



RESNIK CONSULTING

# YOUR MIND - YOUR SUCCESS

# WOMEN LEADERS TRAINING

Research shows that when women occupy leadership roles, organizations benefit.

Yet, they remain significantly underrepresented in senior leadership roles.

While women do not face significant barriers to entering the workplace, they face multiple obstacles when it comes to advancement.

**The *Women Leaders Training* helps understanding what holds us back from gaining or maximizing power, how to claim that power authentically, and how to lead more effectively.**

**The organisation benefits** by strengthening gender diversity and investing in the growth, performance, and retention of its high-potential women leaders. This fosters a broader range of perspectives, enhances overall business outcomes, and builds a lasting competitive edge.



# THE BROKEN RUNG

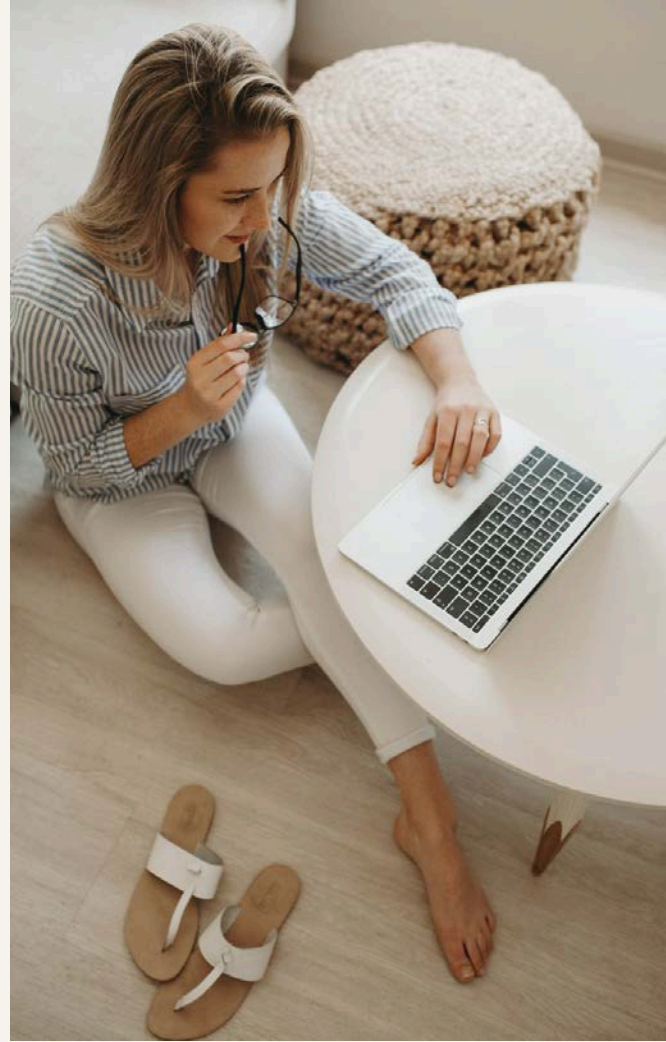
Across the world, girls outperform boys from kindergarten to graduation. Women earn more university degrees, build strong careers, and are more professionally prepared than ever before.

Yet, they remain strikingly underrepresented in senior leadership roles.

They face barriers their male peers do not—gender bias, pay disparities, and limited access to leadership roles.

The challenge begins early: that first promotion to management comes later for women, delaying their advancement.

As a result, companies lose valuable leadership talent, and women's potential remains underused.



## RESEARCH FOUND

A McKinsey study of more than 1,000 large companies in 15 countries found that:

*“Companies in the top quartile for gender diversity on executive teams were 25% more likely to have above-average profitability than companies in the fourth quartile.”*

Analyzing data from nearly 22,000 companies in 91 countries the Peterson Institute for International Economics found that:

*“Moving from no female leaders to 30 percent representation is associated with a 15 percent increase in net revenue.”*



# WHAT IS THE ISSUE?



When women are missing from leadership, organisations face costly consequences:

**Losing high-potential talent** – women leave because they see no clear path to advance.

**Leadership pipeline bottlenecks** – a lack of early promotion opportunities stalls women's progression.

**Narrow leadership culture** – organisations fail to leverage the full range of diverse leadership styles.

**Limited organisational well-being** – when leadership thinking reflects only one perspective, organisations lose creativity, balanced decision-making, and the full potential diversity brings.

# HOW YOU LEARN

Grounded in the latest research on leadership, influence and negotiation, the **Women's Leadership Training empowers participants to turn their plans into action and gives them the tools to implement them.**

**The program builds confidence and equips women with practical tools and strategies to accelerate their leadership journey and expand their professional impact.**

**Strengths-based approach:** Identify and amplify your unique strengths and expertise to lead with authenticity and clarity.

**Practical leadership tools for women:** Master essential skills in negotiation, confidence, communication, executive presence, personal branding, and achieving sustainable balance.

