



JOMBAY

1000

**WOMEN  
LEADERS**

MOVEMENT

# WHAT IS THE 1000 WOMEN LEADERS MOVEMENT?

*The 1000 Women Leaders Movement is a leadership movement designed to propel a tribe of women professionals!*

*A force of change that promises to **create 1000 Women CXOs in the next few years!***



# Transformative IMPACT from 2023

**1100+**

Women

**280+**

Orgs



INSIGHTS

Through scientific assessments & 360 degree feedback



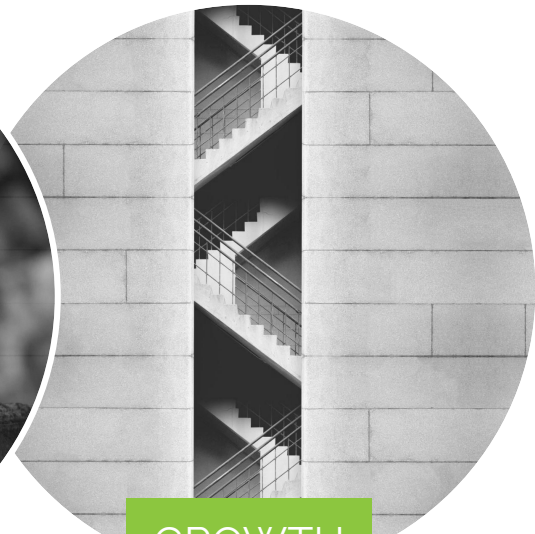
TOOLKITS

Through a strengths based approach of "Leading Like a Woman"



PERSPECTIVES  
(Outside-In)

Through interactions with 300+ inspirational mentors & leaders



GROWTH

Through crafting 3-5 yr roadmaps for personal career ambitions

# IMPACT 2023

Conversations entered the mainstream & turned it into a REAL movement! Through 20M+ Organic Social Impressions



**Dhanashree Joshi**  
Manager - Legal  
1w · 🌐

Late Post...  
Thrilled to have made it as a 10%Club Finalist in the 1000 Women Leaders Program this year! Looking forward to more learning & growth as part of the largest cohort of mid-career women professionals undergoing a development journey in India! @Jombay #Jombay #1000WomenLeadersProgram [www.1000womenleaders.com](http://www.1000womenleaders.com)

Many thanks to all the Mentors team Jombay



**DHANASHREE JOSHI**



- ROUND 1: Assessment Center
- ROUND 2: Master Classes
- ROUND 3: Experience Workshops
- ROUND 4: Digital Learning

**Sumana Sunkara (She/Her)...** + Follow  
Senior Vice President at Berkadia  
2mo · 🌐

Pleased to be mentoring the 1000 Women Leaders Program participants this year - the largest cohort of mid-career women professionals undergoing a development journey in India! #Jombay #1000WomenLeaders



**Sumana Sunkara**

**Aparna Gupta** · 3rd+  
Executive Director, Customer Success  
1w · Edited · 🌐

Enjoyed being a part of the JURY for the 10%Club Finalists of the 1000 Women Leaders Program organised by Jombay last weekend with [Gitanjali Oliver](#)

Got to learn from and coach women leaders from diverse industries and backgrounds and some common themes for us to do better...

#allyship #womenintech



**Prachi Pathak** · 3rd+  
Project Manager  
2w · 🌐

Thanks, [Sopra Steria](#) and [Jombay](#) for guiding and supporting me throughout the #1000womenleadersprogram. The Master classes have been invaluable, and I am incredibly thankful for the opportunity to learn and grow. I've gained not only knowledge but also the confidence to navigate the challenges and opportunities that come with leadership roles.

I look forward to continuing this journey and make the best use of the learning. Again, very grateful to [Sopra Steria](#) Management for the invaluable opportunity they have provided by enrolling us in this program.



