



## WOMEN OF THE WORLD: BE THE CHANGE

Women of the World: Be the Change combines Iclif’s signature content with an immersive dive into the rich history, contrasting diversity and dynamic business landscape of India. Rather than relying exclusively on classroom style instructions, participants will learn by engaging and interacting with successful Indian business leaders, organizations and society. Using a mix of interactive classroom sessions, field/industry visits, practical experiences and dialogues with women leaders of India such as Preeti d’mello, Neetu Bhatia, Lily Pandeya and Nilima Bhat, this programme will be personally moving and organizationally transformational.

### PROGRAMME OBJECTIVES

In today’s open source era, everything and everyone is 24/7 connected and fully transparent. While ordinary workers are more empowered than ever before, leaders stand totally exposed with no privacy at all. On one hand, technological progress has created an abundance of goods and services, while on the other, population growth is creating massive scarcity of food, water and other basics. Opportunity knocks even while volatility is the rhythm of life. How does the woman of today navigate this landscape? What is her place in this world & how can she impact her life, those she leads & those who depend on her? Women of The World – Be The Change is a program that will enable women to decode great leadership, uncover sources of long-lasting personal leadership energy & recognize the forces shaping the 21st century.

### METHODOLOGY

Practical, immediately applicable, immersive and experiential.

### LEARNING OUTCOMES

After attending this program, 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 & bloom

### DURATION

3 Days

*\* All meals during programme duration are provided*

### DATE

1<sup>st</sup> – 3<sup>rd</sup> March, 2017

### TARGET AUDIENCE

Senior Women Executives

### TARGET INDUSTRY

All Industries

### VENUE

New Delhi, India

### PROGRAMME FEE

RM15,000 (US\$ 3,400)

(Excluding GST)

**100% HRDF CLAIMABLE**

### ENQUIRY

For more information, contact

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Programme Outline

	DAY 1: MARCH 1, 2017	DAY 2: MARCH 2, 2017	DAY 3: MARCH 3, 2017
<b>A.M.</b> (8:30 am start)	<ul style="list-style-type: none"> <li>• Introductions and Overview</li> <li>• Leadership Redefined</li> <li>• Personal Leadership Energy Rajeev Peshawaria, CEO, Iclif</li> </ul>	<p>Women in Leadership – A morning with Anne Abraham – CEO of LeadWomen, former CEO, Cisco and SAP Malaysia</p>	<ul style="list-style-type: none"> <li>• Leading the Enterprise – The three pillars of sustainable growth: Rajeev Peshawaria, CEO. Iclif</li> <li>• A conversation with Preeti D'Mello – Head of Leadership Development at Tata Consultancy Services (TCS)</li> </ul>
<b>P.M.</b> (5:30 pm close)	<ul style="list-style-type: none"> <li>• Personal Leadership Energy continued</li> <li>• Visit to Gandhi Ashram</li> <li>• Deep Personal Reflection</li> <li>• Small Group Sharing Rajeev Peshawaria, CEO, Iclif</li> </ul>	<p>Women Leaders in Action – A visit to Dr. Kiran Bedi's Navjyoti Foundation</p>	<p>Conversations with:</p> <ul style="list-style-type: none"> <li>• Lily Pandey – Director, Indian Railways</li> <li>• Sandip Das – Former CEO, Maxis Berhad Malaysia</li> <li>• Nilima Bhat – Mindfulness expert and author of Shakti Leadership</li> <li>• Neetu Bhatia – CEO and Co-founder, Kyazoonga.com</li> <li>• Reflections, Commitments, and wrap-up</li> </ul>
<b>7:00 pm</b>	Dinner and Leadership Inspiration	Dinner and Leadership Inspiration	

*Note: Programme agenda is subject to change depending upon speaker convenience and availability*

### PROGRAM ANCHORS



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

Women of the World: Be the Change is directed by Rajeev Peshawaria. Author of *Too Many Bosses, Too Few Leaders* (Simon & Schuster 2011), *Be the Change* (McGraw Hill 2014) and *The Naked Autocrat* (McGraw Hill Oct 2017). A regular writer for *Forbes*, Rajeev has extensive global experience in leadership development with a particular focus on uncovering personal and organizational “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. He has also provided coaching, consulting and advisory services globally. In his early career he was a banker and currency trader.

His current research centres around the implications of recent Neuroscience and Quantum Physics discoveries on leadership. 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*. In 2014 he was named one of the Top 100 Global Thought Leaders of Trustworthy Business by “Trust Across America”. Rajeev and his family have lived in fourteen cities in eight countries.



**Dr. Kiran Bedi**  
Founder  
Navjyoti and India Vision Foundation  
Lieutenant Governor, Puducherry, India

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 Peace Keeping Operations. She led Peacekeeping Operations in 16 Peacekeeping Operations in Africa, Asia, and Europe. All in war-torn countries where policing was re-established. She holds a Law, Masters, Doctorate degree. She is also a Nehru Fellow (post doctoral) – has been a National and an Asian Tennis champion. 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.

