

Starts Mar 2025



LEAD LIKE A WOMAN Program

*For mid-career women leaders with
11-20 yrs of experience*



OUR VISION IS TO CREATE

1



Women CXOs in the next few years!



The 1000 Women Leaders Movement includes 3 programs catering to women professionals across 3 experience 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>

Batch 3 : Mar-Sep 2025 | Batch 4 : July 2025 - Jan 2026



We have noticed that at mid-career levels, women leaders often lose sight of their ambition.

*They often face an **internal dialogue** ...*





“Am I good enough?”



*“Am I trying to be a
superwoman and do it all?”*

“How can I stand out in leadership forums?”



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

“Do I need to be ‘more like a man’ to survive at work?”





Hence the need for the
LEAD LIKE A WOMAN
Program!





***Built to propel
women professionals into
leadership roles!***



JOMBAY

1000
WOMEN
LEADERS
MOVEMENT



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



This movement has created waves across 300+ organizations in the last 2 years!

...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 ...s. 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

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

DHANASHREE JOSHI

- ROUND 1: Assessment Center
- ROUND 2: Master Class Digital Learning
- ROUND 3: Experience Hubwork

MINI MATHUR
TV Presenter, Actor, & Producer

@minimathur

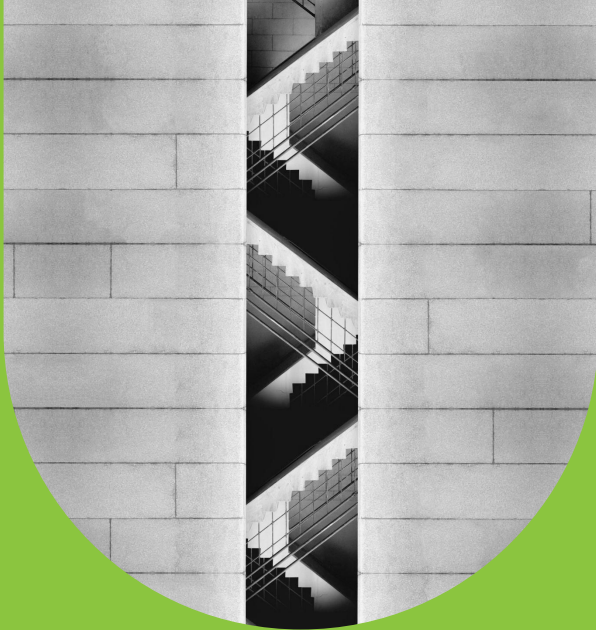
I DON'T THINK OF MYSELF AS A THOUGHT LEADER FOR WOMEN OR ANYBODY REALLY BUT 38000 PEOPLE APPARENTLY THINK OTHERWISE .. TICKLED PINK TO BE ON @JOMBAYDOTCOM 'S LIST OF THE 75 MOST ADMIRED WOMEN . AND I LOOK FORWARD TO INTERACTING WITH THESE 1000 WOMEN IN A MASTERCLASS!!

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 🙏





*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 Barriers Within You*
- > *Honing Executive Presence*



