



Issued by University of Basilicata  
SINCE

TAGS: Glass ceiling, Female leadership, Soft Skills



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## Positive female leadership

The holder of this badge has attended the course "Positive female leadership" organized by the University Basilicata as part of the "Competenze trasversali in Unibas" Project.

The presence of women in top positions still today sees a profound gender disparity. The phenomenon of the "glass ceiling", an expression coined in 1978 by Marilyn Loden, and become part of the common language, refers to that apparently invisible barrier, made up of discrimination, stereotypes and prejudices, that conditions and limits women's success and career advancement.

The objective of this course, as indicated in the title, will be to transmit in an innovative way through interactive online systems, elements of Leadership declivable for women with the aim of activating the participants, making them interact, reflect, connect and then motivate them to action in line with the principles of dynamism, creativity and passion as the driving force for building one's own path of growth and development. Leadership and social influence combined with resilience, stress management and flexibility as well as analytical thinking, critical thinking, creativity etc as also highlighted by the WHO, are LIFE SKILLS, a training theme for the most important companies in the world: a woman Leader especially in a "LIQUID" society, as Zygmunt Bauman, states where the only certainty is uncertainty, where institutions, jobs, markets, health, culture and society are unstable, she needs to be able to rely on herself and build a positive organization around her. The course includes 4 meetings: STEP 0: initial Survey that will be sent to the participants to understand the audience and be able to better calibrate the intervention both on the content side and on the interaction and exercises side. Session 1: Presentation of the project - Brief introduction to Leadership -practical exercises in small groups and in plenary - Maieutic extraction of contents of Female Leadership. Session 2: Sharing of the most popular principles in terms of Leadership-Authority/ Authority - Inspiring/Commanding - Leader/Manager-Emotional Leadership - Positive Leadership -Female Examples. Session 3: The "Biology of Leadership" - Regain possession of us - The transition from EGO to ECO - From competition to Cooperation - The science of positive organizations - Life Skills for the Leader of the Future. Session 4: The last meeting, in the style of the Knowledge café, includes an event entitled "Conversations on leadership" in which the participants will be able to virtually meet and discuss key leadership issues with managers and entrepreneurs (2-3). The meeting will aim to stimulate reflections and encourage the exchange of knowledge and experiences, placing particular emphasis on some emerging issues including: what it means to be a leader in the so-called "digital age"; how is "digital transformation" impacting leadership? The project is carried out in collaboration with Soroptimist International Club di Potenza and Nocom Formazione & Coaching.



## Skills

The owner of this Badge has shown interest in gender relations under the historical-sociological, pedagogical, juridical and humanistic profile, proving to have the following competences:

- acquire, select, assess, contextualise and interpret new information and knowledge;
- observe, analyze, synthesise and critically evaluate;
- autonomously use sources for study and research;
- express, represent and argue a position in dialogue with an emphasis on the progressive resolution of conflicts;
- communicate and show empathy;
- adopt a critical view of phenomena related gender-based violence;
- address concrete social problems, both theoretical and empirical, particularly those related to man/women relationship;
- demonstrate understanding of the social, context of the gender-based violence development;
- recognize the various forms of violence;
- demonstrate understanding of relationships from the point of view of social categories such as relations between sexes, generations etc.

The owner of this Badge has displayed the following soft skills:

- listening;
- ability to develop a reflexive approach on a relational level;
- analytical sensitivities capable of preventing adherence to gender stereotypes and forms of self-stereotyping;
- confidence in their own abilities within and beyond gender roles;
- ability to grasp the differences and similarities between genders and to recognize abuse and discrimination.

The owner of this Badge has displayed an overall knowledge in:

- understanding of the most popular principles in terms of Leadership: -Authority / Authority - Inspiring / Commanding - Leader / Manager-Emotional Leadership-Positive Leadership;
- acquisition of soft skills to be able to interact, reflect, connect and move in line with the principles of dynamism, creativity and passion as the engine for building one's own path of growth and development;
- acquisition of life skills in the field of leadership and social influence combined with resilience, stress management and flexibility as well as analytical thinking, critical thinking, creativity etc.

## Criteria

The Badge is awarded upon attendance of the course "Positive female leadership". The percentage of attendance cannot be less than 75% of the entire duration (8 hours). At the end of the course, participants must pass the final.



## Issued by University of Basilicata

The University of Basilicata is the leading University of the Basilicata region, in the Southern part of Italy. Since 2012, according to the new University statute and rules of procedure, ex D.R. n. 88/2012, the University of Basilicata is organized through six primary structures (precisely four departments and two schools) in which the functions and the personnel of the pre-existing twelve departments and eight faculties have been re-addressed. Degree programs range from the Humanities, to architecture, archeology, education, economics and management, as well as to the STEM disciplines (hard sciences, agriculture, engineering, computer sciences). Such degree programs are effectively connected to the research, training and third mission activities developed by the primary structures. University of Basilicata counts about 7.000 students, and is based in the cities of Potenza and Matera.



## Badge Numbers



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