

Starts Oct 2024



WIN LIKE A WOMAN Program

For senior women leaders > 20 yrs of experience



OUR VISION IS TO CREATE

1



Women CXOs in the next few years!



*Yet, we have noticed that at senior levels, despite their experience, women leaders often face an **internal dialogue** ...*





“Am I good enough?”

“Do I need to dabble in politics to get ahead?”





“Am I sitting at the edge of a glass cliff?”

“Do I need to be a lone wolf to succeed?”





Hence the need for the
WIN LIKE A WOMAN
Program!





***Built to propel
senior women leaders
into CXO roles!***



BUILT

***By Women
For Women***



JOMBAY

1000
WOMEN
LEADERS
MOVEMENT



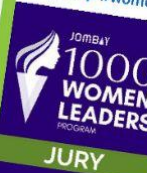
*With access to
the strongest
network of
women leaders
in the country!*



This movement has created waves across 200+ organizations in the last year!

...vely note. One should add -... systems for women to move out of places with no support. In today's world it's more than just support systems, it's also essential to understand lack of it & impacts on people who are supportive. There are many unsung heroes find them & build support. Leadership comes in many forms. Not to be confused with populism.

Got to learn from diverse industries themes for us to... #allyship #women



Dhanashree Joshi · 3rd+
Manager - Legal
1w · 🌐

...te Post...
...trilled 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

Many thanks to all the Mentors team Jombay



DHANASHREE JOSHI



ROUND 1
Assessment Center
ROUND 2
Master Class
Digital Learning
ROUND 3
Experience Hub/ware

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



MENTOR



Sumana Sunkara



MINI MATHUR
TV Presenter, Actor, & Producer

@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 ADMIRRED WOMEN . AND I LOOK FORWARD TO INTERACTING WITH THESE 1000 WOMEN IN A MASTERCLASS!!

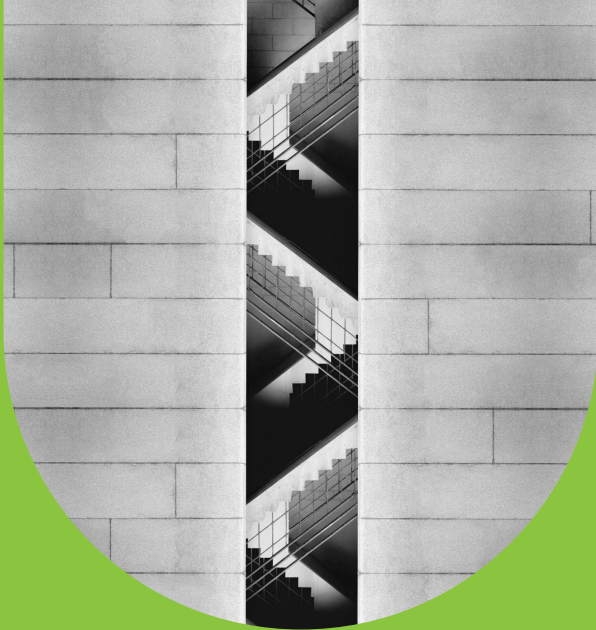
Monisha Advani



onlyemmay · 2h

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





*What is the Program
built on?*





We understand the modern Indian woman leader and our program construct taps into “WHAT MAKES HER SUCCESSFUL”



Protagonist Mindset

- > *Breaking biases*
- > *Honing your Strategic Presence*



Warrior Mindset

- > *Conquering the Glass Ceiling*
- > *Combating the Lone-Wolf Syndrome*



Maverick Mindset

- > *Dealing unapologetically with the Boardroom*
- > *Negotiating for Strategic Business Outcomes*



