



# LEADERSHIP CENTRE PVT. LTD.

## WOMEN IN LEADERSHIP

### Program Intention

The intention of the program is to enable women to reflect, review and renegotiate their views and assumptions that impact their expression of leadership and facilitate the discovery of their exercise of leadership.

### Program Objectives

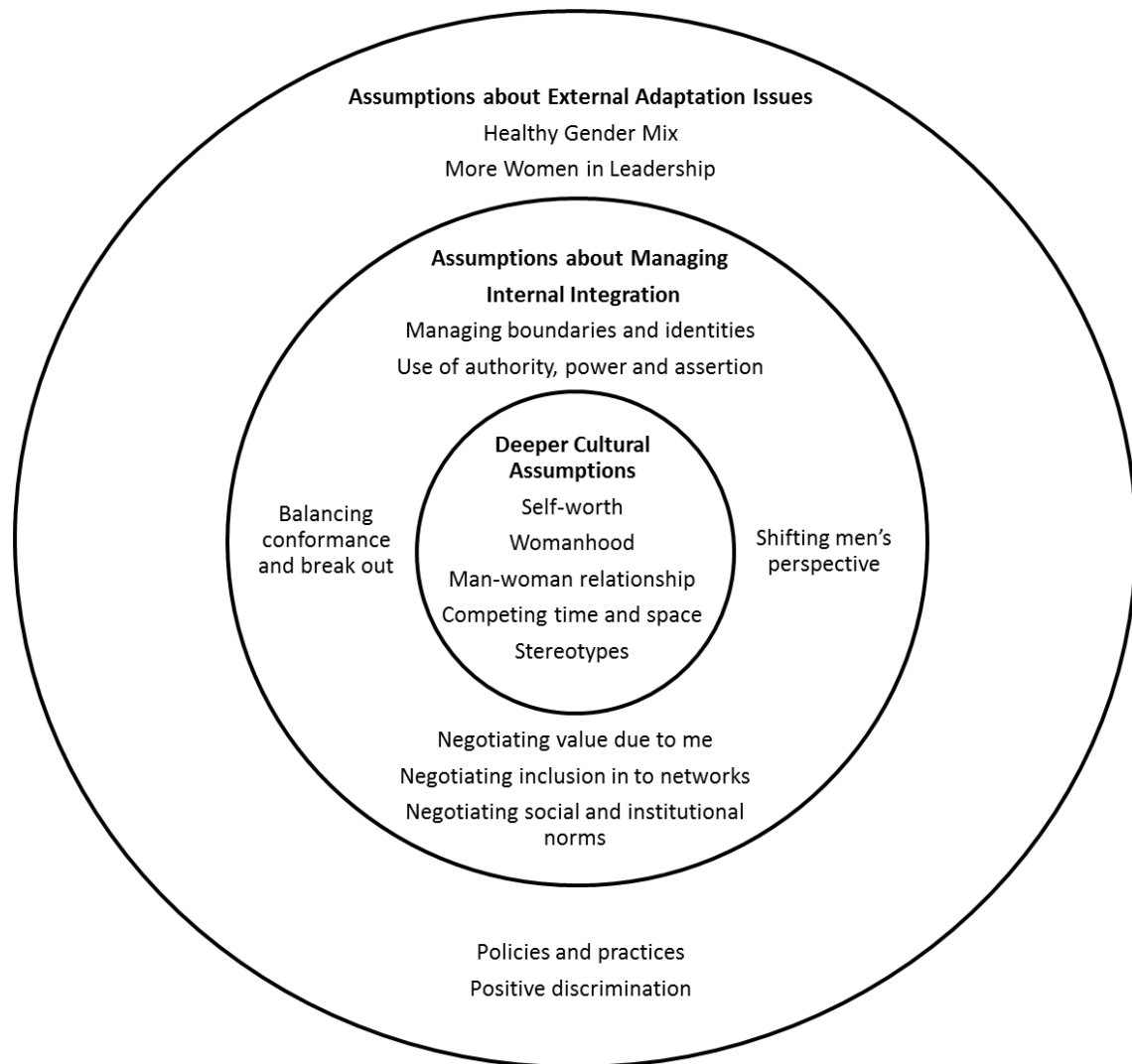
By the end of the development initiative the women engaged learn to explore, examine and reset their thinking and understanding and they learn to;

- Deal and resolve the challenges relating to framing and articulating ambition
- Deal and resolve the challenges relating to framing and expressing power
- Deal with the response to their power and ambition by others especially men
- Examine and resolve fitting outside stereotypes and its consequences
- Deal and resolve the challenges faced from expectations and norms from multiple social systems
- Examine and resolve the challenges and consequences of breaking out and conformance
- Examine self through the lens of social confidence, stature and self-worth
- Explore the perspective around and who is to resolve the frames on; Career, Family, Time and space, Equity and fairness and the Power and the pressure of informal network and social bonding

### Initiative Design

The Women in Leadership framework draws on the work of Edgar Schein on organisation culture nuanced to the theme. The program focusses on the process of creating awareness of one's deeper cultural assumptions, the assumptions about managing integration with the system and then renegotiating them. The women gain awareness on the impact of the assumptions and navigate through the challenges in renegotiating them.

## *Edgar Schein's Model on Culture recast through the lens of Women in Leadership*



The anchors for creating awareness and challenging assumptions will be around the following structure:

- Role and identity
- Through the lens of the world: Women by women, Women by men, Men by women
- Valuing self: What is my worth?
- How do I judge my worth?
- Framing, articulating ambition and its consequences



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- Negotiating boundaries: Time, Space – control, Norms, Systemic boundaries, Ownership, Accountabilities
- Assertion & resolving inhibition: Compliant - Assertion - Rebellious
- Resolving networking challenges: Self-imposed & Forced up on us
- Grooming, stature & being impactful

## Methodology

The program progresses through a series of conversations, tabling and challenging of perspectives, reflections, renegotiations and finding expression.

To facilitate this journey we use proprietary exercises, custom written cases, curated films and proprietary profilers – LOP (psychometric instruments). The exploration and learning are created at an individual level and at a group level.

We recommend that the Women in Leadership intervention is conducted over a period of 12-15 months with multiple touch points which offer a combination of classroom, fire side chats, one-on-one sessions, use of profilers.