**Warrior
Mindset**

- > *Winning with Grit*
- > *Combating the Superwoman Syndrome*



**Maverick
Mindset**

- > *Steering Courageous Conversations*
- > *Acing Negotiations*



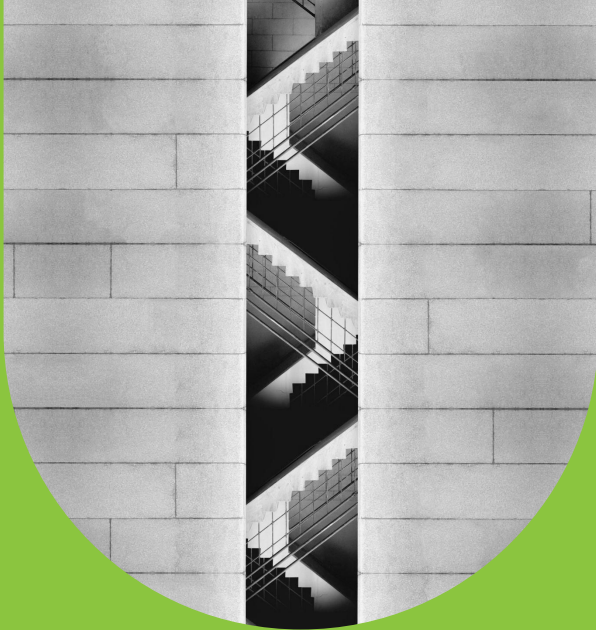
**Campaigner
Mindset**

- > *Navigating Organizational Politics*
- > *Forging Alliances and Networks*



**Enterprising
Mindset**

- > *Kindling the Intrapreneurial Spirit*
- > *Nurturing High-Impact Teams*



*What this high
visibility program
gives you ?*





What this high visibility program gives you!



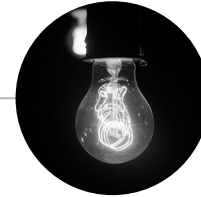
Diagnosics

Custom scientific tools built to understand modern Indian women leaders.



Development

Journey that encourages self reflection



Practice

Practice skills like networking & building thought leadership



Access

Access to top industry leaders, inspiring mentors & 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
PAVE Leadership 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 screenshots from the JOMBAY 27ECHO program. The top screenshot shows a personality assessment interface with the question: "1. There have been times when I have made decisions without considering the data available." The response scale includes radio buttons for "Strongly Disagree", "Disagree", "Agree" (which is selected), and "Strongly Agree". The top right of the interface shows the user's name "Roy Meyer" and a note: "Response consistency calculation is on". The bottom screenshot shows a simulated email inbox for "Rebecca Hill" with a "Total time left: 04:05:35". The inbox contains several emails, including a "Welcome to Axon" message from Ramesh Gandhi, a "Scheduling onboarding" email from Heather Gauear, a "Building the culture..." email from Jack Kleinman, and a "Need to assign..." email from John Rachet. The selected email from John Rachet contains a detailed welcome message and a "Test File" attachment. At the bottom of the email view, there is a blue button labeled "Answer questions" with a plus icon.



Development

Journey that encourages self reflection

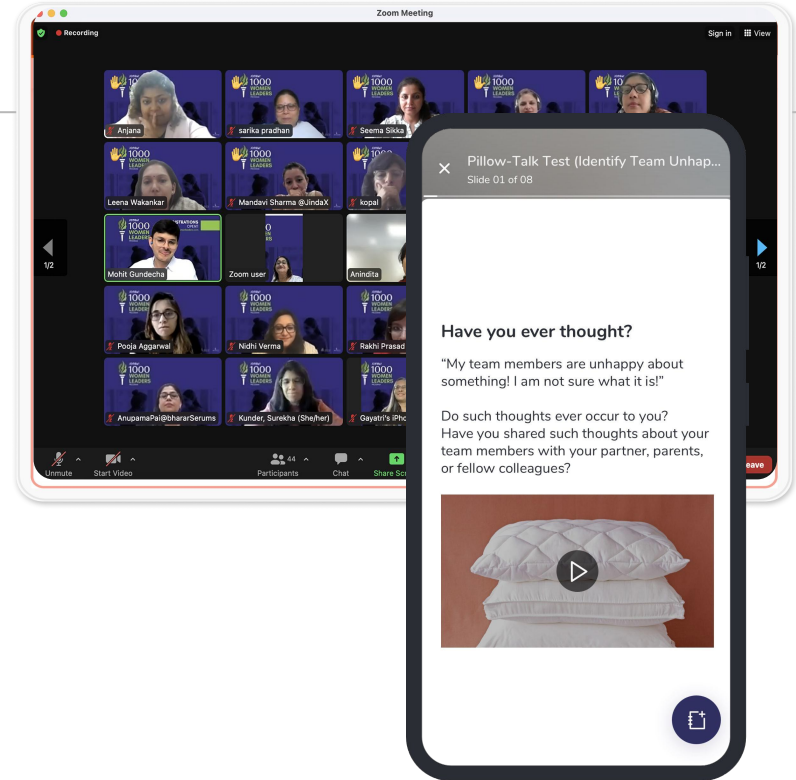
- 5 Master Classes <online> (participants need to choose between Weekday / Weekend tracks)

