

# EMPOWERING *women* INTO LEADERSHIP



**TAKE the Lead!!**  
**DISCOVER your possibilities**  
**CONFRONT your fears**  
**CHALLENGE your status quo**



# WHY DO WE NEED THIS WORKSHOP?

There is a huge opportunity for empowering women managers and leaders who could be role models for other women to work, contribute and thrive. Organizations are facing a gender diversity challenge at the Leadership level that threatens their innovation and inclusion goals.

In addition to building the knowledge and skills for women to move into Leadership, organizations also need to reduce the perception gap in organizations that see women as less capable, and therefore hold limited growth potential. With less than 10% Board representation on average, there is tremendous opportunity for women to move into Leadership.

Leadership is a journey, which is not predicated only on gender. It is the awareness and choice of specific masculine and feminine traits and their interplay within situations, that provide the opportunities to progress towards Leadership. This workshop is a beginning to empower women with multiple perspectives, so that they can exercise their best choices, as they proactively take action to navigate their path to Leadership.

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Empowering Women Leadership is a one of its kind of a workshop that tackles multiple perspectives of leadership; Physical, Cultural, Psychological, Political, Spiritual and the Managerial. The beautiful blending of all perspectives in an interactive and engaging way to draw out the message is the strength of the program. I would highly recommend the workshop not only for women but men as well! The cohort that attended this two day workshop found it to be very helpful and thought provoking, it pushed them into seeing and doing the same things differently.”

**Monica Dhar, General Manager, Reliance Industries**

# WHO SHOULD ATTEND?

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## **Women Leaders**

aspiring for the next rung of leadership

## **Women Managers**

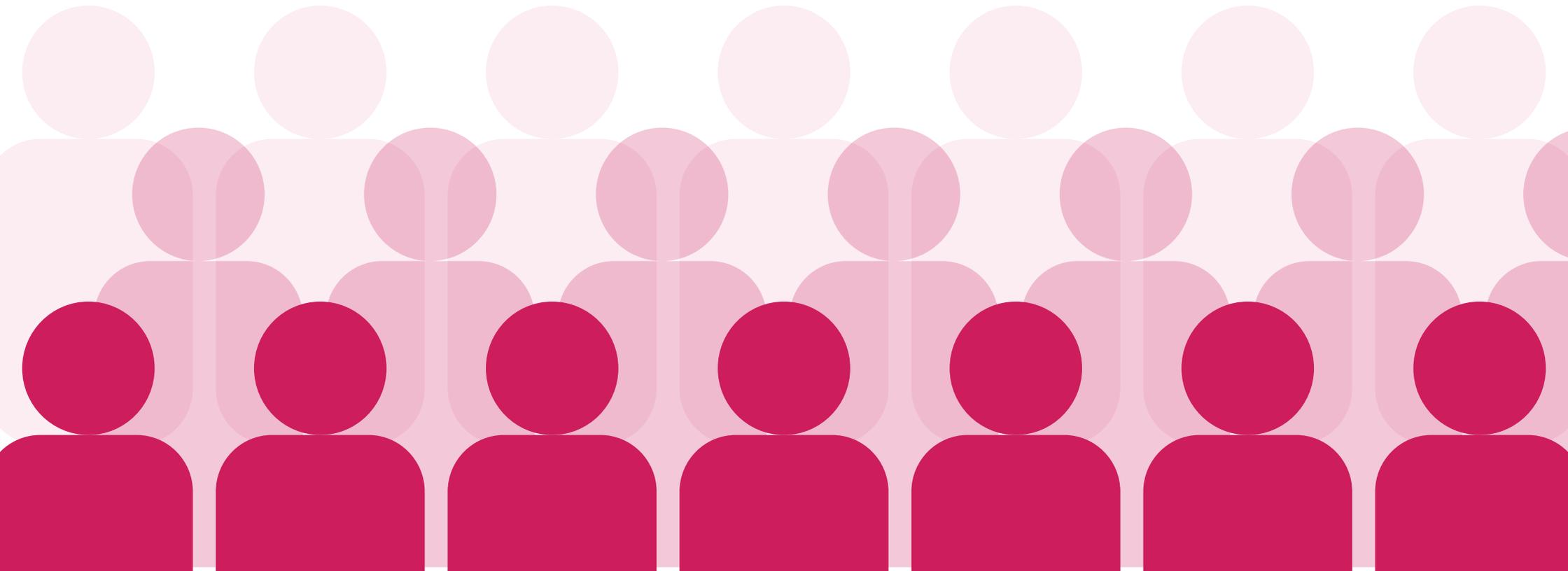
aspiring to become leaders

**Leaders** who care about empowering women into leadership

## **Diversity and Inclusion professionals**

who want to achieve powerful results for their organisation

**Team leaders** who believe in the power of diversity to drive innovation and accelerate results



**Acknowledgement:**  
"Coaching Across  
Cultures" and  
"Global Coaching" by  
Philippe Rosinski

In the **Psychological perspective**, we provide opportunities for participants to role-play important aspects of concepts like the dramatic triangle, so that they become fluent in the positions that their team members could adopt, and how they could address them.

In the **Political perspective**, you will learn how to build Power, so that you can engage in Constructive Politics. Peer Coaching within this perspective will allow you the opportunity to develop other leaders, and also develop yourself.

In the **Cultural Perspective**, we discover a vocabulary for us to understand our differences, and to build a plan to leverage our differences to achieve more.

In the **Managerial perspective**, we provide multiple situations that help the participants to translate their new-found knowledge to real-life situations, thus improving their situational fluency.

In the **Spiritual perspective**, you will build a collage for the purpose of your life – this will lend meaning, direction, conduct and control of your life and its choices.

