



#ExperienceLearning

# Women empower

GENDER INTELLIGENCE MASTERY JOURNEY



*A Bespoke Learning Advisory*





# TALENT ADVISORY - *Transformative Talent Solutions*





# OUR CREDENTIALS

**Verborum non Egestas, Fido Actus!**

NO NEED OF WORDS, TRUST ACTIONS!

YEAR  
INCORPORATE  
**2016**

**PASSION'PRE**  
NEURS

**100+**  
HAPPY  
CLIENTS

GLOBAL  
DELIVERY  
CAPABILITY

**DIVERSE**  
INDUSTRY  
EXPERIENCE

ARDENT  
EXONENTS OF  
*Be Spoke &*  
*#ExperienceLearning*  
METHODOLOGY

$$\text{Trust } T = \frac{\text{Credibility } C + \text{Reliability } R + \text{Intimacy } I}{\text{Self-Orientation } S}$$

|                                  |                                       |                  |                        |
|----------------------------------|---------------------------------------|------------------|------------------------|
| Infosys                          | Mercedes-Benz DAIMLER                 | SAMSUNG          | CREDIT SUISSE          |
| INDIAN ARMY                      | YES BANK                              | KPMG             | gsk<br>GlaxoSmithKline |
| BLUE STAR                        | IDEMITSU                              | Edelweiss        | FedEx                  |
| LARSEN & TOUBRO                  | Cipla                                 | IndiGo           | SONY PICTURES NETWORKS |
| HYUNDAI                          | State Bank of India                   | here             | BT                     |
| EY                               | TATA TATA MOTORS                      | HSBC             | SKF                    |
| BNP PARIBAS                      | kotak life                            | AkzoNobel        | ADITYA BIRLA HINDALCO  |
| GEP<br>Insight Drives Innovation | TATA TATA CONSULTANCY SERVICES        | SOCIETE GENERALE | Indian Navy            |
| JOHN DEERE                       | vistara                               | Tech Mahindra    | DBS mudragroup         |
| Dominos PIZZA                    | HOUSING.com<br>PROFICEL.COM<br>makaan | BAJAJ Allianz    | pwc                    |



# INDUSTRY RECOGNITION



Brandon Hall Excellence Awards highlight the ability to design and implement learning and leadership interventions that make a measurable impact on business outcomes.

Winning these awards for the third consecutive year highlights ProventusHR's continued dedication to creating impactful, business-driven leadership programs.





# Rama Krishna (RK)

**Consultant | Coach | Facilitator | Behavioural Agronomist**



Alumni of National Defence Academy



Master in HR Management from IMS, Indore



Over 25 yrs of experience with TCS, JP Morgan Chase, Jet Airways, Essar, NRB



Passionate about Experiential Learning, #ExperienceLearning



Leading exponent of REEL|LIFE, Movie review based experiential learning methodology



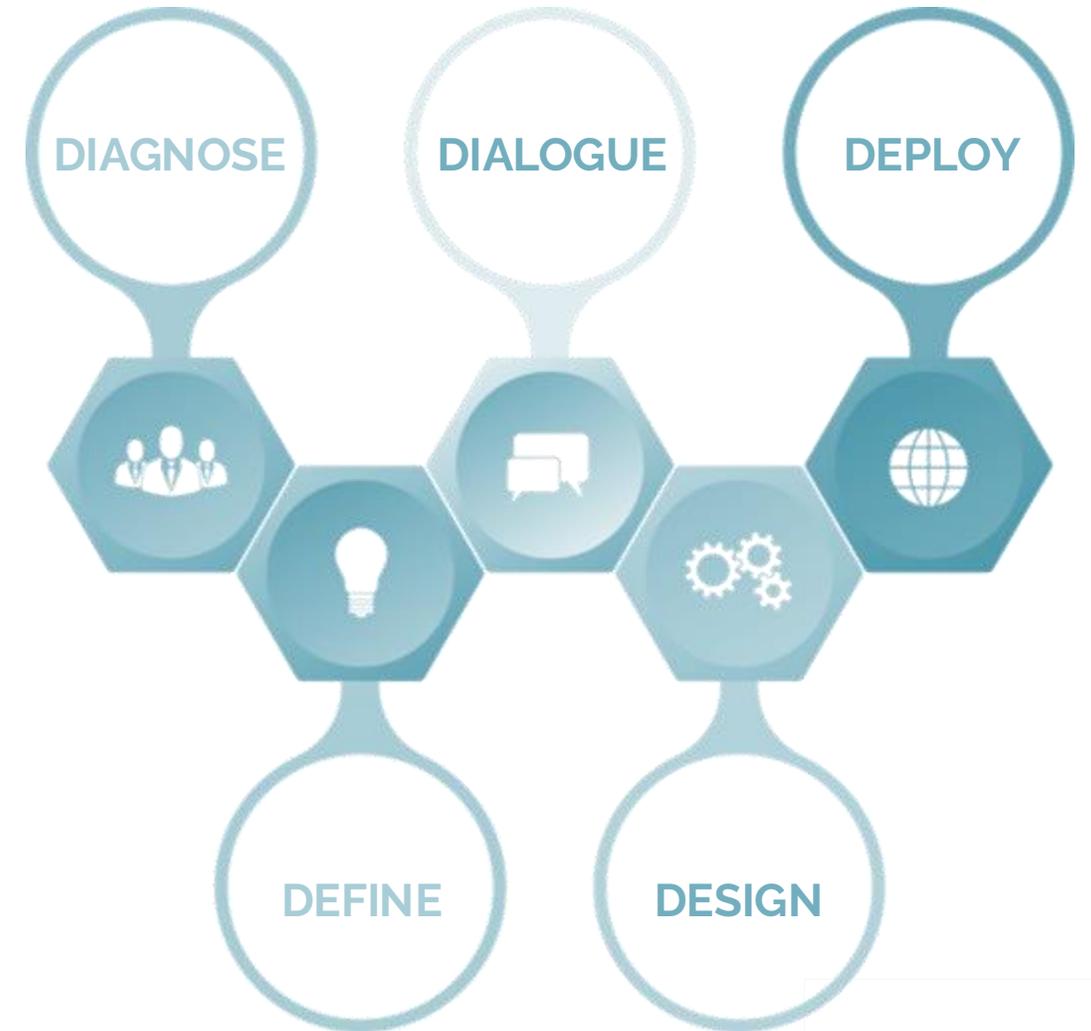
Certified Master Coach (MCC) | Marshall Goldsmith SCC | ICF