Founder of two NGOs – Navjyoti 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. Kiran Bedi has been voted as 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”, “India Protests”. She anchors radio and television shows and is a columnist. A nonfiction feature film on Dr Bedi’s life entitled “Yes, Madam Sir” has been produced by an Australian film maker, Megan Doneman. The film was adjudged the “Best Documentary” at the Santa Barbara International Film Festival and is available on Amazon.com. She has been in the vanguard of a nationwide movement of India against Corruption.



**Anne Abraham**  
CEO  
LeadWomen Sdn Bhd

Anne Abraham is the Chief Executive Officer of LeadWomen, a leadership development and consulting company, focused on developing and advancing women leaders in Asia. With over 25 years of corporate experience in leadership positions across multi-functional units, she started as a technical trainer, and over the years has trained and coached her management & leadership teams. She has mentored many executives in the course of her career and continues this in her current capacity.

She is currently the lead facilitator for the people skills modules (Boardroom Dynamics, Board Presence/Communication and Board Simulation) that are delivered on the Malaysian Women Directors Programme, a government initiative to increase women representation on boards of Malaysian PLCs. She is also the Programme lead for the workshop design and development for the ICAEW Women in Leadership MY (started in 2014). Her specialisation is in bringing the best of the woman leader forward and leading with values. Prior to LeadWomen, she was the CEO of SAP Malaysia and Cisco Malaysia. She was successful at building high-performance executive teams and leading technology and service organizations with P&L responsibility.

A strong advocate and supporter for women leadership development, she is a frequent guest speaker and moderator in Women conferences and summits. Anne serves on the Board of Media Prima Berhad as an Independent Non- Executive Director and Chairs the Media Prima Digital Sdn Bhd board. She served as a member of Small Medium Enterprise (SME) Women Entrepreneurs Panel (2013-2015) and a co-founder of the Malaysian Chapter of the 30% Club (a business campaign lobbying for increased women representation on the boards of Malaysian PLCs).



**Sandip Das**  
Advisory Board  
Sterlite Telecom

Sandip Das, former MD of Reliance Jio and former CEO of Maxis Berhad, Malaysia and Vodafone, India, is currently on the Advisory Board of Sterlite Telecom. He joined Analysys Mason as a Senior Adviser in November 2015. A well-known figure in the telecoms industry, Sandip Das joined Maxis in January 2007 after an impressive track record with Hutchison Essar Limited (now Vodafone India), where he started its operations from scratch in 1994 and left the company as its Deputy Managing Director. In May 2013, he returned to India to head Mukesh Ambani's 4G venture.

During his career, Sandip has also served the Boards of Sri Lanka Telecom PLC and Mobitel (Sri Lanka) and was also a board member of Bridge Mobile Pte Ltd (Bridge Alliance), a strategic alliance of regional telecommunications provider. He also served for two years on the Board of the Global GSM Development Fund and was the Chairman of the Confederation of Indian Industries (CII) Service Industry Panel.



**Preeti D'mello**  
Systemic Coaching & Mentoring  
Tata Consultancy Services

Preeti D'mello leads Leadership Development - Systemic Coaching & Mentoring at Tata Consultancy Services. She is a certified professional coach with and leadership expert.

She is an Integral practitioner who brings together East and West approaches to development, spiritual integration and development. Preeti works with Integral Yoga and Buddhism bringing together a toolkit of Polarity Thinking, Zen, Coaching, Gestalt, Positive and Constructive Developmental Psychology.

She also uses Past Life Therapy for personal and professional exploration of the physical, emotional, mental and spiritual facets of human consciousness.

Her further studies include Adult Development and The Science of Coaching Psychology at Harvard University, and Ego Development Theory (Leadership Maturity Coaching) at Center for Leadership Maturity, USA. She holds an Advanced Practitioner Certification in the Polarity Approach for Continuity and Transformation and is also a Zen and Integral Yoga practitioner.

Preeti brings a grounded, practical orientation to **Organizational Development and Mentoring & Coaching**, leveraging her experience and understanding of human nature to evolve effective turnarounds to personal, business and leadership challenges. She is recognized for design thinking in systemic organizational and leadership development work.

At TCS BPS, Preeti's mandate and vision is to create a culture of coaching and mentorship via Leadership Development interventions. As part of this mandate, she has launched the Force Multiplier Program, a strategic organization-wide initiative that provides Coaching and Mentoring initiatives pan organization. The intervention has been lauded by Institute of Coaching, Harvard and won the Brandon Hall Coaching Award.

Her career experience of over 30 years spans several industries and sectors, having worked in Education & Training, International Business, Publishing, Social Infrastructure, Lifestyle and Retail. Her coaching and consulting experience spans executive and professional development, change management, women in leadership and diversity in the workplace.



**Lily Pandeya**  
Director, Railway Board  
Indian Railways  
Co Author of the book "Art & Railways – A Bangalore Sage"

Lily Pandeya is a Civil Servant and is currently serving as a Director in Railway Board, Ministry of Railways, Government of India. With professional experience of over 18 years in various aspects of human resource management, man power planning and industrial relations, Lily has worked in various capacities in different zones and divisions of Indian Railways. At present she is involved in management of Gazetted cadre of 10 Railway services with a total strength of over 17,200 officers.

