



INSTITUTE OF PUBLIC ENTERPRISE

Osmania University Campus Hyderabad

Organises

4th National Conference on

“Diversity in Management – Development of Women Executives”

(An exclusive programme for women executives)

&

PRESENTATION OF EXCELLANCE AWARDS FOR WOMEN - 2016



On 15th & 16th December, 2016
At IPE's Auditorium – Hyderabad

CONFERENCE CHAIRMAN
Dr. R K Mishra, Director IPE

CONFERENCE DIRECTORS

KRS Sastry
Senior Faculty
IPE – Hyderabad

Dr. Narendranath Menon
Senior Faculty
IPE - Hyderabad

Conference Overview

“Civilisation of a society can be measured by the way they treat their women”

Substantial strides have been made by women in various spheres of life in the recent past, with their educational and professional attainments. Yet, women in India, who constitute half the population, are still far-far behind men in manifesting their true potential and employability in senior ranks for a variety of challenges and also perhaps due to unnoticed discrimination on various counts. Research evidences the fact that greater gender diversity at senior management levels tend to perform better.

The government of India had rightly recognized the potential of women and given a call to harness their talent to engender organizational excellence. The companies Act 2013 mandates that women directors need to be appointed in certain classes of companies. It is thus apparent that gender diversity is acquiring top of the agenda status in the society.

A portfolio of skills including, interpersonal skills, negotiating skills, conflict resolution skills, change management skills etc., would serve women in good stead. The absence of these skills amongst women, in some cases, makes their movement up the career path difficult.

With this backdrop this 4th National Conference is designed for deliberating the leadership needs of women executives. Six technical sessions are planned at the conference and it would deliberate on the following vital issues relating to leadership development among women executives in all sectors of our economy.

- Skills to navigate the complex competitive landscape
- Common business challenges & career-building opportunities
- Developing confidence and leadership acumen
- Ability to balance career and personal aspirations
- Corporate Social Responsibility & Role of women executives
- Corporate Ethics & Role of women executives

EXCELLANCE AWARDS FOR WOMEN EXEUTIVES - 2016:

In recognition of the outstanding leadership and other specified traits among the women employees in selected sectors, IPE instituted “**EXCELLANCE AWARDS FOR WOMEN**” in the year - 2015. Based on the encouraging and enthusiastic response received in the yesteryear, it has been decided to continue this scheme and present awards to women of excellence during this 4th National Conference. (Detailed scheme enclosed)

INVITATION FOR NOMINATIONS FOR EXCELLANCE AWARDS:

Nominations are invited for the excellence awards as per the award scheme, by post / fax (040-27097741) / e-mail (krssastry43@yahoo.com) to reach the programme director on or before 20th November, 2016 along with detailed write-ups and other documents.

Who can participate?

Women executives at all levels from all sectors

CONFERENCE FEE: (Non-Residential)

Rs. 10,000/- + Plus 15% (towards service charges @14%, + Swachh Bharat Cess @ 0.5% and Krishi Kalyan Cess @ 0.5%)

10% concession can be availed by the corporate members of IPE, or those organizations which are sponsoring three or more delegates. An additional 5% concession can be availed by those organisations which register their delegates along with payment before 20th November, 2016. All payments may be made in favour of "Institute of Public Enterprise, Hyderabad". A commemorative souvenir is being brought out on this occasion.

SPONSORSHIPS:

<u>Item</u>	<u>Tariff</u>	<u>No. of Free delegates</u>
Golden Award (Selected sector)	Rs 5,00,000/-	25@
Silver Award (Selected sector)	Rs 3,00,000/-	20@
Lunch	Rs 1,50,000/-	10\$
Conference Kit	Rs 1,00,000/-	6\$
<u>Souvenir</u>		
Backside Cover Page	Rs 1,00,000/-	6*
Inside Cover Page	Rs 75,000/-	5*
Full Page	Rs 50,000	4

- 1) (@ Deliverables include: Cash Awards to the recipients in the selected sector as per the enclosed scheme + specified Free delegates + One page Advertisement and Display of the name on main banner)
- 2) (\$) Deliverables include: Specified Free delegates + One full page Advertisement and Display of the name on the main banner)
- 3) (* Specified free Delegates and Display of the name on main banner.)

For Communications:

KRS SASTRY

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**INSTITUTE OF PUBLIC ENTERPRISE
SCHEME OF EXCELLANCE AWARDS FOR WOMEN - 2016**

“Civilization of a society can be measured by the way they treat their women”. In the recent past, we are witnessing the progression of women in many spheres of life, due to their advancement in educational and professional attainments. The government of India recognized the potential of women and given a call to harness their talent to engender organizational excellence. The Companies Act 2013 mandates that women directors need to be appointed in certain classes of companies. It is thus apparent that gender diversity is acquiring top of the agenda status in the corporate world also.

As a step in this direction the Institute of Public Enterprise had taken a lead in conducting some programmes exclusively for women including at senior levels as a part of ‘Diversity in Management’. Three National Conferences on development of women were held in the years 2013, 2014 and 2015, and all these three events received an overwhelming response and support from all sectors. It is gratifying that the participants’ feedback rating in these conferences was more than 90%.

