



**REIMAGINING WOMEN LEADERS GLOBALLY**

**CRUCIBOLD INDIA**

**2021**



# TALENTNOMICS INDIA VISION & GOALS

**Re-imagine leadership canvas in South Asia with equal gender participation**

**Individual Level:** Enlarge the pool of **women leaders**

*To enhance their Capability, Confidence, Credibility & Connection women*

**Organization Level:** Facilitate Influential **change agents in organizations**

*To support and guide these women in their journey*

**Regional Level:** Create a **network of like-minded organizations**

*To bring about transformational change*

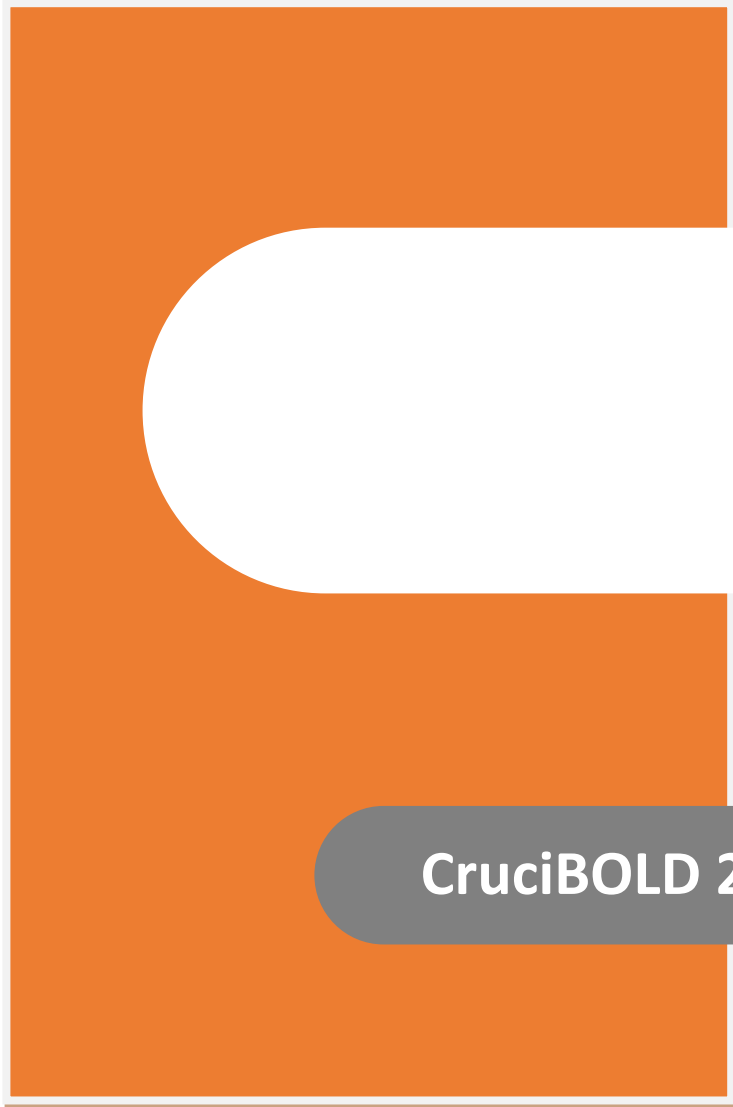
## OVERVIEW: CruciBOLD

- 12 month initiative to develop leadership insights, cross cultural competence and build key capabilities
- Mentoring by senior global leaders (men and women) from different organizations/cultures
- Networking with peers and leaders
- Giving forward through CruciBOLD Ripple



Ipsita Kathuria, Founder & CEO and  
Binoo Wadhwa, Board Member,  
TalentNomics India  
with CruciBOLD 2019 cohort

