

भारतीय प्रबंध संस्थान कोषिक्कोड Indian Institute of Management Kozhikode *Globalizing Indian Thought*

Women Leadership Programme

Empowering Women to Thrive and Soar

Starts February 26, 2025 | 10 Months | Interactive Learning

Executive Alumni Status



NIRF India Ranking 2024, Management





Programme Summary

Women Leadership Programme



Institute Name IIM Kozhikode

Learning Mode Live-online sessions by IIMK faculty

Payment Options Basic Instalment Plans

J Eligibility

Minimum Graduate or Diploma Holder (10+2+3) should have at least 5+ years of work experience

Learning Experience

- Live Online Lectures by IIMK Faculty: Industry-aligned cutting-edge curriculum curated by IIMK
- World-class faculty: Learn from the best faculty at IIMK

- **Programme Duration** 10 Months
- Weekly effort 5-6 hours per week



Special Pricing Special pricing up to 10% discount is available for corporate plans



Certificate

Upon successful completion of the programme, participants will be awarded a verified digital certificate from IIM Kozhikode



Facultv IIM Kozĥikode



Guest Faculty/ Industry Experts

Mid-Senior Industry Practitioners

IIMK Executive Alumni Status: Be • eligible to receive prestigious IIMK executive alumni benefits

Cohort-based learning: Networking and Community Interaction by using discussion boards

Frequently Asked Questions

What will be the mode of learning?

There will be 3-hr weekly live-online lectures on Sunday conducted by the IIMK faculty. The programme is spread across 07 modules for a duration of 10 months. The learning experience will include rich discussions with eminent faculty and seasoned peers, case-based learning, assignments and quizzes and guided capstone project work for which the participants will have to put in an additional effort of 2 to 3 hours.

Who evaluates the assignments, projects and simulations for this programme?

The examination and evaluation of graded submissions, project work and simulations, if any, is at the discretion of the IIMK's faculty.

Is there a campus immersion included in the programme?

For an immersive and experiential learning journey, this programme offers a campus chapter at IIM Kozhikode campus of 5 (4+1) days as a part of the programme's learning journey providing a rich networking and face-to-face learning opportunity.

Who grades/gives inputs on the assignments and projects?

Examination/Evaluation shall be conducted by the Institute.

Is there a qualifying mark/grade to get the final certification in this programme?

Yes, the qualifying mark is 50%.

Do I get Alumni status of the Institute on completion of this programme?

On successful completion of the programme, participants will be eligible for the prestigious IIM Kozhikode Executive Alumni Status. The Executive Alumni benefits are subject to the discretion of IIM Kozhikode.

What type of certificate will I receive?

Upon successful completion of the programme, with a minimum 75% attendance and satisfactory academic performance, participants will be awarded a certificate of completion and will be eligible to receive IIM Kozhikode's Executive Alumni Status (optional). If your attendance is below 75%, then you will get a Certificate of Participation, not a Certificate of Completion.

How long will I have access to the learning materials?

The primary mode of learning for this programme is via live online sessions with faculty members. The recorded videos and learning material will be available throughout the duration of the programme.

What if I don't find the programme appropriate for me after starting the sessions? Can I seek a refund?

We encourage our participants to complete the programme to fully understand the concepts and derive valuable learning outcomes. Should you still feel the need to stop your learning journey, a refund request can be initiated before the programme commencement. However, after the programme commences, the fee becomes non-refundable.

The IIM Kozhikode Advantage

From The Director's Desk

Businesses today have seen a complete transition than they used to run a decade ago. Thus, it is imperative for business leaders today to expand their knowledge across domains and proactively make decisions to be effective leaders. IIM Kozhikode programmes are designed by world-class faculty with cutting-edge thought leadership and industry-leading insights that empower participants to manage and lead complex business challenges confidently. Our growing global footprint is acknowledged and accredited by leading institutions and is a testimony to the growth we have achieved in our 28-year journey of academic excellence.

