



The Iclif  
Leadership and  
Governance  
Centre

22 – 24 November 2017  
Puducherry, India



Tan Sri Dr. Zeti  
Akhtar Aziz



Rajeev  
Peshawaria



Dr. Kiran  
Bedi



Prof. Loredana  
Padurean



Shiromal  
Cooray



Nilima  
Bhat



WOMEN OF THE WORLD

# *Be the change*

Iclif's uniquely powerful  
personal development  
programme, exclusively  
for women leaders



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# Women of the World are Breaking Barriers

## WOMEN LEADERS ADD TO THE BOTTOM LINE

It is no secret that a greater representation of women in organisations brings great benefits - broadening the range of perspectives in the decision-making process, stimulating critical thinking and creativity thus heightening business results. A recent global study from over 21,000 publicly traded companies in 91 countries showed that when a minimum of 30 percent of leadership positions comprise of women, 6 percent is added to the net profit margin.

## YET THERE ARE NOT ENOUGH OF THEM

While it clearly pays to have more women in leadership roles, women continue to be under-represented within the ranks of top management. After over two decades of effort by organisations to advance women to leadership positions, the numbers remain small.

## WHY AREN'T THERE MORE WOMEN LEADERS?

Have we been treating the real cause of the problem or merely addressing symptoms with costly measures? Are we missing out on the greater, more critical barriers that impede women's advancement to the C-suite and beyond?

# Uncover Your Personal Leadership

## A LEADER IS WAITING TO BE DISCOVERED WITHIN YOU

Iclif's **'Women of the World: Be the Change'** programme gets to the heart of these questions and takes a uniquely different approach to addressing the issue of women in leadership. We believe the key to diminishing the gender divide lies less in organisational initiatives and culture and more within the women themselves.

Once personal leadership energy is uncovered, women are capable of becoming strong leaders. The programme will facilitate this powerful discovery, empowering participants to develop themselves into leaders who can make a difference in their own special way, using their own special strengths.

## EMBARK ON A JOURNEY OF PERSONAL DISCOVERY

Hosted by Iclif CEO Rajeev Peshawaria and Tan Sri Dr. Zeti Akhtar Aziz, former Governor of the Central Bank of Malaysia, the **'Women of the World: Be the Change'** programme will take place in the picturesque city of Puducherry, a former French colony in southern India touted as the French Riviera of the East.

Iclif's signature content is combined with an immersive dive into the rich history and diversity of Puducherry coupled with an up close and personal dynamic leadership experience. Participants will learn by engaging, interacting with and receiving practical guidance from senior women leaders who have overcome formidable barriers to reach the top. Participants will also draw on a valuable network of peers and develop lasting relationships to support their leadership journey.

## THREE DAYS OF RICH DEVELOPMENT WITH:

**Tan Sri Dr. Zeti Akhtar Aziz**  
Former Governor of the  
Central Bank of Malaysia

**Rajeev Peshawaria**  
CEO & Executive Director  
The Iclif Leadership and  
Governance Centre

**Dr. Kiran Bedi**  
Honorable Lt. Governor  
of Puducherry,  
formerly India's first and  
highest ranking female  
police officer

**Prof. Loredana Padurean**  
Associate Dean at the  
Asia School of Business  
International Faculty Fellow  
at MIT

**Shiromal Cooray**  
Immediate past Chairman of  
the Sri Lanka Institute of  
Directors (SLID),  
Managing Director of  
Jetwing Travels (Pvt.) Ltd.