**PRACHI PATHAK**

**Hitesh V Khandelwal** · 3rd+  
Sales | Marketing | Oncology & Hematology | J...  
Wow! More enthusiasm n encouragement around, especially the next genx women talent. 🌟

**Arpana Kumar Ahuja** · 3rd+  
Mentor | Board Member | Communications  
1mo · Edited · 🌐

Pleased to be Mentor and Jury for the 1000 Women Leaders Program participants this year - the largest cohort of mid-career women professionals undergoing a development journey in India! I am a firm believer in paying it forward and looking forward to meeting the cohort. #1000womenleadersprogram #jombay



**Arpana Kumar Ahuja**

**Pratik Parmar** (He/Him) · 3rd+  
Service Delivery Manager, Capgemini Technol...  
5d · 🌐

Dr. **PUNEET KAUR KOHLI** is one of a kind #Technology and #Insurance Leader, Her approach for the Technology based solutioning and problem solving is remarkable, Her exposure to the #Modern #DevOps #SecOps #DataManagement is excellent, thoughtful with an fallback approach in mind, in terms of execution and integrity. Strong position with big #DecisionMaker and #IT Roadmap Specialist for the Organisation, Excellent decisions were being made during my tenure and farsighted. Crown Jewel for Organisation. I have had the honor to work with her during a Managed Services Programme for an Digital Services MSP.



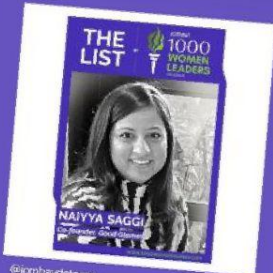


# MASTERCLASSES with INSPIRATIONAL LEADERS

Naiyya Saggi

Thanks @nidhi\_gunjaj786 🙏❤️🙏🙏

nidhi\_gunjaj786 ❤️



@jombaydotcom

Congratulations you Power House 🙏

@naiyya

Shereen Bhan

CNBC-TV18  
99,367 followers

+ Follow

We have some news!  
CNBC-TV18's Managing Editor Shereen Bhan features on "THE LIST 2023" published by Jombay's 1000 Women Leaders Program. Jombay, in an extensive reachout asked over 38,000 women & men professionals - "Which are the women leaders you admire?" And based on the popularity vote, 75 of the most admired women have been featured in THE LIST

Shereen Bhan Jombay



Mini Mathur



minimathur 3m



jombaydotcom

@minimathur

I DON'T THINK OF MYSELF AS A THOUGHT LEADER FOR WOMEN OR ANYBODY REALLY BUT 38000 PEOPLE APPARENTLY THINK OTHERWISE .. TICKLED PINK TO BE ON @JOMBAYDOTCOM 'S LIST OF THE 75 MOST ADMIRED WOMEN . AND I LOOK FORWARD TO INTERACTING WITH THESE 1000 WOMEN IN A MASTERCLASS!!

Monisha Advani



onlyemmay 2h

Lists are an acknowledgement of the work done, but more importantly, the work ahead. Proud to be a collaborator... thank you

@jombaydotcom 🙏



www.1000womenleaders.com

## OUR VISION

*To build 1000 Women CXOs,  
we need to impact at least*

100000

*women over the next few years with partners who  
can fuel this vision!*

# HOW we can do this

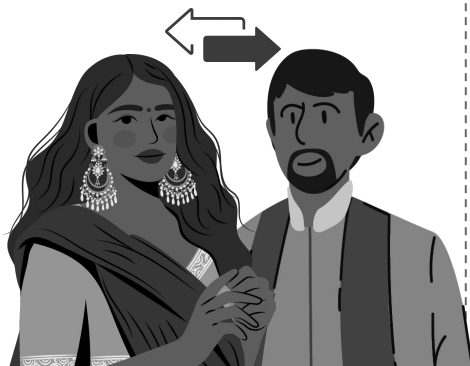
## IMPACT MORE WOMEN

Through programs  
at 3 levels



## BUILD AN ALLYSHIP CULTURE

Through allyship survey  
& masterclasses



## ASK FOR MORE OWNERSHIP FROM SENIOR LEADERS

Through mentoring



## MAKE THE CONVERSATION MAINSTREAM

By bolstering the  
organization's employer brand





# Impact MORE Women - through programs at 3 levels

*We have extended the 1000 Women Leaders Movement to cater to an entire population of working women across 3 levels!*



