

## ANNUAL REPORT-2025-FORMAT FOR DATA COMPILATION

### Title of the Training Programme: **WOMEN LEADERSHIP IN STEM TRAINING**

Main Co-ordinator	: Grand Challenges India Project Management Unit Biotechnology Industry Research Assistance Council (PMU-BIRAC) (A Government of India Enterprise) <a href="https://www.womenlifthealth.org/women-leadership-in-stem/">https://www.womenlifthealth.org/women-leadership-in-stem/</a>
Co-ordinators	: Women Lift Health, India
Report submitted by	: Dr Resmi G
Event Date	: First Residency, July 22 to July 26, 2024, Mussoorie Second Residency, October 22 to October 25, 2024, Bengaluru Third Residency, January 28 to January 31, 2025, New Delhi
Duration	: 3 Weeks
Venue	: Mussoorie (First Residency Training) Bangalore (Second Residency Training) New Delhi (Third Residency Training)
Details of the Programme	<p>: Grand Challenges India, Biotechnology Industry Research Assistance Council (BIRAC), and Women Lift Health have initiated a leadership development programme, Women Leadership in STEM (WLS) designed to elevate the power and influence of mid-career women in STEM fields in India by equipping them with essential tools, structured mentorship, coaching, peer support, and leadership skills for high impact. A cohort of 20 women professionals will be selected who represent a wide range of STEM disciplines and organizations.</p> <p>The selected cohort will attend and interact for three fully-funded residential leadership workshops in a year. The three residential workshops include the elements of authentic, inclusive, strategic, and impactful leadership. The workshops will provide tools and frameworks for expanding and developing leadership styles, and creating an inclusive and diverse network to foster a strong sense of belonging and also enhancing their voice, presence, and influence.</p> <p>The programme is designed to empower women in STEM institutions to expand their leadership sphere and realise their potential to:</p> <ol style="list-style-type: none"><li>1. Confidently rise as leaders and decision makers;</li><li>2. Cultivate the next generation of powerful women STEM leaders; and</li><li>3. Foster a strong network of champions and institutional partners.</li></ol>

SDG addressed:

: SDG 4: Quality education,  
SDG17: Partnerships for Goals

National/International

: National

For Student/Faculty

: Faculty

Architecture/ID/FD Event

: Not Applicable

For B. Arch/M. Arch/ M. Des (SD)/, B. Des (ID)/ B. Des (FD)/M. Des (ID)/MA (FM)/ph.d/M.Des(PD)  
: \_\_\_\_year, \_\_\_\_semester

For Subject

:Not Applicable

In Institution/ Inter institution/Outside University

: Outside University

Recording Link (If online):

:

<https://www.womenlifthealth.org/southasia-india/2024-women-leadership-in-stem-cohort/>

Photos of the Programme

(Also submit few good clarity 5-15 mb jpg images )



**First in-person Residency Leadership Training at Mussoorie from July 22 to July 26, 2024**





**Second in-person Residency Leadership Training at Bengaluru from October 22 to October 25, 2024.**





**Third in-person Residency Leadership Training at Bengaluru from  
January 28 to January 31, 2025, New Delhi**

Profile of the Experts in the Programme: Not Applicable

Qualification : Not Applicable

Email: \_\_\_\_\_

Mob: \_\_\_\_\_

Whether Alumni: Not Applicable

Awards received by Faculty & Students in the Programme (if any): Dr. Resmi was selected to be part of a cohort of 20 women scientists in India.

**Summary:**

The programme includes three fully funded, residential workshops, which include elements of authentic, inclusive, strategic, and impactful leadership. The workshops provided tools and frameworks for expanding and developing leadership styles, and creating an inclusive and diverse network to foster a strong sense of belonging and also enhancing their voice, presence, and influence.

In-person Residencies: Cohort members explore leadership frameworks, research, and tools in highly interactive residencies and workshop-style sessions focused on dynamic practice. The sessions include dynamic discussions and hands-on exercises to enhance skills, apply them, and reflect on lessons learned.

**Access to Mentorship:** Senior-level leaders from the health sector and STEM disciplines were selected to serve as mentors to the cohort. Mentoring groups, comprised of multiple participants and one mentor, are formed based on complementary backgrounds and professional trajectories. Participants will be able to rely on their mentor as a technical and career resource through the programme.

