

JOMBAY

1000 WOMEN LEADERS

MOVEMENT

2025

JOMBAY 1000 WOMEN LEADERS MOVEMENT

OUR VISION IS TO CREATE

1





Women CXOs in the next few years!

HENCE the need for this movement!

To build 1000 Women CXOs,
we need to impact at least

100000

women over the next few years with partners who can fuel this vision!

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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 *(Only for Rise & Lead like a Woman)* | **Batch 4 : July 2025 - Jan 2026** *(All programs)*



We have noticed that at all career levels, women professionals often face an ***internal dialogue*** *....*

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"Am I good enough?"

"How can I make myself heard in front of leadership?"



"Am I trying to be a superwoman and do it all?"

"Do I need to dabble in politics to get ahead?"

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The Questions WE need to Answer ….

*Are they playing to their **full** potential?*

*How can we empower them to live out their **ambitions**?*

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2800+ Women | **300+** Orgs



Promotions, awards & much more

63% of our finalists got bigger responsibility after completing the program.



Leading with Confidence in professional settings.

Participants have been able to function from a place of confidence.



Higher networking & collaboration

Participants find their tribe to get work done!

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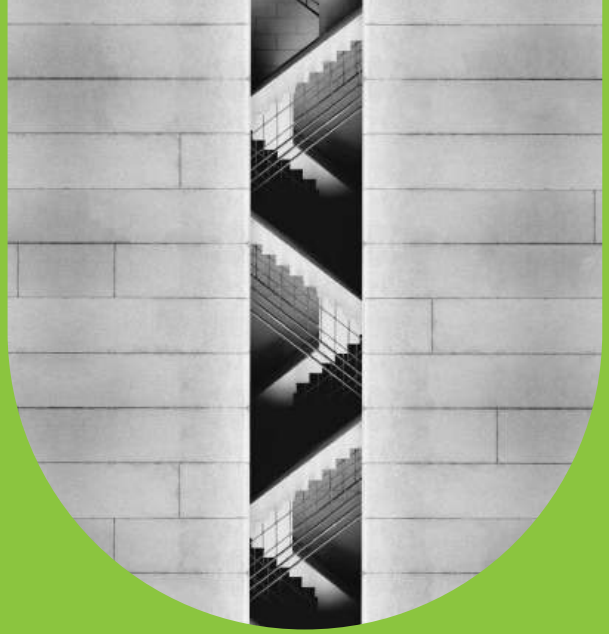
A wide range of Organizations participated in this movement





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What is the Program built on?

Program Construct

Protagonist Mindset

"The Leadership Ambition Gap (inner obstacles women must overcome) is one of the reasons for the poor representation of women in leadership positions."

Sheryl Sandberg

Warrior Mindset

"Women who persevere and exhibit passion over a longer period are more likely to achieve their long-term goals, including career advancement. Yet, the workplace becomes a mental minefield for many women, discouraging them from persevering through."

Angela Duckworth,
Author of Grit

Maverick Mindset

"Intentional invisibility is a risk-averse, strategy that women professionals employ to manage competing expectations, and balance work and family. Women across the organization intentionally remain behind the scenes to avoid backlash and maintain status quo."

-Harvard Business Review

Campaigner Mindset

"Our work culture encourages women to get their foot in the door, only to leave them without support once they step in. When we DO arrive, many of us are the minority and feel alone, or like we need to adapt to norms that were put in place for a different context."

- Susan MacKenty Brady, Forbes.

Enterprising Mindset

"Female entrepreneurs are more likely to exhibit qualities of people who thrive in ambiguity and change. These qualities are the cornerstone for any company who wants stay ahead of the curve.