**RISE LIKE  
A WOMAN**

2-10 yrs of experience  
<Junior>



**LEAD LIKE  
A WOMAN**

11-20 yrs of experience  
<Mid Career>



**WIN LIKE  
A WOMAN**

20+ yrs of experience  
<Senior - N-4, N-3, N-2>





# Build an Allyship Culture



## ▶ Engagement & Allyship Survey

Help you understand the culture of allyship in your organisations and identify the right levers to extend it.

## ▶ Allyship Master Class

We extend our allyship session to your organizations, to help you inculcate and encourage a culture of allyship



# Ask for more ownership from Senior Leaders



## Mentorship

Senior Leaders from partnering organizations are asked to contribute as mentors in the program.



## Jury

Senior Leaders from partnering organizations are asked to be part of the Jury.

The logo for the JOMBAY 1000 Women Leaders Program, featuring a stylized flame above a torch and the text "JOMBAY 1000 WOMEN LEADERS PROGRAM".

**MENTOR**

A black and white portrait of Geeta Shetty, a woman with dark hair, wearing a light-colored top. The portrait is framed by a green circular border.

**Geeta  
Shetty**

*Elevating mid-career women professionals*



# Bolster the organization's employer brand

We increase the visibility of the movement and your commitment to it

> Social Media Visual



## DIGITAL COLLATERAL

> Email Signatures & Social Media Banner

\*soft copies



> Standee





# WHAT ORGANIZATIONS CAN DO!

*Partner with us to  
**build your women  
leadership pipeline.***





# Participate in large numbers!







# Participate in large numbers!

| PARTNERSHIPS                                     | <b>PLATINUM</b><br>(The Amplifier)<br><b>160 participants</b> | <b>GOLD</b><br>(The Enabler)<br><b>110 participants</b> | <b>SILVER</b><br>(The Upstander)<br><b>47 participants</b> | <b>BRONZE</b><br>(The Supporter)<br><b>40 participants</b> |                                    |
|--|---|---|--|--|------------------------------------|
| <b>20+ yrs experience</b><br>Win Like A Woman    | 10 participants   | 5 participants  | 2 participants   | 0 participants   |                                    |
| <b>11-20 yrs experience</b><br>Lead Like A Woman | 50 participants   | 35 participants   | 15 participants  | 10 participants  | <i>Choose your own permutation</i> |
| <b>2-10 yrs experience</b><br>Rise Like A Woman  | 100 participants  | 70 participants   | 30 participants  | 30 participants  |                                    |
| <b>Senior Leaders as Mentors &amp; Jury</b>      | 5-10  | 3-5   | 2-4  | 2  |                                    |

# PROGRAM DETAILS



# Program Curriculum

Participants of this program will be groomed on the following mindsets in a way that is relevant to their experience level -

## Protagonist Mindset

*"The Leadership Ambition Gap (inner obstacles women must overcome) is one of the reasons for the poor representation of women in leadership positions."*

Sheryl Sandberg

## Warrior Mindset

*"Women who persevere and exhibit passion over a longer period are more likely to achieve their long-term goals, including career advancement. Yet, the workplace becomes a mental minefield for many women, discouraging them from persevering through."*

Angela Duckworth,  
Author of Grit

## Maverick Mindset

*"Intentional invisibility is a risk-averse, strategy that women professionals employ to manage competing expectations, and balance work and family. Women across the organization intentionally remain behind the scenes to avoid backlash and maintain status quo."*

-Harvard Business Review

## Campaigner Mindset

*"Our work culture encourages women to get their foot in the door, only to leave them without support once they step in. When we DO arrive, many of us are the minority and feel alone, or like we need to adapt to norms that were put in place for a different context."*

- Susan MacKenty Brady,  
Forbes.

