



**Women Leadership Program**

**CRUCIBOLD INDIA**

**2023**

**REIMAGINING WOMEN LEADERS GLOBALLY**



# WHO WE ARE

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## TALENTNOMICS INDIA

Not for profit, impact creators with global network of leaders and mentors.



Global presence: Offices in USA & India

## WHAT WE DO

Provide scalable solutions for gender equity at leadership levels.

100+ leaders and mentors and 40+ multinational and Indian organizations engaged in the journey worldwide

13 LEADERSHIP PROGRAMS

Empowered 250+ Senior Women Professionals

9 GLOBAL CONFERENCES

3000+ PARTICIPANTS

THOUGHT LEADERSHIP

Books, Research Studies, perception surveys, blogs

# OUR FOUNDER & CEO

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## IPSITA KATHURIA

Ipsita is the founder and CEO of TalentNomics India. She has over 30 years of experience in Human Resource Management and has held leadership positions in public and private sectors in India and the USA.

She worked with the International Monetary Fund for a decade in the areas of performance management, talent management, leadership development, succession management and diversity and inclusion and gender parity.



# WHAT WE DO



## OUR PURPOSE

To create Gender Equality by creating and empowering women leaders who can be ripples of change.



### WE ENVISION

Impactful and Influential Women in Leadership roles, who have equal representation as well as an equal voice, across organizations.



### OUR MISSION

Is to provide a road map as well as the tools, know-how and a platform to create an enabling ecosystem for women to get equal opportunities for attaining leadership positions.

### Individual Level

Build and grow Capable, Confident, Connected & Credible women leaders.

### Organization Level

Create influential change agents in organizations to support and guide women in their journey.

### Global Level

Develop a global network of open organizations to reimagine women leadership talent collaboratively.

# OUR PROGRAMS

## CruciBOLD

A 12-month Holistic Leadership learning initiative designed for senior women aspiring to take on leadership roles in their organisations.

## WeLEAD

In-house programs for organisations committed to building & strengthening their internal pipelines of global women leaders.

## WeINSPIRE

A Certified training program for leaders (*both men & women*) in mentoring skills to mentor women aspiring to leadership positions and help them on their leadership journey.

***We are established thought leaders in Gender Equity across India & our region***

# CruciBOLD

## CruciBOLD Overview

- 12-months program to develop leadership insights, cross cultural competence and build key leadership capabilities. It's a holistic leadership learning program designed specifically for senior women aspiring to become leaders for tomorrow.
- Mentoring by senior global leaders (men and women) from different organizations/cultures.
- Networking with peers and impactful change makers.
- Giving forward through CruciBOLD Ripple.



***Empowered Leaders create Empowering Ecosystem***

# CruciBOLD Cohorts

CruciBOLD Cohort	Launched In	Completed in
CruciBOLD DC	September 2015	July 2016
CruciBOLD Global	October 2016	October 2017
CruciBOLD India 1	September 2017	August 2018
CruciBOLD Delhi (YFLO)	December 2017	March 2018
CruciBOLD India 2019	January 2019	December 2019
CruciBOLD India 2020	January 2020	December 2020
CruciBOLD India 2021	April 2021	March 2022
CruciBOLD India 2022	Launched in April 2022	To be completed in February 2023

# Testimonials-CB Cohorts

Will definitely nominate other women employees to this.

**-Deepa Sebastian, Sr. VP-Corporate HR, Apraava Energy  
CB 2020 batch**

This is a great initiative that India needs. Corporate India could leverage it!

**- Sanchayita B Mahadik, Global Head of Insurance Offshore Business, HCL Tech, CB 2017-18 batch**

Mentoring is a key component of the program. With one-to-one sessions with a mentor, the program effectively brings about a visible and measurable change in the participants.

**-Dr. Seema Kochhar, Regional Director, Dr. Lal Path Labs, CB 2017-18 batch**

TalentNomics certainly is a very good platform where women who are set on their journey to reach greater heights get to interact with the leaders of their field and the wisdom shared by them certainly goes out a long way in us understanding our own gaps and how do we bridge them.

**-Shalini Kumar, VP-Human Resource, DR Lal Path Labs, CB 2020 batch**

I would like others also to experience and gain from this journey what I have.