# OUR BESPOKE APPROACH

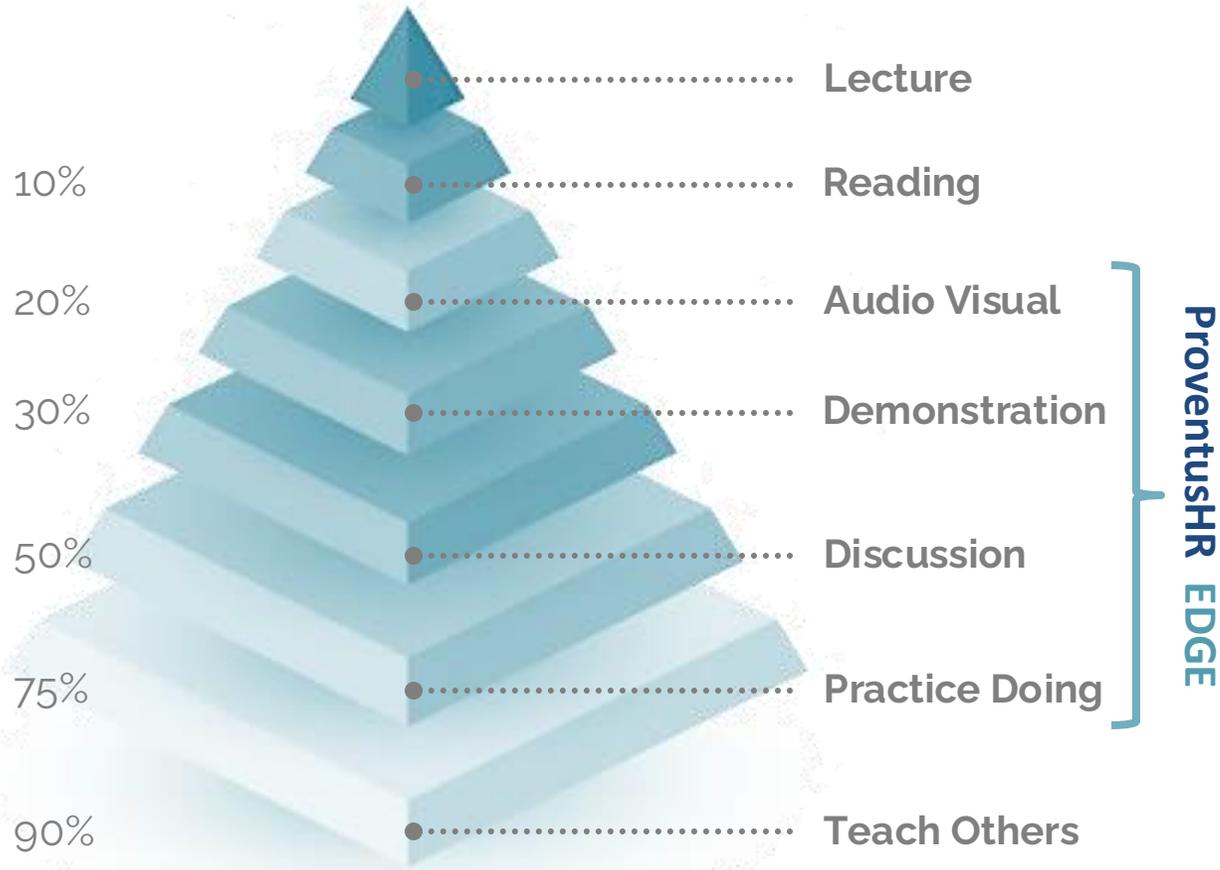
“The real voyage of discovery consists not in seeking new landscapes, but in having new eyes.”

~ Marcel Proust





# WE BELIEVE



LEARNING METHODS EFFECTIVENESS

*We believe that people learn best through experiences, exploring, creating, connecting and interacting with the world and each other, not through sitting and looking at slides!*

*We specialise in facilitating experiences, where executive participants can learn and apply their learnings in a **risk-free learning environment, simulating real life.***

*Towards this experience creation, we leverage Computer Simulations, REEL\Life (Movie based learning format), Rapid Prototyping, Socialisation, Gamification etc in our workshops.*

Women Score **Higher** Than Men on Key **Leadership** Capabilities.