**Coaching:** Cohort members are paired with an executive coach who works one-on-one with them to build on their strengths and address areas for growth. Leadership style assessments will inform these conversations and enhance each participant's understanding of their own leadership skills. With this feedback and support from their coach, participants can decide which leadership competencies to focus on, paving the road for them to be a more powerful and effective leader.

**Participant Details:** No. of Faculty: One from DOD, MSAP  
No. of Students: Nil

**Outcomes of the Programme:** The DBT BIRAC and Women Lift Health, India, Women Leadership in STEM program have created an opportunity to discuss the leadership frameworks for expanding and developing leadership styles, understand the skills required for an authentic, inclusive, strategic and impactful leader. Understanding self through 360 degree report, Workplace big five, Influence Style Indicator and Conflict Dynamics Profile and WorkLife Indicator Reports and the areas to focus, strengthen and leverage.

The one to one coaching session also helped to discuss to identify the areas build the strength based on the assessment reports and to identify the areas to focus on. The interaction with the mentors and the cohort group also helped to understand the strategies of cohort handling situations in their workplace and people. The orientation to draft the leadership project as per the theory of change, considering various factors and feedback on the proposal from the experts and cohorts from multidisciplinary background has helped to refine the project proposal.

During the closure ceremony of the training program, the participants will be provided with a platform to present the Leadership Projects to a larger audience, including influential stakeholders from the health and STEM fields, policy makers, and domain experts, subject to their availability.

Attendance Sheet : Not Applicable

News:

<https://www.aninews.in/news/business/driving-impact-in-gender-equality-in-stem-grand-challenges-india-birac-and-womenlift-health-launch-inaugural-women-leadership-in-stem-program20240606112824/>

<https://www.biospectrumindia.com/news/58/24730/inaugural-women-leadership-in-stem-programme-to-drive-impact-in-gender-equality.html>

<https://www.linkedin.com/posts/dr-rajiv-kumar-jain-568a0910-driving-impact-in-gender-equality-in-stem-activity-7204527777822179328-stnD>

<https://www.womenlifthealth.org/press-release/inaugural-women-leadership-in-stem-program-launch/#:~:text=New%20Delhi%2C%20June%206%2C%202024,have%20launched%20the%20inaugural%202024>

## LEADERSHIP TRAINING PROGRAM SCHEDULE

**2024 WOMEN LEADERSHIP IN STEM:  
FIRST RESIDENCY (JULY 22 – 26, 2024)**  
Venue: Winter Hall, Royal Orchid Fort Resort, Mussoorie | Lunch: In-Restaurant



**DAY 1 (JULY 22)**

9:30 am – 10:00 am	Welcome & Opening
10:00 am – 11:30 am	Leadership Landscape in STEM
11:30 am – 11:45 am	TEA BREAK
11:45 am – 13:15 pm	Notion of Balance
13:15 pm – 14:15 pm	LUNCH
14:15 pm – 14:45 pm	Team Building Activity
14:45 pm – 16:15 pm	Leader Identity
16:15 pm – 16:30 pm	TEA BREAK
16:30 pm – 17:00 pm	Debrief and Learning Applications

**DAY 2 (JULY 23)** LBSNAA Visit

**DAY 3 (JULY 24)**

9:30 am – 10:00 am	Opening and Energizer
10:00 am – 11:30 am	Role of Energy (Workplace Big 5)
11:30 am – 11:45 am	TEA BREAK
11:45 am – 13:00 pm	Leadership Projects and Session by Alumnae
13:00 pm – 13:15 pm	Group Photograph
13:15 pm – 14:15 pm	LUNCH
14:15 pm – 14:45 pm	Team Building Activity
14:45 pm – 15:45 pm	Your Leader Story (Benchmark 360)
15:45 pm – 16:00 pm	TEA BREAK
16:00 pm – 17:00 pm	Your Leader Story (Benchmark 360) continued
17:00 pm – 17:30 pm	Debrief and Learning Applications
17:30 pm – 18:30 pm	Professional headshots to be taken after the close of the day's sessions



**2024 WOMEN LEADERSHIP IN STEM:  
FIRST RESIDENCY (JULY 22 – 26, 2024)**  
Venue: Winter Hall, Royal Orchid Fort Resort, Mussoorie | Lunch: In-Restaurant



