

Online Programme -  
Live Sessions

# Women's

## Leadership Programme: Enhancing Empowerment & Effectiveness

SPJIMR Delhi Centre

Dates - 28th, 29th, 30th September & 1st October, 2021

Programme Duration: 4 hours per day x 4 days

### Diversity is a social reality while Inclusion is a choice

To build future economies that are dynamic and inclusive, gender balance at all levels of management is of critical importance. As per the Catalyst report 2017, in India, women make up 42% of new graduates, but only 24% of entry-level professionals. Of these, about 19% reach senior-level management roles. And at the top, women hold merely 2.7% of board chairs. While the representation of women in top leadership roles is on the rise, the leadership pipeline is narrow and the process is indeed slow, limited to the dated approaches of ticking the diversity box.

### Becoming a Leader:

#### The Journey from Diversity to Inclusion

Research suggests that people become leaders by internalizing a leadership identity which is socially constructed. Therefore, this sense of oneself as a leader is a function of socially interactive and iterative processes. These interactions inform the person's concept of self as a leader and communicates to others about her fit in the role. Based on our in-depth research in developing women leader identity, we have designed a programme that enables women to build greater awareness of self and the impact of self on others, while honing skills needed to influence change in the social world.

Understanding  
self  
and developing a  
personal vision

Navigating in  
the social world

Influencing  
change in  
Environment

## About SPJIMR:

Counted amongst the leading Management Schools today, SPJIMR was inaugurated in 1981 by the then British Prime Minister, the Rt. Hon. Margret Thatcher. Today it is counted among the top 5 B-schools of India. In addition to our Mumbai Campus, we also have a state-of-the-art Executive Education Centre in Delhi.

We are a part of the Bharatiya Vidya Bhavan and function as an autonomous Institute with entrepreneurial agility. Our guiding principles are to influence practice and promote value-based growth. We build on this through pedagogic innovations and pioneering programmes, which have helped us carve a unique and distinctive path in management education. SPJIMR has been recognized for its innovative programmes by global accreditation bodies- AACSB and AMBA.



## Our salient features are as follows:



*Certificate of Participation: A certificate of successful participation by S.P. Jain Institute of Management & Research (SPJIMR) will be issued to each delegate at the completion of the programme.*



## Programme Learning Objectives

Rooted in behavioural mentoring and personal development, the programme is designed to be a catalyst for each participant as she taps into her inner strength and build on it to influence positive change in self and others.

- Understanding about self and learn strategies to achieve their personal purpose
- An experiential approach to resolve an immediate and significant interpersonal challenge facilitated by group coaching
- A personal development plan with specific strategies to strengthen leadership capacities

## Program Contents

- Understanding self to build a personal vision
- Enhancing my emotional intelligence to build effective relationships
- Influencing change through realisation of my personal power
- Navigating self in an ambiguous, uncertain, complex world

## Pedagogy

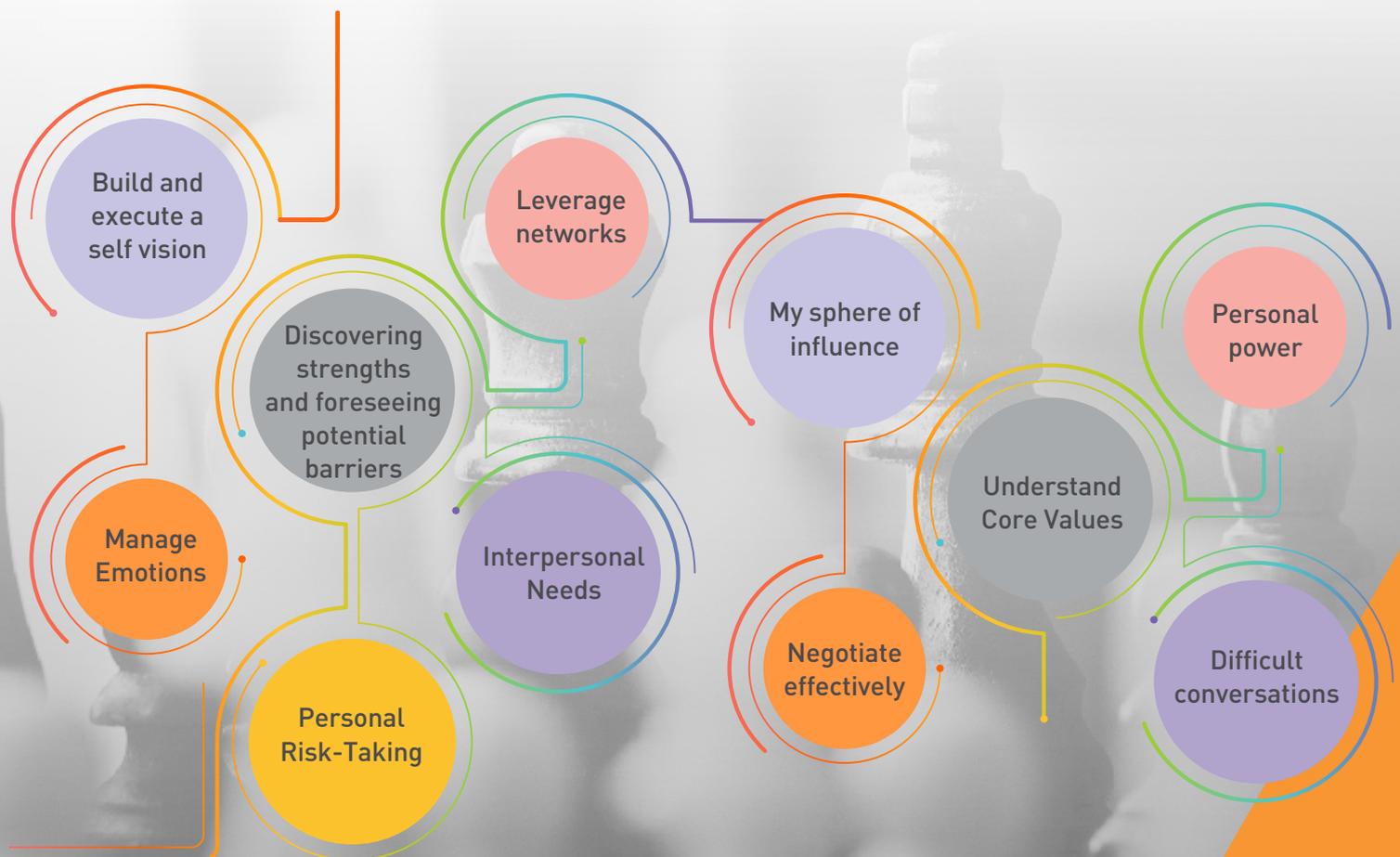
Reflective exercises, psychometric assessments, role plays, videos, case situations and group discussions.

