

#SheLEADS



A LEADERSHIP PROGRAMME FOR WOMEN

FROM BARRIERS TO BREAKTHROUGHS

September 14-15, 2024 | Goa, India

▶ REPORT

Supported by
SwitzerlandIndia
SUCCESS STORIES TO BE CONTINUED

data 
LEADS



PROGRAMME INTRODUCTION

SheLEADS 2024 sparked an inspiring journey by bringing together twelve exceptional women leaders from diverse industries to redefine leadership. The participants came into the programme as individual leaders but emerged as accountability partners creating a dynamic collaborative network, and a dedication to mentor the next generation of women leaders.

Supported by the Embassy of Switzerland, this programme aimed to celebrate the inspiring success stories of Indian women leaders as India and Switzerland commemorate 75 years of bilateral relations.

The inaugural edition took place over two transformative days against the serene backdrop of Goa, focusing on self-introspection, identifying barriers, and strategies for achieving life balance while building and leading teams. Participants engaged in open discussions, and heartfelt storytelling, and addressed real challenges within a space designed for reflection, connection, and the rediscovery of what it means to lead with purpose.

Each woman, a trailblazer in her own way, didn't just participate; she showed up with authenticity, vulnerability, and a genuine eagerness to share her journey, overcome barriers, and collectively imagine a future brimming with new possibilities.



**BRINGING
TOGETHER
WOMEN
LEADERS TO
BUILD
CONVERSATIONS
ON IMPACTFUL
LEADERSHIP**

FOREWORD



When we created SheLEADS, our mission was to offer women leaders a powerful, transformative pause—a strategic opportunity to reflect, recharge, and reimagine their leadership journey while equipping them to build future-ready teams and organizations. Designed for women CEOs, founders, entrepreneurs, and senior managers, the programme provided a safe and supportive space for deep reflection, mentorship, and forging meaningful, lasting connections.

Despite the progress women have made, they are still significantly underrepresented in leadership across many sectors. Leading an organization is demanding for anyone, but women face distinct challenges, from limited role models and cultural expectations to systemic barriers that can stifle their advancement. These hurdles often compel women to not only reimagine their roles but also to work harder to break through.

As women rise into leadership, mentoring others becomes easier, yet finding guidance for themselves can prove increasingly difficult. Leaders often dedicate so much time to supporting others that they may neglect their own needs, leading to burnout and a sense of isolation. This isolation can be further heightened by gender biases and societal expectations, particularly in male-dominated industries.

With SheLEADS, we set out to do more than just celebrate individual achievements. Our goal was to bring together diverse voices, build a powerful network of leaders, and inspire collective action. These women shared remarkable stories of resilience, overcoming deeply rooted challenges and perceptions that often questioned their authority and leadership. Together, they became part of a movement—to reshape leadership and drive meaningful change.

While leadership can be a lonely place, it doesn't have to stay that way. By recognizing these challenges and actively building support, women are carving out their own paths, stepping out from behind the shadows and cultivating their unique brands and identities. When leaders embrace vulnerability and share the weight of responsibility with others, they find strength, connection, and resilience even in moments of solitude.

As we continue the SheLEADS journey, it's essential to focus on building strategic networks, embracing new challenges, and creating opportunities for other women to thrive. This is the essence of what SheLEADS represents—a platform for growth, collaboration, and empowerment. I am excited to witness the incredible journey that will unfold from here.

A handwritten signature in black ink, appearing to read 'Sabba', written over a horizontal line.

DR SABBA MEHMOOD
Co-Founder, DataLEADS

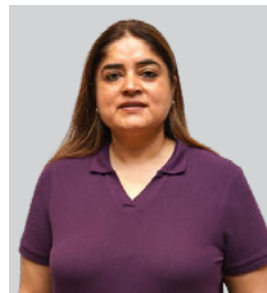
COHORT SPOTLIGHT: THE TRAILBLAZERS



ANISHA PADUKONE
CEO of The Live Love Laugh Foundation, is leading a mental wellness movement in India. She has served as a member of the World Economic Forum's Global Future Council for Mental Health.