~ *Harvard* Research, Dec 2020

A **Woman** needs to be **herself**, and **not have** to be **more than a man** to **succeed**.

Women  
emPOWER

GENDER INTELLIGENCE MASTERY JOURNEY

*#ExperienceLearning*

Exploring The Dynamics Of Gender And Leadership

**WE MUST RAISE BOTH  
THE CEILING & THE FLOOR**

powered  
by

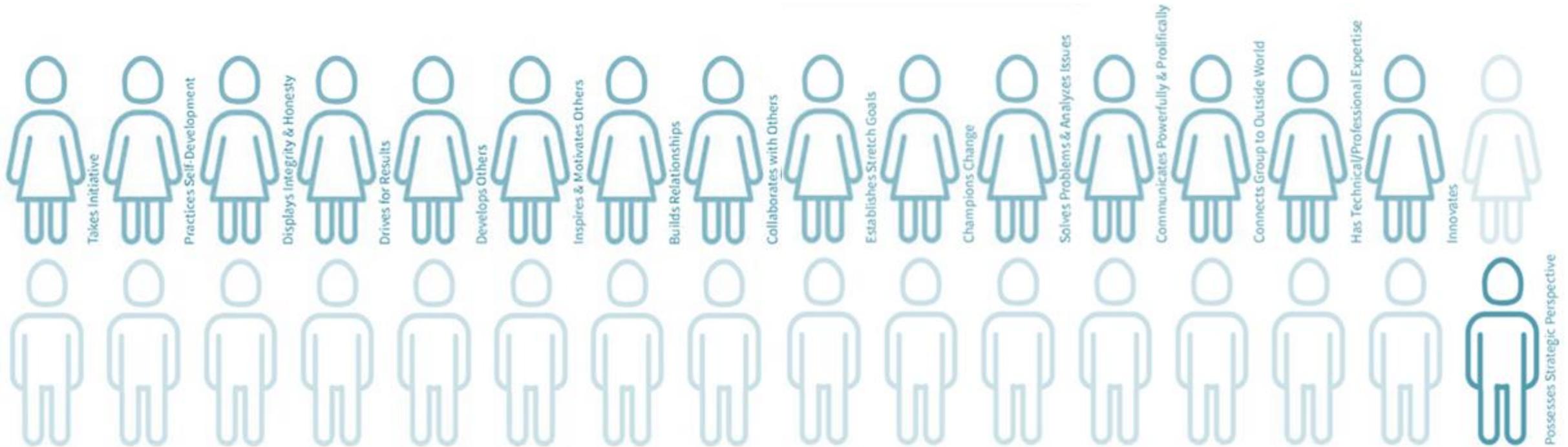
**PROVENTUSHR**  
people » business » results





# Women outscore men in leadership competencies

## Did You Know?



**\*Are women better leaders than men?**  
Harvard Business Review, 2012 & 2020



*Women emPoWer* creates a leadership culture of authenticity, integrity, diversity, and inclusiveness. This intensive journey facilitates an innovative learning environment using a tailored approach to address executives' current challenges and breakdowns directly. The process fosters a sustainable leadership culture and mindset conducive to ongoing breakthroughs.

*A Woman needs to be herself, and not try to be more than a man  
to succeed in 'the Man's world'*

Women are powerful agents of change, and the far-reaching benefits of diversity and gender parity in leadership and decision-making are increasingly recognized in all spheres.

**KEY MINDSETS: Protagonist | Nurturer | Maverick | Campaigner | Guardian | Empowering**

# APPROACH NOTE





# Women emPower – Designed for Success

We know that human behaviour shaped over decades of experiences, cannot be changed with a stand-alone training intervention. We offer Bespoke & Integrated Women Leadership Intervention, a 360° mindshare approach spread over 6-9 months.

