

Dear Sir/Madam,

I am delighted to invite your attention to the 8<sup>th</sup> conference on 'Diversity in Management - Development of Women Executives' being organized by the Institute of Public Enterprise, Hyderabad on January 21<sup>st</sup>, 22<sup>nd</sup> and 23<sup>rd</sup> 2021. For the first time in eight years, we are offering the program as a residential program and the delegates will be put up at the women's hostel, on the IPE campus, Shamirpet, Hyderabad. Having a virtual tour of the campus by visiting [www.ipeindia.org](http://www.ipeindia.org) will leave you assured that our facilities are of a high order. The Campus is LEED certified and in the midst of considerable greenery.

The program will be co-directed by Dr. Sinju Sankar and Prof. Narendranath Menon and the salient features are:

1. Presentations by distinguished experts on issues like Leadership in a TUNA world, Mentoring, Essence of strategic management, Transactional analysis, Wealth management for women employees, Emotional intelligence, Workplace dynamics, Resolution of differences, Becoming Indistractable to gain competitive advantage, etc.,
2. Recognition of outstanding women employees at an award function.

The details of the awards function are mentioned in the brochure attached.

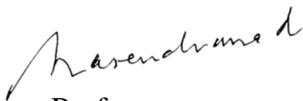
This is to request you to kindly nominate a couple of women executives for the program as well as nominate some women executives for the awards.

I trust my request will be considered favourably. Should you have any queries you may communicate to us at

[vikram.t@ipeindia.org](mailto:vikram.t@ipeindia.org) (9989660085)

With best wishes

Yours truly,



Professor  
Institute of Public Enterprise  
Hyderabad



# INSTITUTE OF PUBLIC ENTERPRISE

Organizes

**8<sup>th</sup> National Conference on**  
**“Diversity in Management – Development of Women Executives”**  
(An exclusive programme for women executives)

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**PRESENTATION OF EXCELLENCE AWARDS FOR WOMEN – 2020**

On 20<sup>th</sup>, 21<sup>st</sup> and 22<sup>nd</sup> January 2021

At the Institute of Public Enterprise,  
Shamirpet, Hyderabad.



Participants at the 7<sup>th</sup> National Conference on “Diversity in Management - Development of Women Executives”  
11<sup>th</sup> – 13<sup>th</sup> December 2019

**CONFERENCE CHAIRMAN**

Dr. R K Mishra, Director IPE

**CONFERENCE DIRECTORS**

Dr. Sinju Sankar

&

Dr. Narendranath Menon

IPE – Hyderabad

## Conference Overview

“Civilization 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. Research evidences the fact that greater gender diversity at senior management levels is accompanied by improved performance in organizations.

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 the 8<sup>th</sup> 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 various 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

### **EXCELLENCE AWARDS FOR WOMEN EXECUTIVES - 2020:**

In recognition of the outstanding leadership and other specified traits among the women employees in selected sectors, IPE instituted “**EXCELLENCE AWARDS FOR WOMEN**” in the year- 2015. Based on the encouraging response received during the years 2015 to 2019, it has been decided to continue this scheme and present awards to women of excellence (2020) during the 8<sup>th</sup> National Conference. (Detailed scheme enclosed)

### **INVITATION FOR NOMINATIONS FOR EXCELLENCE AWARDS:**

Nominations are invited for the excellence awards as per the award scheme, by E-mail (narenkrish@ipeindia.org) or fax (040-23490999) to reach the programme director on or before **December 30<sup>th</sup> 2020**, along with detailed write-ups and other documents as detailed in the enclosed scheme.

Note: The objective of the “Excellence Awards Scheme” is to encourage and inspire the participants in this conference through recognition of exemplary women in various sectors in our economy. Hence it is a pre-condition that the recipients of this award need to make a presentation of their achievements provided in their detailed write-up for the benefit of the other participants. However the recipients of the awards need not necessarily be a registered delegate. All nominations for the awards should be forwarded by the organization where the nominee is employed.

Who can participate: Women executives of public and private sectors & not for profit organizations.

CONFERENCE FEE: (Residential)

Rs. 18,000/- + Plus applicable taxes. 10% concession can be availed by the corporate members of IPE, or those organizations sponsoring four or more delegates.

A commemorative souvenir is being brought out on the occasion.

SPONSORSHIP:

<u>Item</u>	<u>Tariff</u>	<u>No. of Free delegates</u>
Conference Kit	Rs. 1,00,000/-	5@
<u>Souvenir</u>		
Backside Cover Page	Rs. 1,00,000/-	5*
Inside Cover Page	Rs. 75,000/-	4*
Full Page	Rs. 60,000/-	3*

- 1) @Deliverables include: specified free delegates +One page Advertisement and Display of the name of the sponsoring organization on the main banner.
- 2) \* Specified free Delegates and Display of the name of the sponsoring organization on the main banner.

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**For Communications:**

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**INSTITUTE OF PUBLIC ENTERPRISE**  
**SCHEME OF EXCELLENCE AWARDS FOR WOMEN- 2020**

“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 as a part of ‘Diversity in Management’. The National Conference has been held each year since 2013 and the six conferences held thus far have received an overwhelming response and support from all sectors.

These awards shall be given at two levels 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.

IPE shall constitute a five member ‘Jury’ which will include 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.

Dr. Sinju Sankar along with Dr. Narendranath Menon 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 8<sup>th</sup> National Conference takes place in a smooth and fair manner.

A brief write-up (not exceeding 5 pages) on the following subjects needs to 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 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.