

# Dismantling the Glass Ceiling – Limitless Leadership



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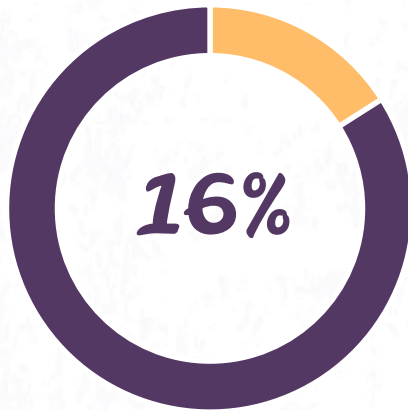
# What is a Glass Ceiling?

# == Glass Ceiling - An Invisible Barrier

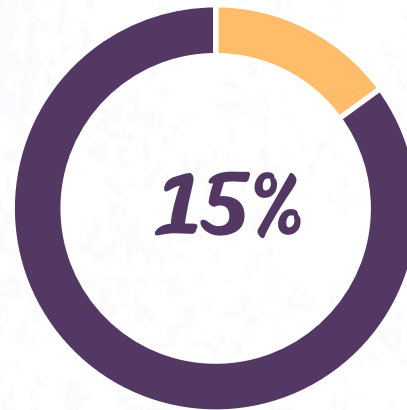
- Concept first popularised by *The Wall Street Journal*
- An all-pervasive phenomena
- Extended definition in our context



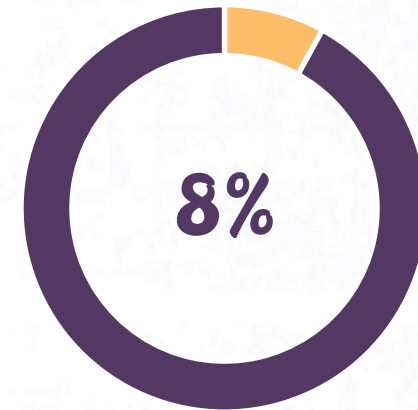
## How About Some Facts?