**-Neelam Singh, Principle Software Engineer, Intuit, CB 2020 batch**

Its a once in life experience.. Also, I am fortunate to have my mentor. She had an amazing style to help me navigate through the system and answer my concerns. I would like to thank Talentnomics for introducing such a wonderful person to me.

**-Niharika Sachdeva, Associate VP-Data Science, Naukri.com, CB 2021 batch**

Excellent program for women leaders aspiring to achieve their purpose in life.

**-Dr Nivedita Telang, Head Medical Affairs, GSK, CB 2019 batch**

The mentoring program is the best thing about this problem!

**-Anjali Lothe, Apraava energy  
CB 2021 batch**



# Testimonials from Mentors/Leaders

Love the work TalentNomics India is doing to raise awareness in women on the fact that they can become more than who they currently are. It is more about changing mindsets, habits and brining new behaviors that will let women imagine themselves create a new world.

**- Shilpa Ajwani, ex-MD, Tupperware**

I think TalentNomics also does fine work by ensuring that people with skills talk to people with questions. Very often getting those questions answered in a personal setting is something that cannot be repricalted anywhere else.

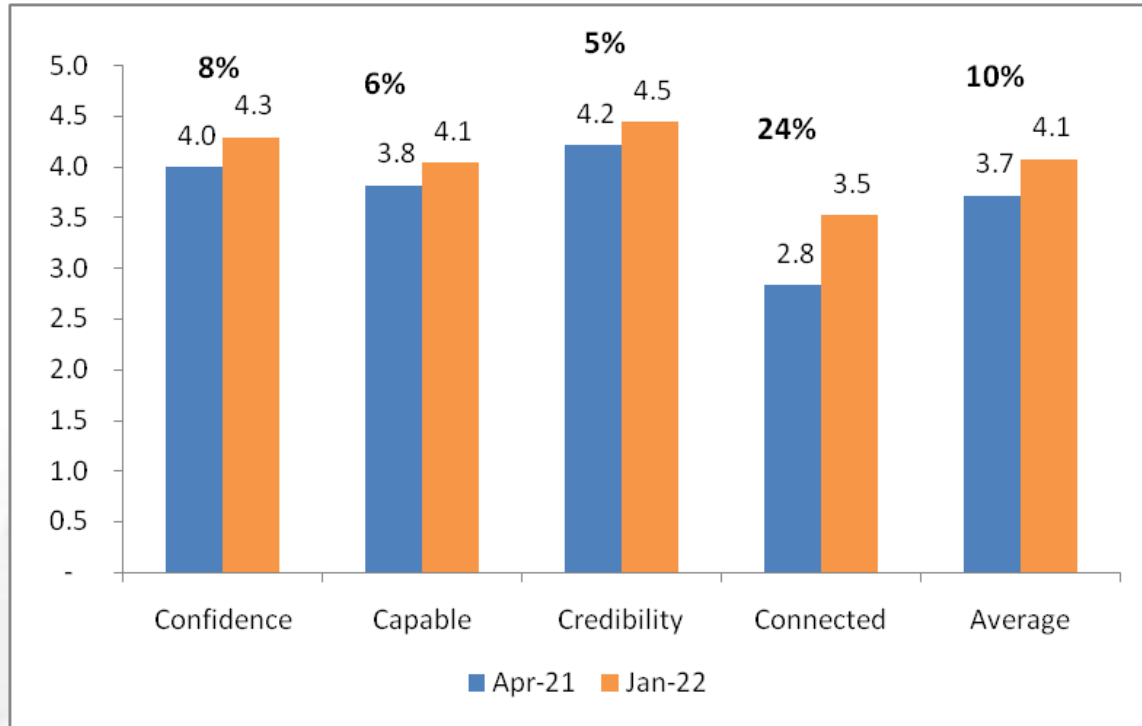
**- Dilip Cherian, Founder and Consulting Partner at Perfect Relations.**

All the participants I spoke to had great learnings and experiences with the various mentors. So thank you indeed for your wholehearted support