**Nilima Bhat**  
Coach for Conscious  
Leadership,  
Diversity & Inclusion,  
Integral Health

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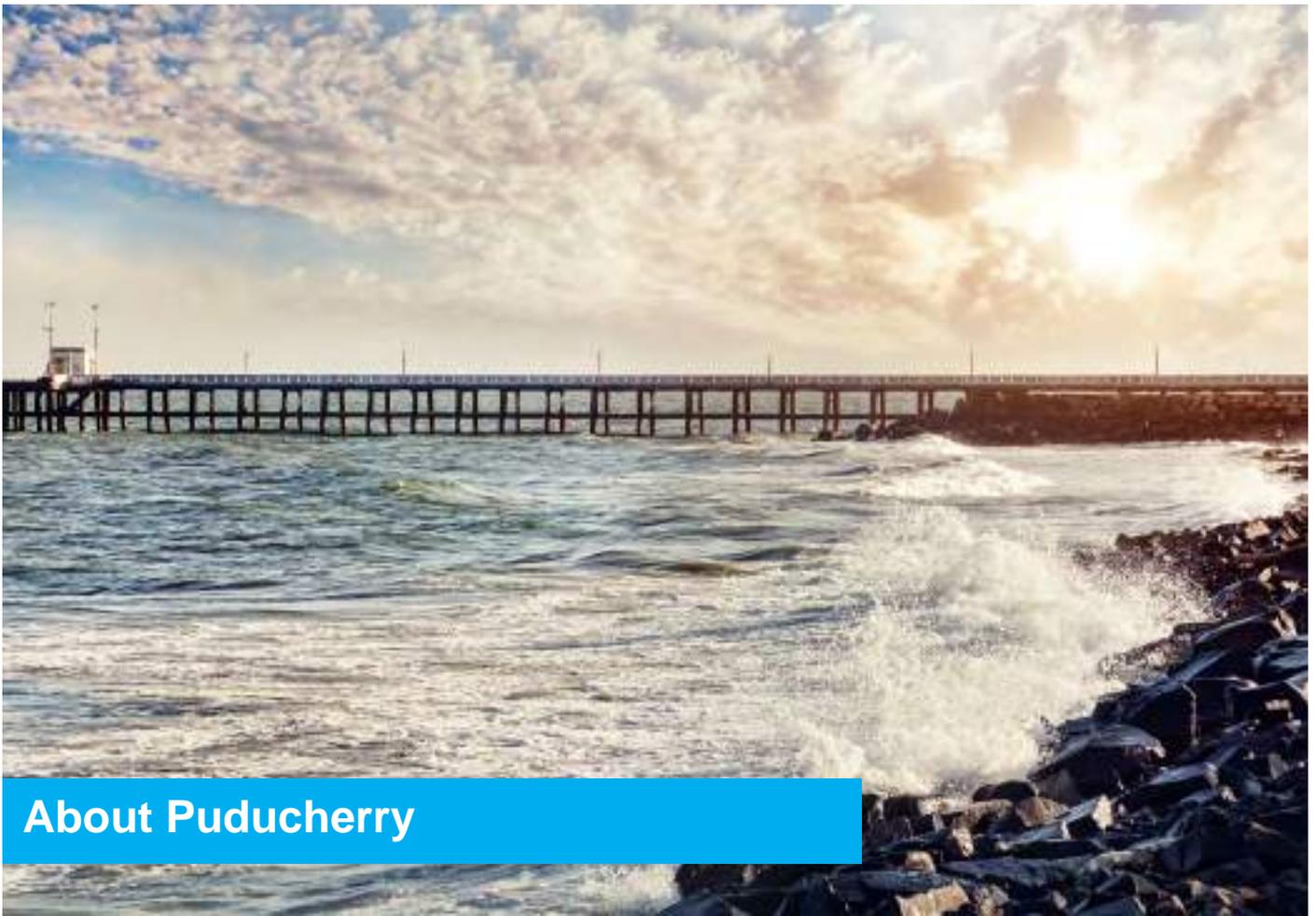
## Programme Outline

