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COURSE BROCHURE

Career Advancement for Women in Technical Roles Training Course

30 November – 4 December 2026
Milan

Career Advancement for Women in Technical Roles Training Course

Ref: 1445_53790 **Date:** 30 November – 4 December 2026 **Location:** Milan **Fees:** 6200 GBP

Career Advancement for Women in Technical Roles is a 1-week training course for women in engineering, IT and other technical functions aiming for senior specialist or leadership posts, and it produces a career advancement roadmap. Organisations that need scarce technical talent are working to retain and promote women, yet capable engineers and analysts still stall at the first leadership step. Jupiter Prime Training offers this course on Career Advancement for Women in Technical Roles.

Why Career Advancement for Women in Technical Roles Matters Now

Three groups shape this agenda: employers competing for scarce engineering and digital skills, leadership teams seeking a more balanced technical bench, and women who want growth without leaving their discipline. When advancement works, organisations keep expertise and gain leaders who understand the technology; when it does not, strong specialists leave or plateau quietly. The course draws on the distinction between mentoring and sponsorship, principled negotiation and the Best Alternative to a Negotiated Agreement BATNA, the Johari Window for feedback, and the dual career ladder used in technical organisations.

Who Gains Most from Career Advancement for Women in Technical Roles

- Engineers and technical specialists preparing for a first lead or supervisory post
- IT and data professionals choosing between expert and management career paths
- Project engineers who already coordinate work but lack formal authority or title
- Women returning to technical roles who want to rebuild visibility and networks
- Senior technicians nominated for leadership development or succession pools

A technical department gains most when several of its women professionals attend together and build a lasting peer network.

Career Advancement for Women in Technical Roles Capabilities

Participants turn strong technical results into visible influence, sponsorship and clear next career steps.

- Assess career options on the dual ladder of expert and managerial paths — for each participant's next move
- Build a visibility plan that makes technical contributions known to decision-makers — for line managers and promotion panels
- Design a sponsor map and conversation plan — for senior leaders who can open doors
- Apply principled negotiation and BATNA to scope, role or resources — for discussions with managers and HR partners
- Communicate technical ideas with executive presence in meetings — for cross-functional and client audiences
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Specify first-90-day leadership actions for a technical team — for team members and the hiring manager

Key Career Advancement for Women in Technical Roles Terms

- Sponsorship — active advocacy by a senior leader who uses influence to put someone forward for roles and projects.
- Mentoring — guidance and advice from an experienced colleague focused on development rather than advocacy.
- Dual Career Ladder — parallel promotion paths that let technical staff progress as experts or as managers.
- Visibility Plan — a deliberate plan for making one's results and expertise known to the right decision-makers.
- BATNA — the Best Alternative to a Negotiated Agreement, the fallback that sets the minimum one should accept.
- Johari Window — a model that maps what is known or unknown about oneself, by oneself and by others.

Career Advancement for Women in Technical Roles Day by Day

Day 1: The Technical Career Landscape

- Dual Career Ladder — Choosing Between Expert and Managerial Paths
- Career Barrier Mapping — Identifying Structural and Personal Obstacles
- Strengths Inventory — Recording Technical Wins and Transferable Skills
- Case Studies From Energy and Software — Comparing Advancement Routes
- Career Vision Statement — Defining the Next Two Roles

Day 2: Visibility and Personal Brand

- Johari Window Feedback — Discovering How Others See One's Work
- Visibility Plan — Making Technical Results Known to Decision-Makers
- Personal Brand Statement — Expressing Expertise in One Clear Sentence
- Speaking Up in Technical Meetings — Claiming Airtime and Credit
- Professional Networks Map — Building Internal and External Connections

Day 3: Sponsorship and Influence

- Mentoring Versus Sponsorship — Securing Both Forms of Support
- Sponsor Map — Identifying Leaders Who Can Advocate
- Sponsor Conversation Plan — Asking for Stretch Assignments
- Stakeholder Influence Grid — Gaining Support Without Formal Authority
- Executive Presence for Technical Experts — Simplifying Complex Ideas

Day 4: Negotiation and Leading Technical Teams

- Principled Negotiation — Separating Interests From Positions in Role Talks
- BATNA Preparation — Setting Limits Before Discussing Scope or Pay
- Technical Lead Transition — Shifting From Solving to Enabling Others
- Delegation in Engineering Teams — Allocating Design and Review Work
- Handling Bias and Pushback — Responding Calmly and Firmly

Day 5: Practising the Career Advancement Roadmap

- Sponsor Conversation Rehearsal — Applying the Sponsor Map in Role-Play
- Negotiation Simulation — Using Principled Negotiation on a Scope Request
- Visibility Pitch — Presenting a Technical Win to a Mock Panel
- Peer Network Agreement — Setting Up Ongoing Support Circles
- Final Career Advancement Roadmap — Goals, Sponsors, Skills and Milestones

Applying Career Advancement for Women in Technical Roles After the Course

- Hold a sponsor conversation with one senior leader from the sponsor map and request a defined stretch assignment.
- Put the visibility plan into action by presenting one recent technical result at a leadership or cross-team meeting.

Career Advancement for Women in Technical Roles Questions FAQ

What is career advancement for women in technical roles and why does it matter now?

Career advancement for women in technical roles is the deliberate work of moving women engineers and specialists into senior expert and leadership posts. It matters now because organisations need scarce technical talent and lose it when progression stalls.

Which roles gain most from career advancement for women in technical roles training?

Engineers, IT and data professionals, project engineers and senior technicians preparing for lead or managerial posts gain most, in sectors from energy to software.

How does career advancement for women in technical roles differ from a general women's leadership course?

It addresses the specific choices and barriers of technical careers, such as the expert-versus-manager choice and gaining credit for engineering work.

What do you bring back from career advancement for women in technical roles training?

You bring back a roadmap with career goals, named sponsors, a visibility plan, negotiation preparation and a peer support network to keep progress going.

Career Advancement for Women in Technical Roles: The Way Forward

The career advancement roadmap sets out the next two target roles, the sponsors to approach and the skills to build. Its first decision is which path on the dual ladder to pursue. Each participant shares it with her manager or mentor, and after six months the sponsor list and visibility actions are worth reviewing against new opportunities.