



Nurturing women leaders in high-performing organizations

A GLOW Case Study- 2021



Business Case for Women in Leadership Roles

- A gender-balanced top leadership team contributes to profits, growth and innovation
- Companies in the top quartile for gender diversity on their executive teams were 21% more likely to experience above-average profitability than companies in the fourth quartile.

McKinsey's Report

"Delivering through diversity"

- Corporations with at least 10% women on company Boards have 2.5–5% higher returns on equity

– *NASSCOM*

A Leadership program for women at an engineering company

Objective of the Engagement

Enable



High potential women leaders of an engineering company to take charge of their leadership growth

Empower



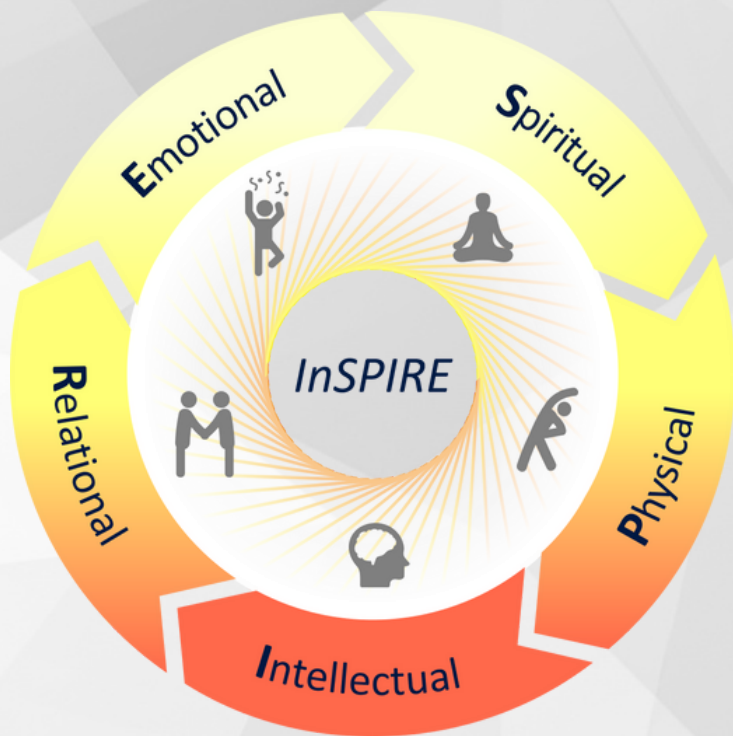
them to build on their strengths & personal vision to demonstrate tangible results

Enhance



- Negotiate and Influence for Impact
- Cope with Unconscious Bias
- Develop executive presence

