



InspireOne  
Performance, Inspired

# SHINE

*She Inspires*

InspireOne's Approach on Developing  
Women to Shine in Leadership Roles



# The Women Leader Imperative

Only 10% of Fortune 500 companies are led by women

- APA, 2023

Women surpass males in 11 of 12 major emotional intelligence characteristics

- Forbes, 2023

Boards with a higher number of women have a 53% higher return on equity

- Forbes, 2014

Firms that transition from having no female leaders to 30% female leaders, report 15% increase in profitability

- Harvard Business Review, 2016

## Our Research Says



Women and men are equally ambitious at the entry level



Within 18 months, the ambition levels and aspirations of women drop by 40%



Within 5 years of starting work, the attrition increases as women undergo significant life changes



Women feel under-confident even when they are 99% ready

## Key Learning Themes

### 1 Managing Emotions

- Building **self-awareness of emotions** and how to **regulate emotions** effectively
- Being able to **manage my own emotions**
- Developing a **positive internal script**
- Extend and develop my awareness of **communication styles, and patterns to influence others/ key stakeholders** that increase personal impact

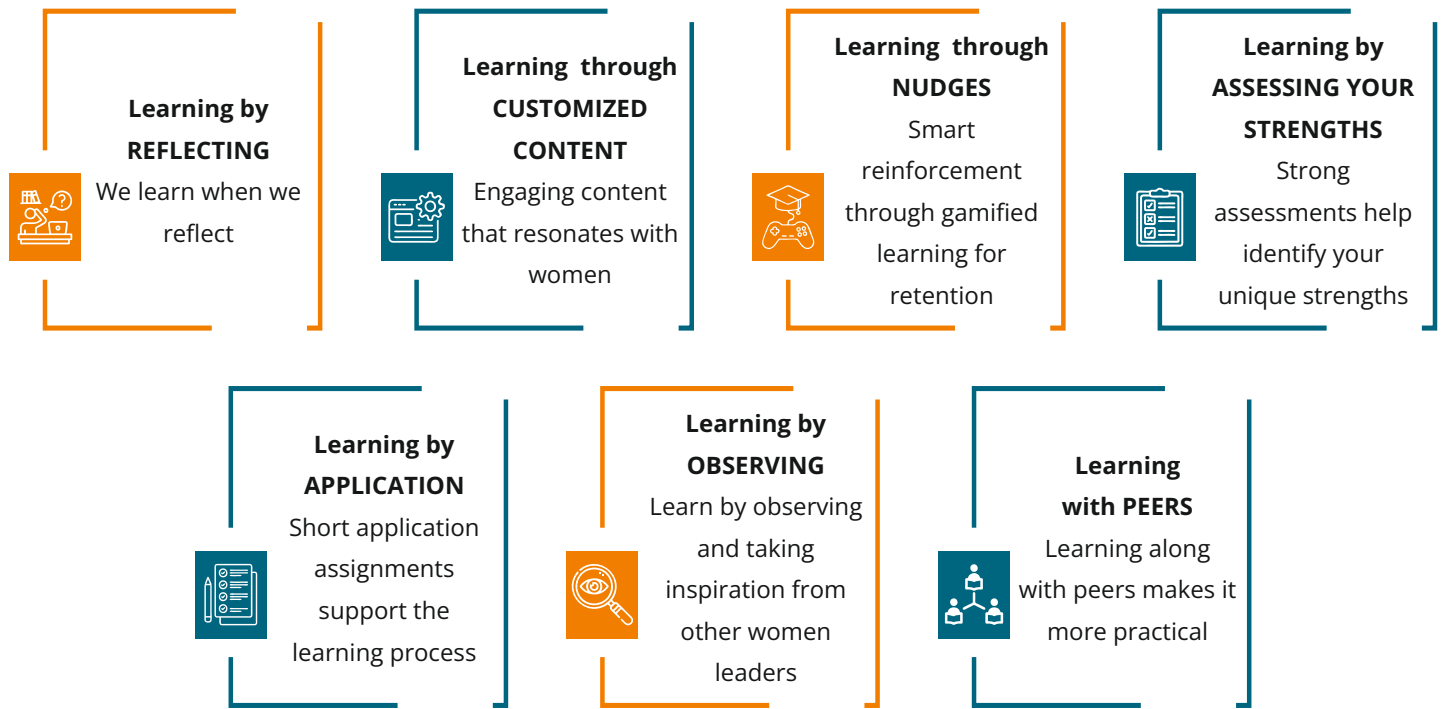
### 2 Building a Personal Brand

- Acknowledging **personal strengths**
- Developing a vision of **my personal brand**
- Enhancing **executive presence**
- Exploring behaviors and values that can help me **operate authentically**

