

CD PLUS

A 3 MONTH INTENSE PROGRAM FOR DETERMINED WOMEN
FOCUSED ON PROFESSIONAL GROWTH



CD PLUS IS A PROGRESS MINDSET PROGRAM FOR WOMEN LEADERS WHO HAVE SUCCESSFULLY SHATTERED THE GLASS CEILING AND ARE READY TO SEGUE BEYOND THE GLASS CLIFF, BRIDGING GENDER GAPS IN SENIOR LEADERSHIP.

Brought forth by:

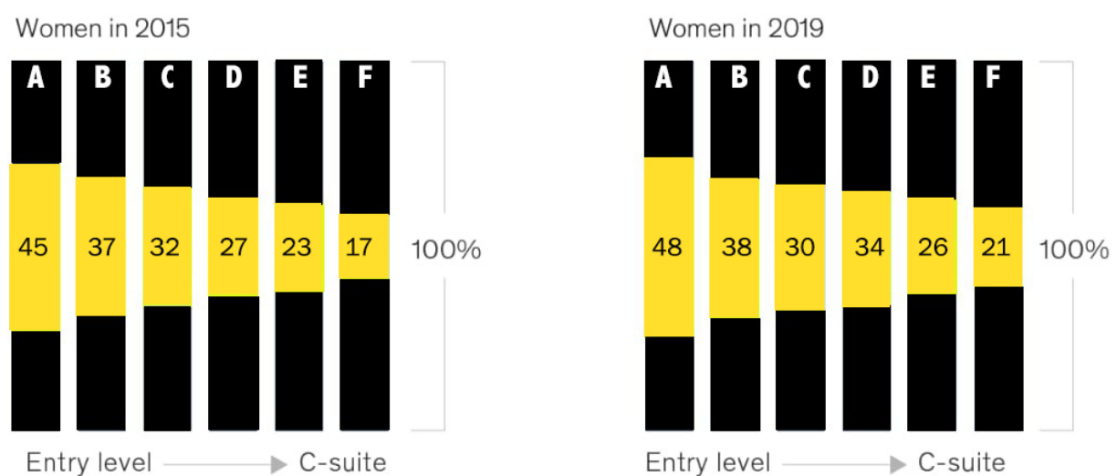


CORPORATE DIVA
BUILDING WOMEN LEADERS

THE NEED

Representation of women in senior leadership has increased, however, women continue to be underrepresented at every level, more so in the C-suite category.

A = Entry-level B = Manager C = Senior Manager/Director D = Vice President E = Senior Vice President F = C-suite



Source: 2019 McKinsey & Company and LeanIn.Org Women in the Workplace study

McKinsey
& Company

3%

Need for equal
funding

Female led startups get
only 3% of the total
venture funding

20%

Need for equal
presence

Only 1 in 5 C-suite
executives is a woman

63%

Need for equal pay

Women are paid only
63% of what men get

72%

Need for equal
opportunity

For every 100 men only
72 women are promoted

As per the World Economic Forum, it will take another 100 years to achieve gender equality and 217 years to reach economic equality.

Hence the need to bridge gender gaps, and so...
*to see the change, we've got to **Be The Change.***

THE EXPERTS



Dipika Trehan

A graduate from Delhi University and an MBA in HR from IMT Ghaziabad. Coming from an Armed Forces background, Dipika's exposure to Diversity and Inclusion goes back to decades. Leadership skills & communication run deep in her DNA. Being a professional delivering excellence to experiencing sabbatical as an expatriate, to adapting to global cultures, language, absorbing the exposure to varied leadership styles to re-starting on an entrepreneurial note, Dipika has come a full circle in terms of the life cycle women professional. Recognised as Top Global Leaders in Diversity and Inclusion, 2020 by ET Now. Recipient of a 4 week scholarship, awarded by the Govt. of Israel to represent India at Innovation in Women's health program. Conferred with the award of "Iconic Women" at the WEF, 2017, an alumnus of The Cherie Blair Foundation for Women in Business, was recognised and applauded for her work by Mrs. Cherie Blair in person.



