

How Did a Leading German Engineering MNC Empower Women Leaders to Drive Success in today's Dynamic Workplace?

Key Highlights of the Project



A **targeted 5-month leadership development program** focused on **strategic decision-making, empowerment, personal branding**, and more.



In-depth evaluation and mentoring through **industry experts** and **Gallup Strengths-certified coaches**.



Impactful sessions on **work-life balance, conflict management, and effective communication**, supported by ongoing peer learning and internal mentoring.

The Need

The company wanted to **accelerate their women leader's capabilities** and foster a more inclusive, empowering culture, where they could thrive in **leadership roles and contribute to organizational growth**.

They partnered with NamanHR to design and implement a **5-month intervention program focused on nurturing women in leadership roles** by building the competencies necessary to lead with confidence and **drive business success**.



The Approach

We crafted a holistic development experience that combined **structured learning, personalized coaching, and peer-driven growth**, focused on making women leaders ready for the challenges of the modern workplace.



Tailored Leadership Development:

Delivered two-day in-classroom workshops focused on strategic **decision-making, personal branding, and managing ambiguity** in high-pressure situations.



Expert-Led Sessions:

Conducted sessions led by NamanHR-certified trainers, Gallup Strengths coaches, and industry experts to **address leadership competencies and real-world application**.



Internal Mentoring Program:

Launched a **custom-designed internal mentoring initiative** where senior leaders mentored the women participants, providing **actionable insights and building confidence** in their leadership journey.



Peer Learning Circles:

Fostered **ongoing learning through peer-to-peer sessions**, where participants shared challenges, feedback, and strategies to overcome workplace barriers.



Actionable Learning:

Implemented **reflection journals, action plans, and take-home assignments** to reinforce learning and **ensure the application of key leadership principles**.

The Impact



Organizational Impact:

- Cultivated a **stronger, more inclusive culture by connecting high-potential women leaders** and providing them with ongoing support from mentors and peers.
- Fostered an **active digital community** where women leaders continuously **supported one another, shared knowledge, and built lasting networks**.
- Strengthened **organizational confidence and trust** in its commitment to inclusion and diversity, **improving employee retention and engagement**.



Individual Impact:

- Empowered women to take on more **strategic, high-stakes decisions confidently**, leading to greater impact in their roles.
- Boosted **communication skills**, with participants demonstrating **greater ability to articulate ideas and influence senior leadership**.
- Enhanced **self-awareness, risk-taking behavior**, and improved handling of organizational ambiguity.
- **Increased confidence** in leading teams, managing conflict, and **navigating organizational change with agility**.

Are you ready to transform your organization with the power of women leadership?

Contact us today at inquiry@namanhr.com and let NamanHR's Leadership Development Program unlock the full potential of your high-potential leaders!