Board Seats



Senior Management



Top Corporate  
Earners



## Barriers and Challenges



**Discrimination**



**Gender  
Stereotypes**



**Multi-fold  
Responsibilities**

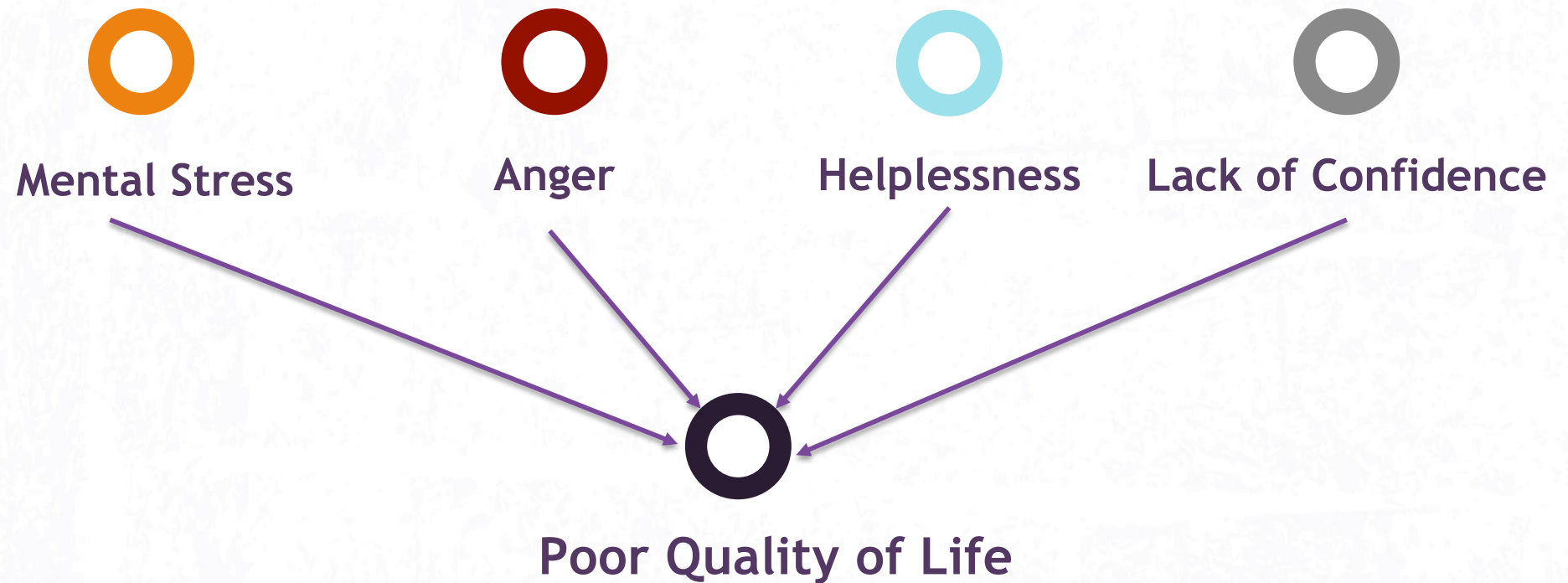


**Societal &  
Self-imposed Barriers**



**Lack of Role Models  
& Mentors**

# Impact Of Glass Ceiling



## How do we overcome these barriers?



Women's  
Education



Transforming  
Gender Roles

## How do we overcome these barriers?

Challenge  
the Norms



Unlearn to  
Transform

Collaboration  
for Change





# Take Charge of Your Life

## ❖ Reflect and analyse (with notes!)

- Existing social framework, conditioning and belief systems
- Question self-imposed roles and responsibilities
- What it takes to unlearn
- Identify your support systems
- Ways to redefine gender roles at home