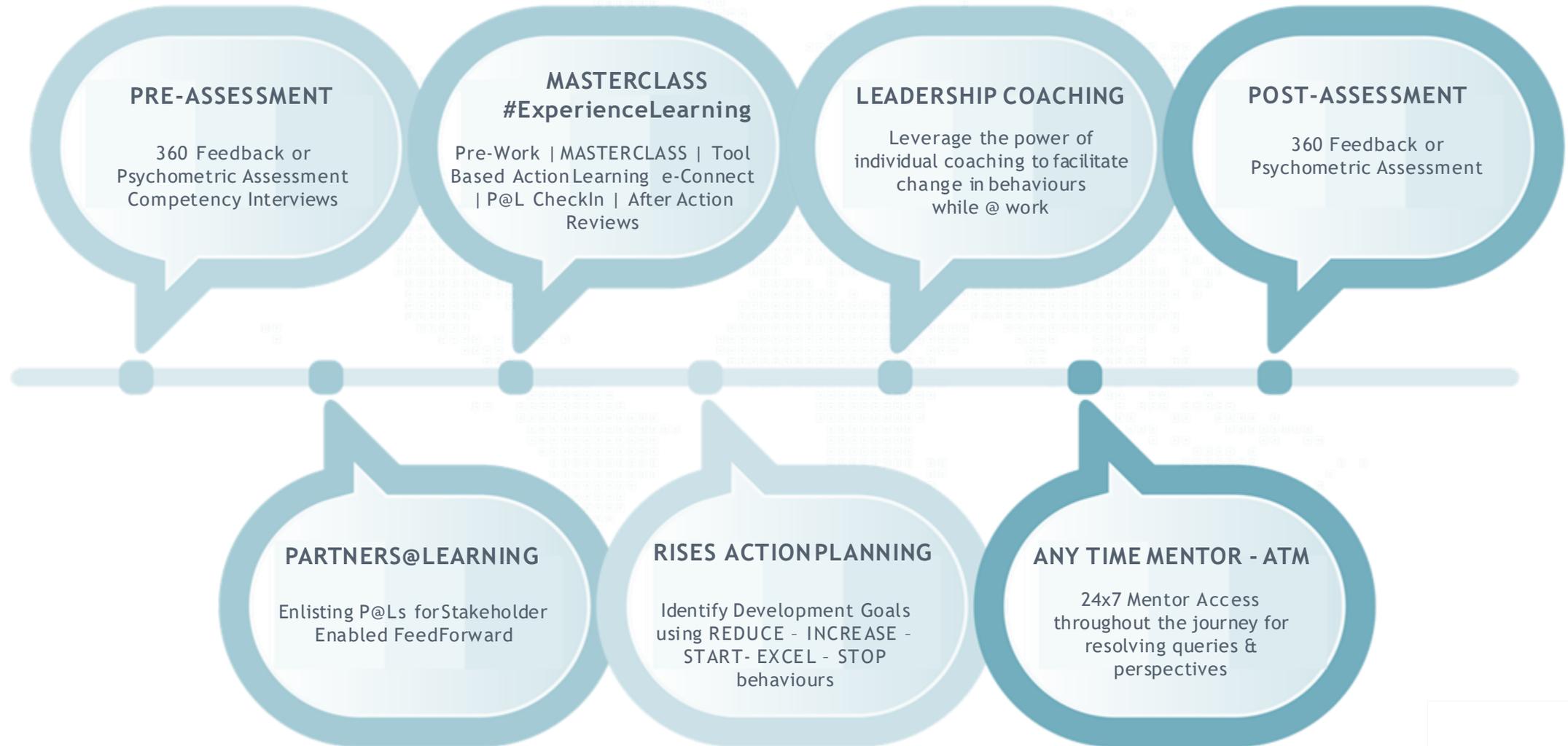
**360° MODULAR  
MULTI-MODAL  
MULTI-SENSORY  
MINDSHARE**



WE - a journey leveraging our signature immersive-reflective methodologies to enhance learning and gender leadership capability development.

