of the United Nations Sustainable Development Goals (SDGs). It is also aligned with IFC's mission to create markets and opportunities, with an emphasis on expanding the private sector in developing countries.

IN PARTNERSHIP WITH

