

Indonesia Women's  
Leadership Accelerator Wave 3



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EMPOWERING PEOPLE,  
CREATING IMPACT

# LeadHER Forward

**Stronger women.  
Stronger teams. Better  
workplaces**

Cohort 3:  
May - August 2026

Sign up now!  
Application Deadline:  
April 15

# 2026

# About our Programme



Arisma Dwi Setyanti - PT Selalu Cinta Indonesia  
Wave 2 Participant

Women play a critical role in Indonesia's industrial sector, particularly in garment, footwear, and manufacturing industries. Many already serve as line leaders, team leaders, or group leaders on production lines, yet their leadership development is often informal and limited. LeadHER Forward builds on the success of Indonesia Women's Leadership Accelerator Wave 2, focusing on practical leadership development that strengthens women's performance while supporting companies in **advancing gender equality, ESG commitments, and social compliance.**

## Programme Objectives

**Improve women's productivity** in the industrial sector by strengthening **leadership** and essential soft skills, including communication, decision-making, teamwork, and self-confidence

1

**Promote gender equality** in the workplace by supporting women to take more **active roles** in leadership, collaboration, and workplace problem-solving

2

Support participating companies in **strengthening ESG** and social compliance commitments, while enhancing corporate image through **inclusive** and **responsible** workforce development

3



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# What you'll get

- A blended learning model that combines online and offline sessions without disrupting production schedules
- Practical and contextual learning using real factory-based case studies
- Strong peer learning through interaction with women leaders from different factories and companies
- A safe and supportive learning space where women can share experiences, reflect openly, and build confidence

# Who our target industries are

LeadHER Forward focuses on industrial sectors in Indonesia with a strong female workforce, including:

- **Garment manufacturing**, especially for footwear and apparel
- **Other** manufacturing industries across various brands



*After joining the IWLA 2 program, I experienced many positive changes, both at work and at home. At work, I am now calmer when facing problems and more organized in how I do my tasks. Many people at the factory trust my performance, and I am seen as reliable, especially in communication and negotiation.*

*In my family life, the impact is also positive. I can manage my time better between work and family, control my emotions, and manage stress.*

Ike Sri Mulyani - PT. Sumber Masanda Jaya  
Wave 2 Participant

# Who this training is for

The program targets women who currently hold leadership roles on the production floor, including:

- Line leaders, team leaders, or group leaders
- Minimum 3 years of experience working in a factory environment
- Minimum 1 year of experience in a leadership role

# Our Learning Approach

Taught by globally trusted trainers, our training programme adopts an interactive and practical learning approach that emphasizes:

Context-based discussions drawn from real workplace situations

Active participation, reflection, and peer exchange

Gradual application of leadership skills between sessions, not just theoretical learning

Continuous support throughout the learning journey



*The IWLA-2 training was a very enjoyable and insightful experience. The learning sessions were interactive and practical, not only theoretical but directly relevant to real workplace situations.*

*After the training, my mindset as a leader became more open and more focused on developing my team. It has been very beneficial and has had a positive impact on my performance as a production line leader.*

Usu Susilawati - PT. TKG Taekwang Indonesia  
Wave 2 Participant

## Timeline

**March 9 - 31\***  
Info Sessions

**April 15**  
Application Deadline

**May - August**  
Programme Implementation

\*Dates may change



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# Designed just for you

Our programme runs for **15 weeks** with a total of **15 blended learning sessions**, and structured through **2 main module-levels** with tailored learning outcomes:

## Module 1

### Personal Leadership Foundation

#### Learning Outcomes

- Builds self-awareness, confidence, and reflective habits.
- Improves emotional resilience and stress management.
- Strengthens inclusive mindset and teamwork readiness.

## Module 2

### Workplace Leadership & Influence Skills

- Enhances communication, negotiation, and coordination skills.
- Develops decision-making, problem-solving, and conflict-handling abilities.
- Strengthens leadership behaviours through clarity, feedback, and coaching.

## Overall learning outcomes

### Outcome 1:

#### Participants strengthen personal leadership:

Understanding roles, managing emotions, building confidence, and practicing inclusive behaviors.