# Holistic Framework For Your Goals



3 Year

- Personal
- Financial
- Professional

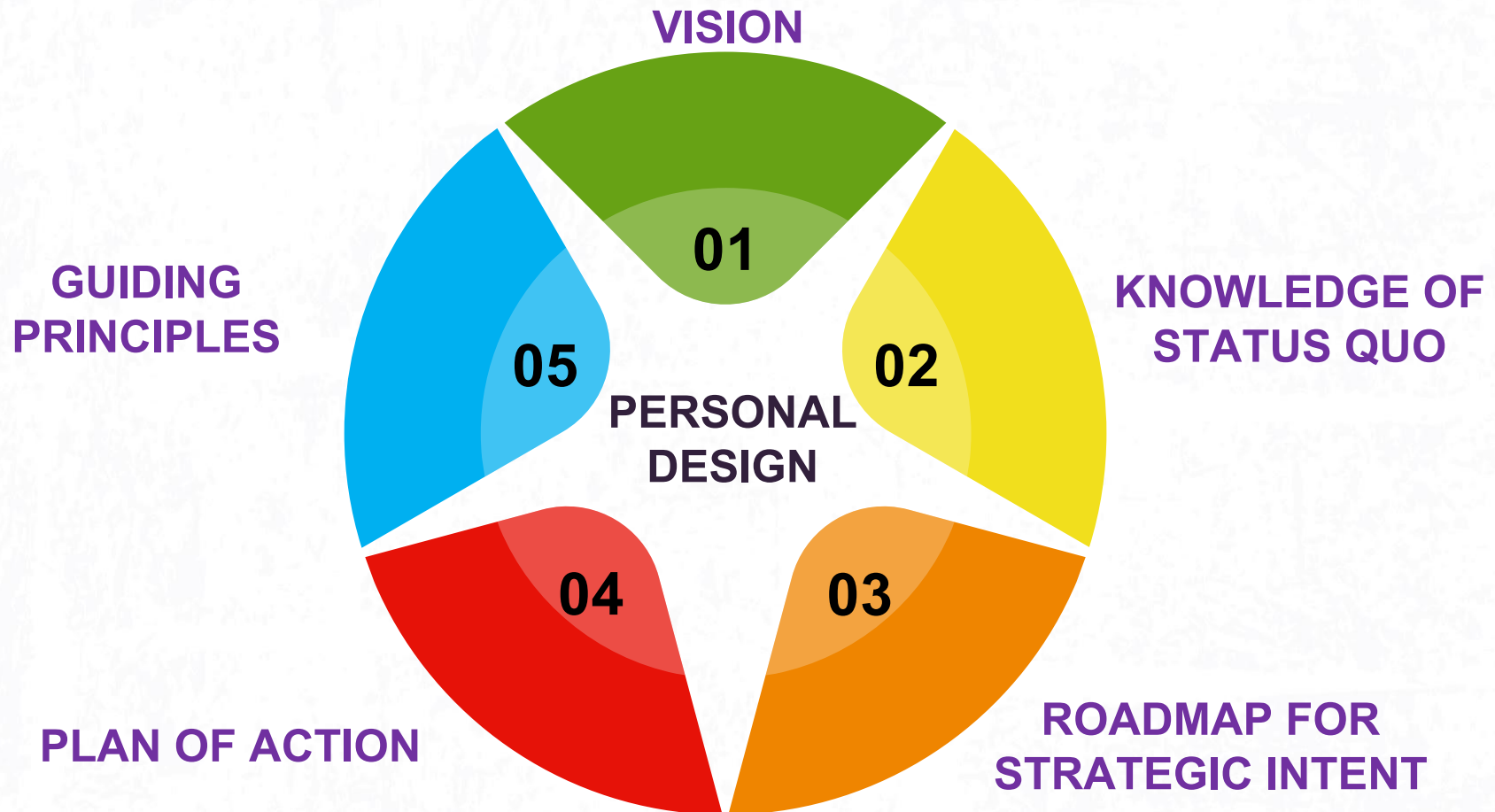
1 Year

- Personal
- Financial
- Professional

3 Months

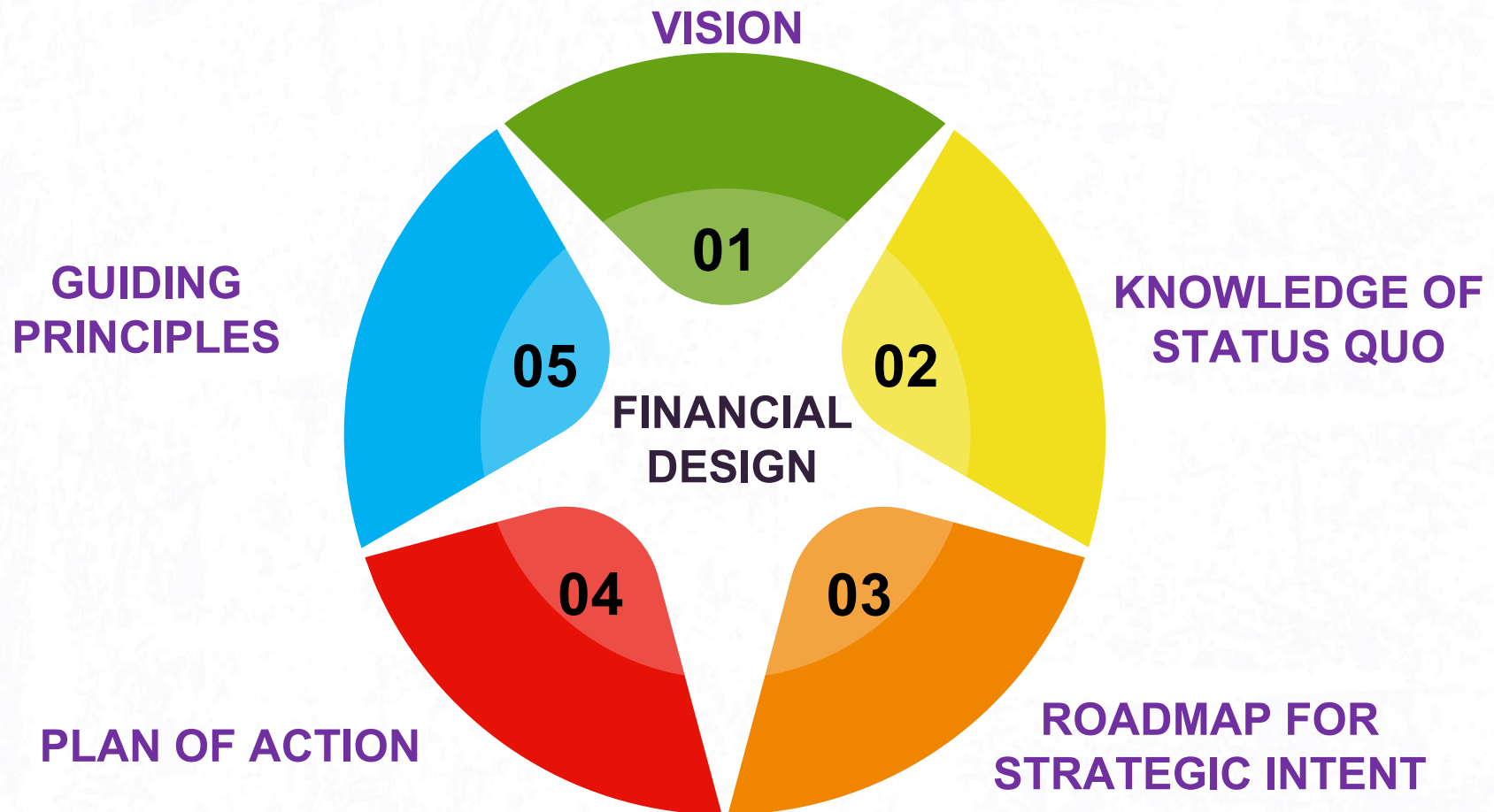
