



BMU
BML Munjal University

WIL
WOMEN IN
LEADERSHIP

Women in Leadership

Empowering the next generation of women leaders
through world-class learning, mentorship & impact

9 Years running

500+ Alumni Leaders

30+ Expert Faculty

About BML Munjal University

THE HERO GROUP LEGACY

Hero Group is a leading global conglomerate, founded in 1956 by the Munjal brothers. Today it spans automotive, manufacturing, finance, electronics, education, and renewable energy.

BML Munjal University (BMU) was founded in its name — committed to creating internationally benchmarked knowledge and nurturing ethical, skilled leaders.

Hero's education ecosystem includes ISB, BMU, BCM, and Hero Vired — making it one of India's most invested education conglomerates.

THE HERO GROUP IN EDUCATION



2700+

Students

200+

Corporate Partners

400+

Research Papers

- ▶ **NAAC A Graded** — Ranked 6th for Academia-Industry Alliance
- ▶ **Experiential Learning** — Practice School, Capstone Projects, live industry work
- ▶ **50-Acre Campus, Gurugram** — 26 states represented
- ▶ **Industry Partners** — Microsoft, Siemens, KPMG, Shell, Axis Bank
- ▶ **30+ Patents**
- ▶ **45+ books and research publications**

INDUSTRY PARTNERS



BMU Centre for Continuing Education (CCE)

Embrace upskilling at any stage of your career — 1000+ leaders impacted

Women in Leadership (WIL)

Flagship: 9 months hybrid | Mid-senior women leaders (7–14 yrs exp)
WIL-Ignite: 5-day residential | Senior leaders
WIL-WISE: 3 months | Women entrepreneurs
WIL-Ascent: 3 months | School faculty leaders

- 4-9 months Custom programs for companies
- 500+ leaders — 100% re-enrolment by sponsors

Executive MBA

2-year program | Offline alternate weekends | Min 5 yrs experience
Finance, HR, Marketing, Strategy, Analytics, Operations specialisations
Simulations, capstone projects, live industry application
9 successful cohorts

Elite Leadership Programme

6–8 months | BMU campus + Premier Foreign University | Mid-senior leaders (10+ yrs)
Strategic thinking, innovation, digital transformation, global perspective
1:1 executive coaching + BMU & Global university certificate

B.Tech for working professionals

Smart Manufacturing | EV
3.5-year program | Offline alternate weekends | Min 3 yrs experience
For ITI Diploma holders
Hands on experience at the Workshops and Labs

Customised Corporate Programme

Co-created with your internal experts for real-world business impact. *Duration 2–5 days to several months*

The Business Case for Gender Diversity

THE BENEFITS

+25%

Profitability in gender-diverse firms

+36%

Likelihood of outperforming peers

2.4×

Better decision-making outcomes

73%

of companies now prioritise women's development & DEI efforts

THE BARRIERS



Confidence & Impostor Syndrome

Self-limiting beliefs prevent capable women from raising their hand for bigger roles.



Systemic Bias & Invisible Barriers

Performance reviews, promotion criteria and stretch assignments favour men by default.



Lack of Sponsorship

Mentors give advice; sponsors create opportunities. Women are over-mentored, under-sponsored.



Work-Life Integration Pressures

Disproportionate domestic burden constrains bandwidth for visibility and leadership activities.



Weak Professional Networks

Informal networks and golf-course conversations still drive many senior-level decisions.

BMU's WIL Programme is purpose-built to address every one of these barriers — systematically.

Benefits to Your Organisation



AT ORGANISATIONAL LEVEL

- ▶ Foster a genuine culture of gender inclusion
- ▶ Build leadership & talent pipeline
- ▶ Design clearer career advancement corridors



AT TEAM LEVEL

- ▶ Enhanced teamwork and collaborative output
- ▶ Managers learn to sponsor, not just mentor
- ▶ Better cross-functional communication



AT SELF LEVEL

- ▶ Enhanced self-awareness & leadership impact
- ▶ Increased productivity via emotional management
- ▶ Better expression through active listening

WHY IT PAYS OFF

100%

of sponsor orgs
re-enrolled

500+

leaders trained
across 9 years

25%

higher profitability
in diverse firms

3×

ROI on leadership
development spend

Programme Pillars

Transformation across three interconnected levels — Self, Team & Organisation



SELF

Awareness, Communication & Productivity

- ▶ Expand self-awareness & discover your leadership identity
- ▶ Build executive presence and authentic communication
- ▶ Increase productivity through emotional intelligence
- ▶ Accelerate career while managing work-life priorities



TEAM

Collaboration & Effectiveness

- ▶ Build high-performing, inclusive teams
- ▶ Coach and delegate for greater impact
- ▶ Navigate conflict and foster collaboration
- ▶ Drive shared accountability and results



ORGANISATION

Gender Inclusion & Leadership Pipeline

- ▶ Foster a culture of genuine gender inclusion
- ▶ Develop leadership & talent pipeline
- ▶ Prepare women for organisational change
- ▶ Design clearer career advancement corridors

Our Curriculum

WHAT YOU'LL LEARN



Leadership & Emotional Intelligence



AI and Business Strategy



Negotiation and Communication



Finance and Marketing



Work-life Balance and Resilience

HOW WE TEACH



**Case Discussions &
Case-study
Presentations**



**Leadership
Learning Circle**



**Alumni community &
annual summit**



**Group
Coaching &
1:1 Executive Coaching**



**Capstone Simulations
&
Hands-on Practice**



**Action Leadership
Learning Projects
(ALLPPs)**

Expected Outcomes for Participants

What every WIL graduate walks away with



Expanded Self-Awareness

Deep understanding of personal leadership style, identity and the impact on others.



Authentic Leadership Identity

Clarity on strengths and values — lead with confidence, clarity and self-assurance.



Practical Tools & Strategies

Executive presence, delegation, coaching skills and communication across the organisation.



Adaptive Leadership

Ability to flex style, navigate bias and tackle invisible barriers with poise.



BMU Certification

Recognised credential from BML Munjal University — a Hero Group Institution.



Lifelong Alumni Network

A community of 500+ women leaders — inspiring peer group and annual summit.

THE LEADERSHIP GAP

< 15%

of Fortune 500
CEOs are women

27%

women in senior
leadership globally

2X

more likely to leave
without sponsorship

Why Organisations Must Act Now

Gender-diverse leadership teams deliver **25% higher profitability** (McKinsey, 2023)

Women in mid-management are **overlooked for stretch assignments** due to systemic confidence gaps

Only **1 in 3 organisations** has a structured program to accelerate women into senior roles

And we aim to help companies bridge this gap

Ready to Invest in Your Leaders?

*Recognizing that each organization operates in a distinct context, we co-create **customized programs** by working closely with your internal experts to ensure relevance, applicability, and business impact.*

Here's how to nominate your high-potential women leaders:

- 1 Identify:** Choose women at mid-to-senior manager level with 7-14 years of experience
- 2 Apply:** Submit nominations by reaching out to our team — next cohort starts July 2026
- 3 Onboard:** Attend an intake call with our programme director .

Get in Touch — Our Team

Amit Ghosh

Head, Centre for Continuing Education(CCE)

amit.ghosh@bmu.edu.in

Pooja Maheshwari Salwan

Head , Business Development- CCE

pooja.salwan@bmu.edu.in

Together, let's build the leadership pipeline India deserves.