



# Women

## Leadership Programme: Enhancing Empowerment & Effectiveness

December 10 & 11, 2026 | SPJIMR Delhi Campus

Understanding  
self and  
developing a  
personal vision

Navigating in  
the social world

Influencing  
change in  
Environment

### 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.



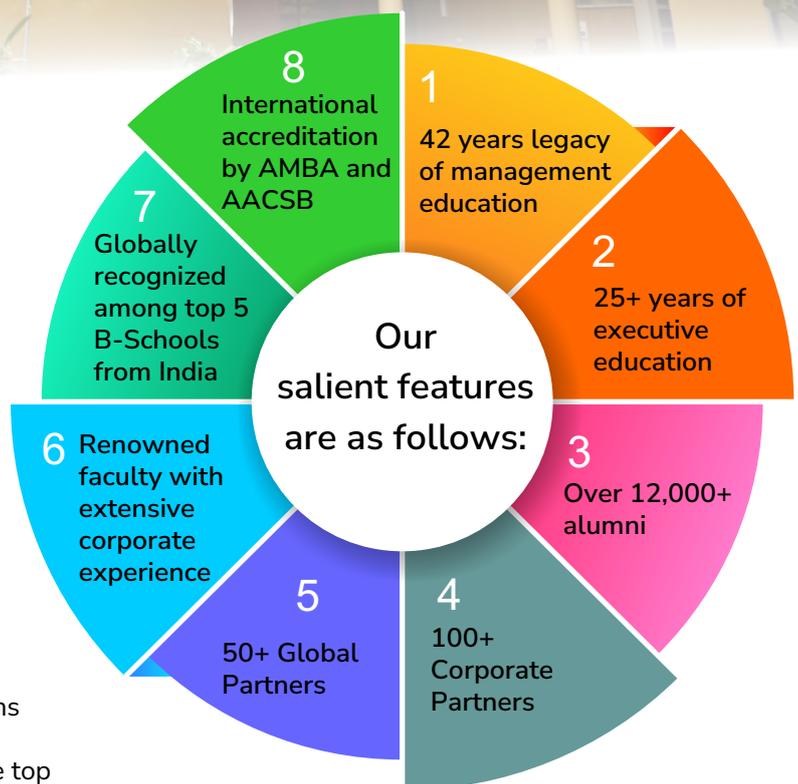
## ABOUT SPJIMR

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 accredited by the Association to Advance Collegiate Schools of Business (AACSB), Association of MBAs (AMBA) (UK), and EFMD Quality Improvement System (EQUIS), SPJIMR is part of an elite group of institutions globally to achieve the prestigious **'Triple Crown'** of accreditations, placing it among the top 1% of global business schools.

Bharatiya Vidya Bhavan's S P Jain Institute of Management & Research (SPJIMR) is one of the seven Indian business schools (the other six are IIM Ahmedabad, IIM Bangalore, IIM Calcutta, ISB, IIM Indore and IIM Lucknow) to make it to the QS Global MBA rankings for the year 2023. This is the seventh consecutive year that SPJIMR is on this elite list. SPJIMR is part of the 151-200 rankings bracket for the fourth consecutive year.

In the Financial Times MiM 2024 Ranking, for the second consecutive year, SPJIMR stands out as the top-ranking Indian B-school, securing the 35th spot globally and #1 in India.



*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 break through 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 DIRECTOR



**Dr. Vidyut Lata Dhir**  
Professor and Department Chair,  
Organisation and Leadership  
Studies (OLS)

Vidyut Lata Dhir holds a Ph.D. from SNDT University, with her research focus on Organisational Commitment and Citizenship Behaviour. She has an M.Phil. from Mumbai University and a master's in psychology from Panjab University.

With over three decades of experience, she has taught at top B Schools in India and Germany. Her 20+ years of corporate training and consulting experience includes designing and delivering management development programmes on leadership and building high-performing teams.

She is passionate about women's 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 and 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 psychologist, she pioneered Vishwas, an initiative for nurturing psychologically safe spaces. She is also a co-founder at Nest, a start-up dedicated to mental well-being. She has dedicated her efforts to guiding, mentoring, coaching and counselling, decoding life stories and impacting lives meaningfully across countries, academic programmes, industries and 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.

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

For more information contact-

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