



ENGIE ANZ

Women in Leadership Program

Our ENGIE ANZ Women in Leadership Program is the cornerstone of our strategy to radically transform our leadership culture and be the leader for career development and progression of women in the Energy Industry.

To support ENGIE Group's objective to achieve its Fifty-Fifty objective by 2030, we implemented an industry leading roadmap to attract, engage and retain high calibre women. Our aim is to empower women within our business to realise their full potential by providing real and meaningful career development.

We are committed to creating career and development pathways that will enable greater gender balance and increase diversity and inclusion across the organisation.

We will continue to accelerate the development of women in our business to help us achieve our [gender diversity targets](#).

Senior Leaders

Our Senior Leaders Program focuses on expanding participants executive presence, negotiation skills and leading through complex working environments. This program incorporates theory, practical exercises and simulations to create a highly interactive and engaging learning experience.

Middle Leaders

This program is designed to increase self-awareness, enhance influencing and negotiating skills and increase leadership effectiveness with practical exercises and shared learnings.

Emerging Leaders Program

Combining theory with shared learning, the program will give participants tools and techniques on key leadership capabilities that they can immediately apply back in the workplace.

Women in Business Program

Our Women in Business program is aimed at providing core business and communication skills and will cover topics such as assertiveness, influence and change agility.

We acknowledge that the language we use can have an impact on a person's identity. While we use the terms 'man' and 'woman' we respect the complexity of gender identity. Our Women in Leadership program is open to all women and non-binary team members.

[Stats from: Fifty Fifty Diversity Targets ENGIE ANZ.pdf](#)