

MARCH 14-16 2023

HOTEL NOVOTEL
SARAJEVO BRISTOL

9:00 – 14:00

Includes lunch

TRAINING INVITATION




Inclusive Leadership for Company Sustainability

Sponsored by IFC's Women on
Boards and in Business
Leadership (WBBL) Program

 **CETEOR** IN COLLABORATION WITH

Integrated ESG
Driving Sustainable Investment

 **IFC** | International
Finance Corporation
WORLD BANK GROUP
Creating Markets, Creating Opportunities

 Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Training Program in Short

BACKGROUND

IFC and local partner CETEOR are pleased to support this workshop for senior executives and board directors developed by IFC's Women on Boards and in Business Leadership team. This program is part of a SECO-funded project which aims to promote diversity, equity and inclusion (DEI) in corporate boards and senior executive teams.

OVERVIEW

Research points to a link between the proportion of women in business leadership and better environment, social and governance (ESG) outcomes, including improved ESG disclosure, gender equitable hiring and promotion practices, and family friendly policies.

The clear connection supports comprehensive business case for women's advancement into leadership. Companies can address barriers to women's leadership by:

- Prioritizing diversity, inclusion, and equity throughout the organization
- Providing professional learning and development opportunities
- Increasing gender transparency and disclosure
- Holding managers responsible for progress towards diversity goals

OBJECTIVE

The objective of the training is to strengthen the executive pipeline and grow the number of women on boards. With deliveries in more than 20 countries to date, the WBBL training program is backed by the latest research and global trends. The program is grounded in IFC's focus on creating markets and our understanding of the realities of emerging and developing economies. It is informed by the experiences of our extensive networks of program graduates and the professional journeys of women trailblazers and business leaders around the world.

THE TRAINING PROGRAM

- **Positions** gender DEI as a strategic tool to leverage talent and spur business growth and sustainability
- **Navigates** from unconscious bias to conscious inclusion to advance talent and innovation
- **Leverages** the inclusive leadership skills of emotional and social intelligence
- **Elevates** the efforts of male allies to reap the benefits of DEI
- **Enhances** financial and ESG performance for sustainable growth
- **Mainstreams** the leadership quadruple-bottom-line framework: People, Planet, Profit, and Purpose
- **Leads** to concrete and intentional actions that will result in improved ESG performance and sustainability

PARTICIPANTS WILL BE EQUIPPED WITH THE LEADERSHIP SKILLS TO:

- **Champion** inclusion in the board room and executive suites with proven strategies to enhance operations and capitalize on business opportunities
- **Implement** strategies used by companies worldwide to successfully boost and benefit from diversity and inclusion at the senior level
- **Challenge** the status quo and conduct a granular, systematic analysis of the talent pipeline to understand and address critical barriers to gender diversity, equity and inclusion
- **Learn and Adopt** best ESG practices that promote company sustainability and economic growth

APPROACH & CONTRIBUTION

Approach

In lively and engaging sessions, participants and facilitators link theory to skills and practical experience. They build a community of learning and co-create new knowledge and understanding on the role of leaders in today's dynamic world. The sessions offer participants practical problem-solving tools and techniques to influence decision making, reduce bias in organizations, highlight the benefits of DEI, and create a workplace culture that responds to societal and market change..

Contribution

This training is designed for business leaders committed to identifying and implementing more inclusive and responsible business practices.

These practices are sustainable and profitable, contributing to the quadruple bottom line of *People, Profit, Planet, and Purpose*.

Meet our Trainers



Loty Salazar is a Global Lead for the Women on Boards and in Business Leadership program and a corporate governance officer at IFC. In these capacities, Loty leads IFC's efforts to champion the sustainable business benefits of gender diversity and inclusion in company boards and senior management positions. Responding to the growing demand from developing and emerging markets, Loty's program builds pipelines of female talent and promotes environment, social, and governance (ESG) best practices. She oversees a team that has designed and successfully delivered training sessions on women's business leadership around the world, created impactful multi-media content, and produced landmark research on how women business leaders boost ESG performance.



Brenda Bowman 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 Gender diversity, inclusive leadership and value creation on boards of directors and at the executive level, Experiential, transformational training design, and learning in the corporate world. She co-authored the IFC's Corporate Secretary's Toolkit, Board Leadership, and the Training Resource Kit for the Nigerian Banking Sector and Board Directors in Malawi. Brenda leads conferences and Training of Trainers workshops throughout the world for bankers, entrepreneurs, leaders of NGOs, government officials, corporate executives, and boards of directors.