	DAY 1	DAY 2	DAY 3
AM 8:30 am start	<ul style="list-style-type: none"> <li>• Introduction and Overview</li> <li>• Leadership Redefined</li> <li>• Personal Leadership Energy</li> </ul>	<ul style="list-style-type: none"> <li>• Field visit in and around Puducherry to experience female leadership power, followed by tea with Dr. Kiran Bedi at the Governor's Mansion</li> </ul>	<ul style="list-style-type: none"> <li>• Visit to Auroville – the international City of Dawn – for a taste of mindfulness meditation, peace and harmony</li> </ul>
PM 5:30 pm close	<ul style="list-style-type: none"> <li>• Personal Leadership Energy (continued)</li> <li>• Deep Personal Reflection</li> <li>• Small Group Sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Converting Conflict into Win-Win Outcomes</li> <li>• Session with Prof. Loredana Padurean</li> </ul>	<ul style="list-style-type: none"> <li>• Conversations with Women of the World – Shiromal Cooray – Nilima Bhat</li> </ul>
7:00 pm	<ul style="list-style-type: none"> <li>• Dinner and Leadership Inspiration</li> </ul>	<ul style="list-style-type: none"> <li>• Dinner and personal sharing by Tan Sri Dr. Zeti Akhtar Aziz followed by a fire-side chat</li> </ul>	<ul style="list-style-type: none"> <li>• Reflections, Commitments and wrap-up</li> </ul>

*Note: Programme agenda is subject to change depending on speaker commitments*



*Participants engrossed in Nilima Bhat's discourse on Shakti Consciousness during the first 'Women of the World: Be the Change' programme in New Delhi.*



## About Puducherry



Map sourced from Google

The city of Puducherry is located on the Coromandel Coast of the Bay of Bengal. It is mostly referred to as 'Pondy' by the locals. Thanks to its colonial past and laid-back lifestyle, Puducherry has a special ambiance quite unlike any other city. French influence combined with local Tamil culture make for a charming mix.

An extremely vibrant city, it is growing economically and developing into a major tourist hub due to its peaceful and safe environment. Puducherry is also a spiritual destination, thanks to the Sri Aurobindo ashram, a well-known spiritual ashram in India and famed tourist attraction as well as the nearby experimental 'City of Dawn' Auroville.

In Puducherry, where Tamil and French cultures intertwine amidst a backdrop of colonial streetscapes, Indian spirituality, and the diversity of settlers from all over India and the world, there is always something exotic and exciting to be discovered.



“Yes!!! I am the Woman!!! I can be the change to make a better world. That’s how I felt as soon as I completed the programme. It was a very deep and focused programme, abundant with thought-provoking ideas relevant for women leading in this era. The course content deals with the inner development of a person. It made me re-think deeply about my life goals, values and dreams with 100% emotional integrity.”

Alumni, Bangladesh, March 2017



## Learning Objectives

**After attending this programme, you should be better able to:**

- Navigate the “New World”
- Find your place as a Woman of the World
- Be the change and inspiration to others
- Lead rather than simply live life
- Shape your true purpose and values
- Reflect, renew and bloom

## Who Should Attend?

All female leaders looking to expand their potential and reach greater heights, including department heads, team leaders, division heads and C-level executives.



An immersive segment during the first 'Women of the World: Be the Change' programme in New Delhi, March 2017. Rural women shared their learning experience at the Navjyoti India Foundation. They have since formed an all-women panchayat or local self-government organisation.

**"I felt like I was part of something very special and it reinstilled in me that I'm on the right path. The feeling of empowerment is something that will carry me through all of my hardships and challenges, and the winding road ahead."**

Alumni, Malaysia, March 2017



Another immersive segment of the 'Women of the World: Be the Change' programme in New Delhi held in March 2017 – a visit to Gandhi Smriti, where Gandhi spent the last 144 days of his life. It is now a museum dedicated to him.

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## Faculty



### **Tan Sri Dr. Zeti Akhtar Aziz**

Former Governor of the Central Bank of Malaysia

Tan Sri Dr. Zeti Akhtar Aziz served as the Governor of the Central Bank for 16 years and was with the Central Bank since 1985, in a career spanning several senior positions in the Bank in the areas of monetary and financial policies and reserve management.