- Research

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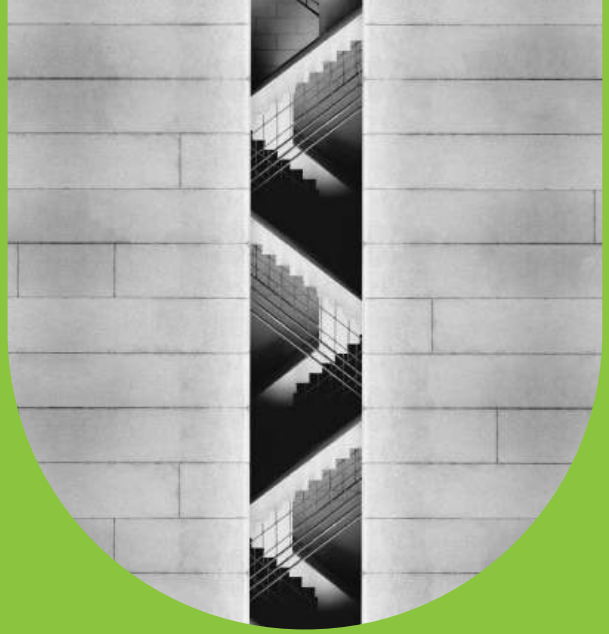
Program Curriculum

Participants of this program will be groomed on the **5 mindsets with underlying behaviors** that are relevant to their level -

Mindset	Rise Like a Woman Program 2-10 yrs of experience	Lead Like a Woman Program 11-20 yrs of experience	Win Like a Woman Program 20+ yrs of experience
Protagonist Mindset	*Building inner strength*	*Breaking Barriers Within You*	*Breaking biases*
	Honing your skill set	*Honing Executive Presence*	*Honing your Strategic Presence*
Warrior Mindset	*Getting battle ready*	*Winning with Grit*	*Conquering the Glass Cliff*
	Crafting a Winning Vision	*Combating the Superwoman Syndrome*	*Combating the Lone-Wolf Syndrome*
Maverick Mindset	*Speaking Up in the Right Rooms*	*Steering Courageous Conversations*	*Dealing unapologetically with the Boardroom*
	Making the right Trade-Offs	*Acing Negotiations*	*Negotiating for Strategic Business Outcomes*
Campaigner Mindset	*Navigating Workplace Dynamics*	*Navigating Organizational Politics*	*Navigating Organizational Adversity*
	Forging your Circle of Trust	*Forging Alliances and Networks*	*Building yourself as a thought leader*
Enterprising Mindset	*Kindling creative thinking*	*Kindling the Intrapreneurial Spirit*	*Kindling the Gene for Change*
	Collaborating for results	*Nurturing High-Impact Teams*	*Being a force multiplier*



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What this program gives the participants?

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Program Components



5 Power packed Master Classes from Master Facilitators

from Master Facilitators



Insights from Women CEOs & Business Leaders

through Panel Discussions



Personalised Leadership Profiling

using scientific assessments



Network of peers to learn from & lean on

5 Learning Circles



Group Mentoring

from senior women leaders



Industry wide recognition

through 10% Club Awards

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Program Components

Participants of all programs go through multiple elements. In addition, some components are specific to experience levels.

	RISE LIKE A WOMAN *<Junior, 2-10 yrs>*	**LEAD LIKE A WOMAN** *<Mid, 11-19 yrs>*	**WIN LIKE A WOMAN** *<Senior, 16+ yrs>*
Assessment Center	✓	✓	✓
360 Degree Feedback	✓	✓	✓
Masterclasses (90 min each)	5	5	5
Digital Learning Journey	✓	✓	✓
Learning Circles	5	5	5
Networking	Virtual Connects	Virtual Connects + **1 in-person Retreat**	Virtual Connects + **1 in-person Retreat**
Growth Roadmap Interview	✓	✓	✓
Mentoring	1 Group session	1 Group session	**3 one-on-one IDP sessions**
Recognition	10% Club List	10% Club List	Honors List

Additional elements of the program



More ownership from senior leaders

Senior Leaders from partnering organizations are asked to contribute as mentors & jury members in the program.

Allyship Master Class

We extend our allyship session to your organizations, to help you inculcate and encourage a culture of allyship



Additional elements of the program

Bolstering your employer brand

- Digital Collaterals for sponsor organizations
- Digital Collaterals for participants, mentors and allies