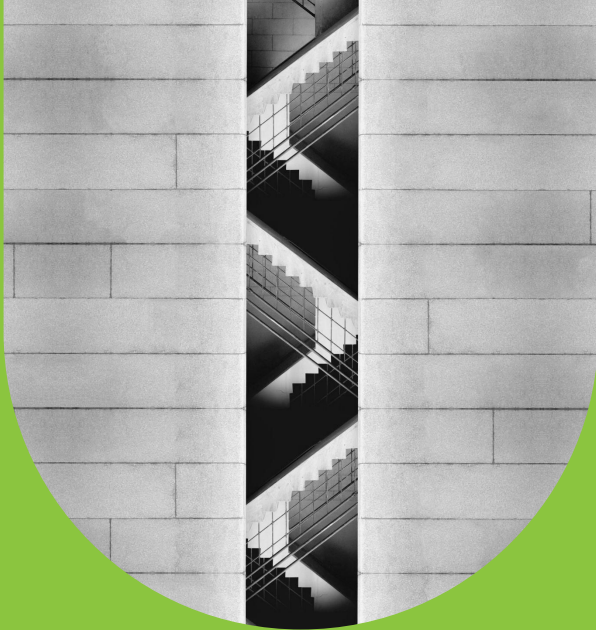
Campaigner Mindset

- > *Navigating Organizational Adversity*
- > *Building yourself as a thought leader*



Enterprising Mindset

- > *Kindling the Gene for Change*
- > *Being a force multiplier*



*What this high
visibility program
gives you ?*





What this high visibility program gives you!



Diagnosics

Custom scientific tools built to understand modern Indian women leaders.



Development

Journey that encourages self reflection



Practice

Practice skills like networking, mentoring & building thought leadership



Access

Access to top industry leaders & inspiring peers!



Growth

Hyper focus on growth roadmaps



Diagnostics

Custom scientific tools built to understand modern Indian women leaders.

- TOOL 1
27 Echo Personality Assessment
- TOOL 2
FIT - Fairness in Thinking Survey
- TOOL 3
Inbox (Day in Life) Simulation - 3
- TOOL 4
360 Degree Feedback

What this high visibility program gives you!

The image displays two overlapping screenshots of the JOMBAY 27ECHO program interface. The top screenshot shows a personality assessment question: "1. There have been times when I have made decisions without considering the data available." with four radio button options: Strongly Disagree, Disagree, Agree (selected), and Strongly Agree. The bottom screenshot shows an inbox simulation interface with a calendar at the top and a list of messages. The messages include a welcome message from Ramesh Gandhi, a scheduling message from Heather Gauear, a culture-building message from Jack Kleinman, and an assignment message from John Rachet. The inbox simulation also shows a "Total time left: 04:05:35" and a "Rebecca Hill" header.



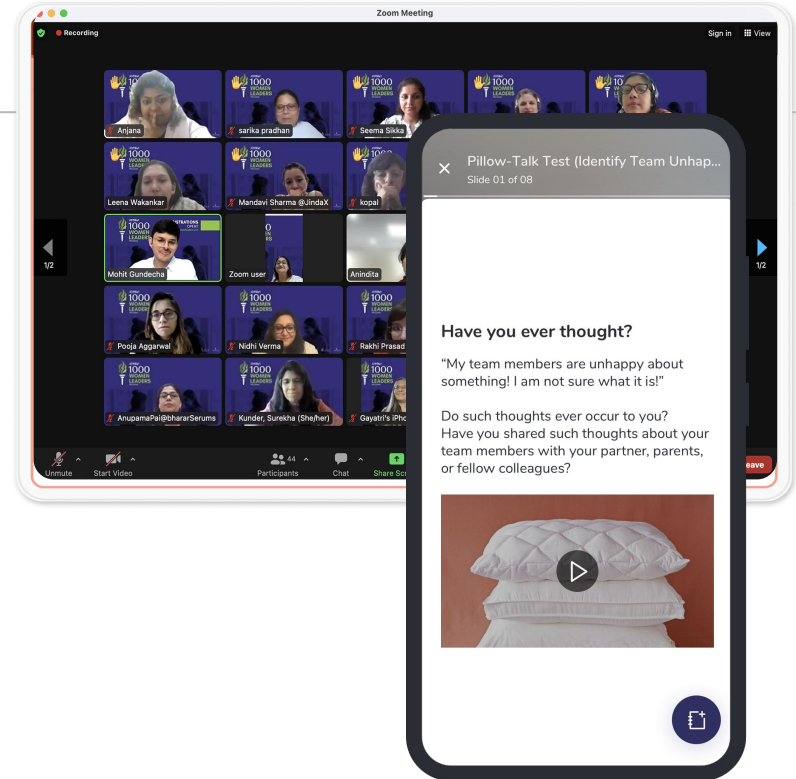
Development

*Journey that encourages
self reflection*

What this high visibility program gives you!

