



JOMBAY

1000 WOMEN LEADERS

MOVEMENT

More impactful than your internal DEI programs for women!



Our vision is to create



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 2 programs catering to women professionals across 2 experience levels.



2-10 yrs of experience
<Junior>



11-20 yrs of experience
<Mid Career>

BATCH 7 starts in March 2027



*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+ | 350+

Women

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



SILVER PARTNERS



BRONZE PARTNERS

AIRBUS



BRITANNIA

DTCC

Emcure



kerakoll



pluxee



sakon



TransUnion

CIBIL



OUR OTHER PARTNERS



Advantmed



AYE



birlasoft



BOROSIL



B/S/H/



Collabera



Growing with trust



DONEAR



GENNOVA



Guardian



Business-friendly Solutions



JM Financial



KOMATSU



make my trip



POLARIS

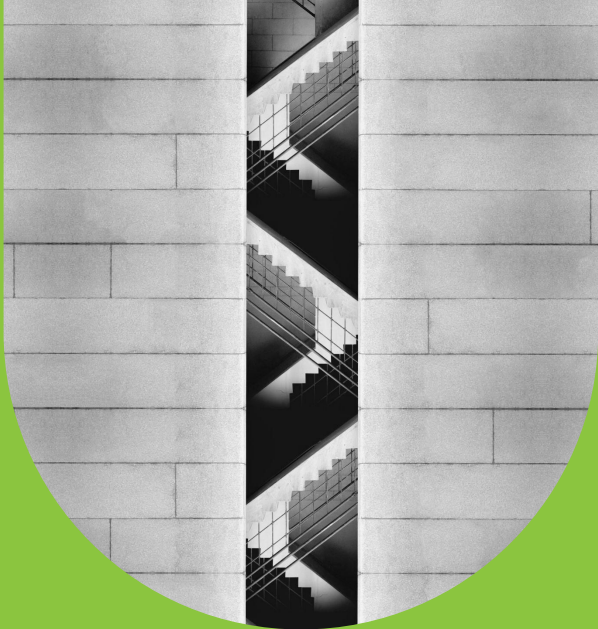
policybazaar



Vantive



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."

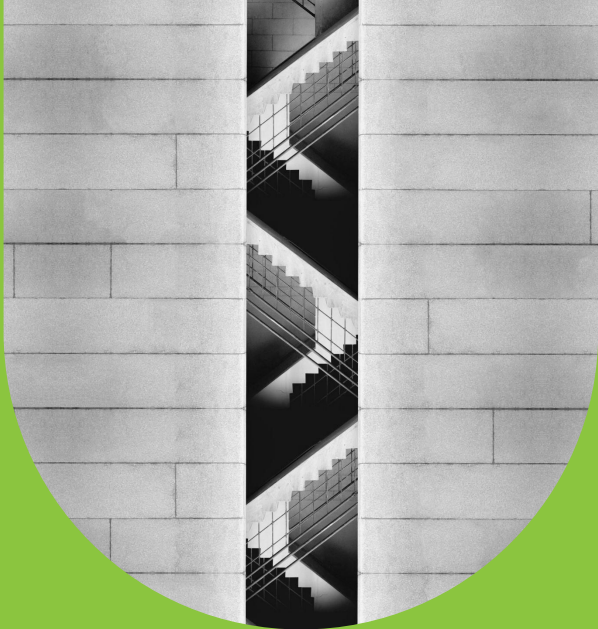
- Research



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
Protagonist Mindset	<i>Building inner strength</i>	<i>Breaking Barriers Within You</i>
	<i>Honing your skill set</i>	<i>Honing Executive Presence</i>
Warrior Mindset	<i>Getting battle ready</i>	<i>Winning with Grit</i>
	<i>Crafting a Winning Vision</i>	<i>Combating the Superwoman Syndrome</i>
Maverick Mindset	<i>Speaking Up in the Right Rooms</i>	<i>Steering Courageous Conversations</i>
	<i>Making the right Trade-Offs</i>	<i>Acing Negotiations</i>
Campaigner Mindset	<i>Navigating Workplace Dynamics</i>	<i>Navigating Organizational Politics</i>
	<i>Forging your Circle of Trust</i>	<i>Forging Alliances and Networks</i>
Enterprising Mindset	<i>Kindling creative thinking</i>	<i>Kindling the Intrapreneurial Spirit</i>
	<i>Collaborating for results</i>	<i>Nurturing High-Impact Teams</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>
Assessment Center	✓	✓
360 Degree Feedback	✓	✓
Masterclasses (90 min each)	5	5
Digital Learning Journey	✓	✓
Panel Discussions (60 min each)	3	3
Networking & Interactive Sessions (90 min each)	3	3
Growth Roadmap Interview	✓	✓
Mentoring	1 Group session	1 Group session
Recognition	10% Club List	10% Club List

