

WOMEN IN LEADERSHIP CERTIFICATE

Program Description

This five-course certificate program examines the issues facing women in leadership positions and offers strategies for handling them. Professor Deborah Streeter balances academic research regarding social norms and expectations with practical strategies for operating effectively within the workplace. She discusses how to outmaneuver the "double bind" dilemma, showing strong leadership qualities without being penalized for it. Professor Streeter discusses how women can best negotiate in the workplace, ways to effectively provide both positive and negative feedback and how they can strengthen their emotional intelligence to stand out as a leader among both men and women.

This certificate positions women who are in leadership positions to recognize when there is a gender dimension at work and how they can outstrategize gender bias and their own habits to achieve better results.

For the best experience in this program it is recommended to take these courses in the order that they appear.

This program includes a year of free access to Symposium! These events feature several days of live, highly participatory virtual Zoom sessions with Cornell faculty and experts to explore the most pressing leadership topics. Symposium events are held several times throughout the year. Once enrolled in your program, you will receive information about upcoming events.

Throughout the year, you may participate in as many sessions as you wish. Attending Symposium sessions is not required to successfully complete the certificate program.

The content of this certificate program is focused on developing and supporting women in leadership. This program is open to students of all sexes and gender identities.

Key Takeaways

- Navigate the "double bind" dilemma facing women in leadership; that is, women are both penalized for using leadership behaviors associated with masculinity and penalized as being weak if their behavior is seen as too feminine
- Outmaneuver typical negotiation traps that women leaders fall into
- Develop emotional intelligence so that women can lead others with greater empathy, self-awareness, and social management
- Give feedback effectively, putting their team in a position to succeed
- Identify what an optimal work/life balance looks like and give women leaders the tools needed to craft this balance for themselves, allowing for both professional and personal success

What You'll Earn

- Women in Leadership Certificate from Cornell SC Johnson College of Business
- 50 Professional Development Hours (5 CEUs)
- 50 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 50 Credit hours towards HRCI recertification

Who Should Enroll

- Mid- to-senior level managers
- Anyone looking to gain a deeper understanding of gender dynamics in the workplace

Total Investment

- 3 months to complete all the courses

How to Enroll

For more information on how to enroll, please visit Women in Leadership Certificate (<https://ecornell.cornell.edu/certificates/leadership-and-strategic-management/women-in-leadership/>).

Courses

Code	Title	Hours
eCornell DYS521	Women in Leadership: Navigating the Double Bind	0
eCornell DYS522	Women in Leadership: Negotiation Skills	0
eCornell DYS523	Women in Leadership: Using Emotional Intelligence to Drive Results	0
eCornell DYS524	Women in Leadership: Giving and Receiving Feedback	0
eCornell DYS525	Women in Leadership: Outsmart the Work-Life Balance	0