- 10 Master Classes <online>
 - > Breaking Biases
 - > Honing your Strategic Presence
 - > Conquering the Glass Ceiling
 - > Combating the Lone Wolf Syndrome
 - > Dealing with the Boardroom Unapologetically
 - > Negotiating for Strategic Business Outcomes
 - > Navigating Organizational Adversity
 - > Building Yourself as a Thought Leader
 - > Kindling the gene for change
 - > Being a Force Multiplier

Digital Learning on iDev
Self Paced digital learning journey





Practice

Practice skills like networking, mentoring & building thought leadership

What this high visibility program gives you!

- Networking
10 Virtual Learning Circles & 2 In-Person Retreats
- Mentoring
Mentor junior women leaders who are part of the 1000 Women Leaders Movement. A great way to give back!
- Thought leadership
Use opportunities in the Learning Circle, Experience Interview etc to build a unique POV





Access

Access to top industry leaders & inspiring peers!

Make yourself seen in business & leadership circles.

What this high visibility program gives you!

- 10 Fireside Chats with industry leaders

Previous speakers include >



Vishakha R M
IndiaFirst Life Insurance



Neelu Khatri
Arasa Air



Padma Priya Saraswatula
Visible Alpha



Neha Kant
Clovia Lingerie



Nina Nagpal
Citigroup USA



Anjali Singh
Ericsson



Sheenam Ohrie
Broadridge India



Suparna Mitra
Titan



Vanita Keswani
Madison Media Sigma



Monisha Advani
Emmay Entertainment



Aditi Dugar
Masque Restaurant

- 10 Virtual Learning Circles & 2 In-Person Retreats

Connect with peers and alumni to build lifelong bonds

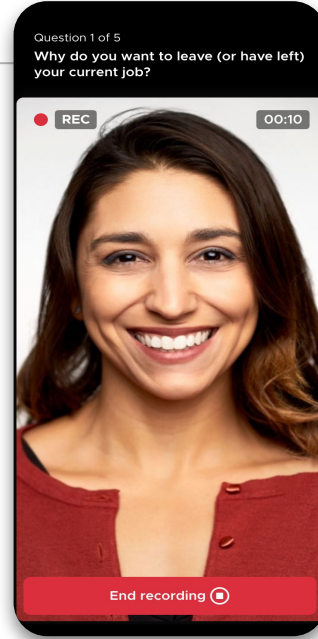


Growth

Hyper focus on growth roadmaps

What this high visibility program gives you!

- 3 IDP Conversations
Create a growth roadmap through IDP conversations with senior coaches
- Experience Interview
Articulate your own growth roadmap!
- Recognition
The Honor's List recognizes excellence in the program!





What has been the Impact of the Program?

*Hear from our previous batch of
'Win like a Woman'*



25

Senior Women
Leaders



12

Organizations



Participant Testimonial.



*"I've learned the art of **truly listening to both internal and external customers**, and how to act on their feedback effectively. I've discovered the importance of asking for help, maintaining physical activity, and always having a plan when tackling crucial tasks. While my ambition remains unchanged, **I've gained a new layer of self-awareness** that's helping me bring my dreams to life.*

I've begun implementing the lessons learned!

These classes have not only enhanced my professional skills but have also encouraged me to prioritize my well-being, making me a more balanced and effective leader."

Participant Testimonial.



"The journey so far has taught me to recognize my internal biases and focus on preparing for any challenge. I've acknowledged the importance of being seen and acknowledged, and I'm eager to develop my assertiveness and personal brand as a thought leader. I'm actively applying the lessons, regularly assessing my progress and making conscious efforts to articulate my thoughts more effectively.