In her career, Lily has attended several seminars and training programs including Advance Management Program at INSEAD, Singapore, Advance Management Program at The ICLIF Leadership and Governance Centre, Kuala Lumpur, Malaysia and Management Development Program in Human Resource Management and Organizational Behavior at XLRI, Jamshedpur, India. Lily represented Indian Railways in 'Seminar for Planning and Construction in India of 2016' organized by Ministry of Commerce, People's Republic of China. Lily was member of the Core Communications team for Rail Vikas Shivar, an exercise in crowd sourcing of ideas from within the organization to bring about a transformation of Indian Railways. She is an elected life time member of The Chartered Institute of Logistics and Transport – India.

## Women of the World: Be the Change

Lily holds a Master of Arts in History from Jawaharlal Nehru University and a Master of Public Administration from San Diego State University, California, USA. She was recipient of John Fowler Award Scholarship and was invited to membership of Phi Kappa Phi and Pi Alpha Alpha National Honor Societies. She received Directors' Gold Medal in Lal Bahadur Shastri National Academy of Administration, Mussoorie and Ratan Lal trophy for best IRPS probationer at National Academy of Indian Railways among other awards and recognitions.

Lily has been a regular guest speaker on various aspects of Indian society and culture for Inter Cultural Communications program in San Diego State University and at training programs organized by National Board for Workers' Education, Railway Zonal Training Centres and National Academy of Indian Railways. Lily co-authored a Coffee Table Book titled 'Art and Railways, A Bangalore Saga' published by National Rail Museum, India in 2014. She enjoys Haiku poetry & Sufi music and follows international climate debates.



**Neetu Bhatia**  
Co Founder, CEO  
Kyazoonga

Neetu Bhatia is Co-founder & CEO of Kyazoonga. An investment banker turned entrepreneur, Neetu is credited with creating the professional entertainment and sports ticketing market in India. Prior to co-founding Kyazoonga, she was a senior media & telecom investment banker on Wall Street. Most recently, she led Bank of Montreal's U.S. Internet Media practice as a Director in its TMT Investment Banking Group. She has originated & executed strategic advisory and financing transactions in over \$40 billion of executed deals for Time Warner, Google, Comcast, among others.

Neetu has had stints with Lehman Brothers in New York, & worked as a consultant with McKinsey & Company, advising senior management of Fortune 500 companies. She holds a M.S. from the Massachusetts Institute of Technology (MIT) and a Bachelor of Engineering in Electrical Engineering from the Govt. College of Engineering, Pune, where she graduated as the Best Outgoing Student. While at MIT, Neetu was research assistant to Nobel Laureate Franco Modigliani, the founding father of modern corporate finance.

A former national cricket player, Neetu serves on the Boards of several not-for-profit organizations in New York City and India.

Neetu is a sought-after speaker & has guest lectured at MIT, Harvard, IITs and IIMs on topics of entrepreneurship, business and finance. She has been quoted in publications including Times of India, Economic Times, The Entrepreneur, Business India. Neetu has also appeared on broadcast outlets including CNBC, CNN-IBN, NDTV, Times Now, Aaj Tak, Zee Business and several radio networks. Her story was featured in a book to motivate young students that was released in 2005 by President, Dr. Abdul Kalam.



**Nilima Bhat**

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 guiding them through experiences that identify their higher purpose and create cultures of meaning. By harnessing "Shakti" or a deeper feminine "force" of energy, a new type of entrepreneurial culture can be born -one that models humility and compassion, recognizes the value in different kinds of minds, and believes in the wholeness of all things.

Nilima leverages her 27 years of corporate experience, conscious leadership and integral health practices to liberate the superhuman, entrepreneurial drive innate to men and women of every culture. She proposes that the dominant leadership model is essentially masculine and therefore incomplete. She proves that by elevating the qualities and abilities traditionally considered feminine, all will experience personal and collective transformation resulting in creativity, sustainability and success.

Based in Mumbai India, Bhat has used her expertise to help build long-lasting institutions and change-agents, especially women, who can lead India and the planet to sustainable solutions and positive impact. She is an active member of the Conscious Capitalism movement and recently served as core faculty for the Academy of Conscious Leadership for Whole Foods Market where she designed and delivered the curriculum and training for over 1200 of their top leaders. Nilima has served as guest faculty at Bentley University and Babson College in Boston as well as the Esalen Institute in Big Sur.

A passionate advocate for women in leadership, Bhat is a regular key-note speaker and facilitator at the global WINConferences held in Rome, Tokyo, Prague and Berlin. Her areas of focus are gender-diversity & cross-culture sensitization, stress management, self awareness for work-life balance as well as Indian wisdom and wellness traditions. Bhat's holistic approach combines the best practices and paths from around the world and are tailored to meet the needs of her audience. Her particular expertise is in developing BQ & SQ (Body Intelligence & Spiritual Intelligence).