## Enterprising Mindset

*"Female entrepreneurs are more likely to exhibit qualities of people who thrive in ambiguity and change. These qualities are the cornerstone for any company who wants stay ahead of the curve."*

- Research



# Program Curriculum

Participants of this program will be groomed on the **5 mindsets with underlying behaviors** that are relevant to their level -

| Mindset              | Rise Like a Woman Program<br>2-10 yrs of experience | Lead Like a Woman Program<br>11-20 yrs of experience | Win Like a Woman Program<br>20+ yrs of experience  |
|----------------------|---|--|--|
| Protagonist Mindset  | <i>Building inner strength</i>                      | <i>Breaking Barriers Within You</i>                  | <i>Breaking biases</i>                             |
|                      | <i>Honing your skill set</i>                        | <i>Honing Executive Presence</i>                     | <i>Honing your Strategic Presence</i>              |
| Warrior Mindset      | <i>Getting battle ready</i>                         | <i>Winning with Grit</i>                             | <i>Conquering the Glass Cliff</i>                  |
|                      | <i>Crafting a Winning Vision</i>                    | <i>Combating the Superwoman Syndrome</i>             | <i>Combating the Lone-Wolf Syndrome</i>            |
| Maverick Mindset     | <i>Speaking Up in the Right Rooms</i>               | <i>Steering Courageous Conversations</i>             | <i>Dealing unapologetically with the Boardroom</i> |
|                      | <i>Making the right Trade-Offs</i>                  | <i>Acing Negotiations</i>                            | <i>Negotiating for Strategic Business Outcomes</i> |
| Campaigner Mindset   | <i>Navigating Workplace Dynamics</i>                | <i>Navigating Organizational Politics</i>            | <i>Navigating Organizational Adversity</i>         |
|                      | <i>Forging your Circle of Trust</i>                 | <i>Forging Alliances and Networks</i>                | <i>Building yourself as a thought leader</i>       |
| Enterprising Mindset | <i>Kindling creative thinking</i>                   | <i>Kindling the Intrapreneurial Spirit</i>           | <i>Kindling the Gene for Change</i>                |
|                      | <i>Collaborating for results</i>                    | <i>Nurturing High-Impact Teams</i>                   | <i>Being a force multiplier</i>                    |



# Program across 3 levels

Participants of all 3 programs go through multiple immersive elements. In addition, some components are specific to experience levels.

|                             | RISE LIKE A WOMAN<br><Junior, 2-10 yrs> | LEAD LIKE A WOMAN<br><Mid, 11-19 yrs>             | WIN LIKE A WOMAN<br><Senior, 20+ yrs>             |
|-----------------------------|---|---|---|
| Assessment Center           | ✓                                       | ✓   | ✓   |
| 360 Degree Feedback         | ✓                                       | ✓   | ✓   |
| Masterclasses (90 min each) | 10                                      | 10  | 10  |
| Digital Learning Journey    | ✓                                       | ✓   | ✓   |
| 10 Learning Circles         | ✓                                       | ✓   | ✓   |
| Networking                  | Virtual Connects                        | Virtual Connects +<br><b>2 in-person Retreats</b> | Virtual Connects +<br><b>2 in-person Retreats</b> |
| Growth Roadmap Interview    | ✓                                       | ✓   | ✓   |
| Mentoring                   | 1 Group session                         | 1 Group session                                   | <b>3 one-on-one IDP sessions</b>                  |
| Recognition                 | 10% Club List                           | 10% Club List                                     | Honors List                                       |





# Program Milestones

*Participants will spend about 30 mins a week, over a period of 6 mths. (Apart from the 10 master classes of 2 hours each)*

