



## Women's Leadership Conference 2025

Friday | 14 | March

### #AccelerateAction

Join us as we #AccelerateAction for gender equality at the 11th Annual Women's Leadership Conference (2025), hosted by AMCHAM T&T.

This year's IWD theme, #AccelerateAction, urges us to act with urgency to dismantle the systemic challenges and biases that women face in both their personal and professional lives. Together, we can make a difference. By confronting stereotypes, challenging discrimination, and questioning bias, we can champion women's economic empowerment.

Let's #AccelerateAction and create more inclusive opportunities by recruiting, retaining, and nurturing diverse talent, ensuring women and girls have a stronger presence in leadership, decision-making, business, and STEM fields.

This year's discussions will focus on the following themes

#### Risks to Rewards

Research shows that women take risks just as often as men, yet they face greater consequences regardless of their choices. When women take risks to advance into leadership, they are penalized, and when they play it safe, they are perceived as lacking the necessary skills for success. This creates a no-win scenario for women striving to grow in their careers. **This session will encourage women to embrace risk-taking while shifting the focus toward ensuring that both men and women receive equal rewards for taking the same risks.**

In this session, we will explore:

- How to build an organizational framework that ensures risk-taking outcomes are evaluated equitably, regardless of gender.
- The role of men in supporting women's risk-taking and advocating for fair recognition and rewards.
- The importance of risk-taking in developing new skills, expanding opportunities, and stepping into leadership roles.
- Lessons from female entrepreneurs who have successfully leveraged risk-taking for growth.
- How failure can be transformed into a valuable learning tool for long-term success.

#### empowHER

Women don't need to be empowered—they already have power. The word empower implies that power must be granted, but women inherently possess the strength, skills, and influence to shape their own futures. **This session will focus on how women can embrace and harness their existing power to thrive in their careers. Instead of conforming to traditional leadership molds, women can embrace their unique strengths to amplify their impact and achieve lasting success.**

This session will explore how women can:

- Lead conversations that drive workplace diversity and cultural transformation.
- Take charge of their career growth by shifting from mentorship to active sponsorship.
- Securing financial independence through both "traditional" and "non-traditional" means.
- Explore Pivots in life and career
- Embrace and maximize innate leadership strengths such as communication, empathy, inclusivity, productivity, and relationship-building.

#### Wait, What?! - Bridging the Gap Between What Women Say and What Men Hear

**This session will address common challenges men face while empowering them to become stronger allies for women.** Through exploring women's perspectives on various situations, men can gain deeper understanding, challenge harmful behaviors, and unlearn biases. By cultivating this awareness, men can actively contribute to creating meaningful opportunities that support women's success and safety.

In this session, we will explore:

- Practical strategies for men to recognize and address their gender biases.
- Guidance on identifying and responding to gender cues, particularly in unresolved situations.
- What it means to be a genuine male ally and sponsor for women in the workplace.
- Effective ways for men to seek and receive feedback when uncertain about their biases or prejudices toward women or even how to communicate appropriately.

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