- > Protagonist Mindset
- > Warrior Mindset
- > Maverick Mindset
- > Campaigner Mindset
- > Enterprising Mindset



Digital Learning on iDev
Self Paced digital learning journey

What this high visibility program gives you!



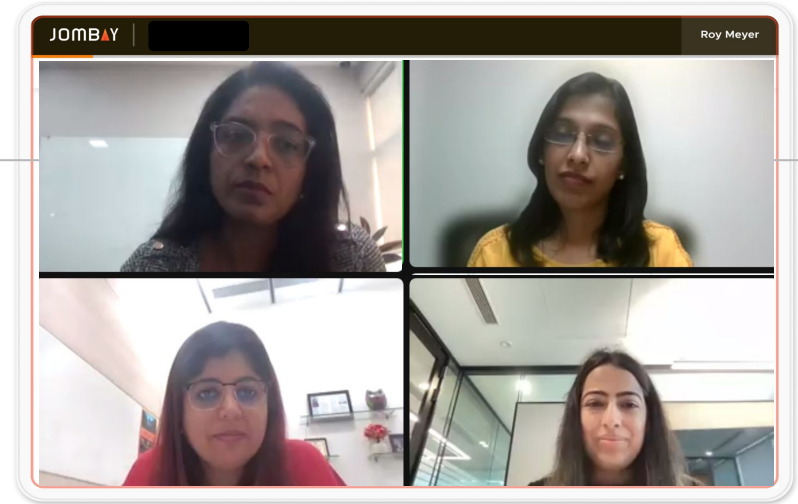


Practice

Practice skills like networking & building thought leadership

What this high visibility program gives you!

- Networking
5 Virtual Learning Circles & 1 In-Person Retreat
- Thought leadership
Use opportunities in the Learning Circle, Experience Interview etc to build a unique POV





What this high visibility program gives you!



Access

Access to top industry leaders, & inspiring mentors & peers!

Make yourself seen in business & leadership circles.

- 5 Fireside Chats with industry leaders

Previous speakers include >



Vishakha R M
IndiaFirst Life Insurance



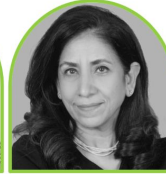
Neelu Khatri
Akasa Air



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

- Group Mentoring

Be mentored by powerful women leaders to expand your own viewpoint.



Growth

Hyper focus on growth roadmaps

What this high visibility program gives you!

- Experience Interview
Articulate your own growth roadmap!
- Recognition
The 10% Club recognizes excellence in the program!





What has been the Impact of the Program?

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



Participant Testimonial.



"I had to drive a very critical strategic initiative across our organization.

This meant to get the go-ahead of the top management.

These masterclasses and so much other content gave me the tools and understanding on how to go about convincing stakeholders and I was able to do that!"