> Sponsor Certificate
soft copy



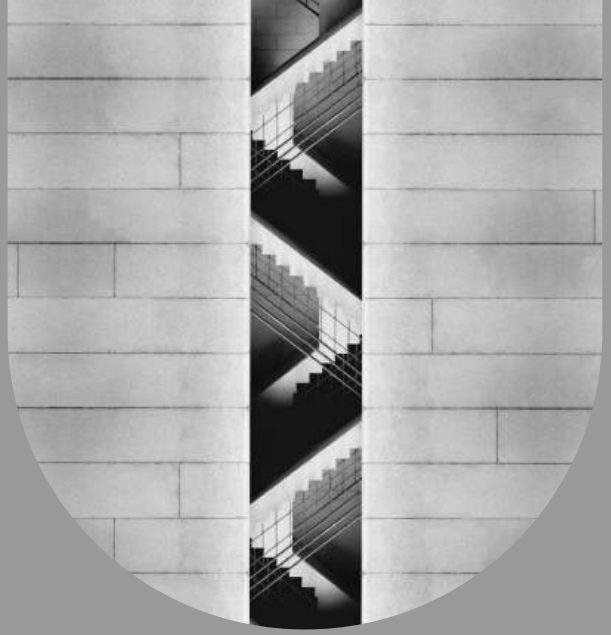
> Standee Template
soft copies



> Completion Certificate (for participants)
soft copies



> Top Allies Social Posts for CHRO/DEI Sponsor from organization



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Program Details

Timeline for Batch 3 (Mar-Sep 2025)

Only for Rise & Lead like a Woman Programs

22 Mar	26 Apr	Apr-June	Apr, Jun, Jul	Apr-June
Kick Off Session	***In Person Retreat*** *(For Lead like a Woman)*	***5 Master Classes*** *(Weekend/ Weekday track)* + ***Digital Learning***	***Personalised Profiling*** *(Assessment Center + 360 Degree Feedback + Experience Interview)*	***Learning Circles***

Other important milestones >>

14 May	31 May	13 Aug	23 Aug	17 Sep
Allyship Session	Group Mentoring	10% Club Finalists announcements	Jury Round	10%Club Winner announcements

Batch 3 : Mar-Sep 2025 *(Only for Rise & Lead like a Woman)* | **Batch 4 : July 2025 - Jan 2026** *(All programs)*



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What organizations can do -

*Partner with us to **build your women leadership pipeline.***

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Participate in large numbers!

BRONZE PARTNER	SILVER PARTNER	GOLD PARTNER	PLATINUM PARTNER	DIAMOND PARTNER
20 Participants	40 Participants	50 Participants	105 Participants	140 Participants

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Program Commercials



RISE LIKE A WOMAN

Rs 17,500 + gst per participant



LEAD LIKE A WOMAN

Rs 35,000 + gst per participant



WIN LIKE A WOMAN

Rs 2,25,000 + gst per participant

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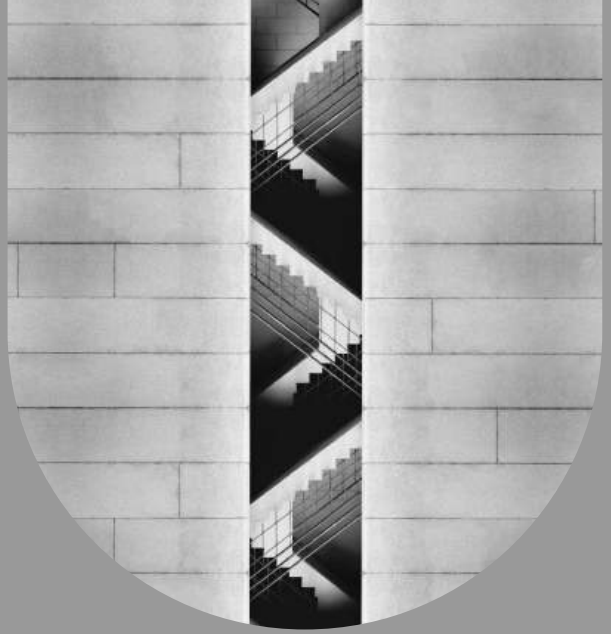
Participate in large numbers!

PARTNERSHIPS	BRONZE PARTNER **20 participants**	SILVER PARTNER **40 participants**	GOLD PARTNER **50 participants**	PLATINUM PARTNER **105 participants**	DIAMOND PARTNER **140 participants**
11-20 yrs experience Lead Like A Woman	10 participants	10 participants	20 participants	35 participants	40 participants
2-10 yrs experience Rise Like A Woman	10 participants	30 participants	30 participants	70 participants	100 participants

You can also choose your own permutation!