### Outcome 2:

#### Effective Communication and Collaborative Performance

Participants develop stronger communication and collaboration skills to work effectively with peers and supervisors

### Outcome 3:

#### Participants apply effective leadership through confident decision-making, problem-solving, and coaching.

Participants apply practical workplace leadership skills: decision making, problem solving, and leading others with clarity and coaching.

# What you'll learn

## Module 1 : Personal Leadership Foundations

Modality: Online | Platform: Zoom Workplace

Duration: 2.5 hours (each session)

### Sessions:

- ✓ **Role Clarity & Personal Responsibility:** Understanding roles, boundaries, expectations, and accountability at work.
- ✓ **Self-Esteem:** Building confidence, reflective habits, and personal leadership awareness.
- ✓ **Stress Management & Emotional Resilience:** Techniques for managing pressure, emotions, and maintaining daily balance.
- ✓ **Addressing Gender Bias & Inclusive Mindset:** Identifying and reducing bias through real factory-based scenarios.
- ✓ **Being a Team Player & Building Trust:** Core teamwork behaviors and simple communication practices.
- ✓ **Module 1 Recap (Pre-Midpoint Review):** Integrating learning, sharing progress, and preparing for deeper skills.

Read next page for Module 2



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# What you'll learn

## Module 2 : Workplace Leadership & Influence Skills

Modality: Online | Platform: Zoom Workplace

Duration: 2.5 hours (each session)

### Sessions:

✓ **Decision Making & Risk Awareness:** Practical frameworks for making decisions and evaluating risks.

✓ **Problem Solving & Conflict Resolution:** Root-cause thinking and respectful conflict-handling tools.

✓ **Designing Personal Leadership Roadmap:** Translating learning into a practical 3–6 month leadership plan.

✓ **Communication & Negotiation Skills:** Improving vertical/horizontal communication and negotiation basics.

✓ **Leading Others Through Clarity & Coaching:** Giving clear instructions, feedback, and micro-coaching techniques.

✓ **Module 2 Recap (Pre-Graduation Review):** Reflection on application, consolidation, and final preparation.

**Read next page for what to prepare**



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# What to prepare for our programme

Connect with your peers and trainers through our in-person sessions:

1. **Kick-Off Ceremony (Full day)** : Program introduction, expectations, leadership values, team activities
2. **Midpoint Meeting (Full day)** : Takes place after the completion of Module 1 (after Session: Being a Team Player & Building Trust) for reflection, coaching conversations, and preparation for Module 2
3. **Graduation (Half day)** : Takes place after the completion of Module 2 Recap (Pre-Graduation Review) for participation presentations, reflections, certification ceremony

\*In-person session venues will be determined based on the locations of participating industries.



*IWLA-2 truly transformed my leadership. I used to hesitate and fear making mistakes when speaking in large meetings, but now I am more confident and structured when conveying my ideas and calmer under pressure.*

*I came home with renewed motivation, a wider network, and a clearer vision. Thank you, IWLA-2, for the highly practical knowledge. This programme has been truly impactful for me in the workplace, even in my family life!*

Tati Sapari - PT. Pratama Abadi Industri  
Wave 2 Participant

## We help you from the start

Before program implementation, the following activities will be conducted:

- **Information session (online)** to introduce the program objectives, structure, and expectations
- **Supervisor workshop at the end of April (online)** to align supervisors and encourage workplace support for participants

## Get certified

Participants will receive a certificate of completion by the end of the course if you have completed all in-person and online sessions.

# Wave 2 Participating Factories



## Inside the Wave 2 Experience



Want to understand how the programme actually runs? This video captures the participants' journey of their learning experience and changes at work.

Scan the code to watch the [Wave 2 journey recap](#).

## How to Apply



Scan the QR code to [let us know](#) your factory is interested in learning more about the program, or visit our [MDF's Courses Page here](#) before **April 15, 2026**. Our team will contact you to share details before any commitment.

## Pricing and Cohort Size

Fee: US\$ 990.00 + VAT (per participant)

Cohort Size: 20-25 participants/cohort

## Contact us

Please email your inquiries about our programme to:  
[mdfpi@mdf.nl](mailto:mdfpi@mdf.nl)



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