

# Global Women Career Lab (GWCL) – Certification

Helping coach professional women to the next level of leadership

Around the globe, women in management face specific challenges when trying to move up the corporate hierarchy. Their careers are affected by certain determinants that need to be well managed in order to expedite high end career advancement. The Global Women Career Lab allows experts to develop their own mentor-coaching program to help qualified women overcome barriers and become more effective leaders for their companies.

**For whom?** Mentors, Coaches, Diversity experts and Executives who are supporting women leaders grow their careers and rise in leadership levels

**Why this course?** Most women leadership programs have specialized in specific areas such as leadership, executive presence or work-life organization. The Global Women Career Lab course goes beyond this and instead, using a holistic and systemic approach, covers the most important factors that enable women to rise in their careers. It aims to give coaches and experts the tools needed to create meaningful support when delivering courses or one-on-one coaching and mentoring. The program uses international coaching methodologies, is based on international research involving top women leaders and is designed by an international expert on womens' careers.

**Benefits?** Participants will experience how to integrate the most important determinants of female careers in a mentor-coaching approach. Based on five modules, the course will enable participants to design their own mentor-coach program to successfully work with female clients or women in an organization who want to advance in their careers and leadership. Participants will receive the Global Women Career Certificate and earn points towards ICF credentials (12 CCE).

**Foundation:** The content is designed based on key findings of the Global Women Career Lab scientific research involving top women managers around the globe. It includes different tools such as the FemCareer Model, the FemCareer-Assessment and "The ideal female top manager guideline" from the researches. Key ICF coaching competencies are covered throughout the program.

**The program consists of 4 virtual meetings of 2.5 hours and one module of 2h via Zoom.**

**Modules:**

**1. The Base: Orientation**

Gain a clear understanding about the most important determinants which impact female careers in management in different cultures using the FemCareer Model. Work on your vision as coaches and mentors with support of ICF core competencies. Techniques to raise the womens awareness of career goals, inner motivation and career orientation.

**2. Path**

Enable women leaders to reflect on their own future path. Clarify different career path options and choices. Learn about international women career types.

**3. Career capital**

Visualization of core competences and strengths, as well as identifying missing skills and capabilities. Support tool: FemCareer-Self-Assessment. Clarify different career path options and choices. Learn about international women career types.

**4. System & Support**

Raise the understanding of the corporate power system, networks and alliances. Stimulate the building of a personal support board.

**5. Balance**

How role stereotypes influence women's career building. Broadening the perspective by learning from social role expectations on women from different cultures. Elaborate on perspectives beyond the existing boundaries regarding female challenges with the work-life balance and handling family commitments.

**Integration**

Develop a unique holistic approach to supporting women leaders in management roles, and apply this approach to your own course or one-on-one coaching.



**Course leader:**

Dr. Bettina Al-Sadik-Lowinski is a researcher, author and certified international mentor-coach (MCC at the ICF). Following a long management career in multinational companies, she has worked as an international executive coach, coach certification trainer (ECCP Program) and expert on diversity in Germany, France, Japan and China. In 2014 she founded the Global Women Career Lab, a worldwide research and training initiative for women in leadership positions. The world over, Dr. Al-Sadik-Lowinski has mentored coaches in reaching their ICF targets and growing their business. Dr. Al-Sadik-Lowinski is author of several books focusing on women leadership and on women careers in top management ("Women in Top Management"). Originally from Germany, Dr. Al-Sadik-Lowinski currently lives in Paris, France, with her husband and children and works online with clients around the world.



**Contact:**

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