



Women
em*po*
Wer
GENDER INTELLIGENCE MASTERY JOURNEY

Women emPower Leadership Development Program

Building the Future of Gender-Balanced Leadership





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
EXPONENTS OF
BeSpoke &
#ExperienceLearning
METHODOLOGY





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





Women emPower

GENDER INTELLIGENCE MASTERY JOURNEY

PROGRAM OUTLINE

Women emPower Leadership Development Program

Building the Future of Gender-Balanced Leadership





Introduction to Women emPower Program

Women emPower Leadership Development Program

Transformational Journey



The program is designed to facilitate a transformational journey for women, focusing on building resilience and values-alignment in leadership.

Inclusive Leadership Pipeline



Aimed at creating an inclusive leadership pipeline specifically for women in the corporate sector.

Strategic Advantage



Empowering women leaders is recognized as a strategic advantage that enhances innovation and drives sustainable growth.

Social Priority



The initiative positions the empowerment of women leaders as a social priority in corporate settings.

Competitive Differentiation



The program emphasizes that women leadership can lead to competitive differentiation in today's business landscape.



The Case for Gender Leadership

Imperatives for Gender-Balanced Leadership

01

Leaky Pipeline

Women make up >30% of India's corporate workforce, but representation drops to 25% at mid-management and only 20% at senior levels.

02

High Attrition Rates

Over 48% of women executives leave active careers between junior and middle levels, rarely returning to leadership roles.

03

Global Benchmark Gap

Only 20% of senior roles in India are held by women compared to a global average of 29%.

04

Value Proposition

Building a gender leadership cadre ensures diverse perspectives, better decision-making, and creates a resilient, future-ready organization.



Addressing Values Congruence and Leadership Barriers

Values Misalignment

01

Studies (Deloitte, 2018; HBR, 2014) show that women in leadership often face a values mismatch, unlike men, who report higher congruence between personal and organizational values.

Impact of Values Conflict

02

This misalignment contributes to high attrition and an 'aspirational deficit,' where women feel alienated from leadership roles.

Priority for Change

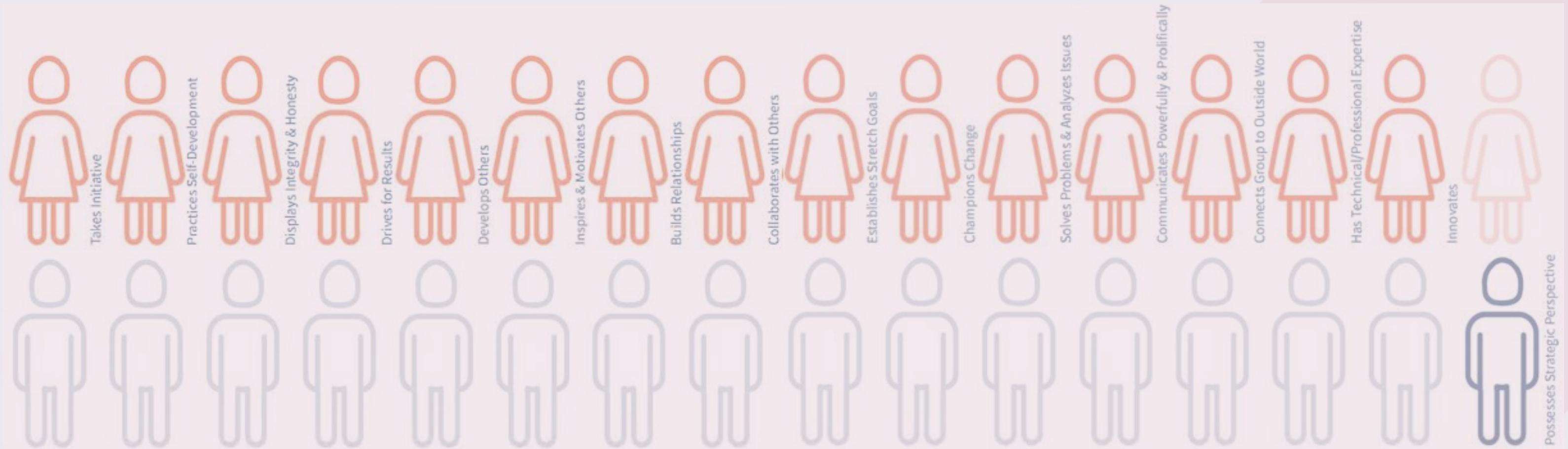
03

By creating a values-aligned environment and empowering women to take pride in authentic leadership, organizations can retain top talent and foster a sustainable leadership culture.