A holistic learning engagement



Enabling
Personal
Transformation



PROGRAM DESIGN

BLENDED LEARNING

Group Sessions
Peer learning
1-on-1 coaching

COURSE DURATION



Hours



weeks

Week
1 & 2
15 hours

- Self exploration through life journeys

- Overcoming Challenges

- Building Resilience

- Building a powerful brand presence

- Personal Action Plan for Change

SHIFTING MINDSETS IMMERSION SESSION

- Coping with a patriarchal mindset

- Influencing Skills

Week
3 & 5
6 hours

SUSTAINING SKILLS REINFORCEMENT SESSIONS

- Capturing stories of transformation

- Sustaining practices for the future

- Inspiring personal journey shared by regional group HR head

Week
6
3 hours

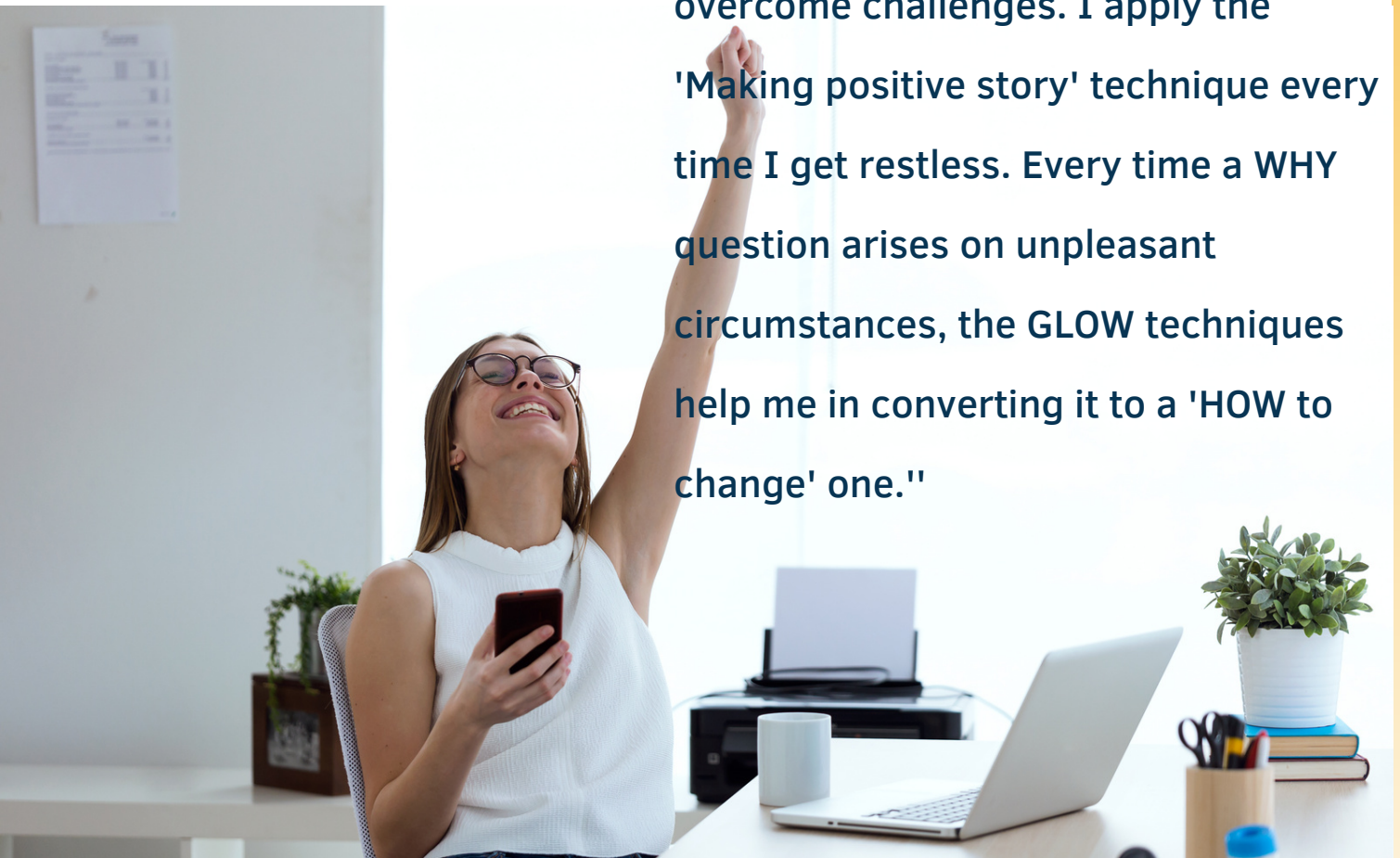
CLOSURE & CELEBRATION

Success Stories

"In my performance appraisal, for the first time I was proud of the way I held the conversation. I was able to showcase my achievements and capabilities assertively, something that I would never have done earlier."



"The frameworks work so beautifully to overcome challenges. I apply the 'Making positive story' technique every time I get restless. Every time a WHY question arises on unpleasant circumstances, the GLOW techniques help me in converting it to a 'HOW to change' one."



If you'd like to empower women at your organization
write to us: info@glowforall.com