At this juncture, it is also pertinent to share that both future and past are integral to the path taken by an institution on this journey of excellence. Having a wide, far-seeing vision is not an indulgence but an activity that is necessary to give meaning to our present, and to give this Institution a sense of purpose, direction and imagination. That is why we have chosen to think in terms of what IIM Kozhikode will be able to contribute to India and the world some three decades from now with 'Vision 2047: Globalizing Indian Thought'. The Institute has set for itself a pre-eminent role with the above motto. The sheer scale, scope and potential impact that India will have on 21st-century business makes us believe that this is a legitimate aspiration.

At IIM Kozhikode, we believe in fostering inclusive leadership and empowering women leaders to drive transformative changes in today's complex business landscape. The **Women Leadership Programme** is a testament to our commitment to nurturing a new generation of leaders who can transcend traditional boundaries, bring unique perspectives, and champion inclusive growth in organizations across industries.

Our aim with this programme is to create a supportive environment where women leaders can gain actionable insights, hone critical skills, and build networks that will serve them throughout their careers. With access to our distinguished faculty, innovative curriculum, and industry-focused modules, participants will leave this programme equipped not only to excel in their roles but also to inspire and lead others effectively.

Wishing you all the very best!

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Prof. Debashis Chatterjee Director, Indian Institute of Management Kozhikode



Empower Your Leadership Potential

Break barriers, shatter glass ceilings, and elevate your journey to the C-suite with confidence. IIM Kozhikode's Women Leadership Programme offers a 10-month transformative experience for mid-career and senior women executives, preparing them for impactful leadership roles.

In today's dynamic economy, empowering women in leadership drives innovation, growth, and inclusivity. Women leaders offer unique perspectives, shaping strategies and fostering equitable cultures that elevate organisations.

IIM Kozhikode's Women Leadership Programme is designed to propel senior women executives into top management and board roles. It blends essential business knowledge with advanced themes, such as financial acumen, digital transformation, and inclusive leadership. Participants will learn to harness their strengths, break biases, and lead with confidence—making a lasting impact on their organisations and the corporate world.

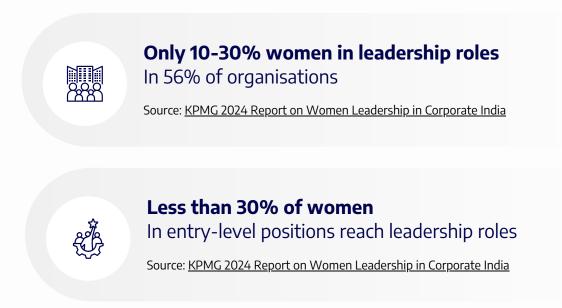
Be a part of this transformative experience, and become a catalyst for change.



Learn to Lead with Confidence and Impact

Why this Programme Matters

Despite progress, only **12%** of CXO roles and **1.6%** of Fortune 500 leadership positions in India are held by women. This gap highlights the urgent need for women's leadership initiatives, addressing both societal biases and organisational barriers to create inclusive workplaces.



The landscape of women in leadership roles in India has seen notable progress despite challenges. Women's representation in the workforce has improved from 23.9% in 2016 to 26.8% in 2024. As of early 2024, **women hold 23.2% of leadership roles in Indian corporates**.

