

# **WOMEN AT THE TOP**

**GENERATIVE POWER FOR GREATER IMPACT**



# INVEST IN WOMEN AT THE TOP IN ITALY: WHY NOW

**1.** Slow and underwhelming progress for women at the top\*, despite efforts, time and many initiatives, leading to strong reactions and some “pinkwashing”

**2.** The ESG societal side cannot be postponed; top women could make the difference for a significant impact on ESG KPIs

**3.** The organisational and social context is still unfavourable for women’s careers - women suffer extra personal costs. In 2022 in Italy, there were 101,000 new unemployed, of whom 99,000 women (ISTAT)

\*In some 2023 Bocconi research on the top 50 listed companies, women cover only 13.7% of executive roles and, according to the Women in Business report, Italy remains behind the lines for Women in leadership positions among the 30 world economies.

# TRANSFORMATIVE POWER OF THE PROGRAM

Most books or initiatives on the topic are based on the idea of “fixing” women: more self- confidence, “don’t do these behaviors...”. We aim to contribute to improving the ecosystem.



## **3 Gender-free Transformative competencies (OECD 2030):**

- A. Create New Value
- B. Reconcile Dilemmas
- C. Take Responsibility

## **1 Mindshift needed to thrive in complexity and uncertainty**

Generative Conflict

## **Deep understanding of limiting self-narratives**

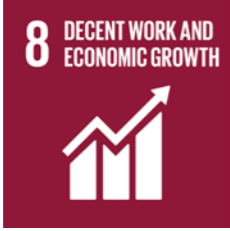
4 Double edges



## **Growth process at three levels**

Me, We, Us

## SYSTEMIC IMPACT OF THE PROGRAMME



1. Women from business, institutions and civil society growing together
2. Sustainable value creation - people, planet, profit
3. Tracking individual impact of the programme and sustaining support
4. Participants become mentor to young top potential women (eg.cancer research top scientist) or get themselves a sponsor
5. Participants amplifying the impact in their context and community

## 4 DOUBLE EDGES HOLDING BACK WOMEN'S POTENTIAL

1. The Good Girl
2. The Competent
3. The Unique
4. The Helper

# TOP WOMEN – WHAT’S IN IT FOR ME?

- Embark on a journey of insight at personal, organisational and system level
- Explore and practice the three OECD Transformative competencies
- Understand the generative power of conflict and how to practice it
- Learn and share together with other top women
- Manage tendencies and limiting beliefs in a new way
- Create systemic connections
- Benefit from sustained growth and generate stronger impact