During the height of the Asian financial crisis, Tan Sri Dr. Zeti was appointed Acting Governor on 1 September 1998, and led the Central Bank team to successfully implement selective exchange controls to restore stability and promote economic recovery in Malaysia. Prior to her career in the Bank, Tan Sri Dr. Zeti served in the South East Asian Research and Training Centre (SEACEN) from 1979 – 1984, conducting research in the area of financial policies and reform in the South-East Asian region. She has written extensively in the areas of monetary and financial economics, capital flows, macroeconomic management, financial reform and restructuring. She received her B.Sc. in Economics from the University of Malaya and her Ph.D. from the University of Pennsylvania.

In 2008, Tan Sri Dr. Zeti was selected as one of the members of a special task force formed by the United Nations to examine reforms of the global market system. In 2009, Global Finance magazine named her as one of the world's best central bank chiefs. In 2015, Tan Sri Dr. Zeti Akhtar Aziz's performance as head of a central bank was given an "A" grade for the twelfth time by Global Finance magazine.



### **Rajeev Peshawaria**

CEO and Executive Director, The Iclif Leadership and Governance Centre

Author of *Too Many Bosses, Too Few Leaders* (Simon & Schuster, 2011), *Be the Change* (McGraw-Hill, 2014), *Open Source Leadership: Reinventing Management When There's No More Business as Usual* (McGraw-Hill, Oct 2017), and a regular writer for *Forbes*, Rajeev is the CEO of The Iclif Leadership and Governance Centre. He has extensive global experience in leadership development with a particular focus on uncovering personal and organisational "Leadership Energy," and developing and delivering business strategy.

Rajeev's professional roots are in industry. He has been Chief Learning Officer of both Coca-Cola and Morgan Stanley, and has formerly held senior positions at American Express and Goldman Sachs. At Goldman, Rajeev helped found Pine Street – the firm's acclaimed leadership academy – and headed Pine Street for Europe and Asia. In his early career, Rajeev was a banker and currency trader.

He has provided coaching, consulting and advisory services globally. His clients include Deutsche Bank, HSBC, Mitsubishi, Johnson & Johnson, MetLife, The World Bank, US Treasury, US Securities & Exchange Commission, Indian Railways, Sinarmas Indonesia, Allianz, Permata Bank Indonesia, PwC, Nestle, Mohammad bin Rashid School of Government Dubai, Prudential, Maybank, Great Eastern, Citibank and many more. He also serves as guest faculty at leading business schools in the US, Europe and Asia.

Rajeev is a sought after international speaker and has been widely featured in international media platforms such as Bloomberg TV & radio, National Public Radio (NPR), Harvard Business Review, CNBC, Fast Company, Leader to Leader, American Management Association (AMA) magazine, Leadership Excellence magazine, The Times of India, The National Dubai, Mint-Wall Street Journal and the Conference Board.

He has been named a Top 100 Global Thought Leader for Trustworthy Business in 2014, and a 2017 Top Thought Leader in Trust by 'Trust Across America'. Rajeev and his family have lived in fourteen cities in eight countries.

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**Dr. Kiran Bedi**

Honorable Lt. Governor of Puducherry,  
formerly India's first and highest ranking female police officer

Dr. Kiran Bedi joined the officer ranks of the Indian Police Service in 1972 and became the first woman in India to do so. She worked with the United Nations in New York as the Police Advisor to the Secretary General, in the Department of Peacekeeping Operations. She led 16 Peacekeeping Operations in Africa, Asia and Europe, all in wartorn countries where policing was re-established. She holds a Doctorate degree in Law. She is also a recipient of the prestigious Ramon Magsaysay Award (also called the Asian Nobel Prize). She is currently the Lieutenant Governor of Puducherry.

She is the founder of two NGOs – Navjyoti India Foundation and India Vision Foundation, which reach out to thousands of under-served children, women and men. Currently her NGOs are running B-Schools in partnership with Universities and Vocational Institutes for Indian youth. She has been voted India's most admired (THE WEEK 2002), Most Trusted Woman in India. (Readers' Digest, March 2010, Navbharat Times 2012), MSN Most Admired Indian Female Icon 2011 and amongst the top 10 women Icons of 2013 by The Economic Times.