Kavitha Rao

Kavitha Rao, a medical psychiatrist by education, armed with a HR degree from California State University, is the Director of a leading Training and knowledge organization called Learners Route.

Learners Route under her leadership partners with corporates for their training needs not just in India but also across 3 other countries outside of India extensively.

She is Asia Pacific award winner in business training 2015
Corporate Diva winner in 2017
Times Now exemplary woman leader awardee in 2018
Honorary doctoral degree in 2019 by Niti Ayog for corporate contribution.

Spirituality and silence are her zones of self growth



Amrit Ahuja

Amrit has been in the communication industry for Over 25 years. She is an in house brand consultant at the Michael Susan Dell Foundation. Prior to this she was communication director for Facebook India. Her Specialties are - integrated communication, issues management, employee communication, brand reputation management, crisis communication, corporate reputation management, media relations, advocacy, corporate responsibility, consumer insights, public advocacy. Amrit has been on several boards and is passionate about mentoring Upcoming women leaders.

THE EXPERTS



Cherian Kuruvila

Cherian comes with 40 years of overall leadership experience. He has been for 10 years, a Business Mentor, Leadership, Executive & Holistic Personal Coach, OD & Strategic Leadership facilitator, Panel Member, Speaker, Writer focused on the Corporate sector, mid to large SME sector Entrepreneurs and solo entrepreneurs. He is Managing Partner in his firm CNC Transcend Management Services.

He is associated with IIM Ahmedabad Centre of Innovation, Incubation and Entrepreneurship. a Certified Corporate Director with the Institute of Directors , A Certified Leadership/ Executive Coach, a Certified Assessor for senior leaders and has facilitated Leadership workshops and sessions for mid to senior leaders.

40 years of daily meditation and a calm and disciplined approach to work and life has been his mantra and he brings this to every interaction.



Urvashi Malhotra

Urvashi has worn 2 hats over her 20-year career – that of a clinical psychologist and of a successful HR professional and coach. As an HR leader, she worked at Café Coffee Day, Bestseller and Diageo. She has worked deeply in the realm of diversity and inclusion and understands that the challenges women face in the workplace are real and different from those of their colleagues, Urvashi contributes her time towards the enablement and wellbeing of women in every area – career, relationships, sexuality, and parenting. Urvashi completed her MPhil in Clinical Psychology, from NIMHANS in Bangalore and furthered her psychology training through the ECPS certification at ESSM Europe. She is a Hogan practitioner and licensed to use MBTI, DISC and EQi 2.0 assessment tools. Urvashi is a coffee connoisseur and has represented India as a “Young Woman in Coffee ” at Illy Coffee, Italy.

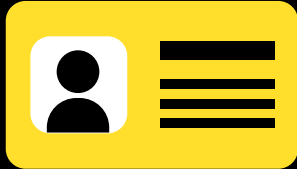


Nikhil Dey

Prior to joining Weber Shandwick as Vice Chair, Nikhil was the President of another prominent PR firm and before that he served as Vice President, Corporate Communication for Fiat India. Nikhil has been named by PRWeek among the most influential PR professionals as part of the Global Power Book 2016. More recently he has been included in the Adgully powerful influencers and Reputation Today #Power50 list for 2019. He has been associated with the Public Relations Consultants Association of India (PRCAI) in various capacities starting 2009. With a view to share his wealth of industry insights, Nikhil conducts a number of communication courses and guest lectures at various esteemed institutions from time to time. He is also a certified life and leadership Coach and volunteers his time to support CFY, an initiative by ICF coaching community in India.

THE PROGRAM

Online Master-sessions Roadmap



Master Beginning Orientation

Duration: 1.5 Hours



Master Session 1

Enhancing our self knowledge to power our journey in leading others with laser focus and clarity .

Duration: 2.15 Hours



Master Session 2+3

Enhancing your Personal Brand and Managing your Executive Presence and corporate communications

Duration: 2.15 Hours each



Master Session 4

Leadership and Mental Health

Duration: 2.15 Hour



Master Session 4

Navigating through uncertainty and building resilience

Duration: 2.15 Hour



Master Session 4

Difference between Coaching and mentoring
Addressing Need vs Want

Duration: 2.15 Hour



Master Session 6

Developmental Interactions

Duration: Varied



Master Session 7

Developmental Interactions

Duration: Varied



Master Honoring

CD PLUS Convocation:
Certification and Celebration!