## SCIENTIFIC DIRECTOR

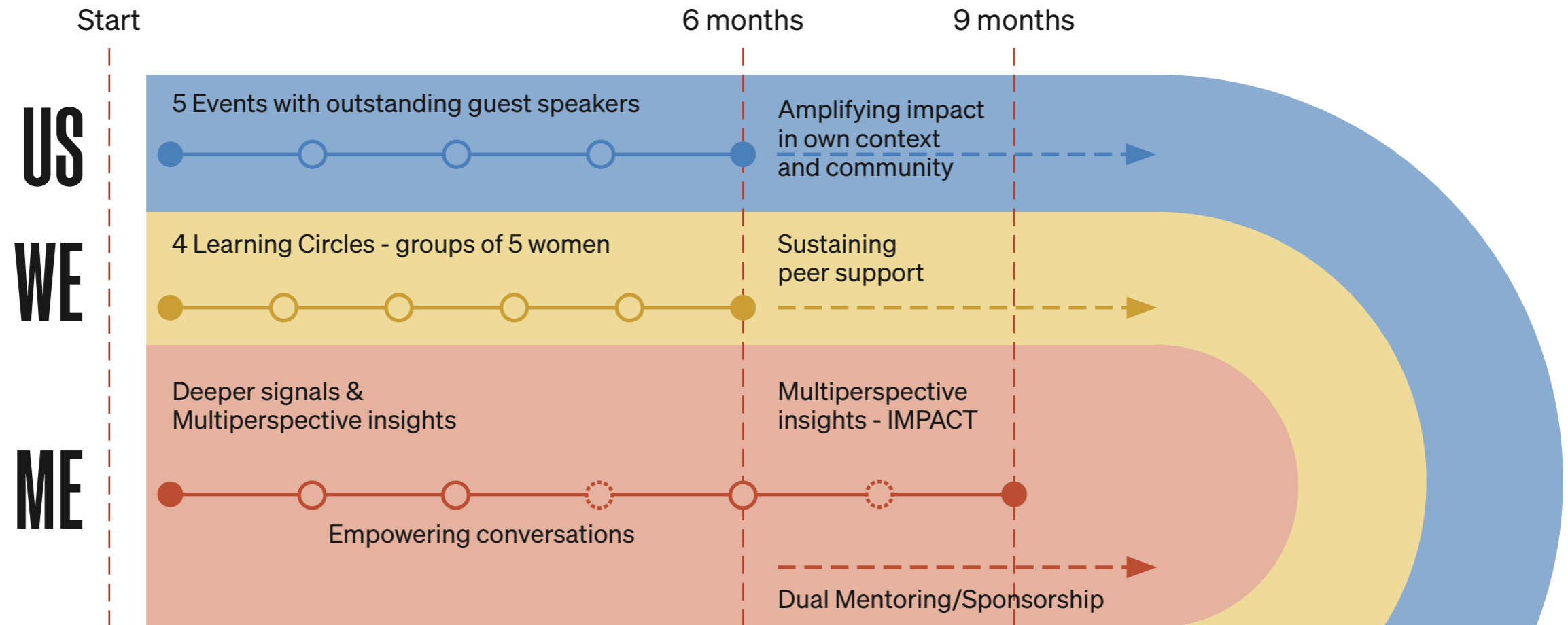


## ANNA SIMIONI

Senior Executive with a constant record of achievements in leading several business functions internationally. Her experience spans from transformations (digital included), behavioural change, performance and growth of people, human resource pillars, leadership and talent, Trust building and cooperation, and executive coaching (since 2009). She has 16 years of international management experience, focusing on Leadership, Organisational Effectiveness, Human Resource Management, Compensation, Culture and Learning, and more than 18 years of consulting practice in the field and membership in Corporate Boards and major non-profit organisations.

# ROADMAP

Total participant time dedicated during the 6-month period: 46-50 hours, equal to approximately 1 day each month.



# FIVE EVENTS WITH OUTSTANDING GUEST SPEAKERS

<div>OUR VENTURE</div> <div>4 pm till 4 pm next day</div>	<div>GENERATIVE CONFLICT</div> <div>4 pm till 10 pm</div>	<div>CREATE NEW VALUE</div> <div>4 pm till 10 pm</div>	<div>RECONCILE DILEMMAS</div> <div>4 pm till 10 pm</div>	<div>TAKE RESPONSIBILITY</div> <div>4 pm till 10 pm</div>
<div>GUEST</div> <div>Why now, facts &amp; figures speaker &amp; Discussant</div>	<div>GUEST</div> <div>Testimonial about the value of generative conflict</div>	<div>GUESTS</div> <div>Dean &amp; Executives of guest companies</div>	<div>GUEST</div> <div>Testimonial about dilemmas and multiple stakeholders</div>	<div>GUESTS</div> <div>Young Women</div>
<div><ul style="list-style-type: none"><li>• Introduction of programme topics</li><li>• Deeper signals &amp; connecting</li><li>• 4 Double edges</li><li>• Launch of Learning Circles</li><li>• Expectations / give &amp; take</li></ul></div>	<div>Exploring WHY generative conflict is important:<ul style="list-style-type: none"><li>• lecture</li><li>• exercises and assignments</li></ul></div>	<div>Exploring new value creation:<ul style="list-style-type: none"><li>• Triple impact</li><li>• Innovation</li><li>• 2 cases presented by guest companies</li></ul></div>	<div><ul style="list-style-type: none"><li>• Dilemmas vs. polarisations</li><li>• Dilemma reconciliation process</li><li>• Stakeholders &amp; multiple perspectives</li></ul></div>	<div><ul style="list-style-type: none"><li>• Learnings synthesis &amp; next steps</li><li>• Giving to young women - Learnings transfer session</li><li>• Empowering own people taking responsibility</li></ul></div>
	<div>Dinner with participants' managers and Q&amp;A session with guest</div>	<div>Working Dinner with Guests Q&amp;A session</div>	<div>Dinner with Guests focused on health</div>	<div>Dinner with Guests connecting &amp; next steps</div>

Founded in 1979 as “MIP - Master in Production Engineering” and then transformed in 1986 into a Consortium between Politecnico di Milano, various Italian institutions and numerous leading companies, today, POLIMI Graduate School of Management is a non-profit joint-stock consortium company. For this reason, our School is able to integrate academic knowhow with strong professional experience derived from our links with the world of business and consultancy.



# Corporate Training

**Our team works closely with top management** and provides targeted services that help companies **address organisational change and achieve their strategic goals**, designs and offers companies an end-to-end services portfolio that includes **training, research** and **consultancy**. The characteristic that distinguishes the services we offer is the **integration between the solidity of the research** carried out by Politecnico di Milano, the **most recent executive approaches** emerging in the business community and the **application of methodologies** within different sectors and competitive contexts.

# POLIMI Graduate School of Management Digital Inside

The **Digital** factor is one of our school’s key elements: the experience and validity of the range of online training enable us to provide companies and their employees with tailored solutions.



**4<sup>th</sup> in Europe,**  
in the QS  
Online MBA  
Rankings 2023



**6<sup>th</sup> in Europe,**  
**10<sup>th</sup> in the world and 1<sup>st</sup> in Italy**  
In the Financial Times  
Online MBA Ranking 2023



Furthermore, we are the first  
Italian educational institution to  
have received accreditation for  
digital learning courses.

# CONTACT US

[corporaterelations@gsom.polimi.it](mailto:corporaterelations@gsom.polimi.it)