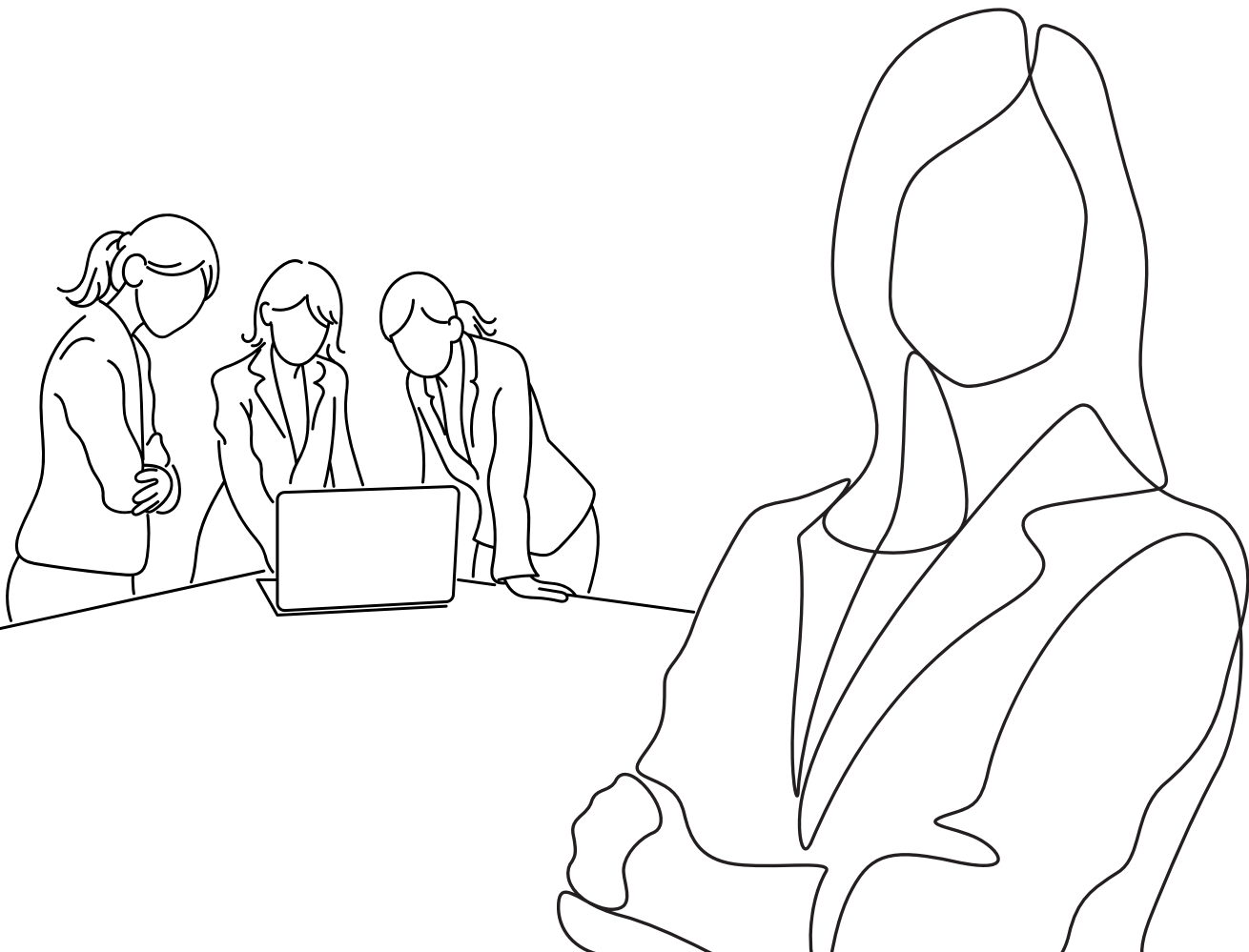


ANANYA 2.0

Unleashing Women's Leadership Potential

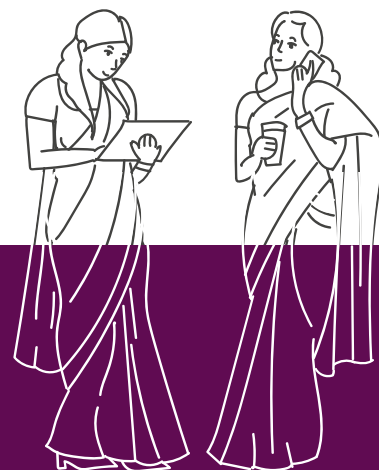


About Ananya-Women@Work

Ananya-Women@Work (a division of MyKwest Solutions - an organizational development and leadership strategy firm) is a Diversity & Inclusion (D&I) services consulting firm. We partner with organizations with our custom programs and effectively implement the unique solutions to support organizations in furthering their inclusion agenda.