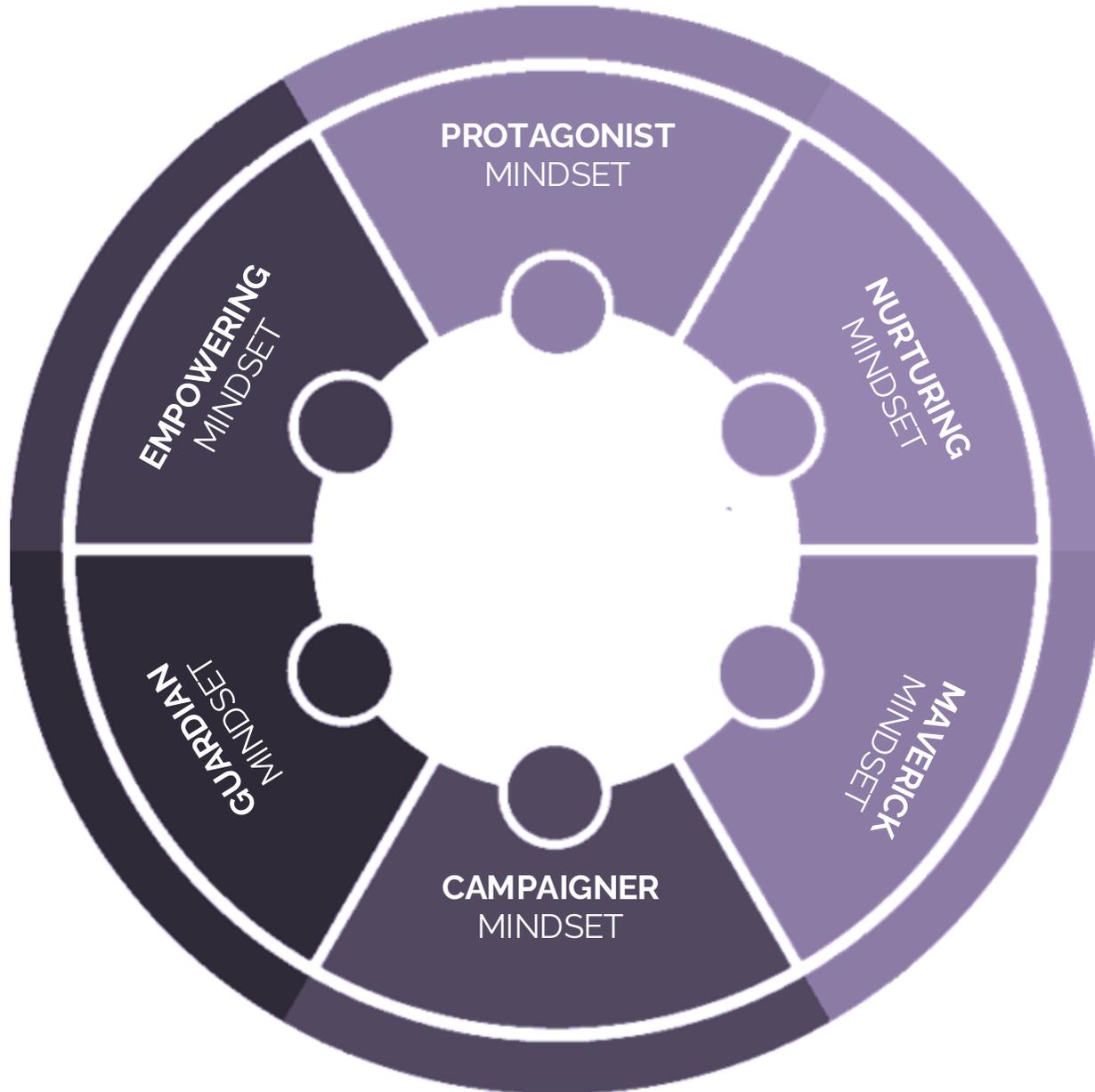


# WE – Learning Enablers for Success





# Women emPower Approach – Conceptual Core



**PROTAGONIST** | Strong 'Self' is the basis for 'SelfLess'

**NURTURER** | Woman the Natural Leader

**MAVERICK** | Switch to Change

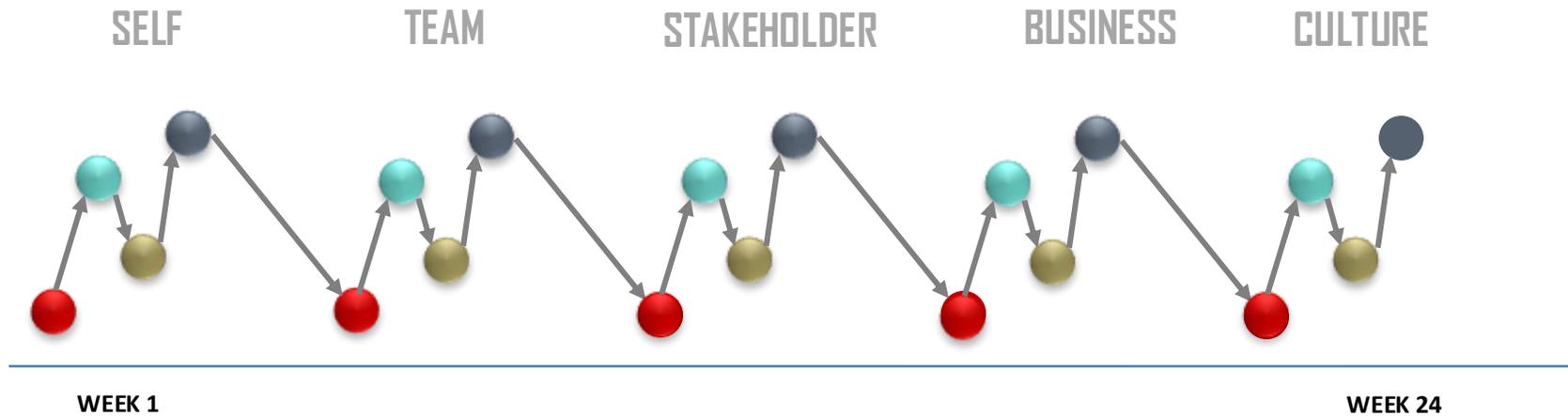
**CAMPAIGNER** | Canvassing her own 'CheerLeaders'