Duration: Varied

3 month Certification program Course fee: INR 15k only

**exclusive of taxes*

THE PROGRAM

Master-sessions: Detailed structure

Orientation: Understanding What Lies Ahead and why leadership Training is critical to enable women achieve their potential at best.

Primary Facilitator: Dipika Trehan

Covers a primer on proven differences between the female and male brain and unleashing the power of female brain, insights on the issue of 'gender discount', women confidence : a shortage and hence the need of the CD PLUS program towards building strong senior women leaders.

Duration: 1.5 Hours

Master Session 1: Enhancing our self knowledge to power our journey in leading others with laser focus and clarity .

Leadership may be hard to define but easy to recognise. Fuel for leadership is constant curiosity and regular assessment. This module focuses exclusively on that.

Primary Facilitator: Kavitha Rao

STEP 1: Pre- Work

1. World Class Online Competency Analyser Tool.
2. Each Participant will get customised Online Link to take a 30 mts prework test.
3. Your report will be shared post the session individually

STEP 2: Master session

- Who am I?
- My Report
- Leadership Critical mindset
- Exercise

"We cant stop our 'busyness' but we can learn to manage ourselves better to achieve more out of ourselves, smoothly"

Duration: 2.15 Hours

THE PROGRAM

Master Session 2: Enhancing your Personal Brand and Managing your Executive Presence and corporate communications

Self Branding, executive presence and communications; Success Toolkit – Excelling in senior leadership

Primary Facilitator: Amrit Ahuja

What is a personal brand

- The need
- Define your destination
- Identifying your goal post
- Making the choice of your story /purpose
- Virtual vs. Real world personal brand
- Becoming a better version of yourself each year
- Investments in various aspects

Framework to manage your executive presence Corporate Communications

- The need to establish an executive presence
- Building Foundation
- Establishing Trust
- Building yourself emotionally and intellectually
- Managing the right Dialogues with Bosses, with teams, with colleagues
- Getting closer to your destination

Duration: 2.15 +2.15 hours (divided into 2 sessions)



Your personal brand is what people say about you when you are not in the room - remember that. And more importantly, let's discover why!

— Chris Ducker —

THE PROGRAM

Master Session 3: Navigating through uncertainty and building resilience.

AEIOU: Relationship of anxiety and stress with uncertainty (Focus on Mental Wellness and Resilience) During present times every one is experiencing the same ; but everyone is at different levels in the change curve Impact of this on the individual, work life, family and beyond Bring in my own story of dealing with the situation Framework to support empathetic leadership and build resilience.

Primary Facilitator: Nikhil Dey

- AEIOU (Metaphor of a see-saw)
- A - Anxiety, Recognize it, Share openly - to move forward (accepting)
- E - Trying to figure out the energy depleter - focus on sources of positive energy
- I - Intent - honourable intent, every thing balances out
- O - Others focus - Looking from others lens - giving - willingness to give away - getting more - overcoming the guilt
- U - Me (self care) - Need to nourish self B

Duration: 2.15 hour

Master Session 4: Difference between Coaching and mentoring Addressing Need vs Want

Clarity in understanding the difference between coaching and mentoring- enabling you to make informed choices for professional growth

Primary facilitator: Cherian Kuruvila

Mentoring or Coaching ?

Are they similar or unique ?

Is it Remedial or Developmental ?

Which approach works best for you ?

How to decide?

How does it work?

How to make it Transformational

Duration: 2.15 hour

THE PROGRAM

Master Session 5: Leadership and Mental Health

Studies suggest the definite link between women leadership and women mental health.

Primary Facilitator: Urvashi Malhotra

Mental health is as important as physical health. In India, people with mental disorders don't usually reach out for help due to the stigma associated with it. This is still worse in case of women. According to a recent study, about 13.7% of the Indians suffer from various psychological disorders out of which 7.5% are women.

