

Case Study 1: From Capability To Visibility

Women Leadership Development Across Organisations

Platform: SHRM – CII Indian Women Network

Geography: Pan-India

The Situation

Across organisations and sectors, mid-level women managers consistently demonstrated strong performance and functional capability. However, many struggled with leadership visibility, influence, and articulation in senior forums. These challenges were behavioural and contextual, not competence-based.

Participants reported hesitation in speaking up, discomfort with self-promotion, and uncertainty navigating informal power structures.

Why This Mattered

These patterns slowed leadership pipeline diversity and under-leveraged capable talent. Over time, organisations faced succession gaps and reduced return on leadership development investments.

HR Infinitee's Diagnostic Lens

HR Infinitee used pre-session diagnostics, participant surveys, and qualitative inputs to identify recurring themes related to executive presence, self-advocacy, and leadership identity.

The Facilitation Intervention

HR Infinitee designed and facilitated a one-day virtual experiential program focused on moving from capability to visibility. The facilitation addressed executive presence, assertive communication, personal leadership branding, and influence strategies anchored in real workplace situations.

Participants created action plans tied to specific leadership forums and stakeholder contexts.

Behavioural Shift

Participants demonstrated increased confidence, clearer leadership identity, and greater willingness to occupy leadership space.

Business Impact

Improved leadership readiness, stronger self-advocacy, and clearer progression pathways across participating organisations.