**GUARDIAN** | Defining Sustainability

**EMPOWERING** | Resilience to Antifragile in VUCA



# WE | Journey Flow Chart



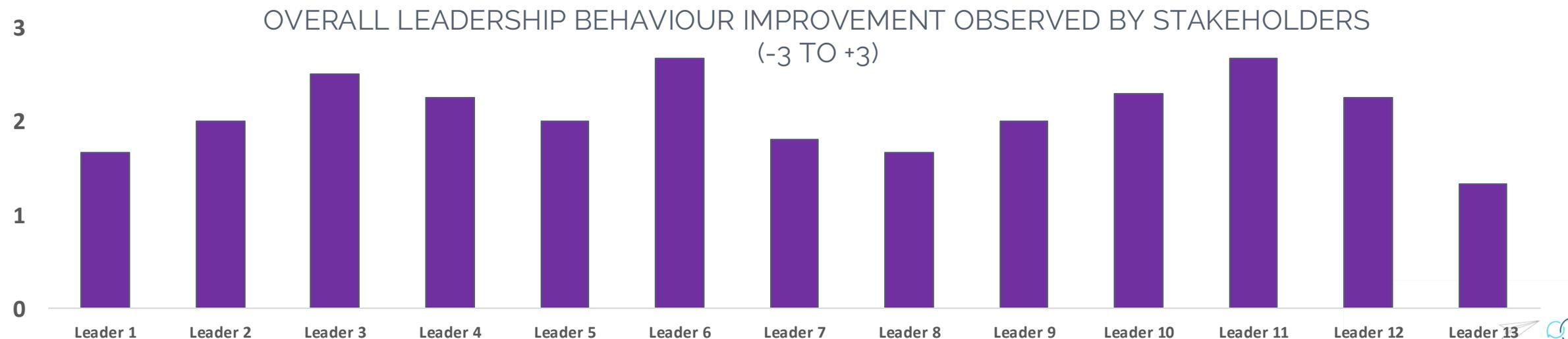
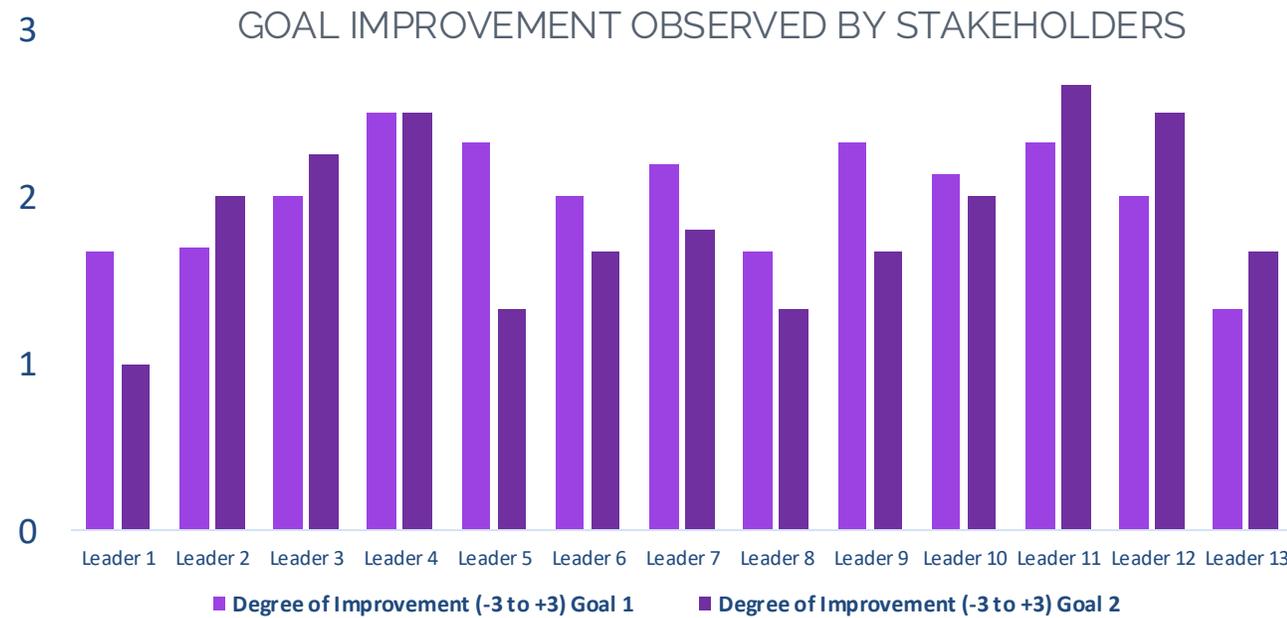
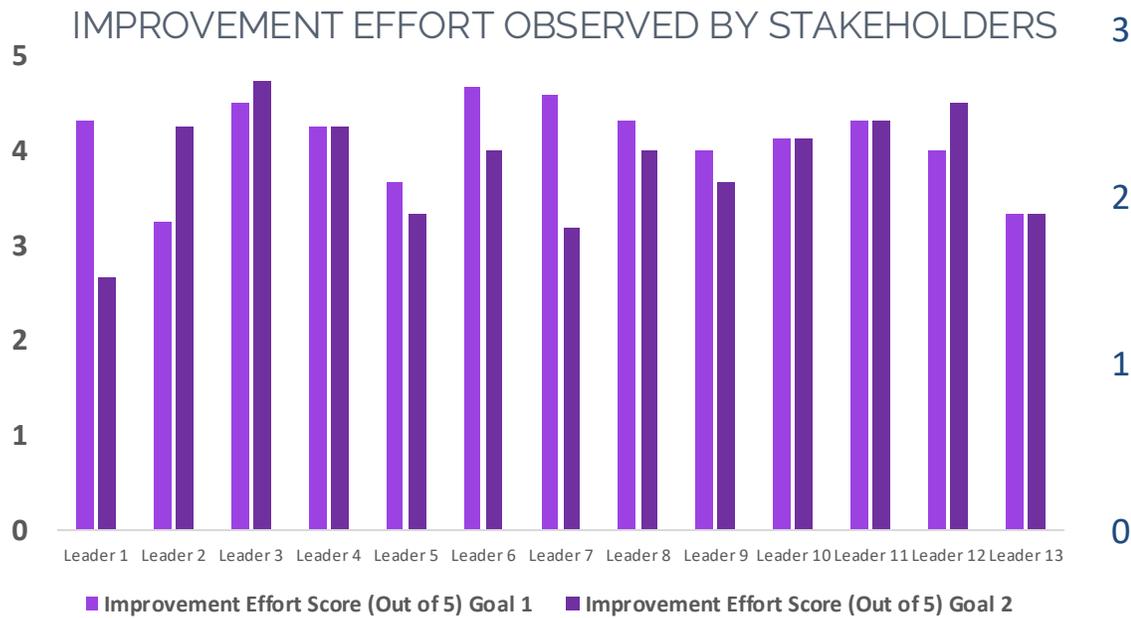
|   |                 |           |   |
|---|-----------------|-----------|---|
|    | Pre-Work        | 15-20 min | Articles/TedTalk/Videos/Self-Inventories            |
|   | Masterclass     | 8 Hours   | In-Person #ExperienceLearning + Action Plan         |
|  | Social Learning | 1 hour    | Group Reflections in a Fireside Chat format         |
|  | Lead Coaching   | 30 min    | 1-on-1 Leadership Coaching, focussed on application |