We perform in-depth needs analysis and design effective strategies and appropriate interventional programs that achieve measurable outcomes and sustainable transformation in the workplace ecosystem.

Launched in 2014, we have been conducting our flagship program ANANYA, unleash the Leadership Potential in Women, in both open program format and as in-house program for organisations. It as has been well recognized in the industry.



The Genesis of the Program

ANANYA, our flagship program, is available in a 6-month or 8-month journey-based format and is specially designed for women in their mid-management careers.

The program is designed to assist women in recognising the 'glass ceilings' and 'broken rungs' as a reality. The participants will also learn to acknowledge and navigate through their own 'sticky floors' that could be slowing down their career progression.

Participating women learn to reframe their own beliefs and limitations and identify their unique strengths as well as barriers to their success and happiness. They create personal action plans to overcome systemic and organisational challenges and find their voice to grow their leadership skills. At the end of the program, they develop a roadmap for their growth with important milestones.

Program Content

A

Awareness of Self

- Identifying values,
- Celebrating strengths and
- Reframing the limiting beliefs

N

Non-Negotiables

- Defining and communicating boundaries and
- Understanding work-life integration
- Dropping the perfectionist syndrome

A

Ask and you Shall Receive

- Using a positive mindset and collaborative strategies to negotiate at the workplace
- Becoming comfortable in seeking support at the workplace & at home

N

Navigating your Way to Success

- Appreciating the role of mentors and sponsors to ascend on the career ladder & becoming intentional in seeking them
- Building and maintaining three types of networks

Y

Your Executive Presence

- Understand the nuances of executive presence
- Strengthen personal brand
- Discerning between politics and manipulation, and

A

Accelerate Action

- Define their path to success
- Build a strategy to their path to success



* Note:

1. This program will be adapted to the specific needs of the industry concerned
2. Our past participants have experienced career progression after attending the program

Program Details

Name of the program	ANANYA 2.0 Unleashing Women's Leadership Potential
Objective	The program is designed to support organisations in improving their women's leadership pipeline.
Methodology	<p>The interactive workshop will be conducted using facilitator inputs, sharing of research data, worksheets, role plays, case studies, small-group & large-group activities. There will also be action learning & self-reflection assignments between the sessions</p> <p>The facilitated sessions are designed to maximise peer learning through experience sharing and peer coaching</p>
Participants	Recommended group size is 12-20 participants
Participant Profile	This program is suitable for women in their mid-management position with minimum of 8 years of experience
The infrastructure requirements	<p>White board and markers</p> <p>Projection system with audio</p> <p>Flip charts</p> <p>Comfortable seating in cluster-style arrangement</p> <p>Large room for conducting activities.</p>

Program Journey (6-month format) *

Month	Duration	Online / in-person
Month 0	60-minute connect session	online
Month 1	2-day session [8 hours each day]	Inperson
Month 2	1-day session 8 hours	Inperson
Month 3,4 & 5	60-minute connect	Online

*Note:

This 'Program Journey' is subject to change on further discussions
A 9-month journey-based format is also available.

Organizational gains

1. Approximately 70% of the participants either moved laterally or vertically within their organisation within 2 years of the program
2. There was a visible change in their approach to organisational and personal challenges.
3. Greater self-awareness amongst women
4. Most women claimed they find it easier to speak up during meetings
5. 40% of the women increased their activity on LinkedIn within 2 months of the program

Some of our Clients for Women Exclusive Programs

ADP,
Amazon Internet Services,
Amaraja Batteries
Ashok Leyland
Caterpillar
Claranet,
Cognizant
Corteva Agriscience Services,
Coromandel Cements
Cyient

Host Analytics
Envoy Global
FLSmidth,
Gland Pharma
Granules India
Invesco
Natco Pharma
NTT Data
Polycom
Salesforce

Our Facilitators



Madhujit Singh
Founder & CEO



Bhavana Arora
Chief Engagement Officer



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