

# “The Power of Diversity: Women Leaders Transforming Growth”

By Sangeetha Shenvi – VP, Sales & Marketing  
SCHOTT Poonawalla Pvt. Ltd.

# Introduction

---

Quote: *“Diversity is being invited to the party; inclusion is being asked to dance.”*

– Verna Myers

- Diversity in leadership is no longer optional; it is a strategic imperative for organizations seeking sustainable growth.
- Women leaders are driving transformation across industries, overcoming barriers, and paving the way for equitable growth.
- Our honorable President Droupadi Murmu today on the occasion of women's day inaugurated a national conference – **Nari Shakti Se Vikasit Bharat**
- The Centre is scheduled to launch a mega campaign called **#SheBuildsBharat**

# Why Women Leadership Matters?

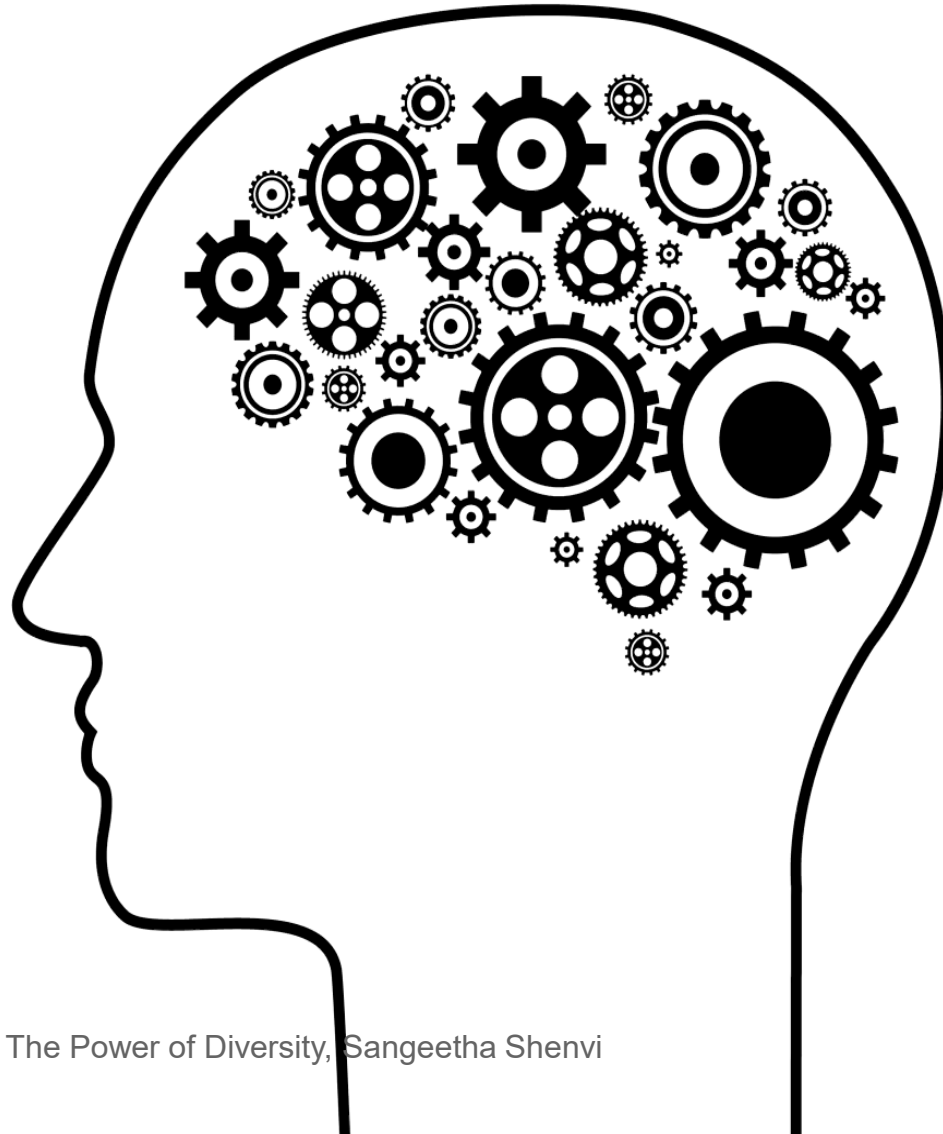
- **Workplace Culture:** Women leaders enhance inclusivity and emotional intelligence
- **Better Decision-Making:** Diverse teams are more innovative and effective in solving complex problems
- **Financial Performance:** Companies with higher gender diversity (at least 30% women in leadership) outperform peers by 15% increase in net revenue margins. (McKinsey, 2020)