**DAY 4 (JULY 25)**

9:30 am – 10:00 am	Opening and Energizer
10:00 am – 11:15 am	Inform the Narrative
11:15 am – 11:30 am	TEA BREAK
11:30 am – 12:00 pm	Leadership Presence Overview
12:00 pm – 13:30 pm	Group Presentations & Feedback
13:30 pm – 14:30 pm	LUNCH
14:30 pm – 17:00 pm	Outbound Team Activity
17:00 pm – 17:30 pm	Debrief and Learning Applications

**DAY 5 (JULY 26)**

9:30 am – 9:45 am	Opening and Energizer
9:45 am – 10:45 am	Battling Imposter Syndrome
10:45 am – 11:00 am	TEA BREAK
11:00 am – 12:00 pm	Battling Imposter Syndrome continued
12:00 pm – 13:00 pm	Lead with Well Being
13:00 pm – 14:00 pm	LUNCH
14:00 pm – 14:15 pm	Team Building Activity
14:15 pm – 15:45 pm	Lead with Well Being continued
15:45 pm – 16:00 pm	TEA BREAK
16:00 pm – 16:20 pm	Evaluation
16:20 pm – 17:00 pm	Debrief and Learning Applications
17:00 pm – 17:30 pm	Closing and Reflections



### First in-person Residency Leadership Training at Mussoorie from July 22 to July 26, 2024

**2024 WOMEN LEADERSHIP IN STEM:  
SECOND RESIDENCY (OCTOBER 22 – 25, 2024)**




**DAY 1 (OCTOBER 22)**

9:30 am – 10:00 am	Welcome and Opening
10:00 am – 10:30 am	1st Residency Learning Applications
10:30 am – 11:30 am	Inclusive Leadership
11:30 am – 11:45 am	TEA BREAK
11:45 am – 13:00 pm	Inclusive Leadership continued
13:00 pm – 14:00 pm	LUNCH
14:00 pm – 14:45 pm	Team Building Activity
14:45 pm – 15:45 pm	Ally and Amplify
15:45 pm – 16:00 pm	TEA BREAK
16:00 pm – 17:00 pm	Ally and Amplify continued
17:00 pm – 17:30 pm	Debrief and Learning Applications

**DAY 2 (OCTOBER 23)**

9:30 am – 10:00 am	Opening and Energizer
10:00 am – 11:30 am	Expand your Mindset
11:30 am – 11:45 am	TEA BREAK
11:45 am – 13:00 pm	Expand Your Mindset continued
13:00 pm – 14:00 pm	LUNCH
14:00 pm – 14:45 pm	Team Building Activity
14:45 pm – 16:15 pm	Navigating Workplace Politics
16:15 pm – 16:30 pm	TEA BREAK
16:30 pm – 17:00 pm	Debrief and Learning Applications

**2024 WOMEN LEADERSHIP IN STEM:  
SECOND RESIDENCY (OCTOBER 22 – 25, 2024)**



**DAY 3 (OCTOBER 24)**

INSTITUTE VISIT (Centre for Cellular and Molecular Platforms | C-CAMP)

**DAY 4 (OCTOBER 25)**

9:30 am – 10:00 am	Opening and Energizer
10:00 am – 11:00 am	(Panel Discussion) Male Allyship: Fostering Gender Inclusive Workplaces
11:00 am – 11:15 am	TEA BREAK
11:15 am – 13:00 pm	Develop Others
13:00 pm – 14:00 pm	LUNCH
14:00 pm – 15:00 pm	Debrief and Learning Applications
15:00 pm – 15:15 pm	Evaluation
15:15 pm – 15:30 pm	Closing and Next Steps



