

Women Leadership Program



Introduction

Tech Mahindra is deeply committed to increasing the presence of female employees across various organizational levels, including leadership and senior positions. Research findings consistently highlight that a greater presence of women in leadership roles not only positively impacts an organization's financial performance but also fosters higher job satisfaction while also contributing to greater job satisfaction and commitment among all employees.

Tech Mahindra's Women Leadership Program (WLP) is a transformative journey that is aimed at elevating the presence of women in management roles, with the goal of fostering gender diversity and inclusive leadership environment.

Program Objective

Tech Mahindra sees the emergence of female leaders as a driving force for positive change, both in business and for communities around the world.

WLP-CROWN was conceived to address the diversity ratios within leadership roles. Women leaders naturally possess inclusiveness, an understanding of work-life balance, strong networking skills, and intuition, in addition to their core business skills. Having more women in leadership positions means introducing fresh perspectives to the table, which itself provides a significant competitive advantage to the business. Furthermore, a gender-diverse workforce helps bridge the understanding and addressing the varied needs of customers on a global scale. This has prompted Tech Mahindra to expand its leadership models, stimulate constructive dissent, and encourage effective introspection across the organization.

Impact: A Glance

With WLP, Tech Mahindra is committed to accelerating the leadership development of its female associates and enhancing their competencies for success. Since the inception of the program in 2018-19, the following key metrics highlight the impact of the program:

- The percentage of women in management levels has improved by 43% in 2022-2023 against 2018-2019.
- Increased 20% extra revenue per project.
- Upskilling and cross-skilling across teams.
- 30% savings, contractual ease, next gen operating model with increased resilience.
- Increased overall efficiency of product delivery and competency.