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With Lausanne Hospitality Consulting, Alexia is a Consultant, delivering executive education programmes and consulting mandates in Switzerland, China, Ukraine and Brazil. She holds a Bachelor's degree in Education, Kenyatta University, Kenya and an MBA, Business School Lausanne, Switzerland.

### RECOMMENDED READINGS

- Kohlrieser, G. (2006), *The Hostage at the Table: How Leaders Can Overcome Conflict, Influence Others, and Raise Performance*, Jossey Bass, San Francisco, ISBN 978-0-7879-8384-0
- Helgesen, S. (1995), *The Female Advantage: Women's Ways of Leadership*, Doubleday Currency, New York, ISBN 978-0-3854-1911-6

### MODULE DESCRIPTION

Women have challenges as leaders that their male counterparts do not face. It is essential to know how to use our influence effectively, decisively and non-aggressively to achieve our goals and deliver results.

The emphasis of Women in Leadership is on interpersonal behaviour within the male dominated world, a focus on an active attitude towards goals. Leaders have empathy with other people and create excitement in work situations. Leaders are innovative, inspire trust, keep their eye on the horizon and do the right thing. To maximize women's potential in a changing global hospitality and service industry the need for leaders is more evident than ever before. You need a specific set of skills to work successfully with your employees. Breaking through the glass ceiling, balance between yourself, your world and your life. Making effective decisions and solving problems are still a part of your daily life, but added to this, are the challenging leadership skills of communicating in a man's world, delegating, coaching, motivating, hiring and leading. Participants will return to the workplace energized, stimulated and ready to lead.

### LEARNING OBJECTIVES

By the end of the Module, participants will be able to:

#### Knowledge

- Differentiate leadership models between men and women
- Identify the challenges of women in leadership
- Examine methods for building relationships through effective communication skills, emotional intelligence and Insight discovery

#### Competencies

- Practice leadership thinking and behavior
- Measure the performance of one's Self in relation to leadership qualities
- Charting a successful career path

#### Mindset

- Practice critical analysis in leadership behavior
- Evaluate their unique situation and future goals in leadership

### METHODOLOGY

Balance of lectures and discussions with participant presentations, debates and team games.

### PARTICIPANTS

Women in business, who have been in business for two or more years, women leading established businesses women starting a business, women managers aspiring to be leaders of the future, and men who aspire to retain and promote women leaders in their organizations.