**All 3 Programs start in June 2024.**

|   |                              |   |                                |                                 |  |  |             |  |
|---|------------------------------|---|--------------------------------|---------------------------------|--|--|-------------|--|
| 05 June   | 05-16 June                   | 08 June -<br>12 Oct   | 03 July -<br>03 Aug            | 28 Sep -<br>08 Oct              | 30,31 Aug                                  | 06 Nov                                     | 16 Nov      | 2nd/3rd wk<br>of Dec                     |
| <b>Kick Off &amp;<br/>Orientation<br/>Session</b> | <b>Assessment<br/>Center</b> | <b>Development<br/>Journey</b><br><i>10 Master Classes</i><br><i>Digital Learning</i> | <b>360 Degree<br/>Feedback</b> | <b>Experience<br/>Interview</b> | <b>Group<br/>Mentoring<br/>Interaction</b> | <b>10%CLUB<br/>Finalists<br/>Announced</b> | <b>Jury</b> | <b>10%CLUB<br/>Winners<br/>Announced</b> |

*Mid Program Retreat for mid & senior program participants on 10th Aug 2024*  
*End of Program Retreat for finalists of mid and for all senior program participants in 2nd/3rd Feb 2025*



## Recognizing excellence to drive learning & growth!

***The “10% CLUB” and “Honors List” are a  
recognition of excellence!***

They drive program competition, engagement, a  
zeal for greatness and hence MORE learning!

CXO Jury Members will select the winners  
through an interview round.



**HONORS LIST**



# PROGRAM COMMERCIALS



# Program Commercials



**RISE LIKE A WOMAN**

**Rs 15,000 + gst  
per participant**



**LEAD LIKE A WOMAN**

**Rs 30,000 + gst  
per participant**



**WIN LIKE A WOMAN**

**Rs 2,25,000 + gst  
per participant**



# Program Commercials

| PARTNERSHIPS  | PLATINUM<br>(The Amplifier) | GOLD<br>(The Enabler)      | SILVER<br>(The Supporter)  | BRONZE<br>(The Supporter) |  |
|---|-----------------------------|----------------------------|----------------------------|---------------------------|--|
| <b>20+ yrs experience</b><br>Win Like A Woman             | 10 participants             | 5 participants             | 2 participants             | 0 participants            |  |
| <b>11-20 yrs experience</b><br>Lead Like A Woman          | 50 participants             | 35 participants            | 15 participants            | 10 participants           | <i>Choose<br/>your own<br/>permutation</i> |
| <b>2-10 yrs experience</b><br>Rise Like A Woman           | 100 participants            | 70 participants            | 30 participants            | 30 participants           |  |
| <b>Program Price</b>                                      | <b>Rs. 52,50,000 + gst</b>  | <b>Rs. 32,25,000 + gst</b> | <b>Rs. 13,50,000 + gst</b> | <b>Rs. 7,50,000 + gst</b> |  |
| Full Price<br>(including Engagement &<br>Allyship Survey) | Rs. 52,50,000 + gst         | Rs. 37,25,000 + gst        | Rs. 21,00,000 + gst        | Rs. 15,00,000 + gst       |  |



# About

# Jombay

Jombay is part of the IPO bound Ciel HR group - a holistic talent solutions provider with 1000 people and offices in 70 cities.

We build managers and leaders for this fast changing world of work. We are known for our talent interventions with fortune 500 clients and for our wildly popular 40under40 and 30under30 programs. Our open programs help individuals build critical capabilities to fast track their careers!

225K

Managers  
Developed

500+

Organizations  
Impacted

85%

Program  
Completion

4.8/5

Master  
Class  
Feedback

# JOMBAY

FOR MORE INFORMATION,  
PLEASE VISIT:  
[www.1000womenleaders.com](http://www.1000womenleaders.com)

FOR ANY ASSISTANCE,  
PLEASE REACH OUT TO:  
[1000womenleaders@jombay.com](mailto:1000womenleaders@jombay.com)

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## GROUP COMPANIES