# OVERVIEW: CruciBOLD



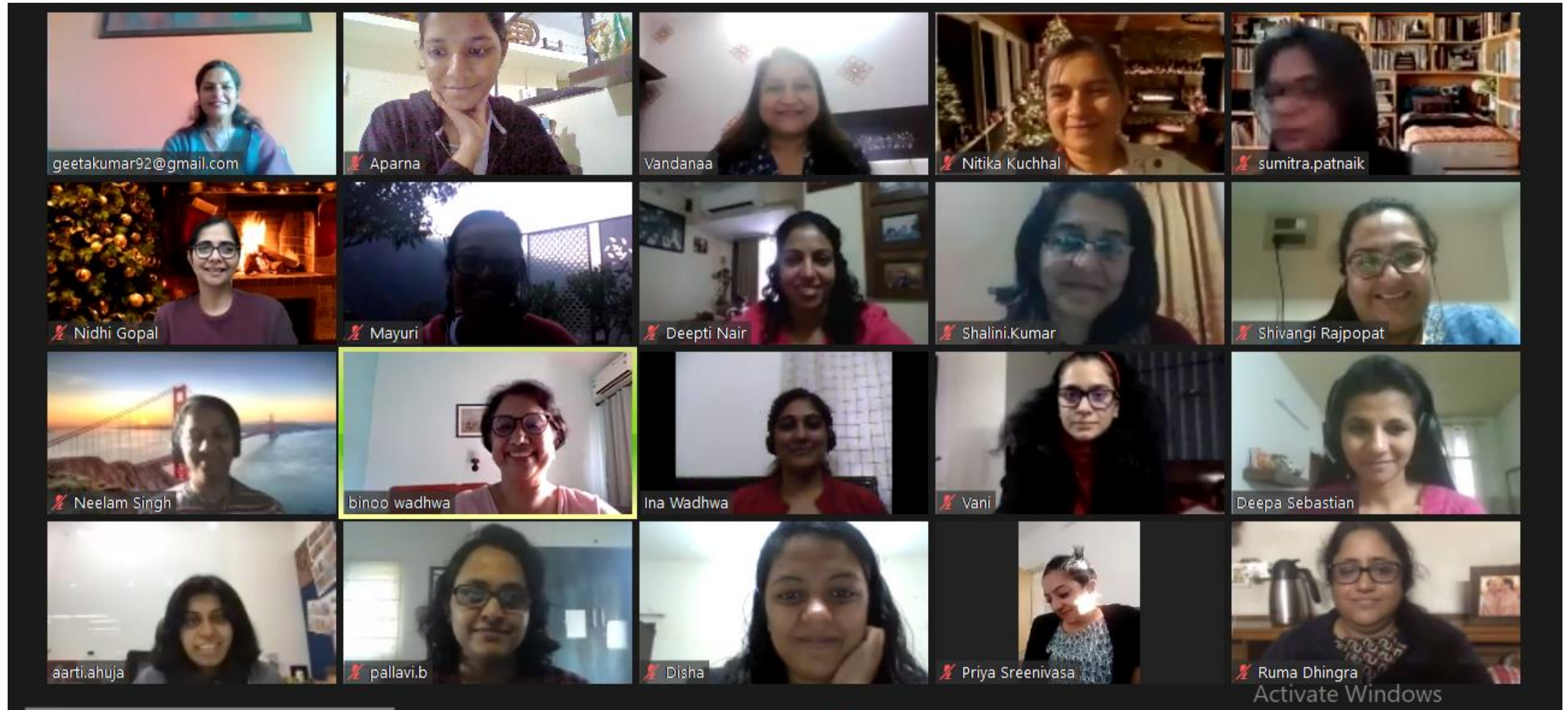
**CruciBOLD 2021**



## CruciBOLD Cohorts

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

# CruciBOLD 2020-Transitioned from in-Person to Virtual



## TESTIMONIALS-Overall Feedback CB Cohort 2020



Will definitely nominate other women employees to this.

**-Deepa Sebastian,  
VP- Corporate HR, CLP Wind  
Farms (India) P.L.**

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

**-Neelam Singh, Principle  
Software Engineer, Intuit**

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**

One of the best curated programs, I have come across.

**-Vani Jain, Vahura**

I think, the whole approach has been very constructive with the sole moto of how we can enhance our potential as women leaders.

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

## TESTIMONIALS from Previous Participants



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

**-Dr Nivedita Telang, Head Medical Affairs, GSK Pharmaceuticals**

CruciBOLD lives upto its name: It's made me 'bold' and prepared me to 'Cruise' ahead in career, all while improving my emotional well-being. Very realistic, practical tips gained. Wonderful mentoring experience.

**-Kiran Chabbra, Vice President Engineering, Infoedge India Ltd.**

This program has transformed me both personally and professionally – I do see a new me now! This journey made me more confident. While my organization valued me as a professional always, I can now see that value increasing manifold.

**-Shiny Rajan, General Manager - HR, Sopra Steria**

Each of the sessions have been curated keeping in mind the developmental milestones that each of us have to negotiate during both our professional and personal journeys!

**- Michelle Dias, General Manager, WNS Global Services**

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**

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

**- Sanchayita B Mahadik, ex-Vice President/general Manager, WNS Global Services**

[Other testimonials](#)



## 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 bringing 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 replicated 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**

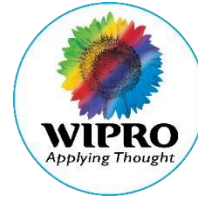
TalentNomics CruciBOLD is a novel idea towards women development. The format allows interaction and introspection – the two most important components in the journey of development.