DEEPTHI NATHALA, **Founder of Alyner,** has merged her passion for entrepreneurship and AI to create a 24/7 personal strategist for business executives. Her journey, from IIT Madras to Shark Tank India, showcases her commitment to impactful innovation.



GARIMA BABBAR, as **Head of Skills & Education at Adobe,** she drives transformative change in India's education sector by empowering students and educators with digital skills, making creativity and innovation central to learning.



KHAIR ULL NISSA SHEIKH, **Principal Advisor at World Trade Center India Services,** connects state governments with domestic and global companies to boost bilateral trade and investment, shaping a dynamic future for Indian businesses globally.



RASHMI CHAWLA, **Vice President at CK Birla Healthcare,** is transforming hospital supply chains and fertility services with a focus on accessibility, quality, and empathy. She was honored with The Best Supply Chain Leader Award at the ELETS Healthcare Innovation Summit and Awards 2024.



RITU KAPUR is the **Co-Founder and Managing Director of The Quint,** an independent digital news platform. She has consistently harnessed the power of journalism to empower individuals and communities, using media as a force for driving social change.

COHORT SPOTLIGHT: THE TRAILBLAZERS



SARIKA ATRI,
Co-Founder of xmplify.

and Software Architect, helps startups leverage technology to stay ahead in the digital landscape. With experience at Flipkart and Disney+Hotstar, she's making her mark in a field where few women lead.



DR. SHEENU JHAWAR,
Director of Apex Hospitals and President of TiE Rajasthan.

She drives innovation, shapes the future of healthcare, and empowers entrepreneurs. Her leadership bridges health and business, creating a lasting impact in both sectors.



SHIVANI KUMAR,
Executive Director at the CII Centre for Women Leadership,

is a seasoned professional in development design and advocacy, enhancing healthcare access in remote areas through impactful USAID projects.



SUNANDA RAO ERDEM, as **Founder and CEO of Seraphim Communications,**

she helps businesses navigate complex communication challenges, specializing in public relations, advocacy, and media relations to empower them to thrive and amplify their influence.



TALHA SALARIA is the **founder of Lawyers At Work,**

a leading women-led law firm in India known for its personalized corporate law advice. In addition to running her firm, she serves as an independent director on the board of JM Financial Products Limited.



DR. URVASHI PRASAD,
Former Director at NITI Aayog,

she has addressed critical issues in public health, social justice, and economic development. As an SDG ambassador for Reduced Inequality with the British Council, she continues to promote equity and social progress.



“All participants in this cohort are accomplished leaders, but what truly stood out was their ambition to grow and create an even bigger impact. This first cohort proves that launching this programme was the right move. There’s a clear need and immense potential—not only for individual growth but also to influence organizations, clients, partners, and investors. Investing in these leaders is an investment in the future.”

DOMINIQUE BEN DHAOU

Founder and MD, Point North International and SheLEADS Leadership Mentor 2024

PROGRAMME OVERVIEW

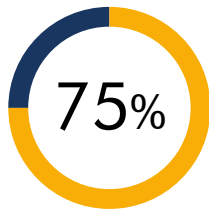
THE SheLEADS Programme empowered women to build skills and confidence in a supportive environment, transforming limiting beliefs into strengths and encouraging authentic leadership. It featured hands-on learning through discussions, reflections, video sessions, certified assessments, and personalized coaching, focusing on:

To enrich the programme, we invited **Dominique Ben Dhaou**, a globally recognized leadership mentor from Geneva. With over 30 years in global human resources, including her role as CHRO at SGS Group, Dominique brought international insights and expertise to the programme. After a leadership pause, Dominique founded Point North International to mentor business leaders worldwide. Her passion for mentoring, coupled with her extensive global leadership experience, made her the ideal mentor for our participants. For SheLEADS, Dominique tailored the programme for Indian audiences, addressing their unique needs and aspirations.



