

Women Executive Leadership Fellowship Programme

Advancing Corporate Excellence

SIX MONTHS / BLENDED LEARNING

Certification from IIM Visakhapatnam



IIM

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भारतीय प्रबंध संस्थान विशाखपट्टणम्
Indian Institute of Management Visakhapatnam

Bengaluru



Programme Overview

Women in Leadership for Corporate Excellence is a six-month executive development programme designed for high-potential mid-level women professionals preparing for broader business and enterprise leadership responsibilities. Delivered in Bengaluru through a carefully designed blend of in-person immersions, live virtual learning, industry exposure, leadership conversations, simulations and an applied enterprise challenge, the programme develops the judgement, confidence and cross-functional capability required to lead in a rapidly changing corporate environment.

The course integrates strategic leadership, communication, systems thinking, finance, innovation, change, AI and digital transformation, ESG, governance, commercial leadership, negotiation, human capital, psychology and personal sustainability. The emphasis is on translating knowledge into leadership action and measurable enterprise impact.



For women at a leadership inflection point

5-10

years of experience

Typically mid-level women professionals, or those with equivalent leadership responsibility.

Cohort planning range: 20-30.
Final intake to be confirmed.

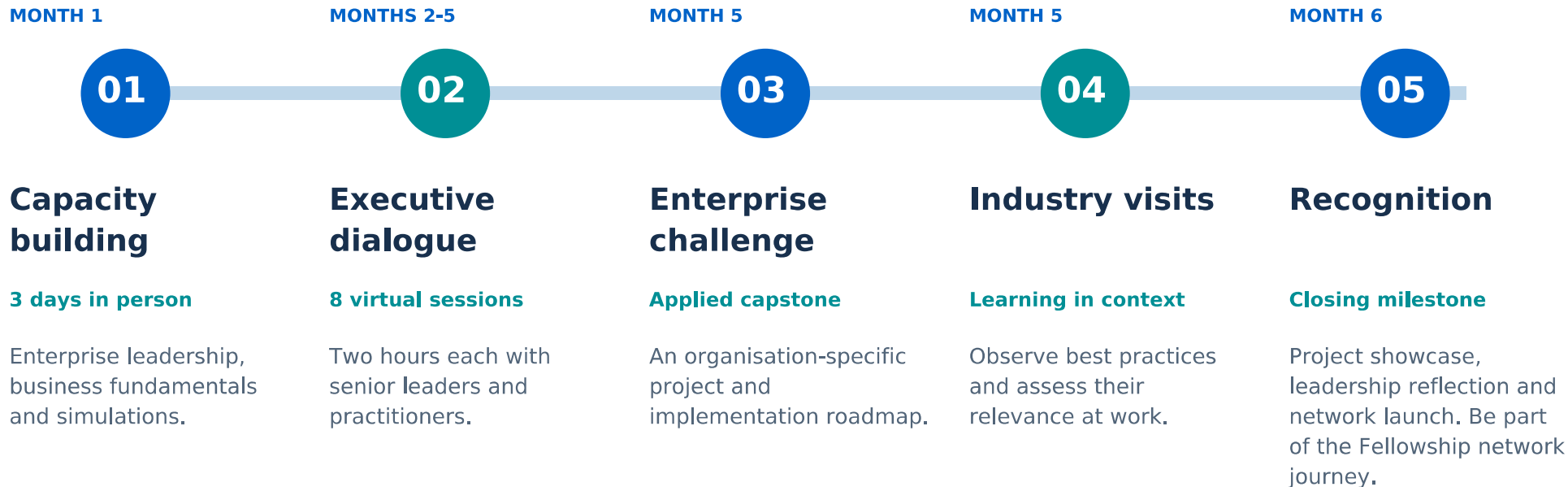
Participant profile

- High-potential managers and functional leaders preparing for broader business responsibilities.
- Professionals accountable for teams, projects, clients, budgets, products or strategic initiatives.
- Women ready to examine their leadership practice and contribute actively to a cross-industry peer community.