*I've created a checklist covering personal growth areas like exercise, reading, and time management, which I share with friends for accountability. While team implementation has been gradual, I've initiated one-on-ones with my direct reports and team. Personally, I'm transforming my communication style and prioritizing work that adds value to myself, my team, and the organization. **This journey is reshaping how I approach both my personal and professional life.**"*



Program pricing



WIN LIKE
A WOMAN

Rs 2,25,000 + gst
per participant

PARTNERSHIPS	PLATINUM (The Amplifier)	GOLD (The Enabler)	SILVER (The Supporter)	BRONZE (The Supporter)
	10 participants	6 participants	4 participants	2 participants
Program Price	Rs. 22,50,000 + gst	Rs. 13,50,000 + gst	Rs. 9,00,000 + gst	Rs. 4,50,000 + gst

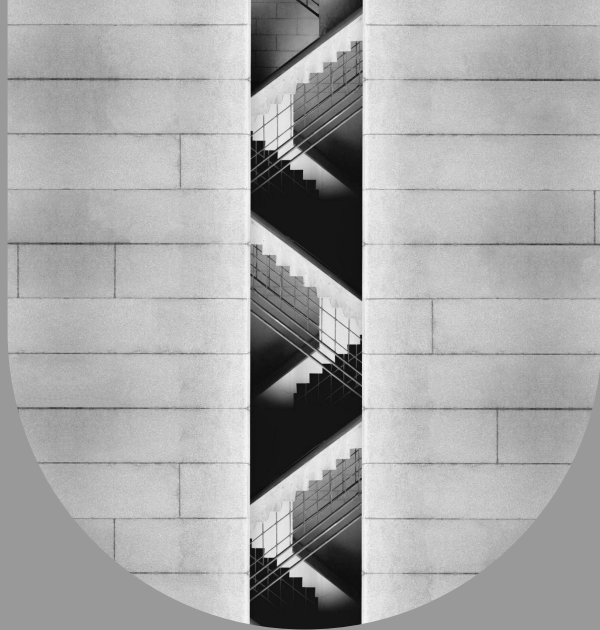
PROGRAM STARTS:
September 2024



JOMBAY



*A managerial development
program for first line managers!*



Appendix





Program construct

Protagonist Mindset

Breaking Biases

For senior women leaders, Breaking Biases involves a commitment to rise above both internal and external stereotypes and prejudices, practicing self-reflection for transitioning into a leader's identity, and fostering a space for oneself that allows their leadership capabilities to outshine their internal barriers.

Honing your Strategic Presence

Honing a strategic Presence involves developing the perception of being a capable leader who can impact the organization's growth on all fronts, and then channeling this persona to make a lasting impression across the organization - from the uppermost echelons of the C-suite, all the way down to the front-line workers.

Warrior Mindset

Conquering the Glass Cliff

For senior women leaders, Conquering the Glass Cliff means embracing the opportunities that demand their leadership, and the resilience that empowers them to excel, even in the most adverse circumstances.

Combating the Lone Wolf Syndrome

For women leaders, combating this Lone Wolf Syndrome entails zooming out of the one-person army mindset, achieving a balance between their priorities, building the courage to solicit support, and using innate strengths for collaboration and empathy towards one's success.

Maverick Mindset

Dealing with the Boardroom Unapologetically

For senior women leaders, this involves bringing their authentic selves into the workplace, showcasing their candor and credibility, challenging the status quo, and knowing how to influence critical organizational decisions.



Program construct

Maverick Mindset

Campaigner Mindset

Enterprising Mindset

Negotiating for Strategic Business Outcomes

For senior women leaders, negotiating Strategic Business Outcomes involves adopting a strategic mindset, long-term vision, and the expert foothold in business negotiations - in order to ensure win-win outcomes that contribute to a sustainable bottom line of the organization.

Navigating Organizational Adversity

For senior women leaders to be able to position themselves as capable leaders entails institutionalizing a focus on outcomes despite adversities, being an ethical power center for others to look up to, and enabling an agile and supportive workplace that can overcome crises together.