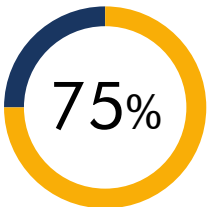
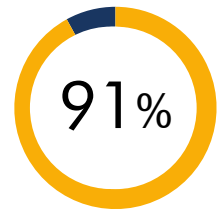
MAPPING PROGRAMME OUTCOMES

TO EVALUATE the impact of SheLEADS and improve future editions, we gathered feedback from our inaugural cohort. We asked the cohort to share their insights on their experiences, the programme's relevance, its impact on their growth, and suggestions for improvement.



75% of participants rated their **experience** as 4 or 5, showing a high level of satisfaction with SheLEADS.

91% felt the programme's **duration** allowed meaningful engagement while fitting into their busy schedules, making it practical and effective.



75% of respondents rated the **networking** opportunities as a 4 or 5, demonstrating the programme's effectiveness in supporting valuable connections.

A key measure of success was whether participants would **recommend** SheLEADS to other women leaders. An impressive **91%** expressed a strong willingness to do so, reflecting the programme's positive, transformative impact on growth, networking, and leadership development.

Participants highlighted a diverse range of takeaways from the SheLEADS programme, including **enhanced networking, global leadership insights, improved leadership skills, strategic thinking, and personal brand building.**

These outcomes showcase the programme's comprehensive approach to both personal and professional development for women leaders.

PROGRAMME TAKEAWAYS

A ROBUST PROFESSIONAL NETWORK **75%**

ENHANCED LEADERSHIP SKILLS **50%**

IMPROVED STRATEGIC THINKING **50%**

ONE-ON-ONE MENTORSHIP AND COACHING **41.7%**

STRATEGIES TO BUILD A PERSONAL BRAND **41.7%**

REAL VOICES, REAL IMPACT COHORT TESTIMONIALS

This programme held a mirror up to me, revealing my strengths and areas where I could grow through an honest assessment. It didn't stop there—it gave me a North Star, helping me structure and strategize my path forward with clarity and purpose.”



RITU KAPUR, Co-Founder and MD,
The Quint

SheLEADS provided an incredible platform for engaging in meaningful discussions, the power of authentic communication and community, and prioritizing self-wellness. Twelve strangers walked in, but we left as accountability partners, ready to support each other on our journeys ahead.”



GARIMA BABBAR, Head Skills and
Education, Adobe



I'm leaving with a wealth of knowledge and a renewed confidence in my leadership. The programme has equipped me with

practical tools and strategies to sharpen my skills. But what I'm taking with me goes beyond that—it's the invaluable learnings, insights, experiences, and the friendships I've made along the way.”

KHAIR ULL NISSA, Principal Advisor, World
Trade India Services



Participating in this programme was a fantastic opportunity to network and learn from an incredible group of women. As

one of the youngest in the group, I was warmly welcomed, and my abilities were never questioned, highlighting the inclusive environment.”

ANISHA PADUKONE, CEO,
The Live Love Laugh Foundation

I've gained strategies to build my personal brand, focus on inner peace, and lead my team with authenticity and purpose.”



RASHMI CHAWLA, Vice President,
SCM, CK Birla Healthcare

New insights on leadership, a deeper understanding of my strengths, and fresh perspectives on public speaking, mentoring, coaching, and networking have been my invaluable takeaways from this programme.”



DR. URVASHI PRASAD, Former Director,
NITI Aayog, Government of India

REAL VOICES, REAL IMPACT COHORT TESTIMONIALS



I gained invaluable insights from my fellows, the mentor, and from the exceptional SheLEADS organizational team. Syed Nazakat's interventions were particularly impactful,

offering practical and relevant knowledge that truly enriched my experience."

SUNANDA RAO ERDEM, Founder and CEO, Seraphim Communications



The programme reiterated the importance of our values as the essential building blocks of our work

and how we function and reminded us that prioritizing self-care is vital for our overall well-being and success."

TALHA SALARIA, Founder & CEO, Lawyers At Work

SheLEADS was a safe space for women leaders to be vulnerable and share their most intense business and personal experiences. Dominique's insights on personal branding—thinking beyond your company—were transformative."



