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ACCORDING TO INTERNATIONAL STANDARDS
- WE ENSURE :
THE CONTINUITY OF INSTITUTIONS IN BOTH PUBLIC
AND PRIVATE SECTORS

MANUAL OF TRAININGS AND ADVISORY SERVICES

PROVIDED BY
GOVERNANCE INSTITUTE FOR
DIRECTORS (GIOD)

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Governance Institute for Directors GloD

The Governance Institute for Directors is a non-profit civil society organization established in 2016 registered in the Non-Governmental Organizations, and it is one of the Institute of directors located around the world that was established with the support of the International Finance Corporation IFC / member of the World Bank Group with the aim of activating and supporting the private and public sectors By spreading the culture of corporate governance (good management) to build the fundamental for companies and banks according to international standards to ensure the continuity of their work for future generations, expand their activities and increase their profits.

GloD is characterized and unique by its programs that designed by the International Finance Corporation (IFC) appropriate to the Iraqi environment. These programs are provided by international and regional experts, noting that all certificates issued by our institution are signed by the International Finance Corporation IFC / the World Bank in addition to our organization.

Our training and advisory services follow a practical approach and use the modern methods in this specialty.

The GloD - Iraq has contributed by providing many advisory services, workshops and courses in order to develop the capabilities of senior leaders in many institutions (companies and banks). For more information, please visit the website:

www.iraqi-iod.org



Definition of the corporate governance (CG) :

In reference to the Organization for Economic Co-operation & Development OECD definition, we can define the corporate governance as it is a set of procedures and processes by which the institution is managed and controlled to achieve its objectives, and it includes the distribution of rights and responsibilities between the various parties to this institution and the identification of rules and procedures for decision-making in it.

What is the benefit that will accrue to your company from implementing corporate governance?

- Improving sustainability opportunities and facilitating its transmission to future generations
- Attracting finance and investment by increasing levels of disclosure and transparency
- Increasing the productivity and improve the performance through the distribution of tasks and responsibilities.
- Effectiveness the Management control environment and reduce operational costs.
- Improving the credibility and reputation of the company
- Institutionalizing family businesses
- Reducing risks for the institutes that applied practices of corporate governance



Training Services

Women in Board and Business Leadership WBBL

Introduction:

There is a need to implement institutional governance in Iraq and to develop the capabilities of women for the purpose of activating their role to occupy leadership positions to direct the public and private sectors to begin designing an integrated program to encourage the private sector to adopt the right practices that will improve the performance of companies and banks and the sustainability of the private sector to serve the growth of the Iraqi economy. A large and growing body of research indicates the business benefits associated with gender diversity in boards of directors and senior management, including increased financial performance and productivity, improved environmental, social and governance (ESG) practices, including stronger environmental and social disclosure practices, and hiring practices. and promotion that takes into account gender equality. However, women are still underrepresented worldwide, with women occupying only 17 percent of board seats.

The training program (Women in Boards of Directors and Business, WBBL), developed by the International Finance Corporation (IFC), addresses the needs of companies as they look towards this changing paradigm. It responds to the growing demand from organizations, so that they can build their female talents, and create a new generation of female leaders. The program motivates and empowers women on boards and in leadership positions to gain accelerated competitive advantages. It also helps companies maximize the benefits from the board of directors and the senior leadership team reflecting the diversity of thought, skills and experience.



Facts about diversity in boardrooms:

1. It is necessary for women to be present in administrative boards. A growing body of evidence shows that women's participation in decision-making is positively correlated with corporate financial performance.
 - According to a recent study by McKinsey & Company, companies where gender diversity exists may achieve financial returns that exceed about 15% of the industry average.
 - Crédit Suisse conducted a statistical study of 2360 companies, and found that companies with at least one woman on their board perform better in terms of share price (by 26 percent) compared to a board of directors that lacks female representation.
 - A report by Catalyst showed that Fortune 500 companies with three or more women on their boards outperformed boards where women's representation is low by 84 percent on sales returns, and 60 percent on returns on capital.
2. Moreover, boards with female members focus more on non-financial performance indicators such as customer satisfaction and corporate social responsibility, and are more able to monitor the board's accountability and authority, leading to improved corporate governance. The presence of women on boards enhances the company's culture and image of diversity and inclusion, allowing companies to retain and develop the best talent at.



Program Objectives

Participants in the program will return to their work with the following skills:

- Advocating for gender equality in the board and management as a strategy
- Strengthening operations and taking advantage of them to create job opportunities
- Challenge status quo and behavior through a rigorous and systematic analysis of the talent development program to understand and address critical barriers to gender equality
- Adopting the strategies used by successful companies around the world to promote and utilize women to participate in the upper echelons of business

Target group:

- Women in leadership positions in various institutions of the private and public sectors.
- Women on boards of directors.
- Women in Parliament and decision-making centers
- Everyone who is interested in improving the performance of his company.

Program Outlines:

1. Module 1: Accelerating Gender Diversity Inclusive Leadership = Better Business Performance

Participants discuss how to use emotional and social intelligence to create a culture of diversity and inclusion in the workplace. They address the problem of unconscious biases, which undermine organizations' ability to retain diversity and create a talented workforce. The trainers guide participants to identify leadership opportunities in times of crisis and in a world characterized by rapidly changing market demands.

2. Module 2: Sustainability Strategies: Gender Dynamics

Participants examine the evidence supporting seven strategies ranging from the collection of disaggregated data, to training, to family-friendly policies that contribute to the long-term well-being of companies. Participants work in teams to provide practical diversity and comprehensive solutions to case studies based on real-life experiences of women entrepreneurs and business leaders in emerging economies.

3. Module Three: ESG / Sustainability, Adding Value, Meeting the Sustainable Development Goals:

Participants discuss how to do this as diversity and inclusive business leadership enhance environmental, social and governance standards, which require companies to consider the impact of their decisions on workers and customers, Suppliers, Society and the Environment.

4. Module 4: Women on Boards and Business Leadership / Promoting Gender Equality Leadership from the Top.

This type of leadership helps overall decision-making in maintaining strong, long-term relationships that sustain business and reflect positively on the organization, thus enhancing the value of the organization. Investment and stronger stakeholder participation are also highlighted.



Duration: 4 day
Language: Arabic ,
English

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