**Individual coaching:** Work individually to set personal professional goals and create a tailored plan for growth.

**Career toolkits:** Each session provides a toolkit and methods you can immediately apply in your professional life.



01

## Pre Training

Before the training starts,

- meet your sponsor
- get advice on how to build a great sponsor relationship.
- Prepare through a 360 or other leadership assessment.

02

## Training

- Identify your individual leadership styles
- Define the obstacles to advancing women in their career.
- Develop specific tools and strategies that they can put immediately into practice to succeed.

03

## Post Training

Follow-up with individual coaching to

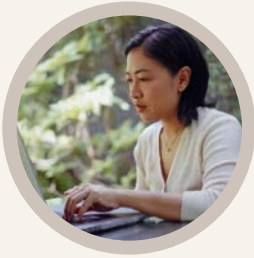
- identify your personal track of career
- and eliminate your individual obstacles from your path

# THE PROGRAM



## LEADERSHIP IDENTITY & SELF-AWARENESS

Discover your authentic leadership identity, challenge self-limiting patterns, and lead with clarity, confidence, and purpose.



## EXECUTIVE PRESENCE & COMMUNICATION

Strengthen your leadership voice and presence — communicate with confidence, influence, and authenticity in every setting.



## NEGOTIATION & INFLUENCE

Master the art of influence and negotiation to advocate effectively for yourself, your ideas, and your team.



## NETWORK BUILDING & SPONSORSHIP

Build powerful professional alliances and transform networking into genuine connection, collaboration, and collective growth.



## NAVIGATING ORGANISATIONAL SYSTEMS & POWER

Decode organisational dynamics, navigate bias and barriers, and use your influence to create more inclusive systems.



## WORK-LIFE INTEGRATION & RESILIENCE

Design a sustainable leadership rhythm that balances ambition, well-being, and long-term success.

# PROGRAM FORMAT & INVESTMENT

The Women's Leadership Training is fully customisable to your organisation's needs.

Programme duration, structure, and format can be tailored—from compact workshops to multi-module development journeys—depending on your objectives, resources, and participants' availability.

Investment and scheduling are determined in consultation, ensuring the design best supports your organisational goals and timeline.





# **HEDI KOVACS-RESNIK**

## **Business Psychologist & Leadership Professional**

MSC, MBA, MA

Hedi brings over 30 years of corporate experience, including 25 years in leadership roles within a global American corporation. Her career includes positions as Sales Manager for Central Europe, General Manager for several ex-Yugoslav countries, and HR Executive for Europe.

Holding three master's degrees—in Business (MBA), Organisational Psychology, and Philology and Pedagogy—she combines academic insight with real-world leadership experience. A Master Certified Coach (ICF-accredited PCC) with more than 2,000 hours of coaching with organisational leaders, she is also a Marshall Goldsmith Certified Leadership Trainer.

Today, she helps corporate leaders grow with purpose and impact and teaches postgraduate workshops at the University of Ljubljana, Faculty of Economics, on Leadership, Corporate Culture, Business Networking, and Emotional Competence.

# TESTIMONIALS



I cannot recommend Hedi enough. Through our 7 months together, she helped me navigate various professional complexities and challenges while I was also going through an extremely complex and tumultuous time in my life. We worked on prioritization, delegating, and the art of saying No. We tackled navigating management through an acquisition, team re-orgs, resource constraints, and personal challenges of my team members. I am so grateful for my time spent with her and for all the wisdom she shared with me.

*Katelyn Baily, Senior Mgr Cybre Security at Big Tech*



Hedi's coaching style is truly exceptional, consistently delivering insight, guidance, and encouragement in every session. Her influence has been pivotal in my growth as a leader, offering invaluable support in navigating professional and personal challenges while helping me identify and leverage my strengths.

*Elena Betco, Manager at a global digital communication corporation*



I highly recommend Hedi Kovacs-Resnik as a speaker for future events centered on leadership, cultural adaptability, and expatriate challenges. Hedi's keynote on "Leaving your cultural comfort zone to thrive in the workplace" was a masterclass in addressing the realities faced by women leaders in foreign corporate landscapes

*Nyna Caputi, The Expat Woman Founder*



Hedi has helped me become more strategic in my approach to long- and short-term career planning. She taught me how to play chess for strategising. I've noticed differences in how my colleagues and business partners work with me and appreciate my inputs. I have learnt to think through my objectives with key collaborations and make a stronger impact in meetings by becoming more concise and mindful.

*Kristen Jones, Director Business Transformation at Big Pharma*



# THANK YOU

Contact me :



+386 51 444 400



[hedi@resnikconsulting.com](mailto:hedi@resnikconsulting.com)



[www.resnikconsulting.com](http://www.resnikconsulting.com)



[www.linkedin.com/in/hedi-kovacs-resnik/](https://www.linkedin.com/in/hedi-kovacs-resnik/)



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