DEEPTHI NATHALA, Founder and CEO, Alyner

I gained a lot of insights, particularly into the diverse value systems that shape leadership. I also loved connecting with and learning from such an inspiring group of women leaders."



DR. SHEENU JHAVAR, President, TIE and Director, Apex Hospitals



My key takeaways from the programme are centred on the connection between emotions and decision-making.

I'm also inspired to further explore how our values shape and influence our leadership style."

SHIVANI KUMAR, Executive Director, CII Centre for Women Leadership



Women often face unique challenges that differ from their male counterparts, so a tailored

programme like SheLEADS makes all the difference. It creates a space where they can speak openly, share experiences, and build strong, supportive relationships."

SARIKA ATRI, Co-Founder, Xmplify.tech

SOCIAL MEDIA BUZZ

Urvasi Prasad (She/Her) • 1st
 61 Director, NITI Aayog | Most influential women in healthcare (22 / 24) | 100 ...
 23h • Edited • 🌐

I am honored to be a member of the inaugural cohort of women leaders participating in SheLEADS, a premier initiative by DataLEADS in partnership with the Embassy of Switzerland.

This group was greatly enhanced by the diverse expertise, experiences, and insights of leaders from various organizations and sectors. Through deep reflections, stimulating discussions, and the sharing of personal stories, we explored the fundamental tenets of purposeful leadership.

With the mentorship of Dominique Ben Dhaou, we delved into how to harness our innermost strengths and use them as the cornerstone of exceptional leadership.

Most significantly, we established strong, lasting connections that will endure well beyond the program's conclusion.

This initiative was more than just a series of sessions; it was about discovering and unlocking the remarkable potential within each participant.

The inaugural 'trailblazers' cohort comprised: Anisha Padukone, Deepthi Nathala, IITM, SharkTank S1 Garima Babbar, Khair Ull Nissa Sheikh, Rashmi Chamla Ritu Kapur, Sarika Atri, Dr. Sheenu Jhawar, Shivani Kumar, Sunanda Rao-Erdem, Talha Salaria.

Heartfelt gratitude to the DataLEADS team: Syed Nazakat, Surbhi Pandit, Nangia Parul Goswami and other colleagues whom I may not have mentioned!

#Women #WomenLeaders



Dominique Ben Dhaou
 Career Reinvention Coaching • Business Coaching • Executive Mentoring • Business transformation...
 1st

What a boot camp and weekend!! To witness these 12 amazing women leaders exchange, debate, question, share stories and experiences was a true privilege for me as their leadership mentor.

Inspiring, insightful, passionate, authentic, visionary, and transformational cohort: Anisha Padukone, Deepthi Nathala, Garima Babbar, Khair Ull Nissa Sheikh, Rashmi Chamla, Ritu Kapur, Sarika Atri, Dr. Sheenu Jhawar, Shivani Kumar, Sunanda Rao-Erdem, Talha Salaria and Dr. Urvasi Prasad Jha.

I will remember this 1st "trailblazer cohort" as a wonderful start of an extraordinary initiative led by the DataLEADS team. Syed Nazakat, Dr. Saba Mehmood, Surbhi Pandit Nangia, Parul Goswami, Jyoti Singh Rathore @Singh R., Shruthi Marjula Mohan, Vijay Sadasivani Arushi Soni, Shashank Raj

These ladies have set the bar high!

Dominique Ben Dhaou • 1st
 Career Reinvention Coaching • Business Coaching • Executive Mentoring...
 1mo • 🌐

Leading as a woman can be uncomfortable and exciting at the same time. It is up to us women leader to pave the way for the younger ...more

DataLEADS
 5,496 followers
 2w • Edited • 🌐

When women leaders reach the top, the spotlight is drawn towards representation, recognition of individual journeys, and the need to create spaces to encourage a new age of leaders. ...more

14-15 September, 2024
 Goa

Sarika Atri • 2nd
 Technology leader | Software Architect
 2w • 🌐

Excited to be part of this incredible leadership program this weekend! Looking forward to learning, growing, and connecting with inspiring leaders. Thank you DataLEADS for this amazing opportunity.