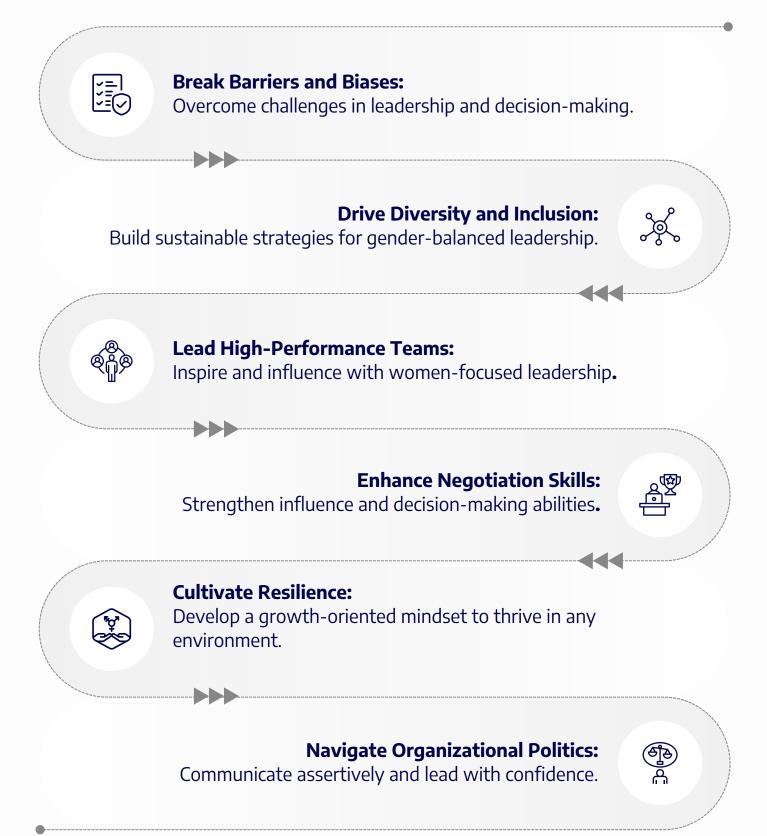
Source: KPMG Assets

"There is now greater empowerment of women to make decisions to support their own personal and career priorities, including flexible working arrangements, and acceptance of different models of leadership that creates space for women to show up as their authentic selves in leadership roles."

- Michelle Alphonso,

Partner and Private Equity Leader, Grant Thornton Canada

Unlock Transformative Leadership with Essential Skills and Strategies with IIMK



By addressing these challenges head-on through a blend of workshops, coaching sessions and live online interactions, **IIM Kozhikode's Women Leadership Programme** empowers women to break barriers, unlock their full potential and lead with confidence in shaping the future of leadership.

Transform Your Leadership Journey: Hands-On Learning, Real-World Impact, and Lifelong Connections.



100% live, interactive sessions led by Director and Deans of IIMK*.



Workshops and group coaching sessions by industry experts.



Action Learning Projects and Case Based Sessions



Capstone Project to solve real-world leadership challenges.



Two on-campus immersions (4+1 days) at IIM Kozhikode.



IIMK Executive Alumni Status on completion.

Note: *There will be live-online sessions with Prof. Debashis Chatterjee, Director and Professor Deepa Sethi, Dean of Outreach, Executive Education & Internationalisation and Professor at IIMK for this programme. There is a panel of eminent industry practitioners who will be conducting the workshops, coaching sessions, and doubt-clearing sessions included in the programme.

"Diversity is a strategic imperative and a leadership commitment. Studies consistently indicate the positive impact of gender-balanced leadership on financial performance, innovation, and decision-making."

- Yezdi Nagporewalla, CEO, KPMG in India

Accelerate Your Career, and Drive Transformative Change

This programme is designed for:

- Suneeta Reddy,

Senior Vice President, AIMA; MD Apollo Hospitals Group

- **Mid-career Women Professionals:** Build executive presence, sharpen strategic acumen, and gain the confidence to overcome systemic barriers. Prepare for new managerial roles, lead high-performance teams, and develop financial expertise to make an impact.
- Senior Women Leaders: Elevate strategic vision, influence transformative change, and lead digital innovation. Strengthen negotiation and decision-making skills, and promote diversity. Integrate ethical leadership into strategies to navigate complex environments and drive sustainable success.

This advanced programme equips participants with essential tools to lead with impact and thrive in dynamic leadership roles.

"We need the talent, vision, and diverse perspectives of all genders at the helm. Let us work together, dismantle the barriers, and rewrite the narrative of women in Indian leadership."

