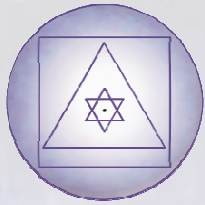


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# *She sparks*

*Experiential workshop cum coaching series on Women's Leadership*





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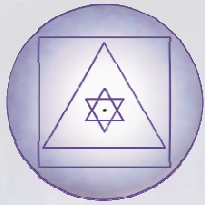
# *What is this?*

*She sparks*: this *experiential workshop cum coaching series* covers varied aspects needed for leadership for the working woman in the contemporary context.

It covers aspects of *outer presence*, while probing on *deeper areas* that impact *confidence, physical and mental wellness, emotional wellbeing*, as well as, *capacity to influence and strategic thinking*.

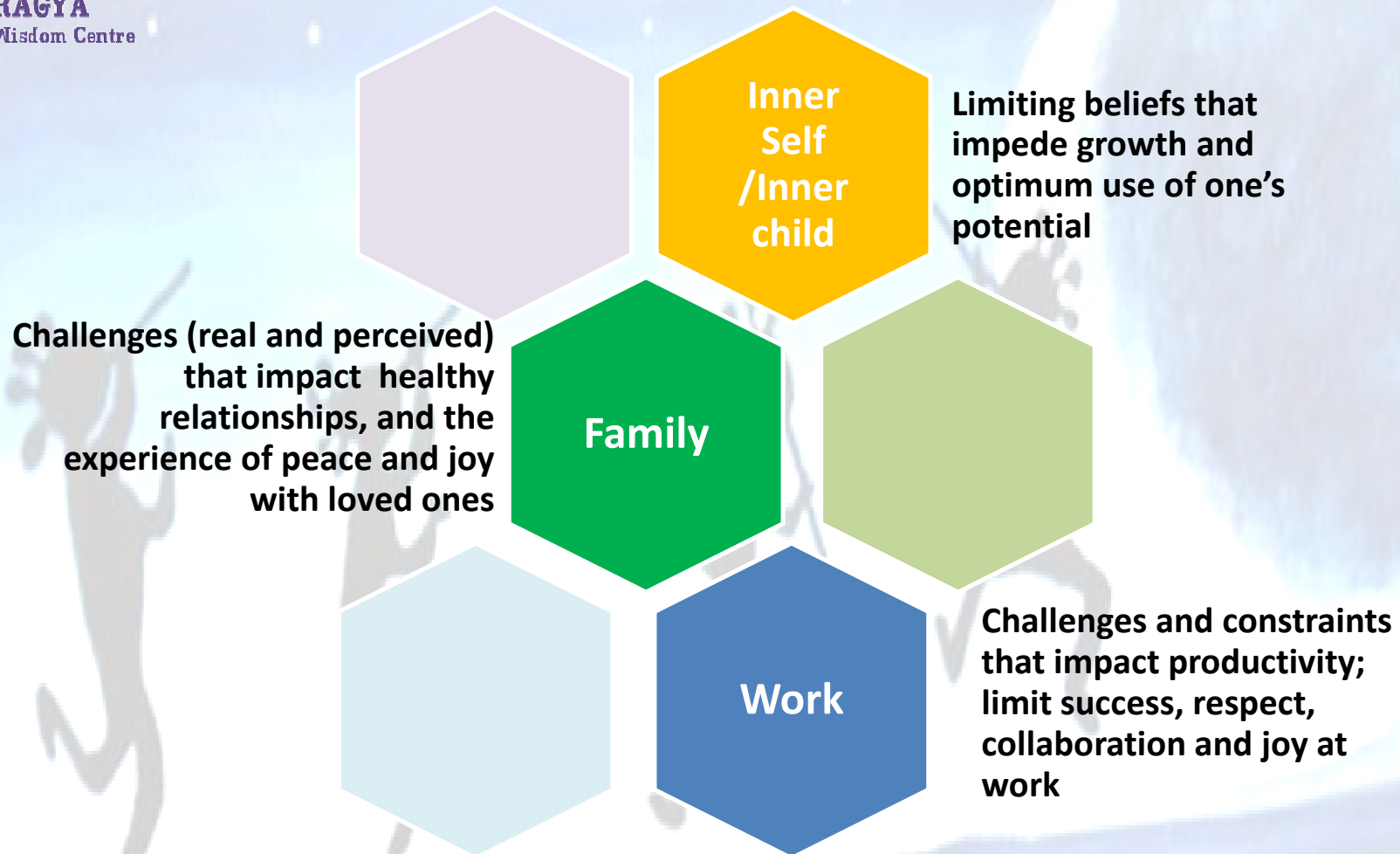
This is **only** possible through the development of much needed *awareness and balance* between the *outer and the inner self*: all so important for an engaging leader today, especially the woman.