#LeadershipJourney #ContinuousLearning #SheLEADS

Ritu Kapur (She/Her) • 1st
 Quint Digital Limited
 1w • 🌐

What a privilege to be one among these true Trailblazers. We spent only two and half days together but we know we have each other's backs forever. Spurring each other on our entrepreneurial journeys. Thanks so much **Dominique Ben Dhaou** and **DataLEADS**

DataLEADS
 5,496 followers
 1w • 🌐

And that's a wrap on the inaugural edition of SheLEADS Leadership Programme in Goa, India! ...more

Dr. Sheenu Jhawar • 1st
 Director, Apex Hospitals, ACE Consulting, Ph. D. Mental Health, Preside...
 2w • 🌐

Looking fwd!!

DataLEADS
 5,496 followers
 2w • 🌐

"Meet The Cohort"

Dr. Sheenu Jhawar is a powerhouse with a foot in two dynamic ...more

Garima Babbar • 2nd
 Head Skills & Education at Adobe
 2w • 🌐

Thankful and looking forward to unlearn and learn from the amazing batch of fellow women cohort.

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 2w • Edited • 🌐

We are delighted and honored to welcome the first batch of women leaders under SheLEADS, a flagship programme of DataLEADS in partnership with the Embassy of Switzerland. ...more

DataLEADS
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Is SheLEADS the right programme for you?

SheLEADS offers a unique opportunity to connect with a cohort of dynamic women leaders, guided by our global leadership mentor Dominique Ben Dhaou. Participants will gain invaluable insights into managing yourself, your team, and beyond in today's ever-changing world. This program promises to be a transformative experience that will empower you to take your leadership journey to the next level.

Registrations closing soon. Join us on September 14-15 in Goa, India. Register now: shorturl.at/b0c0b

- Boost Your Leadership Skills
- Learn from Top Industry Experts
- Gain Global Insights and Perspectives
- Connect with Inspiring Women
- Accelerate Your Professional Growth

DataLEADS
 5,496 followers
 2w • Edited • 🌐

We are delighted and honored to welcome the first batch of women leaders under SheLEADS, a flagship programme of DataLEADS in partnership with the Embassy of Switzerland.

The cohort is strengthened by the collective acumen, experience, and wisdom of our leaders leading diverse organisations and important conversations. The program is intended to leverage the insights on leadership, address the gaps within the ecosystems, and pave a delightful way forward for our future leaders.

Here's to a great start, with our 12 distinguished leaders, as 'she leads' the way!

#SheLEADS

MEET THE COHORT

Twelve remarkable leaders are coming together for the inaugural edition of SheLEADS, an initiative by DataLEADS designed to build conversations on impactful leadership.

- ANISHA PADUKONE
- DEEPTHI NATHALA
- GARIMA BABBAR
- KHAIIR ULL NISSA SHEIKH
- RASHMI CHAMLA
- RITU KAPUR
- SARIKA ATRI
- DR. SHEENU JHAWAR
- SHIVANI KUMAR
- SUNANDA RAO ERDEM
- TALHA SALARIA
- DR. URVASI PRASAD

Deepthi Nathala, IITM, SharkTank S1 • 1st
 Serial Entrepreneur, Executive Mentor, Speaker & Author
 1d • Edited • 🌐

What type of Speaker Opportunities do you go for?

When considering speaker opportunities, much attention is often placed on solutions to address scarcity of opportunities.

But what if there's an Overwhelming number of opportunities knocking your door? How do you decide which ones to pursue? That's exactly what I asked **Dominique Ben Dhaou** in our coaching session.

