



The client is a leading multinational Electronic Design Automation software and engineering services company.
One of the top 100 places to work by Fortune magazine.

Program Snapshot



25 participants



6 Month Journey



4 Business Units,
3 geographies

Program Objective

Build a robust pipeline of women leaders to take on leadership roles in the organization

Boundary Spanning

Collaboration: Views a situation through multiple lenses and delivers meaningful value to multiple stakeholders.

Influencing: States a point of view with clarity, showcases potential impact and acknowledges views of others.

Program Themes

Branding

Assertiveness: Addresses own limiting beliefs and demonstrated assertiveness. Demonstrates Emotional intelligence. Leverages impactful communication.

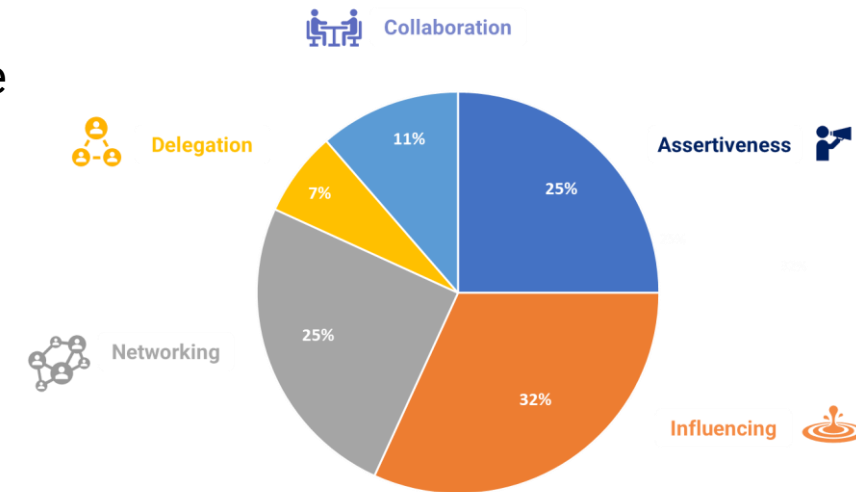
Balancing

Career Agility: Demonstrates a Growth Mindset. Creates value-adding elements in own job role.
Networking : Grows and expands own professional network.

Top Challenges faced by the client

- Build a robust pipeline of women leaders to take on leadership roles in the organization
- Bring shifts in mindset and limiting beliefs of the women leaders to take on and deliver on higher-level roles
- Improve level of mindshare from the customer

Development Areas Identified by Participants



Value addition by NWORX



2 leaders out of the 25 moved to the next level of their career



20% of the leaders successfully worked on cross-functional projects (a vital prerequisite for the client)



80% of managers shared anecdotal evidence of improved conversations and outcomes

Words from the client

What the Leaders had to say

"I'm more open to opportunities that helps me to develop abilities and skills"

"I am able to influence by communicating assertively."

"I'm more confident & structured during internal and external meetings."

What the Managers had to say

"<Leader> is leading the discussions forward and her level of interaction with the team members has increased. She is open to opportunities and grab them."

"<Leader> advocates for herself and is able to influence others. Growth is phenomenal in these 6 months."

"She was able to break those limitations that were holding her back and has taken a different approach to handle the Client."