In addition, 'Leadership Challenge' is an experiential approach to address an immediate and significant, complex interpersonal situation requiring capacities to lead self and others. The programme will support participants to strive for a breakthrough while receiving peer and coaching support. The participants will be working in groups for the 'leadership challenge' supported by group coaching.

## Who Should Attend

Women employees from middle and senior management

## Programme Highlights



## Programme Directors



### **Prof. Vidyut Lata Dhir**

Ph.D, M. Phil, M.A. (Psychology)  
Professor, SPJIMR - Leadership and Organization Behavior  
Group Head - Design Thinking  
Author  
Licensed Psychologist from the Rehabilitation Council of India  
Member of American Psychological Association

Dr. Dhir is a psychologist and a multi-skilled, higher education professional with more than 25 years of teaching experience. Courses taught are Leadership, Design Thinking, Innovation, and Organizational Behavior. Currently, she is a professor at S. P. Jain Institute of Management and Research (SPJIMR), Mumbai, India, one of India's leading B-schools. She specializes in designing and conducting Personal Growth labs and Leadership Labs. She pioneered Vishwas, an initiative for creating Psychological Safe Spaces and nurturing mental well-being. She is also a practising psychologist with 2000+ hours of counselling. Her 20+ years of corporate training and consulting includes designing and delivery of Management Development programmes on Leadership Development and Building High Performing Teams across industries, Design Thinking and Innovation, and building trust in the virtual world. Passionate about Women Leadership and co-directed an 18 months Women Leadership programme co-created with Mahindra and Mahindra experts which won them the UNGCNI Award for Best Innovative Practices for successfully implementing a first of its kind Women Leaders Programme.

Her research interest lies in the areas of Leadership, Pedagogic Innovations, Organisational Commitment, Emotional Intelligence, Psychological Safety, Cybersecurity, and Design Thinking and Innovation. She has also co-authored a book titled "How Deepak Parekh Grew HDFC Group Exponentially".

She was awarded an Erasmus Mundus Scholarship from European Union and was also associated with European Business School, Germany. She has conducted Leadership Labs for students across programmes at the Reutlingen University, Germany. She has completed a certificate course from Harvard Business School on Global Colloquium on Participant-Centered Learning (GCPCCL) and a certificate course on Leadership Beyond Boundaries and Training the Trainers programme on Leadership Development from Centre for Creative Leadership, USA.



### **Dr. Sumita Datta**

Adjunct Professor- Organisation Behavior & HRM  
Advisor - Women Leadership Programme, SPJIMR

Sumita Datta (PhD) is a behavioral scientist with expertise in curating learning & leadership development processes and a passion for creating inclusive workplaces. She has more than 15 years of teaching experience in management education and prior 15 years of corporate experience serving in HR leadership as well as consulting roles in large organizations viz. Eveready Industries, Mahindra & Mahindra Ltd., Siemens - South Asia and Great Place to Work, India. Currently Dr. Datta is Professor (Adjunct) of Organization Behavior & HRM and Advisor - Women Leadership Programmes at S.P. Jain Institute of Management & Research, Mumbai, India. She is based in Lisbon, Portugal pursuing post-doctoral research in gender diversity & inclusion.

In SPJIMR, Dr Datta championed a management programme for women in family managed business/ entrepreneurship since 2012 and coached about 200 participants across 5 batches. In 2016, she started a first of its kind full-time MBA programme for qualified and experienced women who have taken a break to help them return to their corporate careers. In 2017, this programme got global recognition as 'Innovations That Inspire' under the category 'Engaging a Diverse Community.' Concurrently, over the years, she has curated women leadership development programmes in large corporates and coached more than 100 women entrepreneurs and corporate leaders.

A Post-Graduate in Organization Behavior & HRM from XLRI Jamshedpur, India (1992), she received her PhD. from IIT Bombay in 2010. She is a certified MBTI, Saville, EQi 2.0 & NLP practitioner, a certified Integral Coach from New Ventures West, USA and ICF accredited Professional Certified Coach.

Dr. Datta has published several scholarly articles in international refereed journals and conference proceedings.

(Early Bird and Group Discount applicable)

**Fee : INR 25000 per participant + Taxes**

For more information contact-

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