- Personal
- Financial
- Professional

# Building Blocks of the Framework

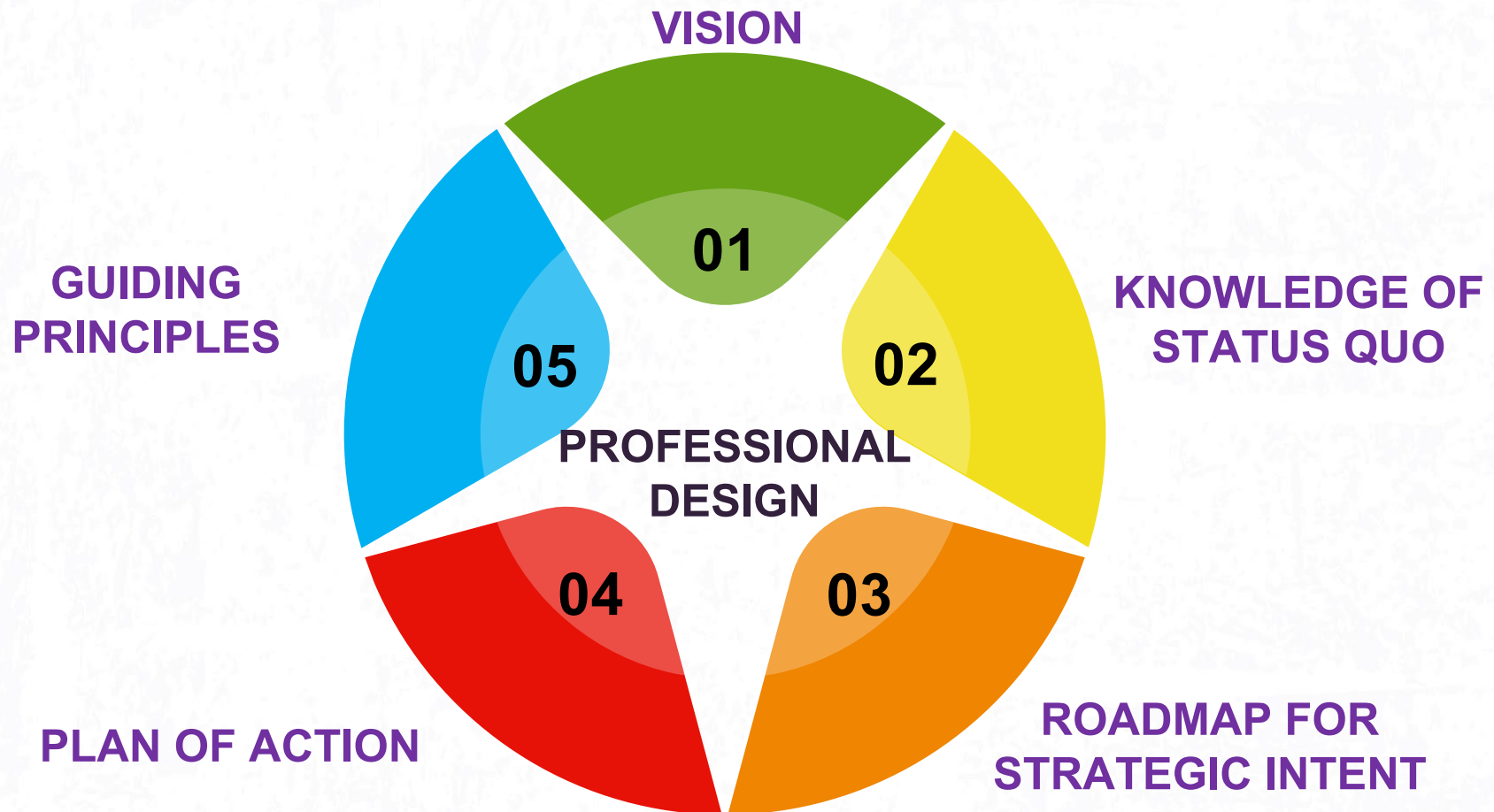




# Building Blocks of the Framework



# Building Blocks of the Framework



# Tap the Leader Within

- ❖ Invest in yourself
- ❖ Align your action with values
- ❖ Be courageous
- ❖ Find your voice and take your space
- ❖ Set healthy boundaries
- ❖ Be Ambitious and celebrate Achievements

