UNITED NATIONS SYSTEM STAFF COLLEGE

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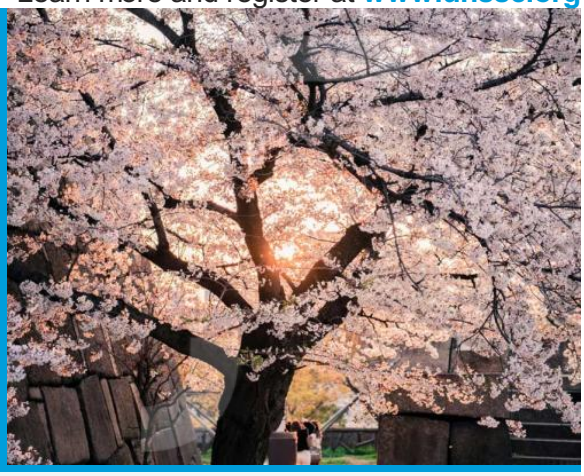
25 OCT 2027 - 10 DEC 2027

AMPLIFY – Women and Leadership | Edition 3

Career advancementLeadership



LANGUAGE	DURATION	ENROLL BY	PRICE	LOCATION	TARGET
English	7 weeks	18 Oct 2027	2,000 USD	ONLINE	UN Only

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Drawing on a decade of experience, **AMPLIFY - Women and Leadership** develops mid-senior women leaders - strengthening agency, influence, and strategic readiness in complex organizational contexts, and addressing the leadership challenges specific to women across the system.

Introduction

The UN80 reform agenda and the UN 2.0 vision call for modernised operations and a results-driven culture centred on innovation, data, digital capacity, strategic foresight, and behavioural science. These reforms require not just operational shifts but a fundamental rethinking of leadership and management - leaders who can bridge strategy and implementation, build inclusive, high-performing teams, and lead decisively amid volatility and ambiguity.

In this context, effective leadership is mission-critical. It is not a discretionary investment but a core enabler of wellbeing, accountability, and operational impact. Resilient, principled leadership will carry the United Nations (UN) through today's challenges and prepare it for tomorrow's unknowns. Beyond technical skill, we need adaptive leaders who live our values - integrity, accountability, respect, and inclusion - especially when the pressure is greatest.

Roots to Results: The UNSSC Leadership and Management Pathway is UNSSC's (UNICLI as of 1 Jan 2027) response to these challenges - designed to equip UN personnel at every level with the leadership foundations, management skills, and strategic capability the moment demands. It represents a system-wide initiative developed in close collaboration with UN entities and the UN Secretariat.

The pathway aims to strengthen leadership and management capacity across the UN while recognizing that shared leadership principles must be applied flexibly across diverse mandates, governance arrangements, and organizational cultures.

The focus track from the pathway, **AMPLIFY – Women and Leadership** is a seven-week virtual leadership development programme rooted in a decade-long experience of curating leadership development tailored for mid-senior women leaders across the system – in boosting their agency, influence, and strategic readiness in increasingly complex organizational contexts within the UN and outside, by addressing challenges that are unique to them.

Objectives

Overall Learning Objective

- By the end of the programme, participants will have strengthened their leadership practice through an intersectional lens, increasing their awareness of how gender, culture and intersectionality shape their leadership practice.

Modular Learning Objectives

Upon successful completion of this programme, participants should be able to:

- Analyse how gendered dynamics shape leadership perceptions and opportunities and apply this understanding towards taking first steps to build systemic coalitions for change.
- Analyse how cultural dimensions and identity - including gender - shape leadership practice and team effectiveness and apply targeted strategies to strengthen accountability and inclusion in their team culture.
- Leverage frameworks to communicate with greater clarity, ownership and intention across diverse audiences and contexts.
- Apply neuroscience-informed self-regulation and energy management practices to increase their own leadership capacity and foster psychological safety in their team under conditions of pressure and uncertainty.
- Apply improvisation and coaching skills to lead with greater presence, adaptability and intentionality in real-time leadership situations, enabling more effective collaboration, learning and shared ownership.

Course methodology

AMPLIFY – Women and Leadership integrates online and peer-supported learning, 360-degree leadership Assessments and executive coaching into a seven-week, immersive experience. Specifically, it includes:

- **Five Micro-learning modules** to build foundational insight.
- **Five Interactive Webinars (150 min)** featuring UN-specific case studies and live dialogue.
- **Two 360-degree Assessments** to benchmark and measure behavioural growth
- **Two Individual Coaching Sessions and four Peer Circle sessions** to deepen reflection and accountability.
- **Access to the UNSSC Learning Platform** with curated frameworks, readings, and discussion spaces.

Course contents

The full programme incorporates the following:

- 5 x curated Microlearning Activities *(Module 1: Shifting Gender Bias in Complex Systems, Module 2: Leading Across Culture and Identity, Module 3: Communicating with Presence and Influence, Module 4: Sustaining Resilient Teams Under Pressure, Module 5: Coaching and Improvising in Real Time)*
- 5 x 150-minute Interactive Webinars
- 4 x 60-minute Peer Circles
- 2 x 60-minute individual leadership coaching session with a certified coach
- 1 x “Foundational” 360-degree Assessment (baseline) aligned to UN leadership competencies
- 1 x “Pulse” 360-degree Assessment (six-month follow-up), supporting reflection and sustained behavioural change
- Access to a network/community of mid-senior level UN leaders and alumnae
- Access to the dedicated UNSSC Learning Platform with curated resources, including:
  - Recordings of all Interactive Webinars
  - Curated activities, readings, tools, and videos related to the programme themes
  - 360-assessment integration resources and goal-setting tools
  - Peer Coaching framework and tools
  - Practical step-by-step guidance for leadership application and follow-through
- UNSSC Certification

Participants gain membership of the programme community - a growing global network of more than 1,300 women leaders from over 105 duty stations, offering continued peer exchange, networking, and annual leadership events.

Target audience

AMPLIFY – Women and Leadership is designed for mid-senior level women leaders - Professional Staff (P4/P5), Field Service staff (FS6/FS7), and National Officers C–D (NOC–NOD) with equivalent leadership responsibilities.

Cost of participation

AMPLIFY - Women and Leadership has a per participant programme fee of **USD 2,000,** which covers an seven-week curated leadership development experience incorporating the elements specified under "Content".