THE EMERGENCE OF WOMEN POWER

DIVERSITY IS A SOCIAL REALITY! WHILE INCLUSION IS A CHOICE.

WOMEN LEADERSHIP PROGRAM
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 process. 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 developed a program that enables women to build greater awareness of self and the impact of self on others. This program helps women develop the skills needed to influence change in the social world.

PROGRAM LEARNING OBJECTIVES

Rooted in behavioural mentoring and personal development, the program 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 of self and learn strategies to achieve their personal & leadership purpose.

An experiential approach to resolve an immediate and significant interpersonal challenge.

A personal development plan with specific strategies to strengthen leadership capabilities.

PROGRAM HIGHLIGHTS

1. Build and execute a self vision
   - Discovering strengths and foreseeing potential barriers
2. Manage emotions
   - My sphere of influence
3. Interpersonal needs
   - Leverage networks
4. Understand core values
   - Personal risk taking
5. Personal power
   - Negotiate effectively
6. Difficult conversations
   - Emotional equity
MISSION

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 women hold merely 2.7% of board chairs. While the representation of the women in top leadership roles is on the rise, the leadership pipeline is narrow and the process is indeed slow.

PROGRAM DESIGN

5-DAYS CONTACT PROGRAM

Understanding self to build a personal vision
Self-exploration facilitated through an enhanced understanding of core values, identity, strengths and potential derailers.
Articulate a personal vision statement.
Identify an immediate and significant 'Interpersonal Challenge' that can obstruct personal vision.

DAY 1

Enhancing emotional intelligence to build effective relationships
Learn about drives, interpersonal needs and emotional states.
Develop EQ skills by understanding the tensions and trade-offs involved in interpersonal dynamics of relationship.
Group Coaching on how to approach 'Interpersonal Challenge'.

DAY 2

Navigating self in an ambiguous, uncertain, complex world
Learn how to enhance networks and manage personal risks for growth.
Resolving 'Interpersonal Challenge'.

DAY 3

Influencing change through realisation of my ‘Personal Power’
Learn to manage priorities by balancing resources and constraints.
Develop skills to negotiate for self by recognizing paradoxes and conflicts.
Group Coaching on making a breakthrough in 'Interpersonal Challenge'.

DAY 4

Applying my ‘Best Self’
Build and internalize skills to be assertive in difficult conversations while tapping into personal power.
Building personal development plan.
Be role models and influence organisational culture.
Debrief and presentation on interpersonal challenge.

DAY 5
PEDAGOGY
Reflective exercises, psychometric assessments, role plays, videos, case study and group discussions.

'Interpersonal Challenge' is an experiential approach to address an immediate, significant and complex interpersonal situation and strive for a breakthrough while receiving peer and coaching support. The participants will be working in groups for the interpersonal challenge supported by group coaching.

WHO SHOULD ATTEND
Women employees in middle and senior management roles.

FACULTY
Experienced professionals from industry, faculty members from SPJIMR working in the area of gender & diversity.