An Immersive Leadership Experience Tailored to Your Aspirations

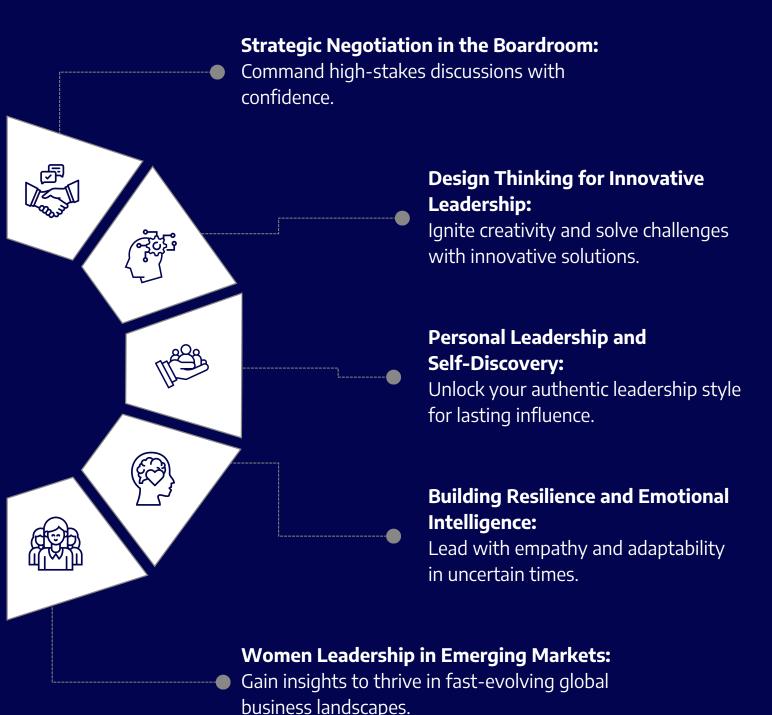
- Workshops: Engage in five face-to-face workshops on topics such as strategic negotiation, design thinking and building resilience, offering practical insights for women leaders.
- **Coaching Sessions:** Participate in expertled sessions to unlock a growth mindset, build assertive communication, and close skill gaps through personalised coaching.
- **Group Activities:** Collaborate with peers in dynamic activities, including a personal branding workshop and role-based coaching.
- **Case-Based Learning:** Explore real-world challenges through case discussions with IIMK faculty on financial leadership and strategic management.
- Action Learning and Capstone Project: Apply your learning through hands-on projects and develop a strategic leadership plan to drive sustainable success.

This is your pathway to transformative leadership!



Elevate Your Leadership EQ with Transformative Workshops

Immerse yourself in five impactful workshops during a dynamic four plus one-day campus experience:



These workshops are designed to empower participants to lead with purpose, innovation and confidence.

Become a Success Story with Expert-Led Coaching

Led by **industry experts**, these coaching sessions combine **role-plays**, **executive coaching, and reflection** to deliver personalised growth experiences:



Tailored Coaching:

Begin with a need assessment on Day 1 for customised development.



Growth Mindset Mastery:

Unlock your potential with strategies to cultivate a leadership mindset.



Executive Communication:

Build confidence and assertiveness for high-level scenarios.

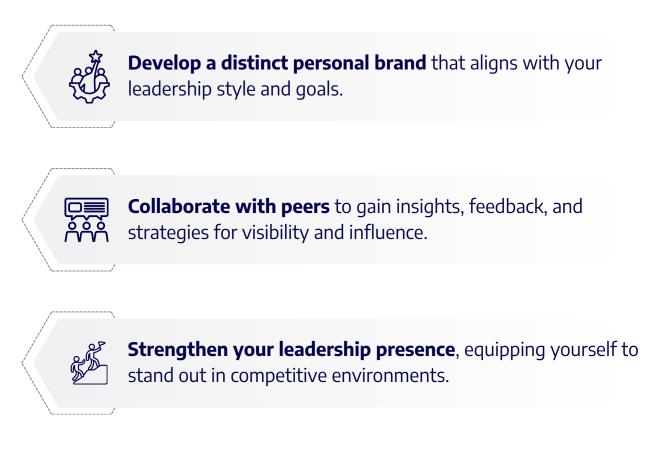
Skill-Gap Interventions:

Address targeted development areas with focused coaching sessions.

These interactive sessions empower participants to lead with confidence, close skill gaps, and embrace their leadership journeys with growth-focused mindsets

Collaborative Group Learning: Build Your Personal Leadership Brand

Engage in **live online collaborative sessions** designed to help you craft and enhance your **personal leadership brand**. Through interactive activities and peer discussions, you will:



These sessions foster meaningful interaction, enabling you to build a powerful, authentic brand that drives career growth and leadership success.



