



JOMBAY

1000

**WOMEN
LEADERS**

MOVEMENT

More impactful than your internal DEI programs for women!



JOMBAY

1000
WOMEN
LEADERS
MOVEMENT

Our vision is to create

1



Women CXOs in the next few years!



***HENCE the need for
this movement!***

*To build 1000 Women CXOs,
we need to impact at least*

100K

***women over the next few
years with partners
who can fuel this vision!***



The 1000 Women Leaders Movement includes 3 programs catering to women professionals across 3 experience levels.



**RISE LIKE
A WOMAN**

2-10 yrs of
experience
<Junior>



**LEAD LIKE
A WOMAN**

11-20 yrs of experience
<Mid Career>



**WIN LIKE
A WOMAN**

20+ yrs of experience
<Senior>

BATCH 6 starts in June 2026



*The **uncomfortable truth**
about internal DEI programs
for women.*

(And why yours may be failing)



Internal programs often :

*Lack psychological safety
to be truly vulnerable.*

*Avoid discomfort &
tough growth
conversations.*

*Are inoffensive,
but ineffective.*

*Lack external perspectives
that challenge status quos.*

*Limit access to powerful
women role models outside
the organization*

*They are often safe.
But not always strategic!*





***Most internal programs
start with good intent.***

*But they rarely create the kind of
transformation that moves women
into key roles!*





Are your programs building real leadership outcomes?

Enabling women to ask for more responsibility?

Building real role readiness for critical positions?

Strengthening your bench strength?

Building better leadership pipelines?

Ensuring better leadership continuity?

Building real CXO successors?



Why the 1000 Women Leaders Program outperforms internal efforts

(Our Differentiators)



● Real psychological safety
OUTSIDE the internal hierarchy



● Cross-organization exposure,
learning & perspectives



● Access to powerful women
leaders as panelists and mentors



● Boosts confidence & ambition -
encouraging women to step up



● Focus on creating growth roadmaps >>
Enabling next-role readiness



Internal programs show intent.... But the 1000 Women Leaders Program shows outcomes!

4300+

Women

350+

Orgs



Promotions, awards & next-level readiness

63% of our finalists got bigger responsibility after completing the program.



Leading with Confidence in professional settings

97.3% of participants said that they found practical ways of leading themselves & their teams.



External perspectives & collaboration

66% of the participants reported enhanced professional networks



A wide range of Organizations participated in this movement in 2026

GOLD PARTNERS



BRONZE PARTNERS



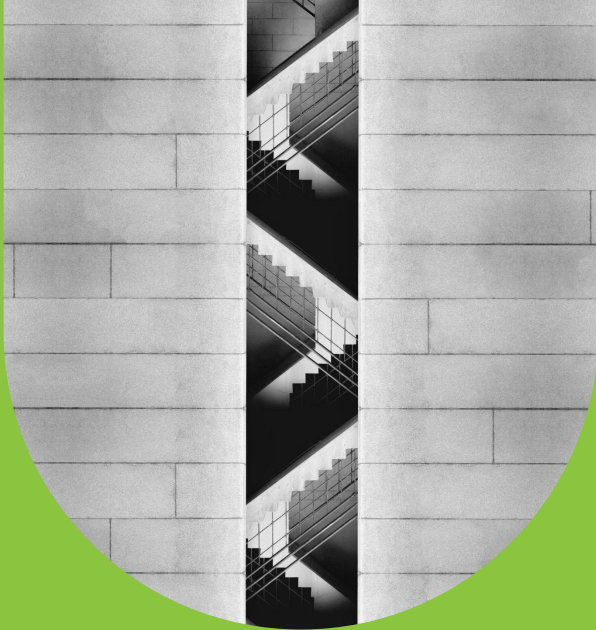
OUR OTHER PARTNERS



Confederation of Indian Industry



And many more...



*What is the
Program built on?*





Program Construct

Protagonist Mindset

"The Leadership Ambition Gap (inner obstacles women must overcome) is one of the reasons for the poor representation of women in leadership positions."

Sheryl Sandberg

Warrior Mindset

"Women who persevere and exhibit passion over a longer period are more likely to achieve their long-term goals, including career advancement. Yet, the workplace becomes a mental minefield for many women, discouraging them from persevering through."

Angela Duckworth,
Author of Grit

Maverick Mindset

"Intentional invisibility is a risk-averse, strategy that women professionals employ to manage competing expectations, and balance work and family. Women across the organization intentionally remain behind the scenes to avoid backlash and maintain status quo."

-Harvard Business Review

Campaigner Mindset

"Our work culture encourages women to get their foot in the door, only to leave them without support once they step in. When we DO arrive, many of us are the minority and feel alone, or like we need to adapt to norms that were put in place for a different context."