Get to know us

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

The 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.

IFC Integrated Environmental, Social and Corporate Governance to Unlock Investments Program

The Program's overall goal is to improve the level of Environmental, Social and Governance (ESG) standards in the region. This will be achieved through: introduction of ESG codes that will strengthen the regulatory framework; capacity building of local partners to provide sustainable supply of ESG services; and creating a pool of firms that are knowledgeable about ESG requirements. The delivery of ESG services will be a new generation of sustainability advisory, building upon corporate governance (CG) activities previously undertaken in Europe and Central Asia. Through the Project, IFC aims to leave an improved regulatory framework for ESG and a sustainable legacy for delivery of ESG services by local institutions which will raise sales revenue from the delivery of ESG and CG services. IFC also aims, through its firm level work, to improve the performance of companies, as well as their ability to raise financing, following implementation of recommended improvements.

The State Secretariat for Economic Affairs (SECO)

The SECO is the Swiss government's center of expertise for core issues relating to economic policy. It is also responsible for the implementation of Switzerland's economic development cooperation program in developing countries. SECO support in B&H concentrates on local governance, peacebuilding, sustainable economic development and health. To foster sustainable economic development, SECO focuses on sustainable cities, competitiveness of small and medium-sized enterprises, as well as effective democratic governance and efficient public management.

CETEOR d.o.o.

(Center for Economic, Technological and Environmental Development Sarajevo)

Since its establishment back in 1992, CETEOR has been operating in the field of sustainable development, primarily in the fields of environment and energy. Through our activities we strive to be a link between Business, the Academy, Governmental Organizations and International Organizations. Our team consists of a multidisciplinary team and in addition to the team that consists of full-time employees and as well of permanent associates of various professions. Activities are divided into Departments where the Environment and Energy Departments are the backbone of the business; the Education and Laboratory departments support the first two sectors and through the fifth department of EKO-CET we strive to provide technological solutions (i.e. products) for our customers.



AGENDA

Day 1

REGISTRATION & OFFICIAL OPENING CEREMONY

"RING THE BELL FOR GENDER EQUILITY"

MODULE 1 – INCLUSIVE LEADERSHIP

08:45 - 09:00

- Arrival and registration

09:00 - 09:45

- Welcome
- SECO Representative
- Lado Busevac, Head of the IFC office in B&H
- Merima Zupcevic, CG Officer, IFC
- Loty Salazar, Lead, WBBL – Overview of the Women on Boards and in Business Leadership program
- Participant introductions

09:45 - 10:45

- How inclusive leaders use their emotional intelligence to move from unconscious bias to conscious inclusion

10:45 - 11:00

- Coffee break

11:00 - 11:45

- What the data tell us about gender diversity: diversity, equity and inclusion in Bosnia-Herzegovina and the region

11:45 - 12:45

- Role play – Breaking the cycle of bias

12:45 - 13:00

- Reflections and take-aways

13:00 -

- Lunch

Day 2

MODULE 2 – STRATEGIES FOR IGNITING CHANGE

08:45 - 09:00

- Arrival

09:00 - 09:15

- Objectives for today's session

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

- Coffee break

11:15 - 11:45

- Strategies to ignite change (continued)

11:45 - 12:45

- Group work: developing strategic objectives

12:45 - 13:00

- Reflections and take-aways

13:00 -

- Lunch

Day 3

MODULE 3 – ESG/SUSTAINABILITY

8:45 - 09:00

- Arrival

09:00 - 09:15

- Expectations and objectives

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 - Putting people first

10:30 - 10:45

- Coffee break

10:45 - 11:15

- Planet and climate governance

11:15 - 11:45

- Profit – Investing in Diversity, Equity, and Inclusion

11:45 - 12:30

- Role play based on a real-life case study: How a fast-food company builds its sustainability through Diversity, Equity, and Inclusion and ESG policies

12:30 - 12:45

- Take aways and next steps

12:45 - 13:00

- Closing, evaluation and handout of certificates

13:00 -

- Lunch



PLEASE NOTE

**TRAINING WILL BE HELD IN
ENGLISH LANGUAGE WITH
NO TRANSLATION
PROVIDED.**

HOW TO APPLY?

Limited seats are available.
Up to 30 participants will be
accepted to this training program.

**CERTIFICATES
WILL BE ISSUED
ONLY UPON
A FULL 3-DAY
ATTENDANCE**

PARTICIPATION FEES

200,00 KM

as an assurance for attendance
(additionally hotel costs are
160KM/night)

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