## **Women Leadership in STEM (WLS)**

### **Grand Challenges India, BIRAC**

24<sup>th</sup> October, 2024, Chausa, C-CAMP, Bangalore

#### **Draft Agenda**

- 10.00–10.10 am: **Welcome remarks**  
Dr. Chandra Madhavi  
Chief Manager, Grand Challenges India, BIRAC.
- 10.10–10.45 am: **Opening Address**  
Dr. Taslimarif Saiyed  
CEO & Director, C-CAMP
- 10.45–11.15 am: **Funding Opportunities for Entrepreneurship in Lifesciences**  
Dr. Nitya, C-CAMP
- 11.15–11.45 am: **Tea and Group Photograph at C-CAMP**
- 11.45–12.30 pm: **Women in Science**  
Prof. Uma Ramakrishnan, Dean of Faculty, NCBS  
Dr. Vatsala Thirumalai, Dean of Research, NCBS
- 12.30–1.00 pm: **Translation of Research for Societal Impact**  
Dr. Dipayan, C-CAMP
- 1.00–2.30 pm: **Lunch – at C-CAMP**
- 2.30–3.00 pm: **Challenges in Technology Development**  
Dr. Janani Venkatraman, Co-founder & CEO, Biomona Pvt Ltd
- 3.00–3.30 pm: **Entrepreneurship & Women Leadership**  
Sri Sailaja Nori, Co-founder & Director of R&D, Sea6 Energy Pvt Ltd
- 3.30–3.45 pm: **Tea/Coffee at C-CAMP**
- 4.00–5.00 pm: **Building (Male) Allies- Panel Discussion**  
Prof. L.S. Shasidhara, Director NCBS  
Ayesha Chaudhary, Director WomenLift Health  
Mr. Karthik Karanam, Syngene International Ltd.  
Dr. Smita Jain, Associate Director, Cactus Communications  
Ms. Sarah Hyder Iqbal, Science engagement strategist.

**High Tea – at NCBS**

**Second in-person Residency Leadership Training at Bengaluru from  
October 22 to October 25, 2024.**

**2024 WOMEN LEADERSHIP IN STEM:  
THIRD RESIDENCY (JANUARY 28-31, 2025)**  
Venue: Eros Hotel, New Delhi



**DAY 1 (JANUARY 28)**

09:30 am – 10:15 am	00:45	Welcome and Opening
10:15 am – 10:45 am	00:30	2nd Residency Learning Applications
10:45 am – 12:15 pm	01:30	Leverage your Power
12:15 pm – 12:30 pm	00:15	TEA BREAK
12:30 pm – 13:30 pm	01:00	Leverage your Power
13:30 pm – 14:30 pm	01:00	LUNCH
14:30 pm – 15:15 pm	00:45	Team Building Activity
15:15 pm – 16:45 pm	01:30	Unpacking Workplace Harassment
16:45 pm – 17:00 pm	00:15	TEA BREAK
17:00 pm – 17:30 pm	00:30	Debrief and Learning Applications

**DAY 2 (JANUARY 29)**

09:30 am – 10:00 am	00:30	Opening and Energizer
10:00 am – 11:30 am	01:30	Inspire Action
11:30 am – 11:45 am	00:15	TEA BREAK
11:45 am – 15:15 pm	01:30	Inspire Action continued
15:15 pm – 14:15 pm	01:00	LUNCH
14:15 pm – 15:00 pm	00:45	Team Building Activity
15:00 pm – 16:45 pm	01:45	Collaborative Visioning
16:45 pm – 17:00 pm	00:15	TEA BREAK
17:00 pm – 17:30 pm	00:30	Debrief and Learning Applications



**2024 WOMEN LEADERSHIP IN STEM:  
THIRD RESIDENCY (JANUARY 28-31, 2025)**  
Venue: Eros Hotel, New Delhi



**DAY 3 (JANUARY 30)**

Institute Visit to IIT Delhi		
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**DAY 4 (JANUARY 31)**

09:30 am – 09:45 am	00:15	Opening and Energizer
09:45 am – 11:30 am	01:45	Lead Change
11:30 am – 11:45 am	00:15	TEA BREAK
11:45 am – 12:45 pm	01:00	Lead Change continued
12:45 pm – 15:45 pm	01:00	Debrief and Learning Applications- Mind Maps
15:45 pm – 14:15 pm	00:30	Evaluation and Closing
14:15 pm – 15:00 pm	00:45	LUNCH and Departures



**Women Leadership in STEM**

-An initiative by GCI-BIRAC and Womenlift Health,  
<https://www.womenlifthealth.org/women-leadership-in-stem/>

**Session at the Indian Institute of Technology Delhi**

Date: 30<sup>th</sup> Jan 2025  
Venue: LH212, Lecture Hall Complex, IITD  
Organised by: Office of Academic Outreach, IITD