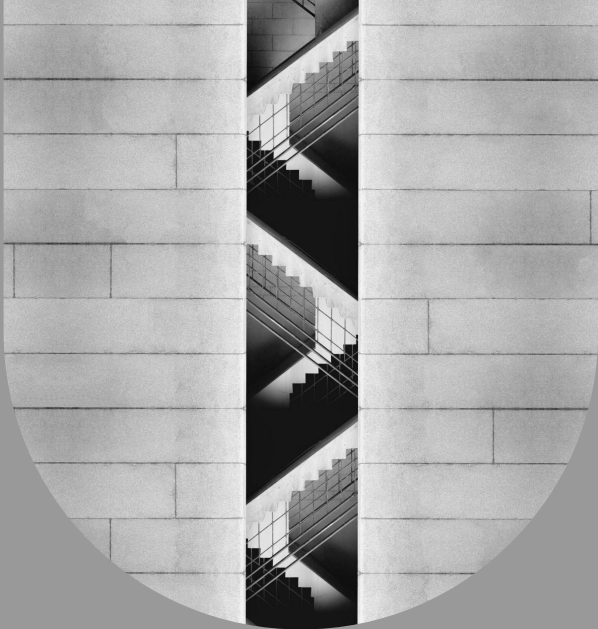


Program Components- Increased interactivity, industry context & flexibility



***300 mins of
Interaction***

- 3 facilitated interactive sessions with peers
- 1 Mentoring Session



Program Details





Timeline for Batch 7

(Mar-July 2027)

**Dates are subject to change*

24 Mar

Mar- May

Mar- Jun

Mar- Jun

**Kick Off
Session**

**5 Master Classes
+
Digital Learning**

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

**Networking &
Interactive
Sessions**

**Other important
milestones >>**

Mar- Jun

12 Jun

26 Jun

29 Jun

10 July

27 July

Panel
Discussions

Group
Mentoring

In Person Retreat
(Only for Lead Like
a Woman)

10% Club
Finalists
announcements

Jury
Round

10% Club
Winner
announcements

March 2027

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	Kick Off & Orientation Session + Assessment Center Launch		24	25	26	27
28	29	30	31			

April 2027

SUN MON TUE WED THU FRI SAT

					Master Class 1: Protagonist Mindset + iDev Launch + Live Panel Discussion		3
4	5	6	7	8	Master Class 2: Warrior Mindset		10
11	12	13	14	15	Interactive Session 1		17
18	Master Class 3: Maverick Mindset + 360 Degree Feedback Launch + Assessment Center Debrief		21	22	23	24	
Assessment Center Deadline		26	27	28	Master Class 4: Campaigner Mindset		

May 2027

SUN MON TUE WED THU FRI SAT

							1
2	3	Interactive Session 2		5	6	7	8
9	10	Master Class 5: Enterprising Mindset		12	13	14	15
16	17	18	19	20	21	22	
360 Degree Feedback Deadline		24	25	26	360 Degree Report Debrief + Experience Interview Launch		29
30	31						

June 2027

SUN MON TUE WED THU FRI SAT

			1	2	3	4	5	
Experience Interview Deadline		7	8	9	10	Group Mentoring Sept 01		12
iDev Deadline		14	Closing the Loop + Live Panel Discussion + Interactive Session 3		17	18	19	
20	21	22	23	In Person Retreat <i>(Only for Lead Like a Woman)</i>		26		
27	10%CLUB Finalists Announcement		29	30				

July 2027

SUN MON TUE WED THU FRI SAT

				1	2	3	
4	5	6	7	Jury Round (Only for 10%CLUB Finalists)		10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	10%CLUB Winners Announcement		27	28	29	30	31



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



**RISE LIKE
A WOMAN**

Rs 20,000 + gst
per participant



**LEAD LIKE
A WOMAN**

Rs 38,500 + gst
per participant



Participate in large numbers!

PARTNERSHIPS	BRONZE PARTNER 20 participants	SILVER PARTNER 40 participants	GOLD PARTNER 50 participants	PLATINUM PARTNER 100 participants	DIAMOND PARTNER 150 participants
11-20 yrs experience Lead Like A Woman	10 participants	10 participants	25 participants	30 participants	50 participants
2-10 yrs experience Rise Like A Woman	10 participants	30 participants	25 participants	70 participants	100 participants

You can also choose your own permutation!



**FOR MORE INFORMATION,
PLEASE VISIT:**
www.1000womenleaders.com

**FOR ANY ASSISTANCE,
PLEASE REACH OUT TO:**
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rex@jombay.com

GROUP COMPANIES



About

Jombay

Jombay (a part of CIEL HR Group) is known for creating a Workplace of Winners! We do this through identifying, building and engaging great managers and leaders for the AI world.

We work with 300+ organizations annually to relook at their hiring, development and succession planning processes. Our open programs (1000 Women Leaders Programs, Winning Manager.AI, HR40under40, HR30under30) help individuals build critical capabilities to fast track their careers. Participants are able to leverage an alumni network of 1200+ leaders and benefit from immense mentoring & networking opportunities.

220K

Managers
Developed

500+

Organizations
Impacted

85%

Program
Completion

4.8/5

Master Class
Feedback