# The *WE* Outcomes

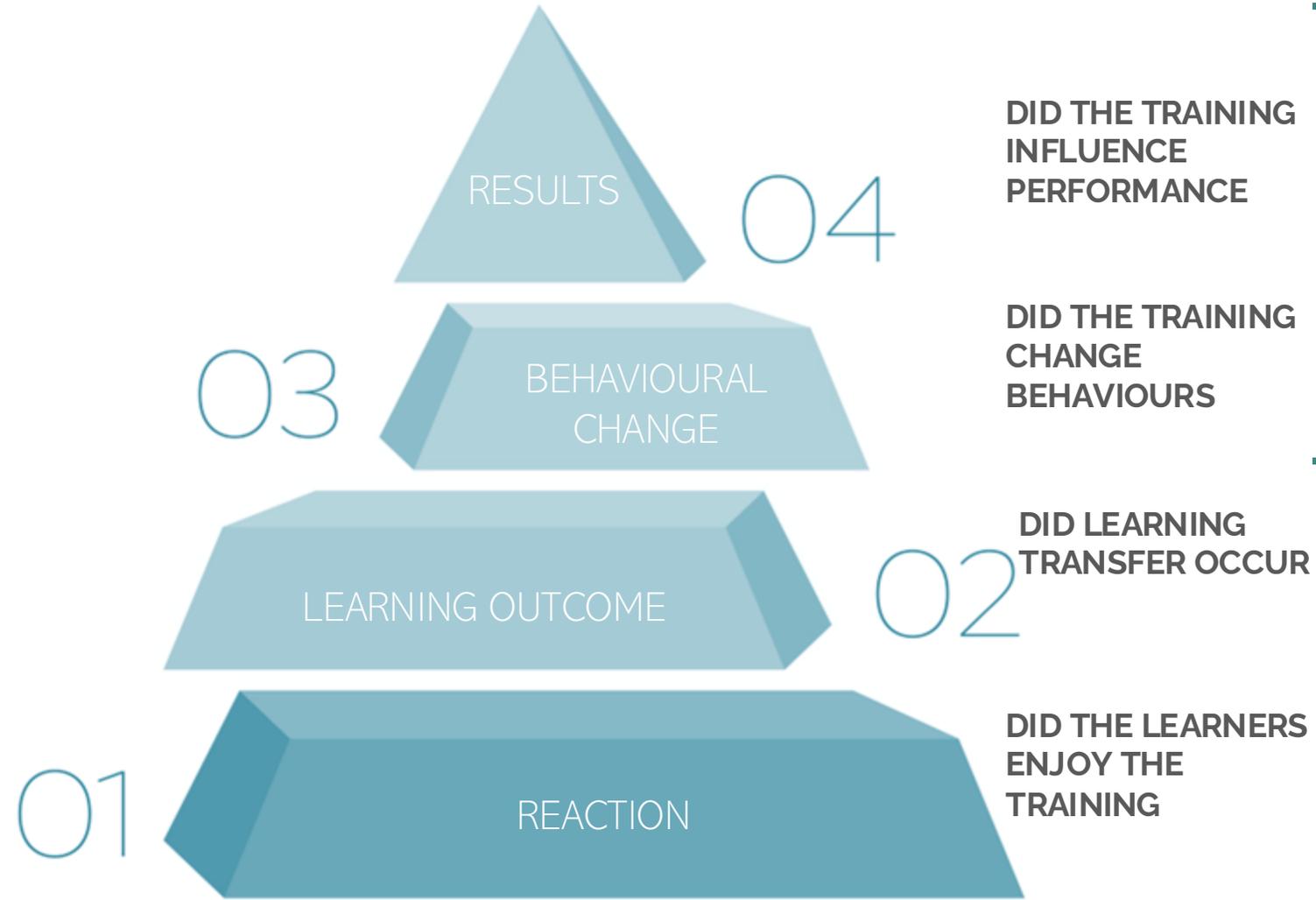


# The 360° - Effort & Improvement Observed by Stakeholders





# ProventusHR Assurance



ProventusHR EDGE

THROUGH 360° REVIEW

Do you feel that the team has performed better since training? Which areas have improved the most?  
Are our customers/clients pleased with our improvements?