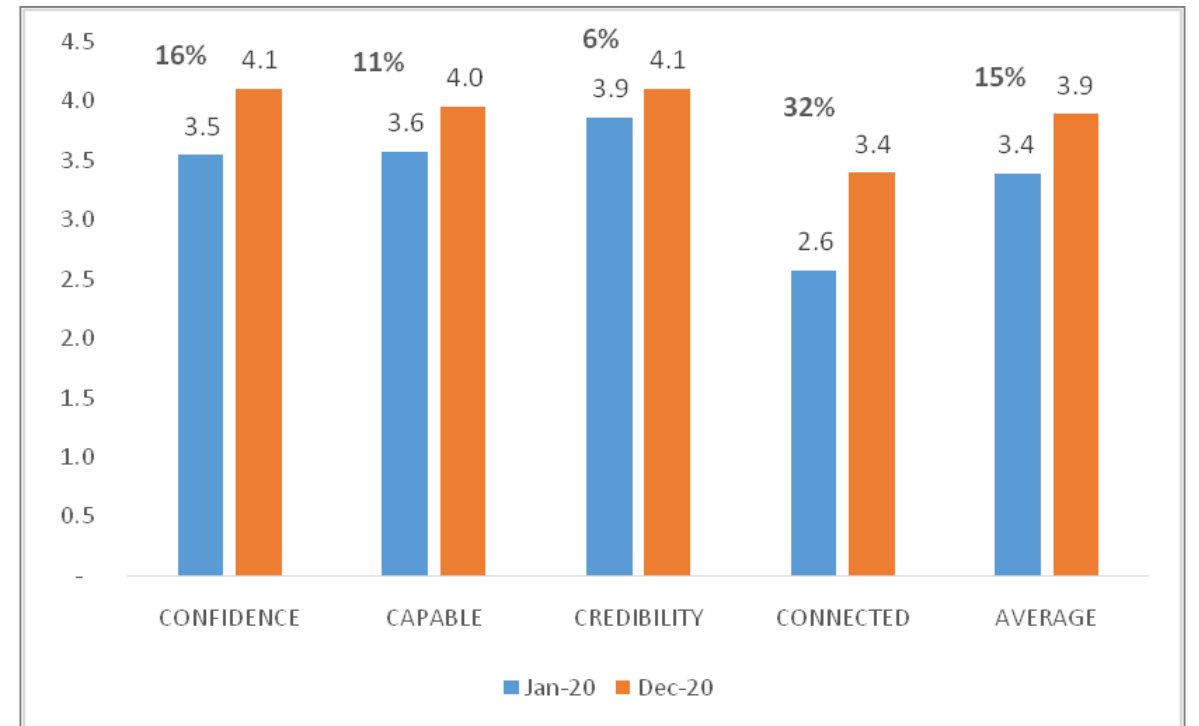
**-Archana Subramanya, EVP & Head, Global Regulatory Platforms & Delivery Centers at Poland, India, Egypt & Mexico, Global R&D, GlaxoSmithKline, Project Sponsor for WeLeAP 2019**

# IMPACT-4C EVALUATION

## 2021 Batch



## 2020 Batch



**CLIENTS**



\* Repeated nominations from: Tata Steel, HILTI, Saint Gobain, Apraava, GSK, Infoedge, Vahura, HDFC ERGO, Dr Lal Path Labs

# MODULES

## Module 1

### Leadership Sessions

- 6 full days Leadership Insight Sessions
- 1 webinar
- Possible topics to be covered (curated based on survey)
  - Demystify Leadership in Modern organizations
  - Personal Branding
  - Stakeholder Management
  - Inspiring Teams
  - Negotiating for Self
  - Strategic Thinking
  - Building Social Capital...

## Module 2

### Mentoring Sessions

- 6-8 one hour mentoring sessions with a global leader
- Mentors are matched based on assessed needs
- Examples of focus areas for mentoring: Assertiveness, Navigating internal politics, Strategic thinking, Innovation, Building network, Delegation, Decision making, Leading effective teams, Negotiating for self etc.

## Module 3

### Project Work- Creating Impact

- Inter-organizational group projects that will impact individual leadership styles and organizational gender parity
- Guided group work over 4 months to be presented to HR leads of nominating organizations

## Module 4

### Giving Forward- Ripple Mentoring

- 6-8 sessions to mentor a young professional aspiring to grow in a professional career
- These could be on call/video call



# Going Forward

## By the Nominating Organizations

- Identify potential women leaders and send the nominations by 28<sup>th</sup> February 2023 (Name, Title, Contact details)
- Welcome Mail and registration link to be shared with the confirmed participants.
- Registration should be completed by the nominated participants by 20<sup>th</sup> March 2023.
- Payment of fees by the 31<sup>st</sup> March 2023.