- Susan MacKenty Brady,
Forbes.

Enterprising Mindset

"Female entrepreneurs are more likely to exhibit qualities of people who thrive in ambiguity and change. These qualities are the cornerstone for any company who wants stay ahead of the curve."

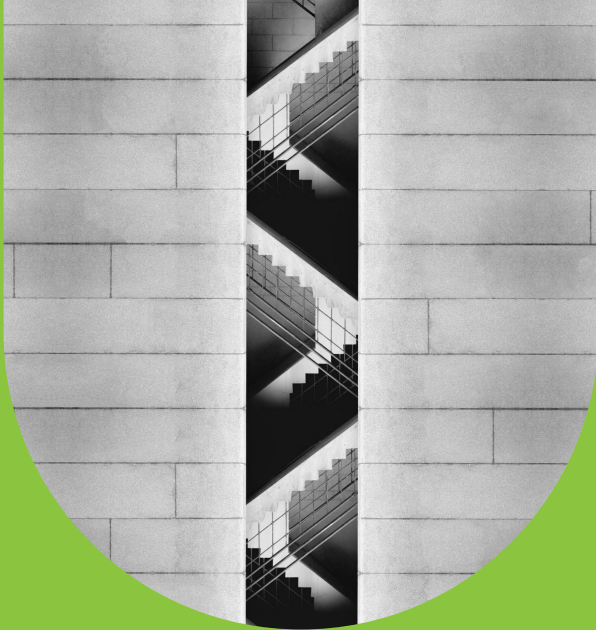
- Research



Program Curriculum

Participants of this program will be groomed on the **5 mindsets with underlying behaviors** that are relevant to their level -

Mindset	Rise Like a Woman Program 2-10 yrs of experience	Lead Like a Woman Program 11-20 yrs of experience	Win Like a Woman Program 20+ yrs of experience
Protagonist Mindset	<i>Building inner strength</i>	<i>Breaking Barriers Within You</i>	<i>Breaking biases</i>
	<i>Honing your skill set</i>	<i>Honing Executive Presence</i>	<i>Honing your Strategic Presence</i>
Warrior Mindset	<i>Getting battle ready</i>	<i>Winning with Grit</i>	<i>Conquering the Glass Cliff</i>
	<i>Crafting a Winning Vision</i>	<i>Combating the Superwoman Syndrome</i>	<i>Combating the Lone-Wolf Syndrome</i>
Maverick Mindset	<i>Speaking Up in the Right Rooms</i>	<i>Steering Courageous Conversations</i>	<i>Dealing unapologetically with the Boardroom</i>
	<i>Making the right Trade-Offs</i>	<i>Acing Negotiations</i>	<i>Negotiating for Strategic Business Outcomes</i>
Campaigner Mindset	<i>Navigating Workplace Dynamics</i>	<i>Navigating Organizational Politics</i>	<i>Navigating Organizational Adversity</i>
	<i>Forging your Circle of Trust</i>	<i>Forging Alliances and Networks</i>	<i>Building yourself as a thought leader</i>
Enterprising Mindset	<i>Kindling creative thinking</i>	<i>Kindling the Intrapreneurial Spirit</i>	<i>Kindling the Gene for Change</i>
	<i>Collaborating for results</i>	<i>Nurturing High-Impact Teams</i>	<i>Being a force multiplier</i>



*What this
program gives the
participants?*



Program Components



5 Power packed Master Classes

by Master Facilitators



Insights from Women CEOs & Business Leaders

through Panel Discussions



Personalised Leadership Profiling

using scientific assessments



300 mins of interactivity with industry peers

*Facilitated
Interactive sessions.*



Group Mentoring Session

*Mentoring from senior
women leaders*



Industry wide recognition

through 10% Club Awards



Program Components

Participants of all programs go through multiple elements. In addition, some components are specific to experience levels.

	RISE LIKE A WOMAN <Junior, 2-10 yrs>	LEAD LIKE A WOMAN <Mid, 11-20 yrs>	WIN LIKE A WOMAN <Senior, 20+ yrs>
Assessment Center	✓	✓	✓
360 Degree Feedback	✓	✓	✓
Masterclasses (90 min each)	5	5	5
Digital Learning Journey	✓	✓	✓
Panel Discussions (60 min each)	5	5	5
Networking & Interactive Sessions (90 min each)	3	3+ 1 in-person Retreat	3+ 1 in-person Retreat
Growth Roadmap Interview	✓	✓	✓
Mentoring	1 Group session	1 Group session	3 one-on-one IDP sessions
Allyship Conference	✓	✓	✓
Recognition	10% Club List	10% Club List	Honors List



