

# WOMEN'S LEADERSHIP PROGRAM "KAPITALBANK WOMEN"

In partnership with the United Nations  
Population Fund (UNFPA).



# 2025



# Program Goal

The "Kapitalbank Women" leadership program is implemented in partnership with the United Nations Population Fund (UNFPA). Its aim is to empower women who are advancing their careers in management, finance, and social activities.

The program is designed to help participants build sustainable management and communication skills, boost their self-confidence, and develop an understanding of the principles of gender equality and leadership in today's society.



# Main program areas

## Leadership Competencies

Development of management skills, emotional intelligence, and strategic thinking.



## Work-Life Balance

Stress management, time management, and working as a mother.



## Career Development

Mentoring, networking, and working with career goals.



## Visibility and Influence

Public speaking, personal branding, and networking.



# Development

01

## Training on developing leadership competencies

**Frequency:** Monthly (once a month)

**Format:** In-person

**Resources:** Kapital Academy business coaches

02

## Mentoring Program

**Frequency:** Monthly (once a month)

**Format:** In-person

**Resources:** Female managers from Head of Department level and above

03

## Masterclasses (on makeup, skincare, style, and etiquette)

**Frequency:** Monthly (once a month)

**Format:** Zoom-life

**Resources:** Invited experts

04

## Seminars for mothers

**Frequency:** Monthly (once a month)

**Format:** Zoom-life

**Resources:** Invited experts

05

## "Secrets of Success" business breakfasts

**Frequency:** Monthly (once a month)

**Resources:** Diplomats and representatives of the united nations population fund (UNFPA), female top managers and directors of kapitalbank

06

## Mastermind for female managers from Head of Department level and above

**Frequency:** Monthly (once a month)

**Resources:** Kapital Academy business coaches

# Support



**Development of a Telegram channel for female employees "Kapitalbank Woman" (with useful articles, polls, and event schedules)**

**Frequency:** Daily

**Resources:** Communications and HR Brand Department



**Psychologist consultations**

**Frequency:** Anonymously 3 times a year

**Resources:** External contract

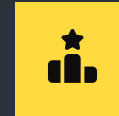
# Career



**Priority in hiring (when competencies are equal, preference is given to female candidates)**

**Frequency:** Ongoing

**Resources:** Department of HR Policy and Personnel Management



**Priority in appointment to leadership positions**

**Frequency:** Ongoing

**Resources:** HR Committee under the Management Board



# Thank you for your attention!