# Women Leadership

An Inspiration  
365 Days, 24/7

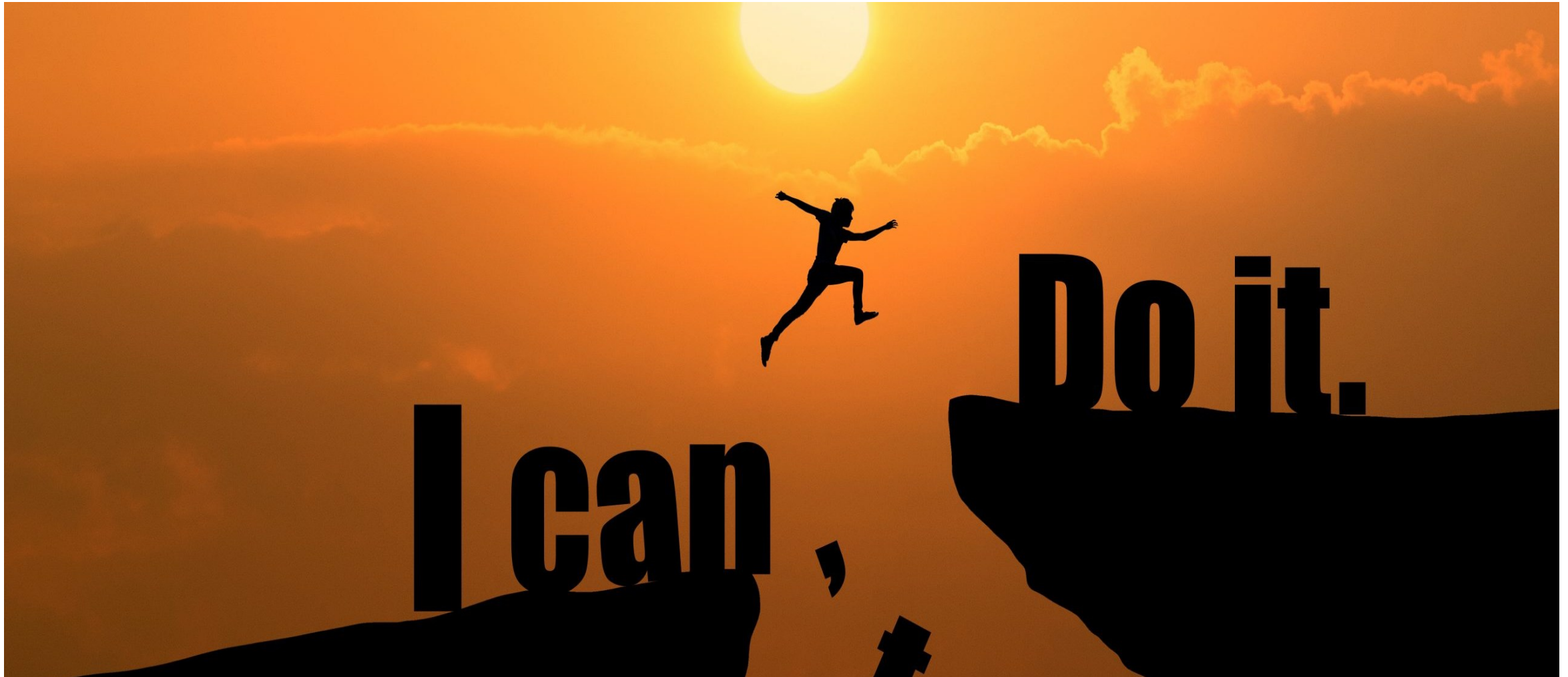


# Leadership Riddle – Mind Models



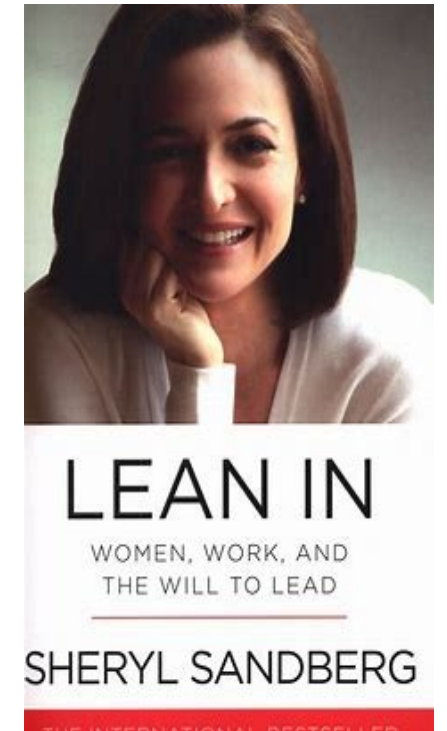


# Leadership Efficacy – Self Belief



# Current Landscape of Women in Leadership

- Women currently hold only **29% of senior management roles** globally (Grant Thornton, 2023)
- Only **10% of the Fortune 500 CEO'S** are women (Catalyst, 2023)
- Despite progress, Gender gaps persist due to systematic barriers like **“broken rung”** in leadership pipelines. The “broken rung” refers to a concept in workplace gender inequality, where women face the biggest barrier at the first step up to management. The term comes from McKinsey & Company’s report, which highlights that women are promoted to managerial positions at much lower rates than men, creating a pipeline issue that limits their chances of reaching senior leadership roles, including executive and CEO positions.