Program Components- Increased interactivity, industry context & flexibility



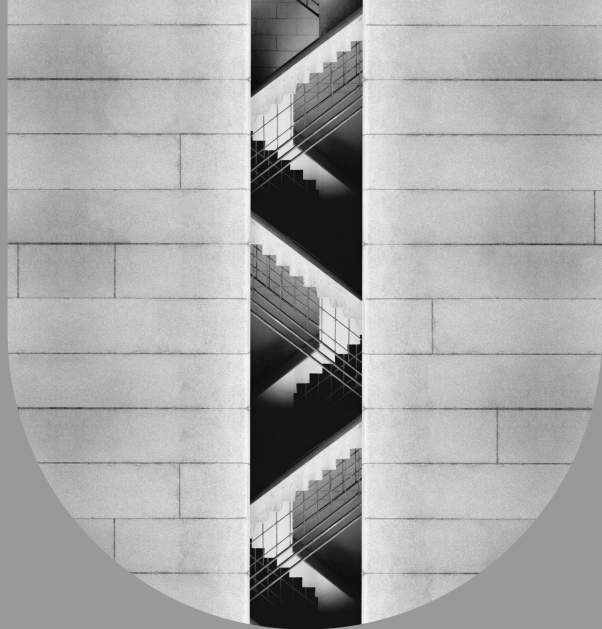
300 mins of Interaction

- 3 facilitated interactive sessions with peers
- 1 Mentoring Session
- In Person Retreat
(Only for Lead and Win Like a Woman)



Industry Context

- Industry specific interactive sessions



Program Details





Timeline for Batch 6 (Jun-Oct 2026)

**Dates are subject to change*

17 Jun

***Kick Off
Session***

Jun-Sep

***5 Master Classes
+
Digital Learning***

Jun-Sep

***Personalised
Profiling***
*(Assessment Center +
360 Degree Feedback +
Experience Interview)*

Jun- Sep

***Networking &
Interactive
Sessions***

Jun- Sep

***Other important
milestones >>***

Panel
Discussions

04 Jul

In Person Retreat
*(Only for Lead and
Win Like a Woman)*

22 Aug

Group
Mentoring

05 Oct

10% Club
Finalists
announcements

17 Oct

Jury
Round

30 Oct

10% Club
Winner
announcements

June 2026

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Kick Off Session → 17
Panel Discussion 1 + iDEV + Assessment Center Launch → 20
Master Class 1: Protagonist Mindset → 27

July 2026

SUN	MON	TUE	WED	THU	FRI	SAT
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Assessment Center Deadline → 13
In Person Retreat (Only for Lead and Win Like a Woman) → 4
Master Class 2: Warrior Mindset → 11
Panel Discussion 2 + 360 Degree Feedback Launch → 18
Master Class 3: Maverick Mindset + Assessment Center Debrief → 25

August 2026

SUN	MON	TUE	WED	THU	FRI	SAT
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

360 Degree Feedback Deadline → 31
Master Class 4: Campaigner Mindset → 1
Master Class 5: Enterprising Mindset → 8
Mentoring Session → 22

September 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Experience Interview Deadline → 14
iDEV Deadline → 16
Panel Discussion 3: + 360 Degree Report Debrief + Experience Interview Launch → 5
Closing The Loop → 23

October 2026

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

10%CLUB Finalists Announcement → 5
Jury Round (Only for 10%CLUB Finalists) → 17
10%CLUB Winner Announcement → 30



What organizations can do -

*Partner with us to **build your women
leadership pipeline.***





Participate in large numbers!



**BRONZE
PARTNER**

20 Participants



**SILVER
PARTNER**

42 Participants



**GOLD
PARTNER**

50 Participants



**PLATINUM
PARTNER**

115 Participants



**DIAMOND
PARTNER**

150 Participants



Program Commercials



Rs 17,500 + gst
per participant



Rs 35,000 + gst
per participant



Rs 2,00,000 + gst
per participant



Participate in large numbers!

PARTNERSHIPS	BRONZE PARTNER 20 participants	SILVER PARTNER 42 participants	GOLD PARTNER 50 participants	PLATINUM PARTNER 115 participants	DIAMOND PARTNER 150 participants
11-20 yrs experience Lead Like A Woman	10 participants	10 participants	20 participants	35 participants	40 participants
2-10 yrs experience Rise Like A Woman	10 participants	30 participants	25 participants	70 participants	100 participants
20+ yrs experience Win Like A Woman	0 participants	2 participants	5 participants	10 participants	10 participants

You can also choose your own permutation!

JOMBAY

FOR MORE INFORMATION,
PLEASE VISIT:
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GROUP COMPANIES