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





Program Objective

01 Cultivate authentic, resilient, and inclusive leaders who align personal and professional values and thrive in leadership roles.

Approach

02 Experiential learning journey with tailored modules that address core leadership competencies and mindset shifts needed for women executives.

Duration

03 Intensive, multi-month program with workshops, coaching, and peer networking to ensure deep, sustainable impact.

Women emPower Leadership Development Program – Overview



Program Modules – Empowering Leadership Through Targeted Mindsets



01 PROTAGONIST

Establish a strong sense of self-worth as the foundation for impactful leadership.



02 NURTURER

Leverage nurturing qualities to foster empathy-driven, collaborative team dynamics.



03 MAVERICK

Cultivate adaptability and a change-driven mindset for innovation.



04 CAMPAIGNER

Build a personal network of advocates to support career progression.



05 GUARDIAN

Instill sustainable leadership values for long-term organizational impact.



06 EMPOWERING

Develop resilience and antifragility to thrive in VUCA (Volatile, Uncertain, Complex, Ambiguous) environments.



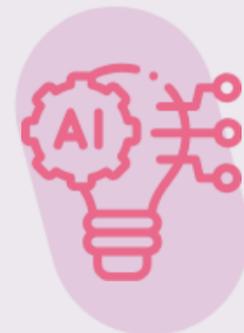
Module 1 – PROTAGONIST: Strong ‘Self’ is the Basis for ‘SelfLess’

Establishing a Powerful Sense of Self for Effective Leadership



Objective

Establish a powerful sense of self and intrinsic worth, which serves as the foundation for effective, selfless leadership.



Self-Awareness and Identity

Develop a clear understanding of personal values, strengths, and areas of growth.



Overcoming the Imposter Syndrome

Tackle common feelings of inadequacy, often intensified in women due to societal expectations and workplace dynamics.



Johari Window Model

Enhances self-awareness through exploring what is known and unknown to self and others. Helps identify blind spots and areas for growth.



Self-Determination Theory (SDT)

Focuses on the intrinsic motivation that comes from fulfilling basic psychological needs—autonomy, competence, and relatedness.



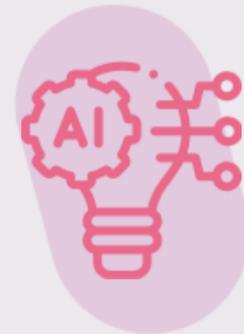
Module 2 – NURTURER: Woman the Natural Leader

Embrace and Leverage Nurturing Qualities for Leadership Success



Objective

Embrace and leverage nurturing qualities as strengths that enhance empathetic, inclusive, and collaborative leadership.



Empathy and Relationship Building

Cultivate skills in empathetic communication and building high-trust relationships.



Transformational Leadership

Leverage nurturing qualities to inspire and motivate teams.



Emotional Intelligence

Focus on key components—self-awareness, self-regulation, motivation, empathy, and social skills—which are critical for empathetic



Transformational Leadership Model

Highlights leadership through inspiration, idealized influence, intellectual stimulation, and individualized consideration.



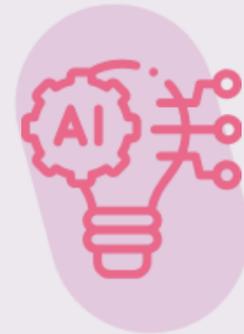
Module 3 – MAVERICK: Switch to Change

Building a Change-Oriented Mindset



Objective

Build a change-oriented mindset, embracing innovation and challenging norms to drive transformation.



Growth Mindset

Embrace challenges and view failures as learning opportunities.



Change Management

Equip participants with skills to lead and adapt to change within their teams and organizations.



Growth Mindset (Carol Dweck)

Reinforces the concept of learning from mistakes and continuously developing skills.