THROUGH SPEED COACHING

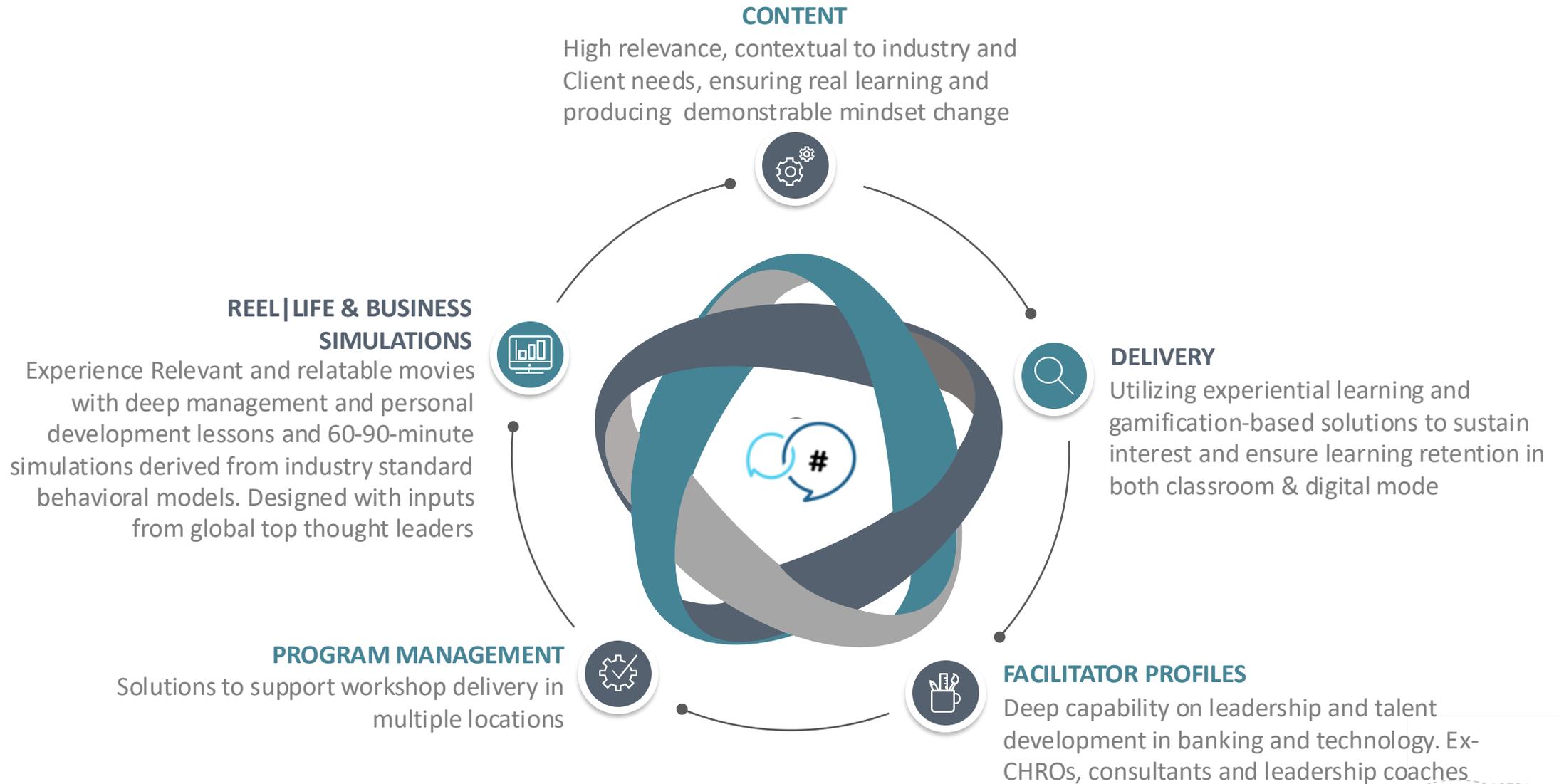
Are you using what you learned in training in your daily work?  
Are there noticeable changes in individual and team performance post-training?

Do you feel as though you can apply what you learned to your work?  
Do you think you've gained the skills you needed to learn?

Did the training address the needs in your role and on your team?  
Would you recommend this kind of training to others?



# Why ProventusHR is the Right Learning Partner for you





# ProventusHR Client List



## Sectoral Presence

| AUTOMOTIVE | CONSULTING | FMCG          | GOVERNMENT | INFOTECH      | OIL & GAS   | MEDIA  |
|------------|------------|---------------|------------|---------------|-------------|--------|
|            |            |               |            |               |             |        |
| BFSI       | GLOBAL SCM | HEALTH/PHARMA | ITES/KPO   | MANUFACTURING | HOSPITALITY | TRAVEL |
|            |            |               |            |               |             |        |

### Automotive

- BMW
- Hyundai
- Renault
- Tata Motors

### Consulting

- Accenture
- Ernst & Young
- GEP
- KPMG
- Tata Consulting Engineers

### FMCG & Consumer Products

- Alkzo Nobel
- Blue Star
- Godrej Consumer Products
- Nykaa
- Philips

### Government of India

- Indian Navy
- Indian Army
- National Academy of Direct Taxes (IRS Officer Trainees)

### Information Technology

- Infosys
- LanXess
- Mindtree
- Tata Consultancy Services
- Tech Mahindra

### Not for Profit

- The Energy & Resources Institute

### Oil and Gas

- Bharat Petroleum
- India Energy Exchange
- Idemitsu
- Pipeline Infra Ltd
- TechnipFMC

### Media/Sports

- Sony Pictures
- DDB Mudra
- Rajasthan Royals
- Saregama (RPSG)

### Banking and Financial Services

- Axis Finance
- Bajaj Allianz
- Barclays
- BNP Paribas
- HDFC Life
- Kotak Life Insurance
- Liberty Videocon
- MSCI
- Societe Generale

### Education

- Vishnu Group
- VIBGYOR Schools

### Global Supply Chain

- All-Cargo
- FedEx

### Health and Pharmaceuticals

- Boehringer Ingelheim
- CIPLA
- GlaxoSmithKline
- Sartorius Stedim
- Takeda Pharma

### ITES and Knowledge Services

- Brady Corp
- CRISIL
- REA India
- Magic Bricks
- SalesForce

### Manufacturing

- Bosch
- Manjushree Technopack
- Saint-Gobain
- Siemens
- Thermax
- Welspun

### Travel & Hospitality

- IHCL (Taj Hotels)
- Indigo
- Malaysian Airline
- Vistara