Building Yourself as a Thought Leader

For senior women leaders, Building Yourself as a Thought Leader involves shaping and amplifying their identity and influence to create a powerful ripple effect - enabling them to grow strong networks and communities, impact business goals, and build an unforgettable impression in the industry.

Kindling the Gene for Change

For senior women leaders who are leading through uncertain times, Kindling this Gene for Change entails standing tall against the traditional status quo, getting the organization and the C-suite to rally behind new-age transformation, and building systems that sustain the changing era of work.

Being a Force Multiplier

For senior women leaders, Being a Force Multiplier entails combining people-centricity with growth-centricity, nurturing centers of excellence that work cohesively and efficiently, and fostering systems through which the organization grows steadfastly - all while ensuring the highest levels accountability, ambitious goal-setting, and a healthy spirit of collaboration.



Program components



Assessment Center

Know Yourself



360 Degree Feedback

Understand blind spots



Master Classes

Learn from the best



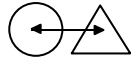
Digital Learning Journey

Bytes of wisdom



Experience Interview

Build growth roadmaps



IDP Sessions

Work with mentors to build your own IDPs



Allyship

Masterclass & stories of inspiration



Networking

Build a peer network



Honor's List

Recognition of excellence



	JOMBAY	ISB	IIM C
PROGRAM TREATMENT	Virtual Live masterclasses Virtual Live learning circles In person retreats for Networking Three 1 on 1 IDP sessions Mentoring others	Includes 25+ hours of on-campus sessions, 30 hours of live virtual sessions, and 12 hours of group coaching sessions.	3+3 Days campus immersion at IIM Calcutta. One-year online programme.
FACULTY	Practitioners	Academics	Academics
PROGRAM CURRICULUM	5 Mindsets covering 10 behaviors relevant to the modern indian woman leader! Protagonist Mindset, Warrior Mindset, Maverick Mindset, Enterprising Mindset, Campaigner mindset.	9 modules: The Dynamics of Diversity, Critical Thinking, Economics for Managers, Executive Presence and Storytelling, Essentials of Personal Leadership, Leading Organisations with Purpose and Impact, Networking and Influence, Effective Negotiations & Growth Mindset and Innovation	9 modules: Women in Management, Leading and Managing Teams, Bird's Eye View of Organizational Functions, Managing in a Digital Age, Leadership Communication, Legal and Human Resource Perspectives, Working Women in Emerging Markets, Building One's Leadership Potential & Strategic Leadership
DIAGNOSTICS	Uses a custom assessment tool build for the modern indian woman leader	-	-
INSPIRATION	Opportunity to actively be part of a movement!	-	Alumni access through email
MENTORING	Three 1 on 1 IDP sessions AND opportunity to mentor young leaders	Group coaching but no opportunity to mentor others	-
NETWORK	Access to the 2800+ alumni community	Executive Alumni status.	Executive Alumni status
PRICE COMPARISON	Rs. 2.25L	Rs. 3L	Rs. 4.30L
PROGRAM DURATION	15 weeks	15 weeks	12 months
RECOGNITION OF EXCELLENCE	Recognition in the Honors List.	-	-

About

Jombay

Jombay (a part of CielHR Group) is known for creating a Workplace of Winners! We do this through identifying, building and engaging great managers and leaders for the fast changing world.

We work with 300+ organizations annually to relook at their hiring, development and succession planning processes. Our open programs (1000 Women Leaders Programs, CHRO of Tomorrow, HR40under40, HR30under30) help individuals build critical capabilities to fast track their careers. Participants are able to leverage an alumni network of 1200+ leaders and benefit from immense mentoring & networking opportunities.

225K

Managers
Developed

500+

Organizations
Impacted

85%

Program
Completion

4.8/5

Master
Class
Feedback

JOMBAY

**FOR MORE INFORMATION,
PLEASE VISIT:**
www.1000womenleaders.com

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GROUP COMPANIES