Kotter's 8-Step Change Model

Structured approach for managing change that includes creating urgency, forming a guiding coalition, and embedding new approaches.



Module 4 – CAMPAIGNER: Canvassing Her Own ‘CheerLeaders’

Empower women to actively build networks of advocates, mentors, and sponsors to support career advancement.

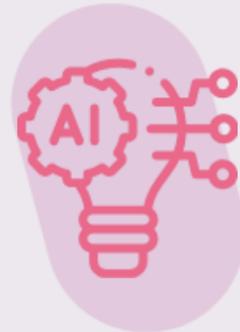
01



Objective

Empower women to actively build networks of advocates, mentors, and sponsors to support career advancement.

02



Networking and Relationship-Building

Develop skills to foster meaningful, strategic professional relationships.

03



Self-Advocacy and Influence

Equip participants to confidently promote their accomplishments and seek opportunities.

04



Social Capital Theory

Emphasizes the importance of networks, trust, and reciprocity in advancing careers.

05



Personal Branding Model

Helps participants clarify and communicate their unique value propositions to build influence.



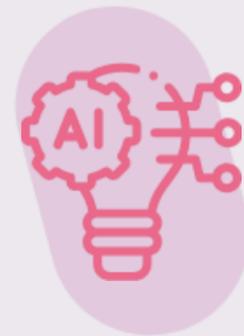
Module 5 – GUARDIAN: Defining Sustainability

Instill values-based leadership principles focused on long-term, ethical decision-making and sustainability.



Ethical Decision-Making

Foster integrity and ethical responsibility in leadership.



Sustainable Impact

Encourage a leadership approach that considers long-term organizational and societal impact.



Triple Bottom Line

Focuses on achieving economic, social, and environmental sustainability.



Ethical Decision-Making Model

Structured approach for making ethical choices based on values and situational factors.



Personal Leadership Legacy Framework

Guides participants in defining the lasting impact they want to create.



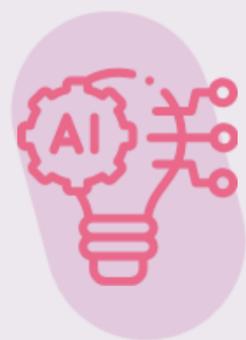
Module 6 – EMPOWERING: Resilience to Antifragile in VUCA

Equip participants with resilience and adaptability for VUCA environments



Objective

Equip participants with the resilience and adaptability needed to thrive in volatile, uncertain, complex, and ambiguous (VUCA) environments.



Resilience Building

Strengthen mental and emotional resilience to withstand challenges.



Antifragility

Move beyond resilience to become 'antifragile,' growing stronger from adversity.



VUCA Framework

Helps participants understand and respond to VUCA conditions.



Antifragility (Nassim Taleb)

Emphasizes thriving through challenges, viewing stressors as opportunities for growth.



Personal Growth

Develops self-awareness, confidence, and resilience.



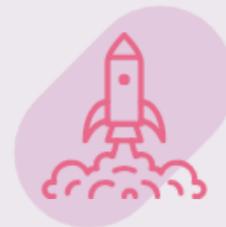
Enhanced Leadership Skills

Strengthens capabilities in empathy, adaptability, and strategic networking.



Sustainable Impact

Fosters a culture of ethical and inclusive leadership that values diversity.



Organizational Advantage

Gender-balanced leadership enhances decision-making, drives innovation, and builds a future-ready organization.

Key Benefits and Outcomes



01

Organizational Resilience

Diverse leadership is proven to enhance resilience and adaptability in a complex, changing business landscape.

02

Competitive Edge

Gender-balanced teams bring broader perspectives, leading to more robust solutions and innovation.

03

Building the Future of Work

Companies that prioritize gender inclusivity are better positioned to attract and retain top talent, build a positive brand, and set a precedent for equitable work environments.

Why Women emPower is a Strategic Imperative



ProventusHR Assurance

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?