Case-Based Thought Leadership Sessions: Learn from Real-World Challenges

Engage in **live online sessions** in which you'll deep dive with expert IIMK faculty into **real-world case studies** covering key topics such as:



Financial Leadership:

Manage financial complexities with strategic foresight.



Strategic Leadership: Design and implement growth-focused strategies.



Change Management:

Lead transformative initiatives with agility and resilience.

With more cases added throughout the programme, these sessions provide practical insights, empowering participants to apply advanced strategies to their own leadership challenges.



Action Learning Projects: Turning Strategy into Impact

Collaborate in **faculty-mentored projects** (1:5 mentor-student ratio) designed to apply leadership principles to real-world challenges.



These immersive projects equip participants with hands-on experience, strategic insight, and practical tools to implement impactful solutions within their organisations.

Capstone Project: Your Road Map to Leadership Excellence

The **Capstone Project** is a personalised leadership journey, offering deep selfreflection and strategic growth planning. Guided by expert faculty, you'll analyse your strengths, identify role-specific challenges and develop a tailored leadership action plan.

Designed to empower participants to drive meaningful change, the Capstone is your launchpad for long-term impact and growth.

Comprehensive Modules to Master Every Aspect of Leadership



Module 1:

Diversity Perspectives and Women Empowerment

- Addressing the Inherent Biases in Leadership and Decision-Making
- Navigating Social Stigmas Within and Beyond
- Breaking the Glass Ceiling: Strategies for Women in Leadership



Module 2:

Strategic Financial Acumen for Women Leaders

- Mastering the Essentials of Economics
- Demystifying Financial Statements
- Understanding the Financial Markets
- Strategic Financial Planning and Analysis



Module 3: Business Excellence (Functional Competencies)

- Optimising Supply Chain of your Business
- Embracing Lean and Total Quality Management
- Strategic Brand Management



- Developing a Strategic Mindset
- Strategic Analysis and Competitive Advantage
- Harnessing Data-Driven Decision-Making

Comprehensive Modules to Master Every Aspect of Leadership



Module 5:

Growth and Innovation in the Age of AI and Digital

- Digital Transformation Strategies
- Digital Marketing Strategies
- Driving Breakthrough Innovation with AI



Module 6:

Organisational Leadership And Sustainability

- Organisational Structure and Design for the Modern-Day Organisation
- Leading High-Performing Teams as a Senior Executive
- Integrating Ethical, Sustainable, and Legal Perspectives in Business
- Managing Crisis



- Storytelling Techniques and Championing Allyship (Networking)
- Context, Culture and Communication
- Executive Presence: The VITAL Framework
- Influencing Techniques
- Resolving Conflicts and Strategies for Negotiating in High-Stakes Situations

Note:

⁻ Modules/ topics are indicative only, and the suggested time and sequence may be dropped/ modified/ adapted to fit the total programme hours.

⁻ The primary mode of learning for this programme is via live online sessions with faculty members. The recorded videos and learning material will be available throughout the duration of the programme.

Programme Director

The cutting-edge, practical learning experience is driven by distinguished faculty, renowned for their expertise and admired for their thought leadership. Committed to delivering a women leadership development journey, they ensure a high-quality learning experience that is both exciting and transformative.

Prof. Chatterjee is a distinguished academic and leadership expert, a Post-Doctoral Fulbright Fellow from Harvard University, a Ph.D. in Management from the University of Pune and a Fulbright Fellow at MIT and the University of St. Thomas. He has held leadership roles at prominent institutions, including IIM Kozhikode, IIM Amritsar, and SP Jain School of Global Management in Singapore. He has conducted leadership workshops for companies like Ford and British Petroleum. He is also an acclaimed author of several books, including "Krishna, The Seventh Sense" and "Timeless Leadership: 18 Leadership Sutras from the Bhagavad Gita". His thought leadership has earned him numerous accolades, such as the Bharat Asmita Acharya Shreshtha Award, and recognition among India's Top 50 Thinkers. In addition to his academic achievements, he has served on prestigious boards, including the Reserve Bank of India Appointment Board. His latest work 'Leadership Chronicles' published by Penguin Books, is a tribute to his pioneering efforts towards 'Globalising Indian Thought' at IIM Kozhikode.

