

# BRAVO 2025

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**Women in Procurement  
& Supply Chain:  
The Illusion of Inclusion**





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**Just 11–25% of leadership roles in procurement are held by women.**



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**1 in 4 organisations report fewer than  
10% female leaders.**



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# The top reasons women leave mid-career? **Burnout, lack of inclusion, and stalled advancement.**



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**Two-thirds of women (66%) reported experiencing some form of gender-based adversity at work this year.**



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**“The takeaway is clear: until organisations go beyond the optics and tackle the cultural and behavioural dynamics that fuel everyday bias, meaningful change will not be achieved.”**



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# Semester 2

## Diversity and Inclusion



Delve into the critical role of diversity and inclusion in leadership how you can develop actionable strategies to overcome age-related biases.

You'll learn how to:

- Identify the complex interplay between generational diversity and leadership
- Analyse research that demonstrates the positive impact of gender, ethnic, and age diversity on organisational success
- Develop and implement strategies to combat ageism and promote inclusivity while creating a culture of diversity and inclusion within your workplace

## Leadership and Development



Embrace courage and confidence during your leadership journey. Feel empowered to drive success, cultivate a culture of bravery, and create a lasting impact.

You'll learn how to:

- Build confidence in your leadership style and assert boundaries effectively
- Implement collaboration strategies to create high-performing teams and apply practical tools and insights to drive team success
- Confidently lead with clarity and influence within your organisation with refined communication skills

## Communication



Develop the communication skills necessary to engage, influence, and lead with impact.

You'll learn how to:

- Engage and command the attention of your audience through clear, compelling narratives that communicate your message effectively
- Implement techniques to speak with confidence and control to ensure your voice is heard
- Use persuasive communication to master the art of influencing stakeholders

## Resilience



Arm yourself with the tools to strengthen your personal and professional success through the power of resilience.

You'll learn how to:

- Define resilience and its application in a personal and professional context
- Implement actionable strategies to cultivate resilience in the face of change and uncertainty and handle challenges with flexibility and strategic thinking
- Adapt to evolving business environments by developing the ability to navigate ambiguity

## Cycles of Womanhood



Discover how recognising and normalising the natural life cycles of women can positively affect workplace diversity and inclusion.

You'll learn how to:

- Develop and implement effective strategies that can foster positive impacts for women's leadership and career progression
- Engage in, and normalise, open conversations about the natural cycles women experience and how they can impact workplace performance
- Pave the way for more women to advance into senior leadership roles by removing barriers



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