ProventusHR **EDGE**

DID THE TRAINING INFLUENCE PERFORMANCE

DID THE TRAINING CHANGE BEHAVIOURS

DID LEARNING TRANSFER OCCUR

DID THE LEARNERS ENJOY THE TRAINING

RESULTS

04

BEHAVIOURAL CHANGE

03

LEARNING OUTCOME

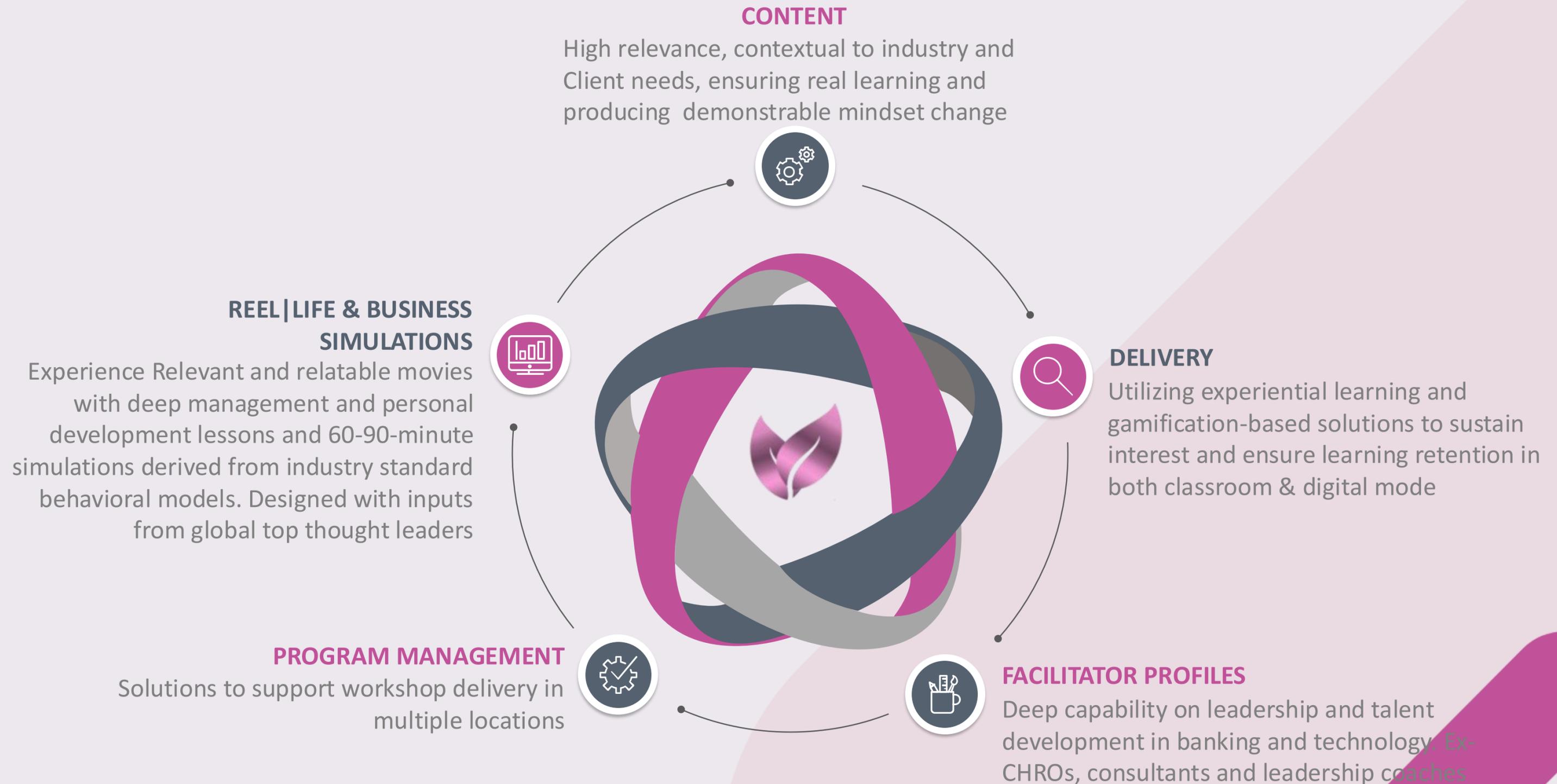
02

REACTION

01



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

- Akzo 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



Engage with the Women emPower Program

Make a difference in leadership today!