Professor Debashis Chatterjee

Director, Organisational Behaviour and Human Resources Area

Programme Director

Prof. Sethi brings extensive experience in leading and managing diverse academic and administrative initiatives at IIMK. She has been instrumental in designing and delivering executive education programmes, fostering international collaborations, and enhancing the institute's outreach efforts. As a distinguished scholar and practitioner in Managerial Communication, Prof. Sethi holds a certification from Harvard Business School in participant-centered learning. Her prolific body of work includes numerous papers and books on verbal and nonverbal communication, cross-cultural communication, HR communication, and health communication.

She is deeply committed to mentoring students and faculty, contributing to various platforms, and advancing soft skills and behavioral development in organisations. Her widely acclaimed book, "Impactful Communication: Communicate to Conquer," stands as a testament to her expertise in the field.

Professor Deepa Sethi

Dean of Outreach, Executive Education & Internationalisation and Professor, IIMK

Programme Director

Prof. Dey holds a Ph.D. and an MA in Economics from The Ohio State University, USA, along with an MS in Quantitative Economics from the Indian Statistical Institute, Kolkata. His teaching areas include Organisation and Market Economics, Business & Government, and Monetary Economics.

Prof. Dey has been published widely, with notable works like "Conspicuous Consumption for Social Parity" in the Cambridge Journal of Economics (2024) and "Dynamic Linkages between Gold and Equity Prices" in Finance Research Letters (2017). He has also received the Best Paper Award at the European Conference on Banking and the Economy in 2016. Prior to his academic career, Prof. Dey served as a Senior Analyst at the Bank of Canada, where he contributed to key research on financial vulnerabilities.

Professor Shubhasis Dey

Professor & Dean (Faculty Administration & Development), Economics

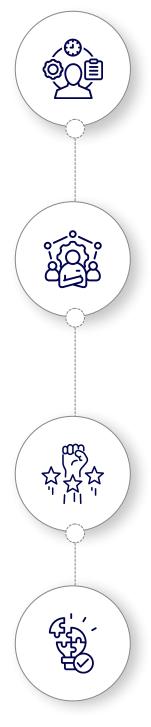
Programme Certificate

IIM Kozhikode will award a certificate of successful completion to participants who complete the programme successfully with 75% of the score in the evaluation. A participant with less than 75% of the score in the overall evaluation will not be awarded a certificate.

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India	n Institute of Management Kozhik	ode
	eMDP	
	This is to certify that	
partic	cipated and successfully completed the programme	;
	Women Leadership Programme	
	(DD-MM-YYYY - DD-MM -YYYY)	
Programme Facilitator	Chairperson - MDP	Director

Note: The certificate shown above is for illustrative purposes only and may not be an exact prototype of the actual certificate. IIM Kozhikode reserves the right to change the certificate and specifications without notice.

Learning Outcomes



Break Barriers and Fostering Inclusion

- Overcome biases in women's leadership and decision-making.
- Strategise for sustainable diversity and inclusion in women's leadership roles.

Develop Leadership Skills and Competencies

- Master financial acumen for strategic planning.
- Lead high-performing teams with a focus on women's leadership influence.
- Enhance negotiation, influence, and strategic decision-making for women executives.

Build Resilience and Confidence

- Develop a robust, growth-oriented mindset for women leaders.
- Navigate organisational politics with confidence and assertive communication for women.

Integrate Ethics and Sustainability

• Reconcile the business bottom-line with ethical and sustainable strategies.



Programme Details

Programme Start Date	February 26, 2025
Programme Fee	INR 3, 50,000 + GST
Application Fee	INR 2, 500 + GST

Note:

*GST (currently @ 18%) will be charged extra on these components.

*Instalment payment options available.

*Additional convenience charges will be applicable on instalment payments.

*For detailed information on instalment payments reach out to your programme advisor.

Eligibility

Programme Format

Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognised university with at least 5+ years of work experience

3 Hour Live online lectures by the Director, Deans, IIMK Faculty and Industry Experts

Note:

- Admissions are on a first-come, first-serve basis. There might not be subsequent rounds if seats are filled in the initial rounds.