# What's Stopping Women?

- Fear
- Stereotypes
- External Barriers
- Internal Barriers





# Swimming with the Sharks

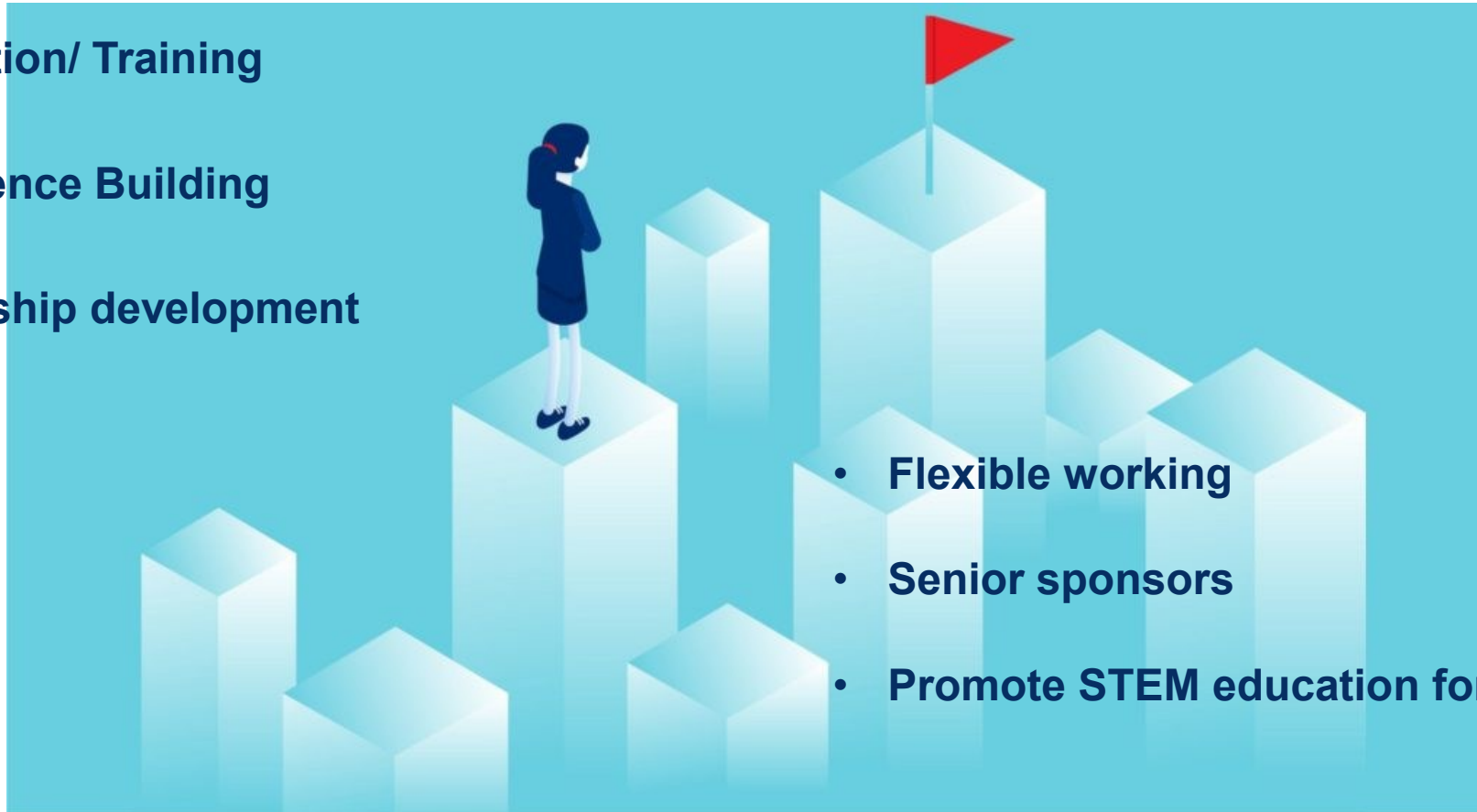


A woman with blonde hair in a ponytail, wearing sunglasses and a grey tank top, is seen from behind as she paddles a yellow kayak on a calm body of water. The water is a deep greenish-blue, and the background features dramatic limestone karsts under a cloudy sky. The overall mood is serene and adventurous.

**Focus on Values, Be Brave, Believe in Yourself**

# What can we do to better support women at work?

- Education/ Training
- Confidence Building
- Leadership development



- Flexible working
- Senior sponsors
- Promote STEM education for young girls



# Women's Day 2025 – Accelerate Action



# Thank You!