Appendix

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	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 **17th May** **Master Class 3:** Maverick Mindset	**7th June** **Master Class 4:** Campaigner Mindset **14th June** **Master Class 5:** Enterprising Mindset	***(participants need to choose between Weekday / Weekend tracks)***	
Masterclass (Track 2 - Wednesday classes)		**9th Apr** **Master Class 1:** Protagonist Mindset **30th Apr** **Master Class 2:** Warrior Mindset	**21st May** **Master Class 3:** Maverick Mindset	**4th June** **Master Class 4:** Campaigner Mindset **18th June** **Master Class 5:** Enterprising Mindset		
Learning Circles		**16th April** Learning Circle 1	**7th May** Learning Circle 2 **28th May** Learning Circle 3	**11th June** Learning Circle 4 **25th June** Learning Circle 5		
Personalised Profiling		**22nd Apr** Assessment Center Deadline **26th Apr** 360 Degree Feedback Launch		**25th June** Experience Interview Launch **30th June** 360 Degree Feedback Deadline	**26th July** Experience Interview 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

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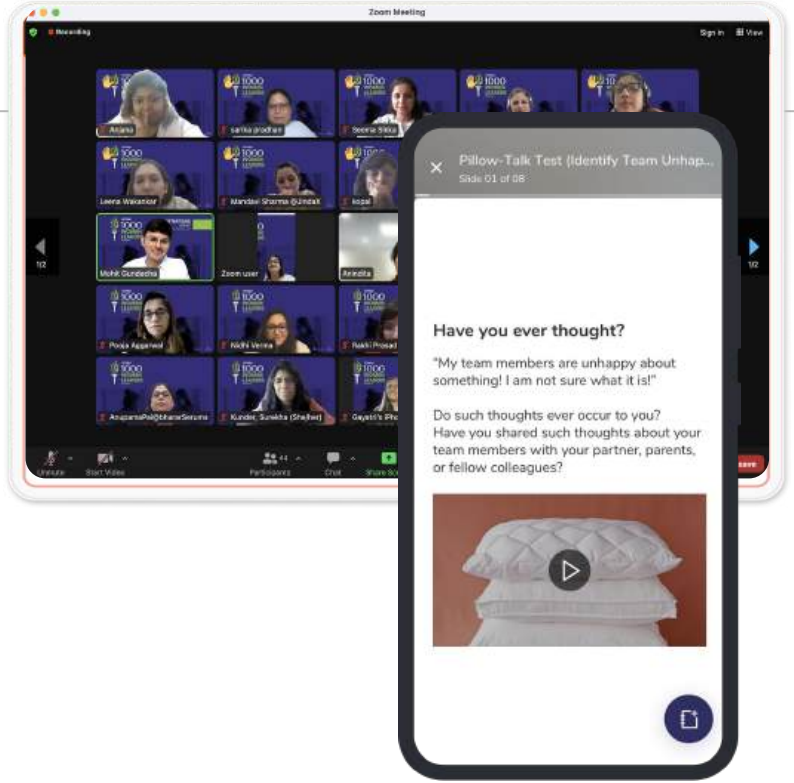
Program Components