- The actual programme schedule will be announced closer to the programme start.
- GST (currently @ 18%) will be charged extra on these components.

- Additional convenience charges will be applicable on instalment payments.

- The school will be providing study materials in an electronic format. In case the participants need a physical copy, they will have to bear the international courier charges.

- There is a four plus one-day campus immersion at the end of this programme. On-campus accommodation will be provided in single occupancy.

Programme Schedule

Live Online Sessions Sunday from 3:30 PM to 6:30 PM

Note:

- The actual programme schedule will be announced closer to the programme start.

- Some sessions with faculty and/or industry experts could be rescheduled to a different time, in case of exceptional circumstances. -The primary mode of learning for this programme is via live online sessions with faculty members. The recorded videos and learning material will be available throughout the duration of the programme.

Application Requirements

☑ Your Photo ID Proof

You can submit a scanned copy of ANY ONE of: PAN Card or the first two pages of your passport.

✓ Your Graduation/Degree

You can submit a scanned copy of ANY ONE of: degree certificate, provisional degree certificate, marks transcript or score transcript.

☑ 10th & 12th Class Marksheets

Coloured copies of the 10th and 12th class mark sheets are required.

✓ Your Work Experience Certificate

- You can submit scanned copy(ies) of document(s), which demonstrate that you have the minimum work experience required by the programme.
- You can confirm the minimum work experience requirement of a programme under the heading 'Eligibility' in the brochure or the programme website.
- Examples of documents you can submit are joining letter, relieving letter, Bonafide work experience letter from your HR, salary slips etc.
- These documents must be issued by your organisation.
- Please ensure that the document(s) you submit contains a date of joining and a date of leaving or a statement about the number of years you have worked at the organisation.

System Requirements

This programme includes live online classes. To attend a live online class, you will need to have a PC/Laptop/ Mac with:



Speakers and microphone:

Built-in or a USB plug-in or wireless Bluetooth



Webcam: Built-in or USB plug-in



Processor:

With Dual Core 2Ghz or higher (i3/ i5/ i7 or AMD equivalent)



RAM: 4 GB or higher



OS: Either MacOS 10.7 or higher OR Windows 8 or higher



An internet connection: Minimum bandwidth of 3.0 Mbps (up/ down)



Browser: IE 11+, Edge 12+, Firefox 27+, Chrome 30+



Zoom software client installed on your PC/ Laptop/ Mac

About IIM Kozhikode

Started in 1997 with its Post Graduate Programme (PGP), the Indian Institute of Management Kozhikode (IIMK) is on a high growth trajectory today, offering a wide range of academic programmes in the field of management education. These include the Fellow Programme in Management, Executive PG Programmes, Management Development Programmes and Faculty Development Programs. IIMK set up a Satellite campus at Info park, Kochi, in 2013 dedicated to Executive Education. IIMK has also the unique distinction of launching a PhD (Practice Track) programme for working professionals besides bringing in new dynamic programmes such as the one-year Post Graduate programme in Business Leadership (2019) MBA in Finance and MBA in Liberal Studies & Management (2020). The institute is also home to IIMK LIVE a first-of-its-kind start-up incubation programme and the Indian Business Museum.