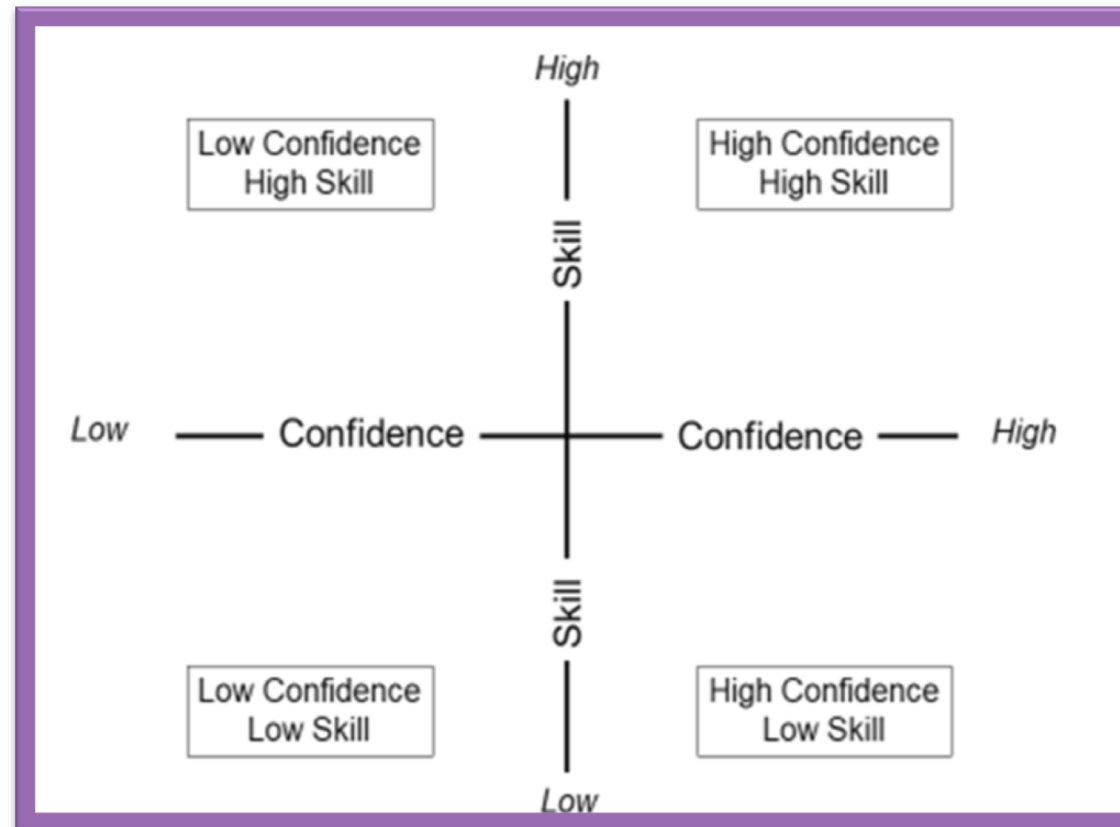


# Reach for the Stars

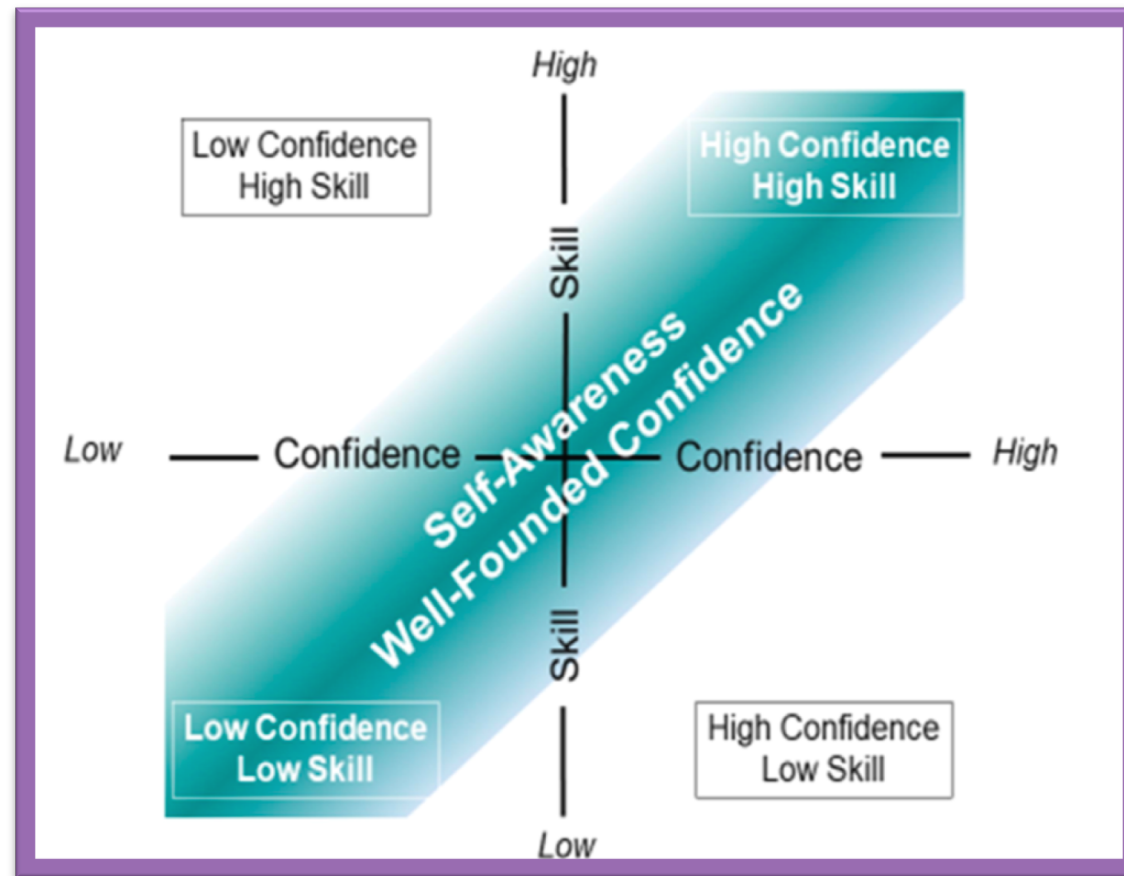
- ❖ Study leadership moments
- ❖ Solicit coaching and mentoring
- ❖ Accept new responsibilities
- ❖ Evaluate personal leadership moments
- ❖ Transform stress to opportunity
- ❖ Experience leadership moments of others



# Confidence and Skill Paradigm



# Confidence and Skill Paradigm





# 6 Ways to Create an Equitable Workplace

- ❖ Recruitment and promotion based on talent
- ❖ Eliminate evaluation bias
- ❖ Encourage mentoring relationships
- ❖ Promote gender-neutral workspace & Networking
- ❖ Adopt a zero tolerance policy
- ❖ Flexi-time options for all



**Yes You Can!**

**EACH ONE OF YOU IS A  
STAR  
RISE AND SHINE TO YOUR  
FULL POTENTIAL**



# YOU ARE THE WORLD



THE  
WORLD  
REVOLVES  
AROUND  
YOU



CONSULT?  
SHARE?  
QUESTIONS?

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