**- Sudakshina Bhattacharya, CHRO, HDFC, ERGO**

# COHORT PROFILE OF CruciBOLD India

intuit

finding  
**ENKI**.com



**YES BANK**

**o|x**

**vahurā**

**CDPQ**

**IL&FS**

**APLAPOLLO**  
STEEL PIPES

**Edelweiss**

**CLP INDIA**  
The power of new standards

**CUBE  
ROUTE**

**WNS**

**WISHFUL aurelia**  
TCNS Clothing Company Pvt. Ltd.

**naukri.com**  
India's No 1 Job Site

**INFO EDGE**  
INFO EDGE (INDIA) LTD.

**Dr Lal PathLabs**  
India's leading and most reputed diagnostic chain

**TATA STEEL**

**TVS** TVS Logistics Services Limited

**gsk**

sopra **steria**



# CruciBOLD India 2021

## Programme Schedule (Tentative)

### Module 1: Journey to Leadership: 6 Leadership Insight Sessions

Sessions	Time Frame	Virtual/F2F
Demystify Leadership in Modern organizations: How women can prepare for success	22 April 2021	Virtual
Being Strategic & Creating Value	June 2021	Webinar (1.30 hours)
Building Credibility & Personal Brand	August 2021	Virtual
Negotiating for Self & Stakeholder Management	October 2021	Virtual
Become an effective Mentor	December 2021	Webinar (1.30 hours)
Impactful communication & Inspiring Teams	January 2022	Virtual
Own Your Career, Build your social capital Building a supportive eco-system, Sustaining Change, Graduation	March 2022 (2 days)	Virtual/F2F (situation permitting)
<b>TalentNomics India Annual Conference</b>	<b>November 2021</b>	<b>Virtual</b>

*In case the situation improves, we may hold last sessions in person.*

# CruciBOLD India 2021

## Module 2: Learning from Leaders-Mentoring

- 6-8 one hour mentoring sessions with a global leader.
- Of these, one will be face to face (circumstances permitting).
- 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: Being a Leader-Giving Forward

- 6-8 sessions to mentor a young professional/graduate aspiring for a professional career.
- These could be on call/video call

### *Please note:*

*- Program Fees for all 3 Modules: INR 1,10,000 + GST. (\*10% discount will be given to the companies who will nominate 3 or more participants.)*

*- In case the situation improves, we may hold last sessions in person. Travel and stay, if required, has to be organised by the participant / organisation.*

# PROBABLE SPEAKERS AND MENTORS

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

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>▪ Saurabh Srivastava, Leading Entrepreneur &amp; Institution Builder, Founder &amp; former-chairman, NASSCOM</li><li>▪ Shilpa Ajwani, Founder &amp; CEO, unomantra, former MD, Tupperware India</li><li>▪ Frances Valintine, Founder and CEO, MindLabs, NZ</li><li>▪ Rohit Thakur, HR Managing Director, India Geographic Unit, Accenture</li><li>▪ Sanket Atal, MD, Intuit</li><li>▪ Anita George, 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>▪ Dilip Cherian, Founder &amp; Consulting Partner, Perfect Relations</li><li>▪ Ravneet Gill, MD &amp; CEO, YES Bank</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></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>▪ Punita Sinha, Founder &amp; Managing Partner, Pacific Paradigm Advisors, Independent Director</li><li>▪ Radha Mukherjee, Leadership Coach &amp; Mentor, former CEO, DDB, Oman Operations</li><li>▪ Charu Saigal, Head Strategy &amp; Operation Consulting, Deloitte</li><li>▪ Ram K Mudholkar, Founder, Global BioAg Linkages &amp; Ex-President, DuPont South Asia</li><li>▪ Manu Wadhwa, CHRO, Sony Network India</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, VP HR, Tata Steel</li><li>▪ &amp; many others.....</li></ul> |
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## NEXT STEPS

### By the Nominating Organizations

- Identify potential women leaders and send us the nominations by 15<sup>th</sup> February 2021 (Name, Title, Contact details)
- Share the link to our survey questionnaire with the nominated participants so that they can register for the programme. Registration should be completed by 28<sup>th</sup> February 2021.
- Pay the fees by the 28<sup>th</sup> February 2021

### By TalentNomics India

- Pool responses from all nominated participants to enable us to customize our program for maximum impact.
- Contact each participant for 45 minutes a one to one telephone conversation (after they fill the questionnaire) to understand their aspirations, strengths and challenges so that we can effectively map them to the mentors.
- Send the detailed agenda by 1<sup>st</sup> April 2021 and organize the sessions.
- Launch mentoring in May 2021




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 <https://www.linkedin.com/company/talentnomicsindia/>

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THANK YOU