In June, 2016 IPE organized a six day “Advanced Leadership Programme” for women executives, enabling them for empanelment for appointment as Independent Directors as per the recent mandatory provisions in the companies Act 2013.

Similarly our scheme of “Excellence Awards for Women - 2015”, received an overwhelming response from various sectors. 14 women executives from various sectors were given excellence awards in recognition of their outstanding leadership with specified traits detailed in our scheme.

Under this backdrop our Institute decided to continue the scheme of ‘Excellence Awards for Women’ in the year 2016 and accordingly invites nominations in this regard as detailed in this scheme:

Separate awards shall be presented to the following nine sectors Viz. Four exclusively to the Women working in Public Sector and five for women executives working/rendering voluntary services in all sectors as detailed hereunder.

Women Executives working in Public Sector (sponsored by management only):

- Banking & Insurance
- Manufacturing
- Coal/Oil/ Mineral & Exploration
- Other service sectors of PSEs

Women Employees working/rendering services from other sectors

- Health Sector
- Education
- Information Technology
- Financial Services
- Social

These awards shall be given at two levels in the case of public sector Viz.: (1) Senior Level (Dy. General Manager, Additional General Manager, Executive Director and Board Level Directors) and (2) Junior Level (Viz. Assistant General Manager, Senior Manager, Managers and below). The designations will suitably be rationalized where necessary.

(Note: Category-wise entries are invited for all the 26 awards Viz.: 16 from public sector - Eight Gold (four senior and four Junior level) and Eight Silver (four senior and four Junior level) and 10 from private sector and other social organisations Viz. five Gold and five Silver for other sectors)

Sponsorships are solicited for the above awards at Rs. Five (5) lakhs for Gold for any one selected sector by the sponsor and Rs. Three (3) lakhs for silver award for any one selected sector by the sponsor. The deliverables against the sponsorships consist of (a) A cash prize of Rs. 50,000/- to the recipient of Golden Award and Rs. 25,000/- to the recipient of Silver Award in the name of the sponsoring organizations (b) 25 free women delegates for sponsors of Gold and 15 free delegates for sponsors of silver in the National Conference for women (c) Display of the names of the sponsors on the main banner at the annual National Conference for Women and (d) Insertion of one full page advertisement in the commemorative souvenir that will be brought out during the 4th National Conference for Women.

In case, the main sponsor of Rs 5 lakhs, (Gold) does not specify any specific sector, a cash award of Rs. 10,000/- shall be presented to all the eight winners of Golden Awards (four senior and four junior level) in the category of public sector. Similarly if the sponsors for silver award (Rs. 3 lakhs) does not specify any specific sector, a cash award of Rs. 5,000/- shall be presented to all the eight winners of Silver Awards (four senior and four junior level) in the category of public sector.

In cases where there are no sponsors either for Gold or Silver Awards, the award shall consist of a Trophy and a Citation (i.e., with no cash award).

Sri KRS Sastry Director of the 4th National Conference shall be the Chairman of the Award Committee. He in consultation with the Director, IPE shall constitute a five member 'Jury' which is represented by two women members (i.e., one from IPE's faculty and one external expert). Out of the three male members of the committee one shall be an external expert.

The Chairman of the award committee shall ensure that the entire process of invitation of the Nominations for the awards, their receipt, evaluation and intimation of the results to the recipients etc., are completed well in time so that the presentation of the awards during the 4th National Conference takes place in a smooth and fair manner.

Nominations will be invited by the committee of “Excellence Awards for Women” from various corporate entities / concerned organizations in all the sectors detailed above, allowing at least 30 days time for submission of nominations.

A brief write-up (not exceeding 5 pages) on the following subjects shall be sent by the nominating organizations about each nominee, along with supporting documents / other relevant material for proper evaluation by the members of the Jury.

- a Part A - Outstanding Leadership abilities / Traits comprehensively such as (a) Perseverance & Determination (b) Inclusion (c) Humanity/compassion (d) Trust (e) Creativity (f) Optimism (g) Adaptability (h) Emotional Intelligence (g) Communication (i) Individuality (j) Risk taking (k) Decisiveness (l) Empowerment (m) Networking (n) Self discipline (o) Strategy (p) Initiative etc., with details of supporting financial/non-financial data or other case details to the extent possible.

(Marks allotted 60)

- b Part B - Sector specific Traits, contributions & achievements with supporting financial/non-financial data or other case details to the extent possible.

(Marks allotted 30)

- c Part C - Awards & Recognitions received from the employers in any form / external agencies with supporting details to the extent possible.

(Marks allotted 10)

Apart from the above mentioned nominations received from different organizations, the Awards Committee may also consider for presentation of these awards to renowned women of excellence with exemplary track record, based on the information available from different sources.

(Note: The recipients of our Excellence Awards for Women - 2015 are not eligible to apply for these awards of this year).