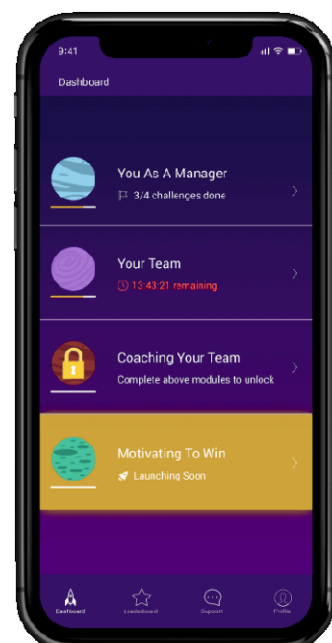
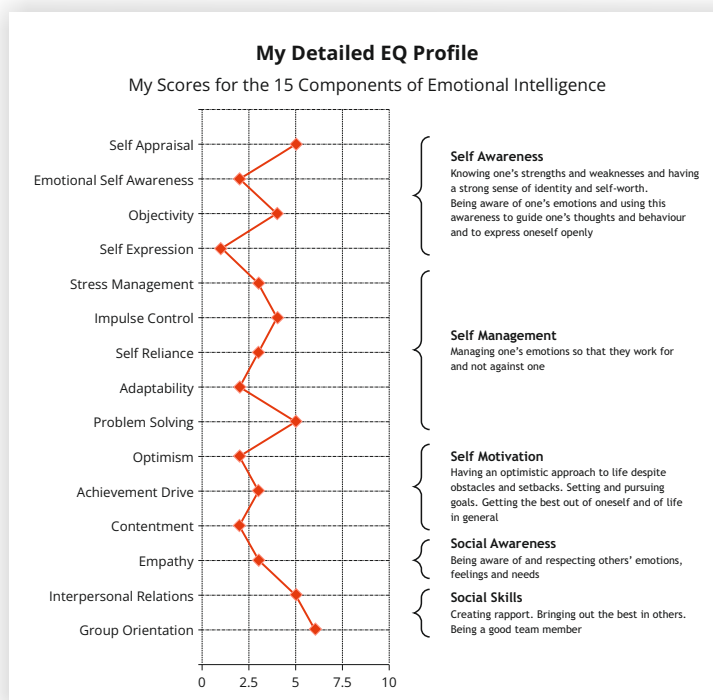
### 3 Influencing Effectively

- Being able to **effectively influence stakeholders**
- Building a strong **network by understanding others style and flexing own styles**
- Developing the ability to **lead and engage others through change**

## Implementation: Solution Design Principles



## Program Components



## Case Studies

### LEADERSHIP DEVELOPMENT JOURNEY FOR WOMEN LEADERS OF A MATERIAL SCIENCE COMPANY

Multiple learning interventions were designed on key areas like confidence and networking. Preference based assessments and personalized feedback sessions were conducted to allow women to uncover their own strengths. This journey provided women leaders with a platform to network and grow. Women leaders contributed more towards key decisions and activities of the organization.

### DEVELOPING WOMEN IN LEADERSHIP AT A LEADING REAL ESTATE ORGANIZATION IN INDIA

The 3-month journey started with conducting Interviews with the leaders (Supervisors of the participants), followed by **Personal EQ Meter™** assessment of the Women Leaders. Based on the scores, we designed three modules focused on Managing Emotions & Self Belief, Building a Personal Brand and Building Connection. 100% of the participants applied their learning at workplace. Rigorous and immediate application of tools has already created tangible impact.

### DEVELOPING WOMEN LEADERS FOR ONE OF THE WORLD'S LEADING PROVIDERS OF HR SERVICES

The client wanted to address the imbalance of females in leadership roles by developing women leaders and unlocking their potential to succeed. A pilot program was set up to provide the tools for women to become aware of their own leadership styles within the working environment. These tools are being leveraged to improve communication with different stakeholders in the business, positioning women in a stronger way to move forward in the organization.

## About InspireOne

InspireOne is India's leading consulting firm offering organizational and leadership development solutions. With over two decades of experience in the consulting domain, we help organizations convert their people and organizational capabilities into corporate value.



Our solutions are developed on the research and know-how of our global partners - **Tack TMI**. We deliver solutions globally and in different languages.



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