**Thriving as Women Leaders in STEM: A 360° Perspective from IITD**

Activity	Timing
Arrival of cohort	9.30 am
Event starts	9.55 am
Welcome address by Prof. P. V. M. Rao, IITD	10.00-10.10 am
Prof. Kanika Bhal, Department of Management Studies, IITD: <b>to be announced</b>	10.10-10.40 am
Prof. Manideepa Banerjee, Kusuma School of Biological Sciences, IITD: <i>The Science and Art of Balance</i>	10.40-11.10 am
Tea Break	11.10-11.30 am
Thriving in innovation and entrepreneurship (Panel discussion moderated by Ms Abhilasha Sinha, with 3 panelists)	11.30-12.30 pm
Cohort's views	12.30-12.45 pm
Prof. Eri Ikeda, Department of Management Studies, IITD: <i>Navigating in Indian system: Being a female and foreigner - a reflection</i>	12.45-1.15 pm
Lunch	1.15-2.15 pm
A session by Womenlift Health on Better Conversations	2.15-3.45 pm
Tea break	3.45-4.00 pm
Visit to Central Research Facility, IIT Delhi	4.00-4.45 pm

**Third in-person Residency Leadership Training at Bengaluru from January 28 to January 31, 2025, New Delhi**

## SELECTION LETTER



### Selected for Women Leadership in STEM Program

From Dr Shirshendu Mukherjee <mdpmbmgf@birac.nic.in>  
Date Fri 5/10/2024 3:41 PM  
To Resmi G [MAHE-MSAP] <resmi.g@manipal.edu>  
Cc Achaudhary <Achaudhary@womenlifthealth.org>; Dr Debanjana Dey <user-23.birac@nic.in>

Dear Ms. Resmi G,

Greetings from Grand Challenges India!

It gives us great pleasure to inform you that you have been selected to participate in the Women Leadership in STEM program. Following a highly competitive process, with large number of applications received, your background and leadership project proposal has positively impressed the Evaluation Committee. Congratulations!

The program will take the cohort of 20 fellows through a year-long journey structured into three in-person workshops. Kindly note the dates before confirming your participation to this program as you are required to attend all the residencies mandatorily to complete the training.

- 1st Residential workshop - 22nd to 26th July, 2024
- 2nd Residential workshop - 21st to 25th October, 2024
- 3rd Residential workshop - 27th to 31st January, 2025

Your travel and stay for the workshops will be funded by Grand Challenges India.

Also, it would be the fellow's responsibility to ensure their availability for the program and to obtain the relevant authorisation from their universities or organisation, if need be.

We would be grateful if you could confirm your participation to the program by filling this form (<https://forms.gle/cEedJAFxfPame989>) latest by 17 May 2024. If you foresee difficulty in fulfilling the responsibilities of the program and is not willing to join the program kindly let us know at the earliest.

We will start the program with two virtual orientations which is mandatory for all the cohort members to attend - Welcome Orientation on 6 June 2024, 10 AM to 1 PM and Tech Orientation on 7 June 2024, 11 AM to 12.30 PM. Once you confirm your participation, you will receive the link to join the same.

Should you have any query you may write to my colleague - Dr Debanjana Dey, Senior Program Manager at [user-23@birac.nic.in](mailto:user-23@birac.nic.in).

We look forward to see you in the cohort and have an exciting program.

Best Wishes  
Shirshendu

—  
डॉ. शीर्षेन्दु मुखर्जी  
मिशन निदेशक - ग्रेड चैलेंजेज इंडिया  
मिशन प्रभारी - मिशन कोविड सुरक्षा  
मुख्य, भारत-सीईपीआई

Dr Shirshendu Mukherjee  
Mission Director - Grand Challenges India  
Mission Incharge - Mission COVID Suraksha  
Head, India-CEPI



बैरक  
जीव प्रौद्योगिकी उद्योग अनुसंधान सहायता परिषद (बाइरक)  
(भारत सरकार का उपक्रम)  
पॉस्टा नम, एनएसआईसी विज्ञान पार्क, एनएसआईसी भवन,  
अंधा आंध्रगंगा स्टेट, नई दिल्ली - ११००१०  
सूचना: ०११-२९८८००० | फ़ोन: ०११-२९८८१११  
वेबसाइट - [www.birac.nic.in](http://www.birac.nic.in)  
Biotechnology Industry Research Assistance Council  
(A Government of India Enterprise)  
8<sup>th</sup> Floor, NSIC Business Park, NSIC Bhawan,  
Okhla Industrial Estate, New Delhi - 110029  
Phone No: 011-25878000 | Fax No: 011-25878111  
Website - [www.birac.nic.in](http://www.birac.nic.in)