

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.

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.