## By TalentNomics India

- Pool responses from participants to customize our program for maximum impact
- One-on-one conversation with each participant (45 minutes)
  - to understand their aspirations, strengths and challenges
  - to effectively mentor match
- Share agenda by 1<sup>st</sup> April 2023 and organize the sessions. Launch-
  - **Mentoring:** May 2023
  - **Project:** June 2023
  - **Ripple:** August 2023

## Fees and others

- **Program Fees for all 4 Modules**
  - **INR 1,25,000 + GST**
  - 10% discount will be given to the companies who will nominate 3 or more participants.
- Session platform will depend upon the circumstances
- Travel and stay, if required, has to be organised by the participant / organisation.

*For more information/queries, please contact Ina Wadhwa at [ina.talentsnomics@gmail.com](mailto:ina.talentsnomics@gmail.com)*

# Probable Speakers and Mentors

National and International Leaders from across sectors and regions....

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| <ul style="list-style-type: none"><li>▪ Saurabh Srivastava, Leading Entrepreneur &amp; Institution Builder, Founder &amp; former-chairman, NASSCOM</li><li>▪ Aditya Ghosh, Co-Founder Akasa air, Ex-President, IndiGo Airlines</li><li>▪ Shilpa Ajwani, Founder &amp; CEO, unomantra, former MD, Tupperware India</li><li>▪ Frances Valintine, Founder and CEO, MindLabs, NZ</li><li>▪ Anita George, Former Executive VP, Growth Markets, CDPQ</li><li>▪ Anjali Bansal, Managing Partner, Avaana Capital, Former Chairperson Dena Bank-Bank of Baroda, Investor and Board member</li><li>▪ Sutapa Banerjee ,Independent Director (IL &amp; FS Group, Womens World banking, Oxfam, JSW Group)</li><li>▪ Binoo Wadhwa, Ex CPO, YumBrands and Sapient</li><li>▪ Suparno Banerjee, Global public sector lead, Nokia</li><li>▪ Nishi Vasudeva, Ex-Chairman &amp; MD, HPCL</li><li>▪ Vasanthi Srinivasan, Professor, IIM, Bangalore</li><li>▪ Sudha Sastri, Founder &amp; CEO, Inputs</li><li>▪ Devapriya Khanna, Founder-Managing Partner, 212° Brand Lab &amp; Connexus Global</li><li>▪ Lavang Khare, Sr. VP-Adfactors PR</li><li>▪ Deepa Sebastian, Sr.VP-Corporate HR, Apraava Energy</li></ul> | <ul style="list-style-type: none"><li>▪ Neeti Banerjee, Founder &amp; CEO, TalentNomics Inc</li><li>▪ Farzanah Chowdhury, MD &amp; CEO, Green Delta Insurance Company Limited</li><li>▪ Reema Nanavaty, ED, SEWA</li><li>▪ Cathy Cardona, several leadership roles in Human Resources, at IMF &amp; World Bank</li><li>▪ Radha Mukherji, Leadership Coach &amp; Mentor, former CEO, DDB, Oman Operations</li><li>▪ Neela Bhattacharjee, Former Managing Director, Accelya Solutions India Limited</li><li>▪ Arun Nagpal, Co-founder &amp; MD, Mrida Group</li><li>▪ Mukul Rastogi, Independent Consultant &amp; HR Advisor, Ex. VP-HR, ITC Ltd.</li><li>▪ Ram K Mudholkar, Founder, Global BioAg Linkages &amp; Ex-President, DuPont South Asia</li><li>▪ Pramath Sinha, Co-Founder &amp; MD of 9.9 Mediaworx Pvt.Ltd. Founder of Ashoka University, ISB</li><li>▪ Neeru Abrol (Ex-Chairperson, NFL)</li><li>▪ Gina Paone, (Advisor, IMF)</li><li>▪ Ashok Gupta, MD, Shalimar Paints</li><li>▪ Suresh Tripathi, CHRO, Air India</li></ul> |
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 **I THANK YOU**

Looking Forward to Building A Future Together

**where**

**Women ARE Equal Partners At Work and At Home**

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