Dr. Bedi has a biography, I Dare and is an author of several books, namely It's Always Possible, What Went Wrong, As I See, Broom and Groom, and India Protests. She anchors radio and television shows and is a columnist. A documentary on Dr. Bedi's life entitled Yes, Madam Sir was produced by Australian film maker, Megan Doneman. The film was judged "Best Documentary" at the Santa Barbara International Film Festival. She has been at the vanguard of a nationwide movement, India against Corruption

**Prof. Loredana Padurean**

Associate Dean at the Asia School of Business  
International Faculty Fellow at MIT

Prof. Loredana Padurean is Associate Dean at the Asia School of Business. As the first ASB hire, Prof. Loredana Padurean has been an energising force behind the establishment of the school and, in particular the development of MIT Sloan-devised action learning programmes in Asia in collaboration with corporate partners in the region.

Prof. Loredana is an International Faculty Fellow at MIT Sloan with global teaching experience in India, US, Italy and Switzerland. Prof. Loredana is interested in understanding how to orchestrate people and processes in excellence-driven business models. Her most recent research "Nail it, Scale it, Sail it" focuses on understanding how and when companies build their operations strategies and capabilities.

Prof. Loredana has an M.A. in Communication and Economics and a Ph.D. in Management from USI Switzerland. The Swiss National Research Foundation awarded her twice with a grant for an action research dissertation in understanding governance models through multiple perspectives. She is a serial failed entrepreneur and a passionate teacher interested in creating innovative learning environments. Prof. Loredana has been a very active speaker in the Malaysian corporate scene, with over 25 master classes, keynotes and speaking engagements in the recent past..

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## Faculty



### **Shiromal Cooray**

Immediate past Chairman of the Sri Lanka Institute of Directors (SLID)  
Managing Director of Jetwing Travels (Pvt.) Ltd.

Shiromal Cooray is the Managing Director of Jetwing Travels (Private) Ltd., one of the leading destination management companies in Sri Lanka. She is also the immediate past Chairman of the Sri Lanka Institute of Directors (SLID). With diverse experience in a number of industries, Shiromal also holds 19 other directorates in hotels, finance, investment banking, commodity brokering, and advertising and PR agencies.

Hailing from a background in finance and management, Shiromal holds an MBA from the University of Colombo, is an Associate Member of the Chartered Institute of Management Accountants of the UK, and a former Finance Director of J. Walter Thompson Ltd. (Colombo) along with work experience in the UK and Hong Kong.



### **Nilima Bhat**

Coach for Conscious Leadership  
Diversity & Inclusion, Integral Health

Nilima Bhat is the co-author of *Shakti Leadership: Embracing Feminine and Masculine Power in Business*, which shows leaders how to lead from a place of service. By harnessing “Shakti” or a deeper feminine “force” of energy, a new type of entrepreneurial culture can be born. Nilima leverages her 27 years of corporate experience, conscious leadership and integral health practices to liberate the superhuman and unleash innate entrepreneurial drive.

Nilima is an active member of the Conscious Capitalism movement and has served as guest faculty at universities in Boston and in Big Sur. She is a regular keynote speaker and facilitator at the global WINConferences in Europe and Japan. Her particular expertise is in developing BQ and SQ (Body Intelligence and Spiritual Intelligence).

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## Workshop fees and payment

PROGRAMME FEE	USD	RM
Fee	3,400	15,000
<b>TOTAL</b>	<b>3,400</b>	<b>15,000</b>

*International participants to pay in USD.  
Participants from Malaysia to pay in MYR .  
HRDF (Malaysia) Claimable*

*\*All meals are provided over the duration of the programme.*

**For more information visit  
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### REGISTRATION

Please register online at [www.iclif.org](http://www.iclif.org)

### PAYMENT

Payment should be made within 30 days from the invoice date or in advance of the programme date, whichever is sooner. Your place is secured once payment is confirmed.

Terms and Conditions apply.  
Please visit [www.iclif.org/tnc](http://www.iclif.org/tnc)  
to read more.

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