VIP WOMEN
DISCOVER YOUR VOICE, YOUR IDENTITY, YOUR PURPOSE

BECOME YOUR BEST

March 18th & 19th 2020 @ Crowne Plaza, Chennai
It is our belief that you are a Woman of potential. We believe that with the right knowledge, skills and resources you can become your best. This workshop is an investment for you to attain your true potential.

In your leadership journey, it is your awareness and choices, of specific masculine and feminine traits, that provides you the opportunities to progress towards realizing your Leadership potential. This workshop is your beginning to empower yourself with specific skills and capabilities, so that you can exercise your best choices, and proactively take action to navigate your path to your next rung of Leadership.

In today’s VUCA world, the successful and smart enterprises are those that leverage the power of diversity to drive innovation. There is so much untapped potential that women professionals have to offer - organizations that can invest into increasing and empowering their diverse talent, are the ones that are poised to secure their future.

For the world to see more successful women leaders, the focus needs to start at the center, which is the self. Every woman has to truly feel the empowerment arise from within her, just as the famous adage - success happens twice, once in your head and again in reality.

Therefore, for women to be a successful woman leader, or an empowered individual, or engaging in meaningful pursuits of excellence - all begins with every woman giving themselves the permission to have their unique Voice, Identity and Purpose. This sets the foundation for women empowerment upon which other aspects and dimensions can be built and leveraged upon.
It is our belief that you are a Woman of potential. We believe that with the right knowledge, skills and resources you can become your best. This workshop is an investment for you to attain your true potential. Therefore, for women to be a successful woman leader, or an empowered individual, or engaging in meaningful pursuits of excellence - all begins with every woman giving themselves the permission to have their unique Voice, Identity and Purpose. This sets the foundation for women empowerment upon which other aspects and dimensions can be built and leveraged upon.
A McKinsey Global Institute report found that if women’s equality were advanced, it could add an astonishing $12 trillion to global GDP by 2025.

Another McKinsey study and survey conducted in partnership with LeanIn.Org reviewed data and insights from close to 600 companies since 2015 who shared their workplace experiences on diversity, and trends thereof. Although trending in the right direction, the study indicates that organizations need to do more, to include and empower more women in the workplace, especially at the Manager levels.

Some of the key observations being:

- Representation of women at the C-suite increased by 24%
- Representation of women at the manager level decreased by 5%
- Companies that committed to gender diversity increased by 13%
- And there was no change to the fact that women felt gender was a barrier to their advancement

Source: McKinsey & Company, Women in the Workplace 2019: Click Here to read the survey findings

A study by Egon Zhender followed by a Harvard Business Review article, The Missing Links in Leadership Development, helps us understand the need to shift the leadership development lens towards POTENTIAL than just focussing on COMPETENCY. This shift can truly help more women professionals to maximize potential and be better prepared to develop and demonstrate their leadership competencies.
Women are still underrepresented in the top echelons of corporations today. In an effort to learn why, we dug out into our global database of ratings of executives’ potential and competence, to see how the women compared with their male counterparts. The results were telling:

On average, women’s scores trail men’s on five of the seven key competencies of leaders. While all the differences are statistically significant, they’re large in only two areas: strategic orientation and market understanding.

However, women score higher than men on three of the four hallmarks of potential – curiosity, engagement, and determination – while men have a slightly stronger level of insight. Again, the differences are statistically significant but not too large, except in the case of determination, where the female executives we’ve assessed scored much higher than their male peers.

How can we reconcile these findings? Why women have higher potential but less competence than men? We believe that it’s because women are typically not given the roles and responsibilities they need to hone critical competencies. How can you develop team leadership if you’re not given the chance to manage a team, or strengthen your strategic orientation if you never participate in any planning discussions or strategic projects?

Source: Turning Potential into Success: The Missing Link in Leadership development from the November-December 2017 HBR issue.
OUR DIFFERENTIATORS:

Having gained full understanding of the context, by empowering thousands of women professionals across Asia (refer pages 27 – 29), over the last 8 years, we have developed an unique approach through this program, to;

1. Help women professionals first recognize their potential

2. Move their potential towards performance and demonstrate competencies that showcase self leadership and professional leadership.

3. Help convert potential and performance to a larger Purpose that can make a collective difference - *If you go by the African proverb, “If you educate a man, you educate an individual. If you educate a woman, you educate the entire village”* - How much more can it impact, if women can articulate, identify and create larger life and professional purpose?

4. The future belongs to the Right - This program focuses on nurturing and leveraging Creativity in addition to Competency, the two paramount imperatives of the future. Therefore it addresses both the right brain and left brain blend to your development.

