

# Women

## Leadership Programme: Enhancing Empowerment & Effectiveness

14-15 December, 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