A strong nomination connects individual development with a relevant organisational challenge.

A six-month journey of learning and application

Five connected interventions build capability, extend perspective and translate learning into action.



WORKPLACE APPLICATION + PEER LEARNING + STRUCTURED REFLECTION

Six capabilities for broader leadership

01

THINK

Connect function, strategy, market and customer priorities.

02

DECIDE

Frame complex problems and make sound choices under uncertainty.

03

INFLUENCE

Build coalitions and navigate stakeholder relationships.

04

COMMUNICATE

Bring clarity, confidence and presence to critical conversations.

05

TRANSFORM

Mobilise people and turn strategic intent into action.

06

ADVANCE

Develop readiness for larger responsibilities and broader mandates.

Day 1 | Enterprise perspective

Month 1 / Bengaluru / In person

1000-1130

Strategic Leadership and Executive Presence

Leadership styles, executive mindset, personal branding, emotional intelligence, resilience and stakeholder influence.

1145-1315

Commercial Leadership and Human Capital

Strategic HR, talent management and high-performance teams.

1315-1400

Networking lunch

1400-1700

Systems Thinking and Problem Solving

Interdependencies, root causes, problem framing, critical thinking, scenarios and stakeholder mapping. Includes a complexity simulation and peer problem clinic.

Learning emphasis: executive presence, decision quality and the ability to see beyond functional boundaries.

Day 2 | Customers and innovation

Month 1 / Bengaluru / In person

0930-1100

Commercial Leadership and Marketing

B2B and B2C models, strategic marketing, brand management, customer experience and value creation.

1110-1240

Design Thinking

Customer-centric innovation and business transformation.

1315-1400

Networking lunch

1400-1530

Design Thinking continued

Application to business challenges.

1540-1640

Communication Skills

Executive communication; detailed session content to be finalised.

1650-1750

Fireside conversation with an industry expert

Learning emphasis: customer insight, commercial judgement and practical innovation.

Day 3 | Strategy and transformation

Month 1 / Bengaluru / In person

0930-1115

Business Strategy and Financial Acumen

Competitive advantage, financial statements, business metrics, budgeting, value creation and growth decisions.

1130-1300

Innovation and Change Management

Design thinking, organisational change, innovation culture and agile leadership.

1300-1345

Networking lunch

1345-1530

AI and Digital Transformation

Generative and agentic AI, analytics, automation, IoT, cloud, cybersecurity and responsible AI.

1540-1700

ESG and Corporate Governance

Sustainability, boardroom responsibilities, ethics, compliance, DEI and stakeholder reputation.

1700-1800

Fireside conversation with an industry expert

Learning emphasis: business value, technology fluency and responsible enterprise decisions.

Learning from the decisions behind leadership



08

live virtual sessions

2 hours per session | 16 hours in total

Conversations that extend the classroom

- Executive journeys, career transitions and boardroom experiences.
- Business transformation, organisational growth and difficult leadership decisions.
- Executive presence, stakeholder influence and strategic networks.

Proposed speaker profiles

CEOs, managing directors, business-unit heads, board directors, women business leaders and CII National Committee members, alongside practitioners across major sectors.

A real business challenge at the centre of learning

Month 5 milestone / Organisation-specific capstone / Final panel presentation



Participants apply programme learning to a strategic business or leadership challenge within their own organisation, supported by faculty, industry leaders and executive coaches.

01 Frame the challenge

Align the project with an organisational priority and define the business problem.

02 Develop the response

Use customer insight, evidence and programme frameworks to assess a practical solution.

03 Present the roadmap

Submit an implementation plan with measurable outcomes for organisational adoption.

Assessment panel: CII representatives, industry leaders and academic experts.

Seeing leadership in practice

Month 5 / Industry visits and best-practice exposure



Connect ideas to operating realities

- Examine innovation, digital transformation and business excellence.
- Explore customer value, sustainability, talent and organisational change.
- Identify practices that can be adapted within participants' own organisations.

