

# Women

## Leadership Programme: Enhancing Empowerment & Effectiveness

November 23-24, 2023  
at SPJIMR Delhi Campus

### 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

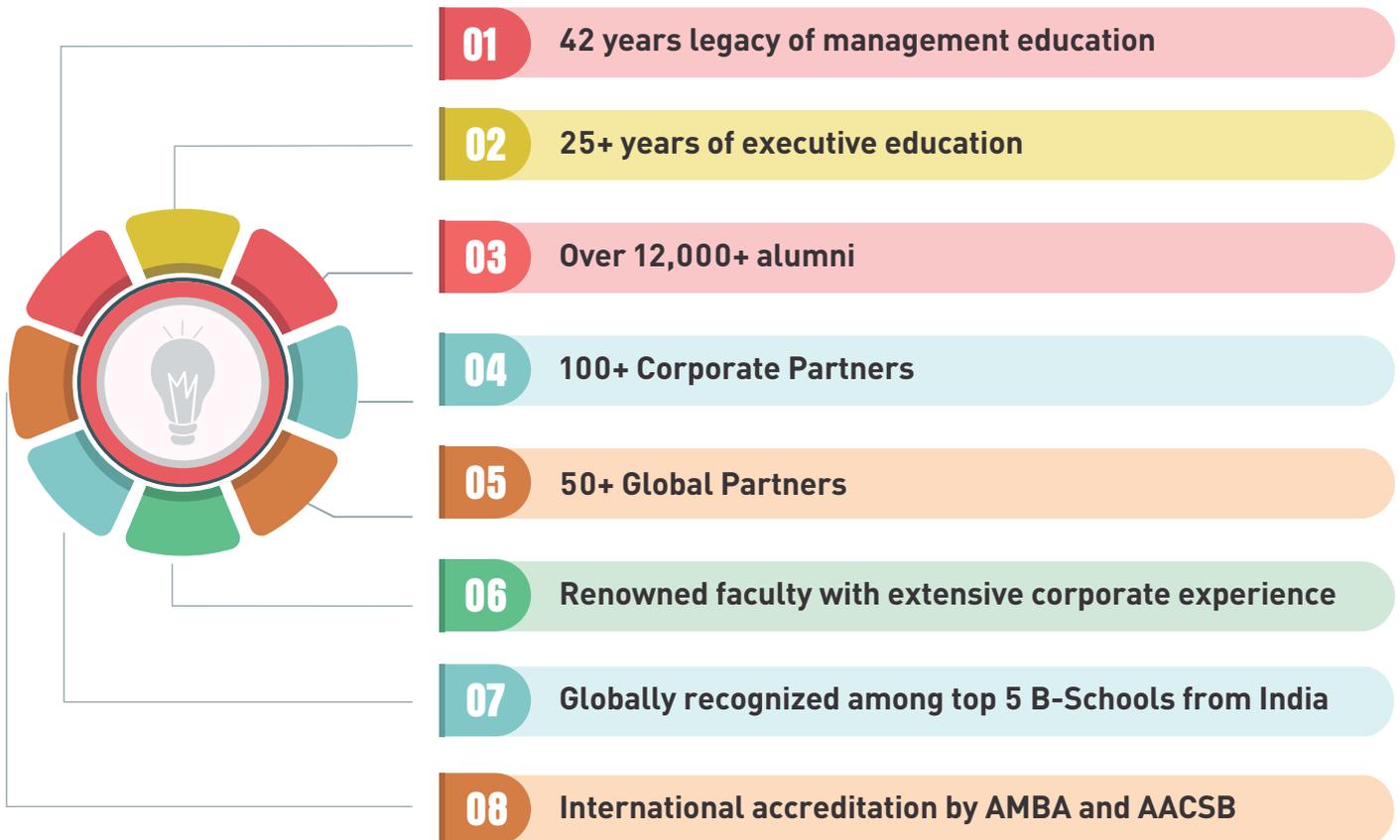
SPJIMR is counted among the top 5 B schools of India. In addition to our Mumbai campus, we also have a state-of-the-art Executive Education Centre in Delhi.

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.

Bharatiya Vidya Bhavan's S P Jain Institute of Management & Research (SPJIMR) is one of the six Indian business schools, along with IIM Ahmedabad, IIM Bangalore, IIM Calcutta, ISB and IIM Lucknow, to make it to the QS Global MBA rankings. This is the fifth consecutive year that SPJIMR is on this elite list.



## 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



**Dr. Vidyut Lata Dhir**  
Professor  
Organisation & Leadership Studies  
Director - Students Affairs

Vidyut Lata Dhir is a Professor of Organisational Behaviour & Leadership and Group Head for Design Thinking at SPJIMR. She holds a Ph.D. from SNDT university, with her research focus on Organisational Commitment and Citizenship Behaviour. She holds an M.Phil. from Mumbai university and a master's in psychology from Panjab University.

With over 3 decades of experience, she has taught at top B Schools in India and Germany. Her 20+ years of corporate training and consulting include designing and delivery of Management Development programmes on Leadership and Building High Performing Teams. She is passionate about Women Leadership and recently directed an 18-month 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.

She has spearheaded the design & development of Personal Growth Lab – an innovative pedagogic innovation to teach Organisational Behaviour through experiential learning. She was awarded an Erasmus Mundus Scholarship (2014) by the European Union for Interdisciplinary Bridges for Indo-European studies.

As a Licensed psychologist, she pioneered Vishwas – a Centre for nurturing psychologically safe spaces and is a Co-Founder at Nest, a start-up dedicated to mental well-being. She has dedicated her efforts to guiding, mentoring, coaching & counselling, decoding life stories and impacting lives meaningfully across countries, academic programmes, industries & sectors.

She is a panellist at international conferences and is also an author. Her research interests include Organisational Commitment, Leadership, Design Thinking, and Innovative Pedagogy. Her research articles have been published in peer-reviewed journals.



**Dr. Sumita Datta**  
Adjunct Professor  
Organisation & Leadership Studies

Sumita Datta holds a Ph.D. from the Indian Institute of Technology, Bombay, with her doctoral research conceptualised on Talent Development Climate. She has completed her Post Graduate Diploma in Personnel Management & Industrial Relations from XLRI – Xavier School of Management, Jamshedpur, India.

She is an adjunct faculty in the area of People & Performance at SPJIMR. In her career spanning 30 years, she has led critical responsibilities in HR, Learning & Leadership Development, at leadership levels with prominent organizations in Automotive Manufacturing and Engineering Products companies for almost two decades.

Later, she pursued her passion in academics and joined management education. Her research interests cover topics including Innovation and HR practices, Diversity and Inclusion, and Careers Choices for Indian Women Managers. Her research contributions have been presented in leading journals and publications.

**Fees: Rs 24,900 per participant + taxes  
(Early Bird and Group Discount applicable)**

For more information contact-

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