

# VAAHINI VIDEO 1 HAVE LEADERSHIP AMBITIONS - PLAN TO MAKE IT HAPPEN! VIDEO TRANSCRIPT

Hi, my name is Shubreet and I'm here on behalf of Vaahini to speak to you about 'Women at Work.'

Are you aiming for a leadership role in your organization? Start Planning Now!

Women leaders still form a small percentage of all leaders but spirited women like you can rise to change this. Get your seat on the leadership table armed with a focused five-point action plan that has worked in favour of many women who have risen. Figure out how you can adapt it to your own career no matter which industry you work in.

Here are our tips to secure that coveted seat at the leadership table.

Number one, it starts with you. Some of your abilities are already hyper-developed while some may need improvement. Find out everything you can about the leadership role you aspire for, understand the duties and responsibilities attached to the role and

then map it to the unique personal skills that you own. Skill up and sharpen your proficiencies.

Be it financial literacy or artificial intelligence, learn everything that matters. Chart a five-year plan accordingly. Break it into smaller, short-term goals with tangible certifications and targets aligned with specific timelines.

Number two. Be seen and heard. You may have the right skills, the perfect tenor and attitude but how visible are you? If you are below the radar then it is crucial that you rise above it. Make sure that your plan includes amplifying your visibility. Set visibility plans for each quarter of the financial year and work for that popular award in the third quarter. This visibility enhancement exercise is vital to your networking quotient.

Next, grow your network. Keep building your network consistently. Seek like-minded people and build deep friendships and connections.



Research indicates that having a close inner-circle is especially beneficial for women. In fact, 77% of the highest achieving women in this study had great rapport with two to three other women. It's time to cultivate your circle of women and help each other to rise together.

Number four, find your mentor. Seize or create opportunities to demonstrate your expertise. Studies confirm that mentors choose their proteges based on performance and flair to achieve. Also, many organizations encourage formal mentorship programs that you could make use of. This gets even better when the mentor is a woman leader. Having traversed the path herself, she will know the highs and lows intimately and that will help her guide her mentees effectively. Leverage gender-diversity programs at your workplace to rise quickly. Businesses across the world are implementing policies and taking effective actions to create a culture of equality. There is a high chance top executives in your organization are already pitching for women leaders like you. On your part, understand what policies and support systems are in place at your organization and leverage these to rise higher.

And finally, stay hungry, stay agile. The path to a leadership role is full of challenges and competition. Agility and determination are essential to staying focused. Breathe. Keep your plan agile so you can revisit, revise and realign your short-term goals as required. But never take your eyes off your envisioned future as a leader that no one can miss. No matter where you are in this journey, always take the big picture into account.

Half the work is done when you think and act the part.

Hope you found our tips helpful. We will be back with a lot more right here on Vaahini.

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