- 1)For Business, the key is to identify events where business orders and branding grow with significant ROI.
- 2)For Personal Branding, it's essential to focus on events that establish

Syed Nazakat • 1st
 Founder and CEO, DataLEADS
 2mo • Edited • 🌐

Glad to share that at DataLEADS, we've designed a special programme to bring together Indian women in senior leadership and executive roles to share, grow, and build conversation about the future-ready workforce and organisations. If you are CEO, Entrepreneur, or a Startup Founder and purpose-driven women who is keen to improve her leadership game, this boot camp in Goa is specially designed for you. **Dominique Ben Dhaou**, a Geneva-based leadership mentor and incredible thought leader, will lead the bootcamp. With a distinguished 30-year global career, Dominique's focus will be to help cohort to reimagine their roles and the way they look at their teams, growth and future. This programme is supported by the Embassy of Switzerland as part of SwitzerlandIndia75 initiative.

14-15 September, 2024
 Goa

Khair Ull Nissa Sheikh (She/Her) • 2nd
 NEOM| Executive Director, World Trade Center India Services| Wo...
 2w • 🌐

I am deeply honored to be featured as part of the SheLEADS cohort, a platform that empowers women leaders to drive change and create impact globally.

A heartfelt thank you to **DataLEADS** and the **Embassy of Switzerland** for creating this opportunity, and to **Dominique Ben Dhaou** for her inspiring leadership. Collaboration and collective growth are at the core of progress, and I truly believe that when women come together as a tribe, we can accomplish extraordinary things.

As we navigate the complexities of business across borders, let's continue to lift each other up, inspire, and innovate to drive sustainable growth and profitability for our enterprises, both globally and regionally.

CAPTURED MOMENTS





LEARNINGS FOR THE FUTURE

THE INSIGHTS gathered from the inaugural SheLEADS event in Goa emphasize the urgency and importance of launching and sustaining more initiatives like this, paving the way for transformative change.

LEARNINGS FROM SheLEADS

1 → Unlocking Untapped Potential

SheLEADS highlighted the vast opportunity for women in leadership, addressing the unique challenges and barriers they face compared to their male counterparts.

2 → Power of Networking

Participants emphasized the need for a strong network of women leaders and mentors, nurturing meaningful collaborations. The SheLEADS trailblazers group continues to support participants beyond the event.

3 → Mentorship as a Catalyst

Mentorship was crucial for personal and professional growth, providing support, insights, and guidance that helped participants navigate their leadership journeys.

4 → Diverse Perspectives

Engaging with women from different backgrounds broadened perspectives and helped tackle leadership challenges.

5 → Inspiring Role Models

Participants found inspiration in each other, sharing experiences, best practices, and becoming role models within the group.

6 → Prioritizing Personal Growth

The programme emphasized self-care and well-being, renewing participants' sense of purpose and leadership effectiveness.

7 → Crafting Unique Leadership Narratives

SheLEADS empowered participants to build personal leadership stories grounded in authenticity and individual strengths, instead of adhering to traditional, one-size-fits-all definitions of leadership.



A LEADERSHIP PROGRAMME FOR WOMEN

FROM BARRIERS TO BREAKTHROUGHS

AUGUST 2025

SheLEADS WILL RETURN WITH A SECOND EDITION

THE SUCCESS of the inaugural SheLEADS programme in Goa highlighted the urgent need for more platforms empowering women leaders. The insights, connections, and personal growth from the first edition set a strong foundation for future progress.

Given the overwhelming demand and the powerful momentum generated, SheLEADS will return with a **second edition in August 2025** and welcome a **new cohort of women leaders**. The next edition will aim to build on the success of the first by offering even more tailored mentorship, expanded networking opportunities, and in-depth sessions to equip women with the tools they need to thrive in leadership roles. By bringing together a diverse and talented group of women, the programme will further inspire collaboration, innovation, and leadership across industries.

SheLEADS is dedicated to maintaining momentum and paving the way for a future where women in leadership are the standard, not the exception. By empowering a new generation of trailblazers, it aims to reshape the leadership landscape across industries.



ABOUT US

DataLEADS is a globally recognized New Delhi-based award-winning digital media and tech company, leading conversations on information, media literacy, digital transformation, climate change, health and AI ecosystem globally. At the core of our work lies a profound belief that authentic information is central to human empowerment.



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For partnerships, please contact: parul@dataleads.co.in