

## Anexo I. Registro del Título del Trabajo Fin de Grado (TFG-ADE)

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PROGRAMA: E-4

GRUPO: B

FECHA: 22.10.2024

Director Asignado: Labajo González,  
Apellidos

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Nombre

**Título provisional del TFG-ADE:**

“The Role of Training, Mentoring, and Networking in Promoting Women's Careers in Leadership Positions within Companies”

**ADJUNTAR PROPUESTA (máximo 2 páginas: objetivo, bibliografía, metodología e índice preliminares)**

Firma del estudiante:

A. Werding

Fecha: 22.10.2024

**Provisional title:** The Role of Training, Mentoring, and Networking in Promoting Women's Careers in Leadership Positions within Companies

**Research question:** How do training, mentoring, and networking programs influence women's career advancement into leadership positions in companies?

**Introduction:** The introduction will address gender inequality in leadership roles and explain why this topic is relevant to companies and society. It will set the stage for the problem by presenting current challenges faced by women in reaching leadership positions and the importance of addressing these barriers to promote equality and diversity in corporate environments.

**The main objectives of the research are:**

1. To analyze the current state of gender distribution in leadership positions.
2. To examine the key barriers preventing women from advancing to leadership roles, such as biases, lack of support networks, and difficulties in work-life balance.
3. To assess existing corporate programs aimed at fostering gender equality in leadership through mentoring, training, and networking.
4. To provide recommendations for companies to improve gender equality in leadership roles.

**Methodology:** The research will adopt a mixed-methods approach, combining qualitative and quantitative data:

1. Literature Review: A thorough review of academic papers, reports, and statistics on gender inequality in leadership will be conducted.
2. Observation and Web Research: Information and programs published by companies will be analyzed and compared.
3. Empirical Research: In-depth interviews will be carried out with HR departments from various companies to gather insights on their gender equality programs and practices.
4. Data Analysis: Both the theoretical review and the empirical data will be analyzed to identify patterns, barriers, and effective strategies for promoting gender equality in leadership.

## **Outline:**

1. Introduction
  - a. Problem Statement
  - b. Objectives and Research Questions
  - c. Structure of the Thesis
2. Theoretical Framework
  - a. Gender Inequality in Leadership
  - b. Relevant Theories
  - c. Barriers to Leadership for Women
3. Current Status of Gender Distribution in Leadership Positions
  - a. Statistical Overview
  - b. Trends
4. Training, Mentoring, and Networking as Tools for Leadership Development
  - a. Training and Development Programs
  - b. Mentoring Programs
  - c. Networking and Events
5. Empirical Research
  - a. Methodology
  - b. Data Collection and Analysis
6. Discussion
  - a. Comparison with Existing Literature
  - b. Implications for Companies
7. Recommendations for Companies
  - a. Strategic Recommendations
  - b. Considerations
8. Conclusion
  - a. Summary of Key Findings
  - b. Limitations of the Study
  - c. Future Research Directions
9. References
10. Appendices