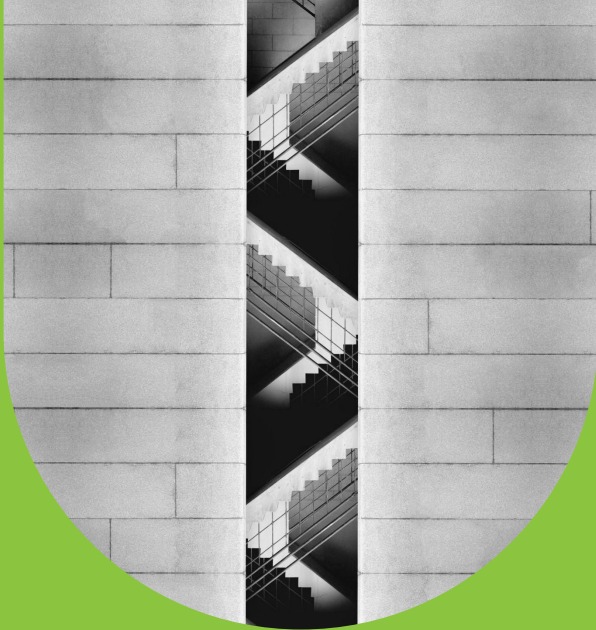
Participant Testimonial.



*"When I **started with this program**, I was **shortlisted for the HR position in IMEA (India, Middle East and Africa) Chapter** and just a few days back I got the news of **being selected for the position.***

***This is what the program has done for me.** Even though I come off as a confident woman, I used to often seek validation from people around me.*

*The **assessments gave direction to me and also put forth my blind spots.** I rigorously worked on the assessment report I got on this journey as a gift. "*



Program Timeline



	Mar 2025	Apr 2025	May 2025	June 2025	July 2025	Aug 2025
Common Sessions	22nd Mar Kick Off Session		14th May Allyship Masterclass		9th July Closing the Loop	
Masterclass (Track 1 - Saturday classes)		5th Apr Master Class 1: Protagonist Mindset	3rd May Master Class 2: Warrior Mindset	7th June Master Class 4: Campaigner Mindset	<i>(participants need to choose between Weekday / Weekend tracks)</i>	
			17th May Master Class 3: Maverick Mindset	14th June Master Class 5: Enterprising Mindset		
Masterclass (Track 2 - Wednesday classes)		9th Apr Master Class 1: Protagonist Mindset	21st May Master Class 3: Maverick Mindset	4th June Master Class 4: Campaigner Mindset		
		30th Apr Master Class 2: Warrior Mindset		18th June Master Class 5: Enterprising Mindset		
Learning Circles		16th April Learning Circle 1	7th May Learning Circle 2	11th June Learning Circle 4		
			28th May Learning Circle 3	25th June Learning Circle 5		
Diagnostics		22nd Apr Assessment Center Deadline		25th June Experience Interview Launch	26th July Experience Interview Deadline	
		26th Apr 360 Degree Feedback Launch		30th June 360 Degree Feedback Deadline		
Networking & Mentoring		26th Apr In-Person Retreat	31st May Mentoring			23rd Aug Jury Round (only for Finalists)
Recognition						13th Aug 10% Club Finalist Announcements
17th Sep > 10% Club Winner Announcements & Virtual Award Ceremony						



Pricing Schedule



Early Bird Pricing

26th November

INR 25,000 + GST



Early Tiger Pricing

20th December

INR 30,000 + GST

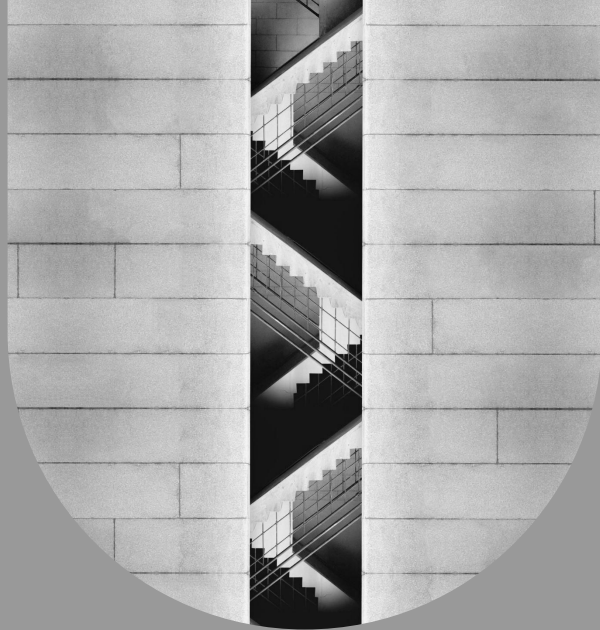


Final Pricing

5th March

INR 35,000 + GST

*NO REFUNDS are possible once payment has been made.