5 Power packed Master Classes from Master Facilitators

- 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



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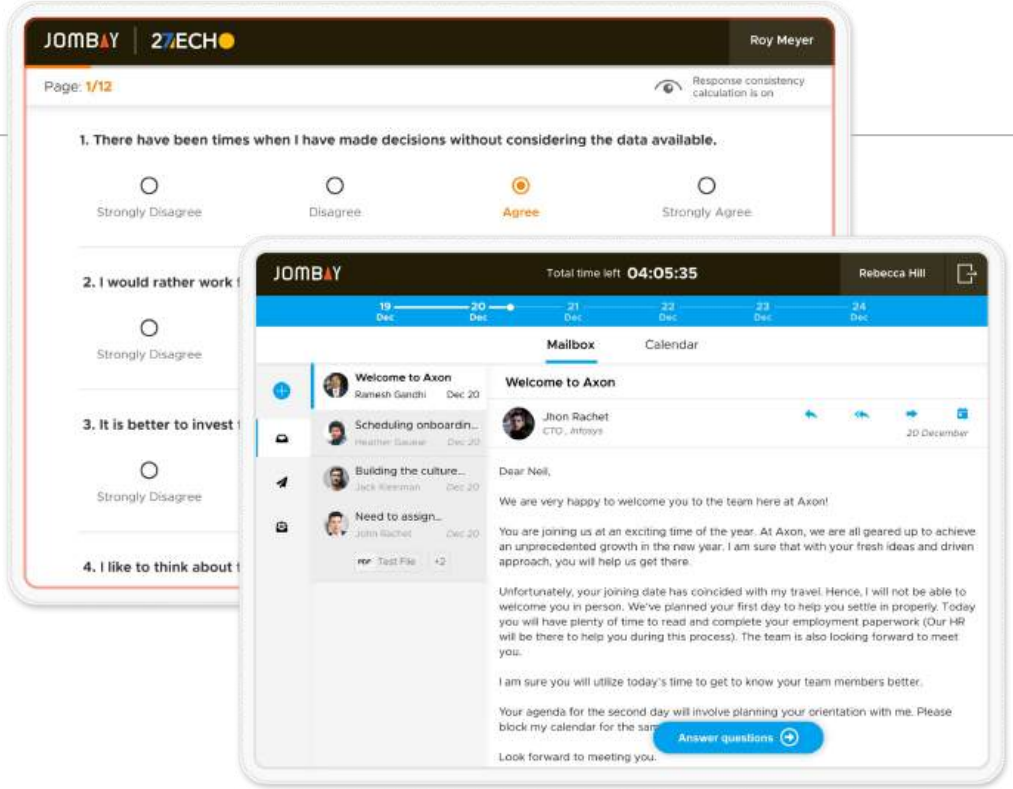
Program Components

Personalised Leadership Profiling

using scientific assessments

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



Program Components



Network of peers to learn from & lean on

5 Learning Circles &
1 In-Person Retreat

- 5 Virtual Learning Circles
  Practice skills like networking and thought leadership.
- 1 In-Person Retreat







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Program Components

Insights from Women CEOs & Business Leaders

- 5 Panel Discussions with industry leaders

Previous speakers include >



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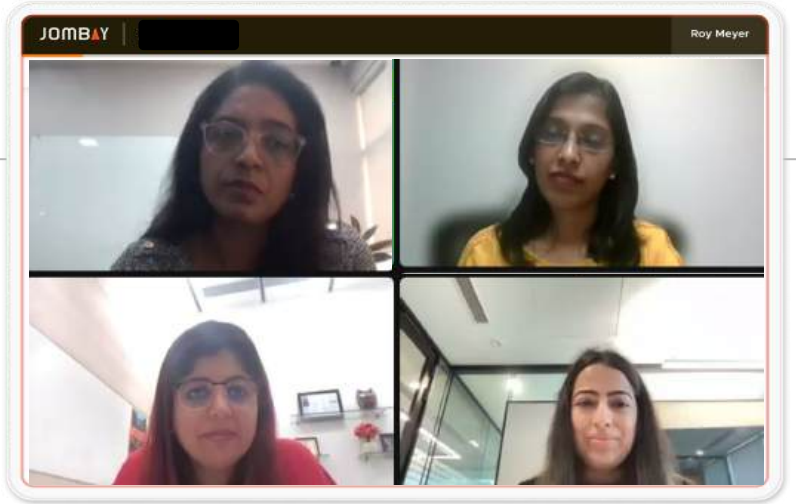
Program Components

