Networking as Key Factor for Success

Mentoring program „Sachsen digital – Mit Frauen in Führung"

The idea

- To develop and implement the digital transformation in a future-oriented manner, it is necessary to have

  (1)   Specialists and managers with a **wide range of competencies** and

  (2)   Substantial **diversity** in your team

- **Innovation in leadership culture** will increasingly become factor of success

- **Women** are still strongly **underrepresented in leadership positions**

  - General employment: gender distribution nearly balanced between men (53.4%) and women (46.6%) (as of 2019)

  - Leadership positions: women (29.4%) significantly underrepresented compared to men (70.6%)

The program

- The **program "Saxony Digital – Women in Leadership"** is designed to specifically support women from STEM professions and career changers who plan to take on a management role with a focus on digital transformation in the near future

- **12 months**

- **Ten trainees** & **ten mentors** from administration, politics, science, civil society, business and the creative industries → each mentor accompanies one trainee individually for the entire duration of the program

- **Five intensive workshop days**, which are dedicated to classic leadership topics and competencies, but with a focus on the perspective of female managers

The Topics

Self-leadership and leadership

l   Topic is about leading myself and others successfully, and with appreciation → only when I can lead myself I can also lead my employees

l   Thesis: New Work is a leadership regime for successfully managing digital transformation. Its implementation is the right way to create a more inclusive work environment for female IT professionals and thus a higher percentage of women in the industry.

l   Research: Central pillars, such as teamwork, benevolent cooperation and open communication, however, are only practiced in very few companies in the IT sector.

The Topics

Cooperation and networking

| Topic is about establishing sustainable cooperative relationships

| Thesis: Cooperation and networking are also the success factors for successful digitization. Digital collaboration promotes transparency and quality and, thus, also the career path of women.

| Research:

  | When filling management positions in family businesses, "personal, sometimes very exclusive networks, in which there are hardly any women, play an important role, as does a traditional recruitment template that is always the same"

  | → managers tend to recruit people who are "very similar to them"

The Topics

Femininity and professionalism

▌ Topic is about finding the individual role

▌ Thesis: Women in IT, just like women in general, are exposed to structural discrimination and sexual harassment in their professional lives

▌ Research:
  ▌ 90% have experienced micro-aggressions such as an unfair treatment because of their gender or sexist jokes
  ▌ 40% of women stated that they had already experienced sexual harassment in the workplace
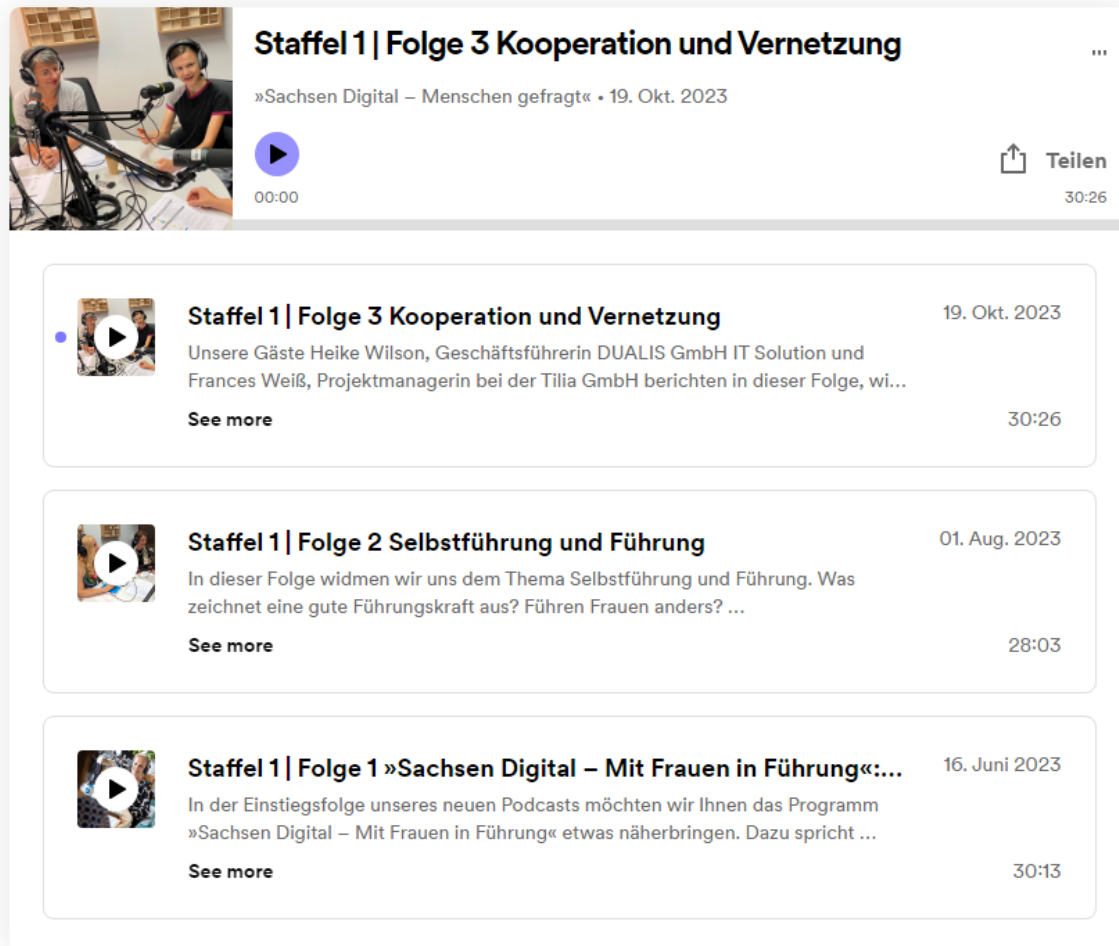
The Topics

Power, competition and resistance

| Thesis: Power is part of life, but powerlessness is not. Professional life is full of situations of competition, and meetings in particular are predestined for power games.

| There is a difference between competition and contest.

| Recognizing power games and developing communication strategies to counter them should be part of every manager's toolkit.

| Here, too, it is important to analyze the situation objectively and expand your repertoire of options for action.

The Topics

Career decisions

| Thesis: Many women are overqualified for their jobs, work part-time more often and their income lags behind that of their male colleagues

| We have to discuss role perceptions and what the social image of a woman means

| This is where the topics of self-management and leadership miraculously reappear – becoming aware of what you really want. And once the decision for leadership responsibility has been made, to use all the skills described above to successfully take the lead.

Our Podcast: „Sachsen Digital – Menschen gefragt"