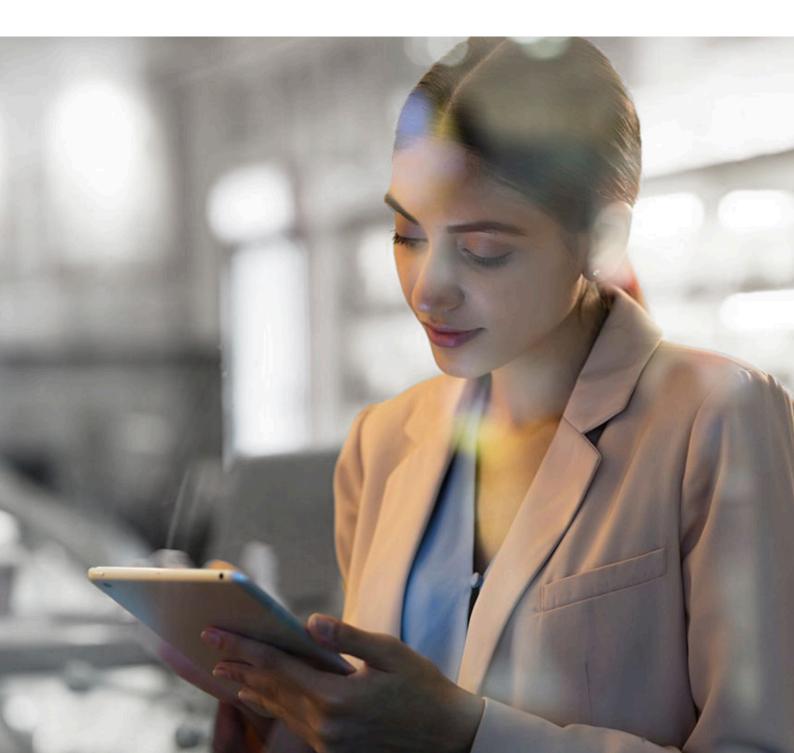
IIMK is ranked 3rd as per NIRF India Rankings 2024: Management. The institute also features regularly among top global institutes for its flagship MBA (PGP) and EMBA programme (EPGP) in the QS World University Rankings. The institute has leapfrogged 100 spots to be placed in the Top 151-200 Institutes in Business & Management Studies globally, as per the QS World University Rankings by Subject 2024. IIM Kozhikode is also globally accredited by EQUIS (EFMD) and AMBA (UK) and is on the verge of a triple-accreditation crown.

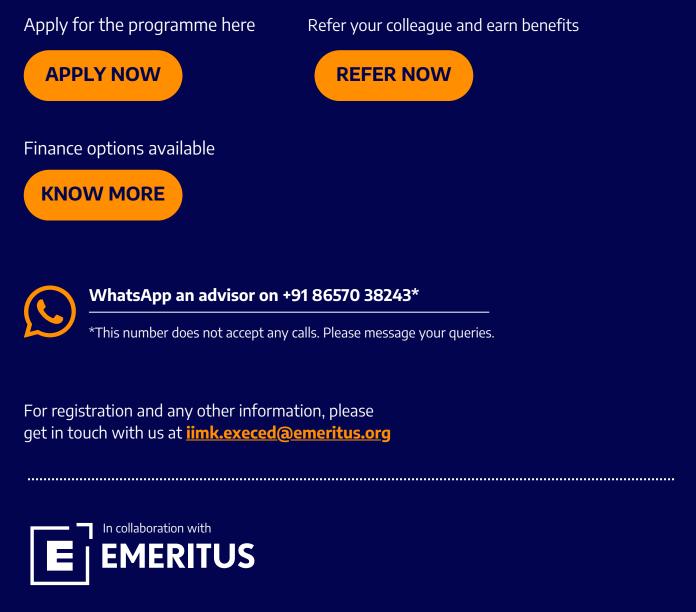
IIM Kozhikode also made its debut in the prestigious Financial Times Rankings in 2023 and was recently ranked #70 among the top-80 open-enrolment executive program providers globally for the year 2024. The feat has further consolidated the 28- year's IIM's footing in an exclusive list of the foremost providers of executive education in the world. The institute had also entered in global top-100 at Rank #77 for FT Masters in Management (MIM) 2023 Rankings, for its full time MBA programme. IIM Kozhikode has successfully delivered close to 1300 MDP programmes over the past two decades, training more than 41,000 participants from 150+ organisations, which also includes several Fortune 500 companies in the process.



About Emeritus

Emeritus is committed to teaching the skills of the future by making high-quality education accessible and affordable to individuals, organizations, and governments worldwide. It does this by collaborating with more than 80 top-tier universities across the United States, Europe, Latin America, Southeast Asia, India, and China. Emeritus' short courses, degree programs, professional certificates, and senior executive programs help individuals learn new skills and transform their lives, companies, and organizations. Its unique model of state-of-the-art technology; curriculum innovation; and hands-on instruction from senior faculty, mentors, and coaches has educated more than 350,000 individuals across 80+ countries.





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