# Management Development Program

## Women in High-Impact Business Leadership Roles

## Women Leadership in Businesses

### The Changing Landscape

A decade ago, the proverbial **'seat at the table'** was an uphill climb for women, often obstructed by systemic barriers and unconscious biases.

Today, that landscape is shifting. Women leaders aren't just breaking barriers – now they're redefining leadership itself.

As more women step into executive roles, they bring a fresh, inclusive, and people-first approach that is reshaping workplace culture in profound ways. Their leadership style is transforming businesses – in terms of diversity, innovation and long term success.

**Women leaders drive greater investment in employee wellbeing, foster inclusive policies, and create high-trust environments-factors that directly contribute to business success.**

**Source:**
**The Economic Times, Mar 8, 2026**

## About This Program

Women's representation in executive leadership is at its highest level globally, with nearly 10% of Fortune 500 CEOs and over 30% of senior management roles now held by women. Research consistently shows that companies with gender-diverse leadership teams are 25% more likely to outperform financially. Across industries, women are increasingly shaping strategic decision-making and driving enterprise growth, marking a significant shift in the global leadership landscape.

Leadership identity is cultivated through sustained self-awareness, social engagement, and organisational experience. Grounded in leadership research, this programme enables women professionals to deepen self-understanding, strengthen strategic and interpersonal capabilities, and expand their influence within organisations, combining academic rigour with practical insights from senior women leaders from industry and distinguished faculty

## What Will You Learn

- Develop strategic clarity and an enterprise-level perspective to align functional decisions with long-term organizational goals and value creation.
- Strengthen business, financial, and operational judgment to make informed, data-driven decisions that directly impact performance and profitability.
- Navigate organizational power dynamics with confidence, enhancing your ability to influence senior stakeholders, negotiate effectively, and build strategic alliances across functions.
- Lead teams successfully through ambiguity, change, and complexity by building resilience, adaptability, and structured decision-making capabilities.
- Enhance executive presence and high-impact communication skills to command credibility in boardrooms, leadership forums, and cross-functional discussions.
- Translate leadership insight into structured, performance-oriented action plans that drive measurable results and sustainable professional growth.

## Program Leaders

**Dr. Pramod Kumar**
**PhD (IIT Bombay)**

Formerly with IIM Ahmedabad; Former Chairperson-Placement, XLRI Jamshedpur; Ex- Director, Symbiosis Institute of Business Management, Pune; Consultant to over 80 leading companies worldwide. Internationally quoted author of over 100 research papers, cases and management games.

**Mina Beigi**
**Professor of Career Studies at University of Southampton, UK**
**PhD, Texas A&M University, USA**

**Dr. Pavithra Ganesh**
**PhD ( IIT Kharagpur)**

Her research, which has been presented at international conferences and published in peer-reviewed journals, focuses on topics such as collective organizational engagement, multilevel analysis, and organizational innovation. Dr. Ganesh possesses a blend of academic depth and industry insight.

## Program Content Details

**Module 1:** Understanding the Gendered Leadership Landscape
**Module 2:** Self-Awareness and Leadership Identity
**Module 3:** Personal Effectiveness and Resilience
**Module 4:** Strategic Leadership and Business Acumen
**Module 5:** Power, Influence, and Negotiation
**Module 6:** Executive Presence and Leadership Communication
**Module 7:** Leading Culture and Organisational Transformation
**Module 8:** Leadership Challenge (Capstone)

## Programme Benefits

- **Enhanced Leadership Readiness:** Strengthen your preparedness to take on high-impact leadership roles with greater confidence and strategic clarity.
- **Strategic & Financial Acumen:** Improve your ability to make sound strategic, financial, and business decisions that drive measurable outcomes.
- **Cross-Functional Influence:** Build the capability to influence stakeholders effectively and lead across functions and organizational boundaries.
- **Resilience in Complexity:** Develop the resilience and adaptability required to navigate ambiguity and thrive in dynamic business environments.
- **Actionable Leadership Roadmap:** Create a structured, practical leadership development plan aligned with your professional growth and organizational impact.

## Programme Delivery Methodology

The program is highly interactive and execution-focused, enabling participants to think critically, explore ideas, and translate insights into actionable outcomes:

- Conceptual frameworks grounded in contemporary research
- Case analysis and scenario-based discussions
- Simulations and negotiation exercises
- Psychometric assessment and guided reflection
- Peer consultation and structured coaching dialogue
- Applied Leadership Challenge anchored in real business contexts

The emphasis is on disciplined thinking, collaborative learning, and measurable workplace application.

## Who Should Attend

- Women professionals in middle and senior management roles with accountability for business results
- High-potential leaders preparing for broader strategic or P&L responsibilities
- Functional heads and project leaders transitioning into enterprise-level roles
- Entrepreneurs and growth-stage leaders seeking to strengthen business judgment and organizational influence

**Select sessions will be conducted by distinguished global women leaders from academia and industry.**