5. This program integrates some key components of Yoga and Fitness through a live session that specially focuses on leveraging your body build Voice and Executive Presence in addition to addressing how you can leverage your DOSE (Dopamine, Oxytocin, Serotonin and Endorphines).

6. This program has a PANEL DISCUSSION that will help you CONNECT THE DOTS between your learnings, application and results for your VIP (Voice, Identity and Purpose). Additionally, there will be 3 Community calls post the event, that will help you apply your learning at work.

**Do you want to be the person to move away from others dictating Your Voice, Your Identity, Your Purpose and Take Control?**

**We do not want you to “Lean Out” - It is simply not only about LEAN IN, you need the skills to help you from leaning out.**
There are three components of your potential that will be developed during this workshop – your voice, your identity and your purpose.

**VOICE** refers to your set of abilities that sets you apart.

**Constraints** around your voice cover the unconscious biases you or others may have, environmental biases you would need to address in your leadership journey and the self-limiting beliefs that hold you back.

The **Control** of your voice refers to the physical dimension. The strength of your voice is derived from your physical strength and poise. We cover multiple aspects of your fitness as it relates to your ability to control your voice to get what you desire in various stressful situations.

The **Amplification** of your Voice is crucial as you grow from being an individual contributor to a manager to a leader. This section will cover your ability to showcase situational fluency in various situations – the ability to influence your team, your ability to leverage your conflict competence and your ability to engage in constructive politics. We will also cover your ability to expand your influence through the conscious development of your internal and external network.

**CONCEPT**

**INTERNAL**
- 1. Self limiting Beliefs
- 2. Unconscious Bias
- 3. Environmental Bias

**CONTROL**

**INTERNAL**
- 1. Strength
- 2. Endurance
- 3. Flexibility
- 4. Balance
- 5. Breathe

**IMPACT**

**EXTERNAL**
- 1. Team Situation
- 2. Peer Situation
- 3. Leadership Situation
- 4. Situational,Flexibility/Fluency
- 5. Power
- 6. Constructive Politics
- 7. Network
YOUR **IDENTITY** is another important component of your Leadership Brand. This section of the workshop covers the foundations, pillars, accelerators and multipliers for your personal brand. The importance of building your brand is understood, but seldom acted upon. With specific insights, this section of the workshop will focus on how you could consciously build and leverage your Brand to achieve more.

YOUR **PURPOSE** is your True North. Every person needs to understand the larger canvas of their life, and how they could make the world a better place. The alignment of your current performance, future potential and life purpose is key, as you seek happiness and fulfilment in life.

**WHO SHOULD IDEALLY ATTEND THIS EXCLUSIVE WORKSHOP?**

Every person needs to be provided an opportunity to become better. This workshop welcomes individuals, managers and leaders who believe that they possess greater potential. We believe that the right mix of diversity helps the quality of learning and peer coaching. Therefore, our program attendees span functions, industries, backgrounds, companies and life experiences. You are most welcome to this workshop if

1. **You are a woman, with the passion to be a leader, with or without a title**
2. **You possess the drive and desire for accomplishment**
3. **You are a HR Leader aspiring for greater diversity and innovation within your organization**
4. **You are a male leader, who believe in the power of empowering women within your team**
5. **You are keen on self-development and continuous learning**
“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

“This workshop has enabled our women leaders to empower themselves to achieve their next level of leadership. The interconnection of multiple perspectives, the tailoring of the workshop to our unique needs at EY, and the multiple, powerful experiences within the workshop is transformational for leaders. We are looking forward to expanding our engagement to include more leaders within our Firm to benefit from this powerful experience.” – Partner and National Head, Human Resources, Ernst & Young

“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 – Talent, Future Retail
WHAT WILL BE THE POWERFUL TAKE AWAYS FOR YOU THROUGH THIS PROGRAM?

1. You will go back richer, with the specific know how on how to overcome personal, team and organizational challenges through the power of your Voice.

3. You will be better equipped to handle your self-limiting beliefs and address the unconscious and environmental biases you encounter.

5. 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.

7. You will have the ability to create your identity and brand by leveraging a well-tested principles around foundational, pillars, accelerators and multipliers for your brand and identity.

9. This program guarantees to equip you with “How To approaches” rather than just addressing the whats of Voice, Identity and Purpose.

2. You will build the ability to create your own Unique VOICE, IDENTITY and PURPOSE to become a VIP Woman.

4. You will gain the mindset, skillset and toolset to observe and handle others’ irrational behaviours.

6. You will learn the art and science of Constructive Politics and how it can truly be the game-changer for your personal and professional growth.

8. 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.
HOW CAN YOU CONFIRM YOUR PARTICIPATION?