Through the medium of dance and music, you will learn to discover and unleash the **Archetypes** within you – these are the hidden powers that exists within all of us that we can call upon at will to achieve more.

In the **Physical perspective**, we engage in activities that give participants the appreciation for the condition of their own bodies, and its implications on their self-leadership.

## **HOW WILL WE RUN THIS WORKSHOP?**

**Empowering Women into Leadership** is a responsibility, which we take seriously. Therefore, this workshop is structured into a series of perspectives that provide the woman leader with the necessary breadth and depth of knowledge and skills, to apply the learning to their current challenges.

**At the end of Day 2**, you will have the opportunity to hear from accomplished women leaders on their experiences – through these six multiple perspectives. This will help you connect the dots for your interconnected action plan to achieve your true potential.

You will go back richer, having gained the invaluable ability to look at your challenges and possibilities through **multiple perspectives**.

You will **gain a vocabulary** for understanding how we are all different, and what that difference means to your management and leadership style. This understanding will help you integrate better within teams, and more importantly, help you learn to **leverage the differences between people**.

You will learn how to get proactive about your ability to gain **power** to be of **service**. You will also build a plan to move from inaction to thoughtful, proactive actions to navigate your growth through **constructive politics**.

You will delight in the ability to **interconnect** all of these perspectives to derive even richer dividends in your **approach, thinking** and **choices**.

You will understand your own **physical** limitations, and the implications of those limitations on your Leadership journey.

## WHAT WILL YOU TAKE AWAY FROM THIS WORKSHOP?

You will understand the **dynamics between human beings** at a deeper level, and will now comprehend why some people behave the way they do.

You will become more **situationally fluent** as a manager as you understand flexing to different styles within your team, breaking dysfunctions within teams and learning the art of **managing up**.

You will reflect on your purpose in life – and gain some clarity and direction on your life's meaning. This is essential since you need to be aligned to your larger **purpose for your life**.

You will learn about the multiple powers of **Archetypes** that reside within you, and would be able to call upon those **emotional powers** at your own calling. This will make you richer in your ability to move from a victim mind-set to a warrior mind-set.

You will learn to reflect every week on the choices you need to make, on how you assign time, across your multiple roles in life. These deliberate choices will help you lead a more **balanced and purposeful life**.

# PRE - WORK AND POST PROGRAM SUPPORT

On **confirming** your registration, we will be emailing you a short pre-work and other preparations for the program. We want to ensure that you have built the necessary readiness to maximize and apply the new learnings, in your own context.

**Post** the two days of experiential learning, we would like to support your application of your learning in your context, through three community calls, spread over three months. These would be moderated teleconferences, where we would debrief on application, insight, challenges, and suggestions for your consideration.

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The content and presentation by the facilitators was consistently high quality and engaging. Most importantly, each session provided an excellent review of the challenges and opportunities inherent in each area- while challenging us to clarify and to find our own answers. I feel that all the techniques used, the methods, the videos/ presentation were extremely good. Thank You!!”

**Kavitha Pradhan, Senior  
Manager, Future Retail**

# PROGRAM FACILITATORS

Sripriyaa and Venkat, have had the privilege to host a number of workshops on Empowering Women into Leadership covering hundreds of women managers and leaders over the past 24 months. They believe in the power of experiential learning and have designed this workshop to be rich and substantial in its content and experiences. This workshop has undergone multiple enhancements based on feedback from various delegates and now focusses squarely on specific challenges that women face on their journey to leadership

As co-founders of Global Coaching Lab, they believe in the power of coaching as the fulcrum for individual development – it should come as no surprise that elements of coaching are interwoven within the various perspectives covered in this program.



# Venkataraman Subramanyan

Venkataraman Subramanyan, is an experienced facilitator and coach and delights in the joy of making others great. His vast experience across Asia in a variety of leadership roles has helped him tailor his engagements across cultures. He is currently leading a number of engagements in areas of Global Leadership Development, Execution Excellence, Sales Leadership, Women Leadership, Group Coaching and Executive Coaching.

Women Leaders who have been influenced by Venkat acknowledge him for

1. Clarity and alignment to their life purpose
2. Building a career progression plan that leverages their inherent femininity.
3. Confronting reality and building power to engage in constructive politics.
4. Bridging the gap between merit and success through Executive Presence, Networking and Political Savvy.

In addition to Global Coaching Lab, Venkat is also the Founder and Director of Tripura Multinational, an organization dedicated to driving Sales Excellence within organizations, building Sales Academies in partnership with Academia and Tripura Foundation to serve the under-privileged through the Power of Education.



# Sripriyaa Venkataraman

Sripriyaa Venkataraman blends her US MBA background to her rich foundation in classical dance to design experiences that brings out the best in people. Specifically, she focuses on women exploiting their various Archetypes through the power of music and dance, so that they can get in touch with their unlimited power through their emotions. This powerful experience is transformational for many women leaders who discover their own untapped potential and possibilities.

Sripriyaa also leads Innovation and Partnerships for Global Coaching Lab. In a constant quest to be at the cutting edge of Leadership development, she brings together the best of resources and concepts that can maximize the effectiveness of Global Leaders. In her engagements with women leaders across multiple cities, she has focused on specific issues that merit additional focus – life balance, conflict management, executive presence and political savvy. Sripriyaa is also a certified Executive Coach and focuses on Cross Cultural Diversity Coaching, in addition to Executive Coaching engagements.

Sripriyaa is also a Director in Tripura Multinational, and works alongside Venkat in focusing the Tripura Foundation to serve the disadvantaged through the power of Education.



To discover the experience of other leaders in similar workshops, please view the video <https://youtu.be/CPa9Id0LMkw>