Appendix





Program construct

Protagonist Mindset

Breaking Barriers Within You

Internal Barriers are unconscious biases that make us judge our choices and doubt our capabilities. Gradually, aspiring women leaders may start building their identities with these biases. Conquering Internal Barriers entails the fundamental shift that comes with knowing the leader in you.

Honing Executive Presence

Executive Presence is the X-factor that sets aspiring women leaders apart. Honing an Executive Presence entails showcasing the leader in you by showing up with courage, leading with composure, and connecting to others with care and compassion, in order to leave a credible impact on others.

Warrior Mindset

Winning with Grit

Grit is the perseverance and passion to achieve the goals one has set out to accomplish. For women leaders, winning with grit involves the developing a warrior ethos: having an unbreakable resolve towards their purpose, the rigor for resilience, the resourcefulness to leverage their strengths and skills, and being a reliable leader their team can count on.

Combating the Superwoman Syndrome

When women put themselves under the pressure of striving for perfection in every role they are fulfilling, they come to see themselves in the role of a superwoman. For women leaders, combating this entails letting go of the chase for the unachievable ideal in every single role, making space for their own well-being, and combating burnout.

Maverick Mindset

Steering Courageous Conversations

Authentic yet assertive communication is essential at the leadership level. For women leaders, steering courageous conversations involves nurturing an unshakeable conviction in their ideas and perspectives, embracing the need to challenge others and be challenged during difficult conversations, and having the compassion to understand others' needs and emotions.



Program construct

Maverick Mindset

Campaigner Mindset

Enterprising Mindset

Acing Negotiations

Women who are assertive when negotiating are perceived as competent but pushy and not well-liked. For women leaders, acing negotiations involves adopting a diplomatic approach by bringing a win-win mindset to the table, and knowing how to negotiate a mutually beneficial solution.

Navigating Organizational Politics

Organizational politics are the unwritten dynamics set in place by decision makers, but unless they are leveraged strategically, many may be set up against women. Navigating politics entails mapping the key influencers and decision-makers in their organizations, assessing their own influence and power, and then increasing their informal power.

Forging Alliances and Networks

Women have proved to be adept at building supportive and collaborative networks in social settings. Honing this ability in professional settings to create a network on which they can rely on for support, feedback, insight, and resources can help women leaders fuel their growth.

Kindling the Intrapreneurial Spirit

Intrapreneurship involves acting like an entrepreneur in terms of risk-taking and innovation within the organization. For women leaders, kindling the intrapreneurial spirit means looking beyond their managerial responsibilities and identifying opportunities to innovate & taking informed risks.

Nurturing High-Impact Teams

For women leaders, nurturing high-impact teams entails leveraging their natural strength to create an environment of psychological safety, unleashing the collaborative spirit, harnessing the collective intelligence towards ambitious goals, enabling them to broaden their vision, and cultivating a deep sense of purpose.



Program components



Assessment Center

Know Yourself



360 Degree Feedback

Understand blind spots



Master Classes

Learn from the best



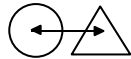
Digital Learning Journey

Bytes of wisdom



Experience Interview

Build growth roadmaps



Group Mentoring

Expand your viewpoint



Allyship

Masterclass & stories of inspiration



Networking

Build a peer network



10%CLUB

Recognition of excellence

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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PLEASE REACH OUT TO:**
1000womenleaders@jombay.com

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GROUP COMPANIES