Reflection notes link visit insights to workplace priorities and the capstone.

An executive learning experience built for application

Academic depth

Cases and frameworks

Indian and global business cases connect management concepts with consequential decisions.

Simulations and role plays

Practise negotiation, mediation, stakeholder influence and leadership under uncertainty.

Practice and feedback

Workplace application

Test ideas through the Enterprise Leadership Challenge and related assignments.

Reflection and coaching

Use feedback, peer coaching triads and an Individual Development Plan to guide growth.

Peer and industry insight

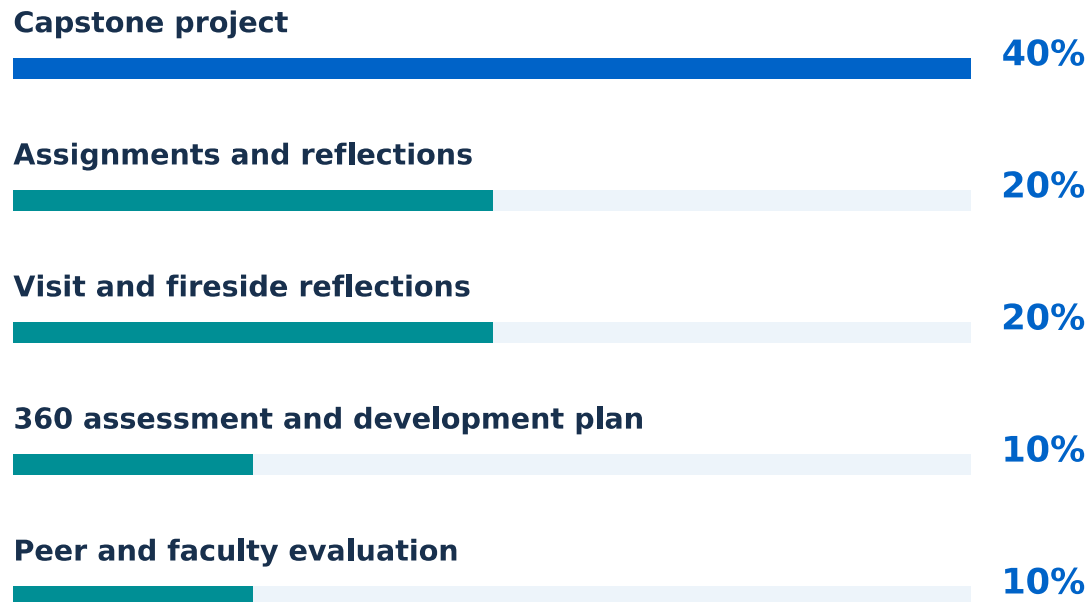
Cross-industry exchange

Learning circles challenge assumptions and reveal alternative approaches.

Practitioner engagement

Leadership conversations and visits connect the curriculum to business practice.

Assessment & Certification Framework



80%

minimum attendance

Across in-person and virtual sessions.

Successful completion

Satisfactory completion of all assessment components leads to certification from IIM Visakhapatnam and induction into the CII GLC Fellowship network.

A cohort today. A leadership community beyond.



Recognition and continued engagement

The closing milestone in Month 6 brings together the capstone showcase, leadership reflections, participant experiences and recognition of successful programme completion.

The CII GLC alumnae network extends the relationships formed during the fellowship, creating a community for continued learning, professional exchange and leadership engagement.

Invest in the next level of leadership

01 Leadership pipeline

Develop more women prepared to contribute beyond functional responsibilities.

02 Succession readiness

Strengthen business fluency, strategic judgement and stakeholder leadership.

03 Workplace contribution

Connect development with an applied project and a roadmap for organisational adoption.

**Develop the perspective.
Strengthen the judgement.
Expand the contribution.**

Women Executive Leadership Fellowship Programme

PROGRAMME ENQUIRIES

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