Group Mentoring from senior Women Leaders

Group Mentoring

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







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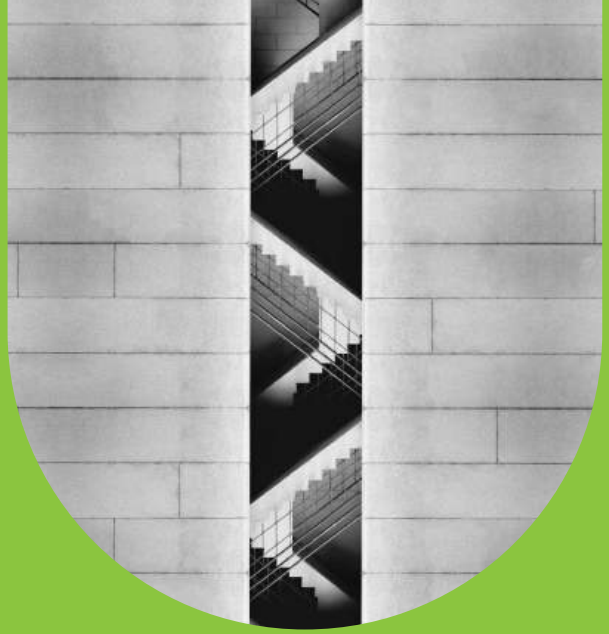
Program Components

Industry wide visibility through 10% Club Awards

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



10% CLUB



Additional elements of this program

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More ownership from senior leaders



- **Mentorship**

  Senior Leaders from partnering organizations are asked to contribute as mentors in the program.

- **Jury**

  Senior Leaders from partnering organizations are asked to be part of the Jury.

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Building an Allyship Culture

Allyship Master Class

We extend our allyship session to your organizations, to help you inculcate and encourage a culture of allyship



Bolstering your employer brand - Digital Collaterals for sponsor organizations



> Sponsor Certificate (can be printed and used on social media)
soft copy



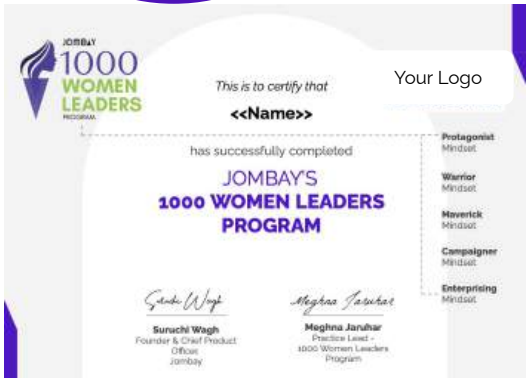


> Email Signatures & Social Media Banner Template
soft copies



> Standee Template
soft copies

Bolstering your employer brand -
Digital Collaterals for participants, allies & mentors



> Completion Certificate (for participants)
*soft copies



> Top Allies Listing
(Social Posts for CHRO/DEI Sponsor from organization



> Mentor & Jury Recognition
(individual visuals for social posts)
*soft copies

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Recognizing excellence to drive learning & growth!

The "10% CLUB" and Honors List are a recognition of excellence!

They drive program competition, engagement, a zeal for greatness and hence MORE learning!

CXO Jury Members will select the winners through an interview round.





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What has been the Impact of the Program?

Hear from our previous batch of 'Rise like a Woman'

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Impact Stories - Rise Like a Woman



*"A **wonderful program to empower women to become leaders.** The entire concept of 'leading like a woman' is certainly an eye-opening perspective.*

*The **content is strategically curated, addressing some of the main challenges that women leaders face**, both externally and within themselves.*

*Overall, I would say this is an **excellent program for all the aspiring leaders** out there.*

*The **classes on the Campaigner and Maverick Mindsets were a real eye-opener for me,** and I hope to apply these learnings in real life. **It's a journey of self-discovery and transformation, not only as a leader but also as an individual."***

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Impact Stories - Rise Like a Woman



*"The course **exposed me to real-world leadership challenges** and taught me **how to tackle them.***

*I developed **problem-solving skills and resilience while learning effective strategies for achieving work-life balance**. Exploring various leadership styles and understanding their strengths and weaknesses was truly eye-opening.*

*I've learned the **value of networking and building a strong support system.** An 'aha' moment for me was the hostage negotiator class and the iDev material.*

Jombay journey is already a success for me!"

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Impact Stories - Lead Like a Woman



Preeti Dhar,
DCB Bank

"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!"*

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Impact Stories - Lead Like a Woman



Tanvi Indra,
Maersk

*"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. "*

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Impact Stories - Win Like a Woman



*"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."

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Impact Stories - Win Like a Woman



*"**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."***

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	500+	85%	4.8/5
Managers Developed	Organizations Impacted	Program Completion	Master Class Feedback

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FOR MORE INFORMATION, PLEASE VISIT:
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