You can contact us for a free 30 minutes no-obligatory call, where we can help you decide whether this is a good investment for yourself / company in the first quarter of 2020 - We know the aspirations that you have for your growth / your organization’s vision 2025. How much more can you achieve if you / your women professionals had their unique VOICE, IDENTITY, PURPOSE?

CONTACT OUR CUSTOMER SUCCESS ORCHESTRATORS

Prasad Panapakkam: prasad@globalcoachinglab.com | +91 88611 18696
Kumar Somayajilu: kumar@globalcoachinglab.com | +91 98407 91908
Bhuvana Rajaram: bhuvana@globalcoachinglab.com | +91 98415 96366

We are committed and waiting to help you make the right decision for this investment.

WHAT WILL BE YOUR INVESTMENT?

Your Investment to become a women leader with your unique VOICE, IDENTITY and PURPOSE is INR. 35,000 plus GST/per participant. (This includes the 2 day workshop and 3 community mentoring and coaching calls to help in sustenance)

ACT NOW: This program is limited to only 25 woman professionals and you may want to leverage the early bird prices which ends on February 28th, 2020.

Call us to understand, assess and reserve your participation.

** 2 - day detailed program structure will be shared on registration and confirmation of participation.

PAYMENT DETAILS:

M/s Global Coaching Lab Pvt. Ltd.
Current A/C No: 0002763249
Citi Bank N.A, Gurgaon Branch
IFSC Code: CITI0000014
SWIFT Address: CITIINBX

Once you have made your payment, kindly send an email to Sugavanam from our Accounts Team- sugavanam@globalcoachinglab.com to receive your receipt and confirmation.
PROGRAM FACILITATOR:
PRIYA RAM

Priya Ram, a competent Learning & Development professional is an expert facilitator with 9000 training hours till date and is a proud CELTA (Certificate in English Language Teaching to Adults) trainer. She has conceptualised, designed and delivered signature programs on inspiring commitment for transforming professionals into global executives by enhancing their personal skills, while aligning their goals to that of the organizational goals. Some of the organizations she has partnered with endorse her for skills such as: unique style of sharing knowledge, enthusiasm, diverse approach to facilitate L&D initiatives, thinking outside the box and focusing on the learner always. They also vouch that she is an ideal L&D partner for organizations as she handles their employee learning initiatives and accelerates employee effectiveness, involvement and commitment.

Her results driven facilitation, business background, storytelling mode of narration and ability to handle multi-cultural environments makes her a much sought after facilitator. She is loved and revered by her session participants across organizations who continue to give her high ratings. Priya delights in the opportunity to enable positive and seamless transformation in her trainees and her mantra is “Legendary Commitment gives Legendary Life”.
PROGRAM DESIGN AND MENTOR:  
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:

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

In addition to being the Founder, Director and Executive Mentor Coach of 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.

Having transformed a million lives between 2010 to 2020 through Tripura Multinational and Global Coaching Lab’s Sales and Leadership interventions, Venkat is working towards touching and transforming a 100 million lives by 2025 and a billion lives by 2030. Follow his Thought Leadership on LinkedIn
PROGRAM DESIGN AND MENTOR:
SRIPIRYYAA VENKATARAMAN

Blends her management and consulting background to her rich foundation in classical dance, to design leadership and coaching experiences that brings out the best in people. Specifically, she focuses on leaders 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 global leaders, who discover their own untapped potential and possibilities.

Having worked with woman professionals and women leaders across Asia, she conceptualized and designed the VIP Woman program to address the gap that exists in Leadership Development in organizations - The lens that focuses strongly on Competency and not on Potential.

Given that empirical evidence shows that woman demonstrate higher potential in organizations, VIP Program helps them to recognize and leverage their potential and in a conscious manner develop competencies that will give woman an edge in demonstrating strong leadership capabilities

In addition to being the COO, she 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 global leaders across multiple cities, she has focused on specific issues that merit additional focus - life balance, conflict management, team dynamics, 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 of Coaching in Tripura Multinational, that focuses on Sales Performance Acceleration for Organizations. Together Global Coaching Lab and Tripura Multinational are working towards touching and transforming a 100 million lives by 2025 and a billion lives by 2030.
Global Coaching Lab (GCL) works with individuals to unlock their true potential and improve their personal branding that helps them reach their goals swiftly. At the organization level it partners to coach teams, women and inculcates the sustainability aspects within. Having worked with large conglomerates in the areas of enabling women and leaders scale up, it has a rich repertoire of tools, techniques, frameworks and assessments as part of its tool kit. Organizations, leaders, and individuals who would like to invest in themselves to tackle the VUCA world will find value in taking the advice of GCL. Do you want to confront your potential?