Duration: 2.15 hour

Master Session 6 & 7: Developmental Interactions

Based on the assessment results, you would uniquely be mapped to one of the master coach/mentor of the program (You would also have the option to choose the master coach/mentor with whom you'd prefer to interact).

Each participant would get a one on one developmental interaction with a mentor to help them come up with an action plan and next steps forward in their leadership journey.

These mentors will be accessible even after completion of the program.

CD PLUS Convocation: Certification and Celebration!



SALIENT FEATURES

...BEYOND THE PROGRAM



IT. Gen Randhir Kumar Mehta
Ex Indian Armed Forces, Ex Military



Major DP Singh
Kargil war veteran, India's first Blade



Anurag Batra
Chairman & Editor in chief BW



Seema Ahuja
Sr Vice President & Global



Preeti Dubey
EQ Specialist and Leadership



Harsh Johari
Executive and Leadership Coach



Vani Gupta Dandia
Marketing led Business Consultant



Parul Malik
Life Skill Coach



Amit Chawla
Business Clarity Coach



Shabia Wallia
Founder, Wild Earth



Farah Ismail
Leadership Coach & Facilitator



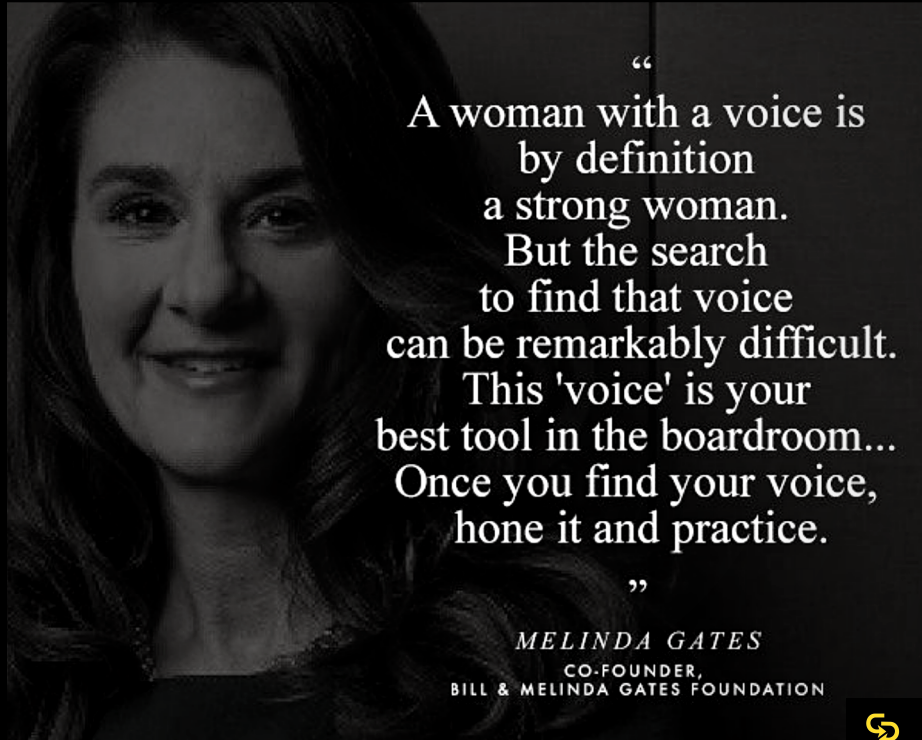
Philippa Mathewson
Director, TRANZIAM

A network of top-notch mentors, coaches and experts.

Life long senior buddy support from a Tribe of women professionals, leaders and entrepreneurs.

Access to the Corporate Diva platform, enabling super connections!

AND MUCH MORE...



“
A woman with a voice is
by definition
a strong woman.
But the search
to find that voice
can be remarkably difficult.
This 'voice' is your
best tool in the boardroom...
Once you find your voice,
hone it and practice.
”

MELINDA GATES
CO-FOUNDER,
BILL & MELINDA GATES FOUNDATION



Register now for a rendezvous with your VOICE

<https://bit.ly/SeniorWomenLeadersCDplus>

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