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# *She sparks: Women's Leadership Development* *Potential points for Transformation*



Each workshop and coaching/practice session will help participants to identify and work through areas of challenge that they are ready for.



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# *She sparks: Women's Leadership Development* *Program Flow – assessments and workshop series*





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*She sparks: Women's Leadership Development*

## *Program Flow – coaching sessions*

Month 1

### **Individualized Feedback**

*Pre assessment*

6 participants a day  
1 hour per session

Month 2

### **Small Group Coaching**

*Face Yourself*

6 participants per session per day

Month 3

### **Small Group Coaching**

*The Midas Touch*

6 participants per session per day

### **Months 3 and 4 Coaching 3**

*Mindful Communication*  
4 half day practice sessions

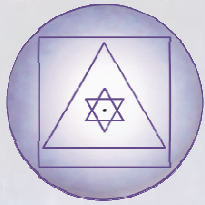
Month 4

### **Individualized Feedback**

*Pre assessment*

6 participants a day  
1 hour per session

- *One-on-one feedback session follows each assessment – pre and post*
- *Individualized coaching sessions follow each workshop*



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# *She sparks: Women's Leadership Development* **Program Flow** – *assessments, workshop series, coaching, practice sessions*





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# Coaching Sessions – how & why

## Why

- Explore and identify **specific strengths and development areas**
- Face individual anxieties and limiting beliefs that impede wellbeing, including productivity
- Be supported to release them in **safe ways**
- Receive one-on-one facilitation that fosters **easy and quick transformation**
- Practice simple **self help tools to deal with situations/people at work and in life**
- **Review with Coach** progress over time

## How

- Coaching sessions follow –
  - Pre and post assessment sessions – **1 hour per participant**; 6 participants per facilitator per day
  - Spaced modular workshops – 1 session of **3 hours per participant** follows each workshop except **Face Yourself**
  - **Practice group sessions** could replace individual coaching sessions post the Mindful Communication workshop
- Number of coaching sessions per client request/needs

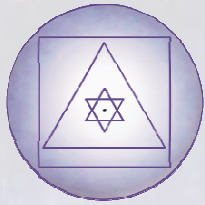


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***MONTH***

***1***



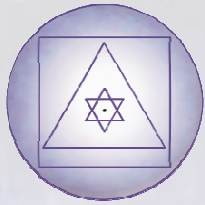


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# *Day 1 of Pre assessment*

## **Presentation**

- Each participant will present
  - an elevator pitch of her work – 1 min
  - an elevator introduction (self) – 1 min
  - a story from her life – an incident with significant learnings – 5min
- This will be video recorded
- **Full day session**
  - Half day of participant presentation
  - Half day of group feedback
- **Class size – 12 participants**



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# *Purpose of Pre and Post assessment*

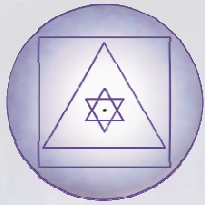
## **3-fold Purpose**

1. Help participants identify the *key areas* they need to focus on as they go through the program
2. Become aware of how *inner limiting beliefs and anxieties* reflect in in the outer – behavior, attitudes and relationships
3. Act as a *pre program measure* of skill so we are able to assess what growth participants have experienced as a result of participating in the program

## **Detailed Assessment**

Individualized feedback to highlight

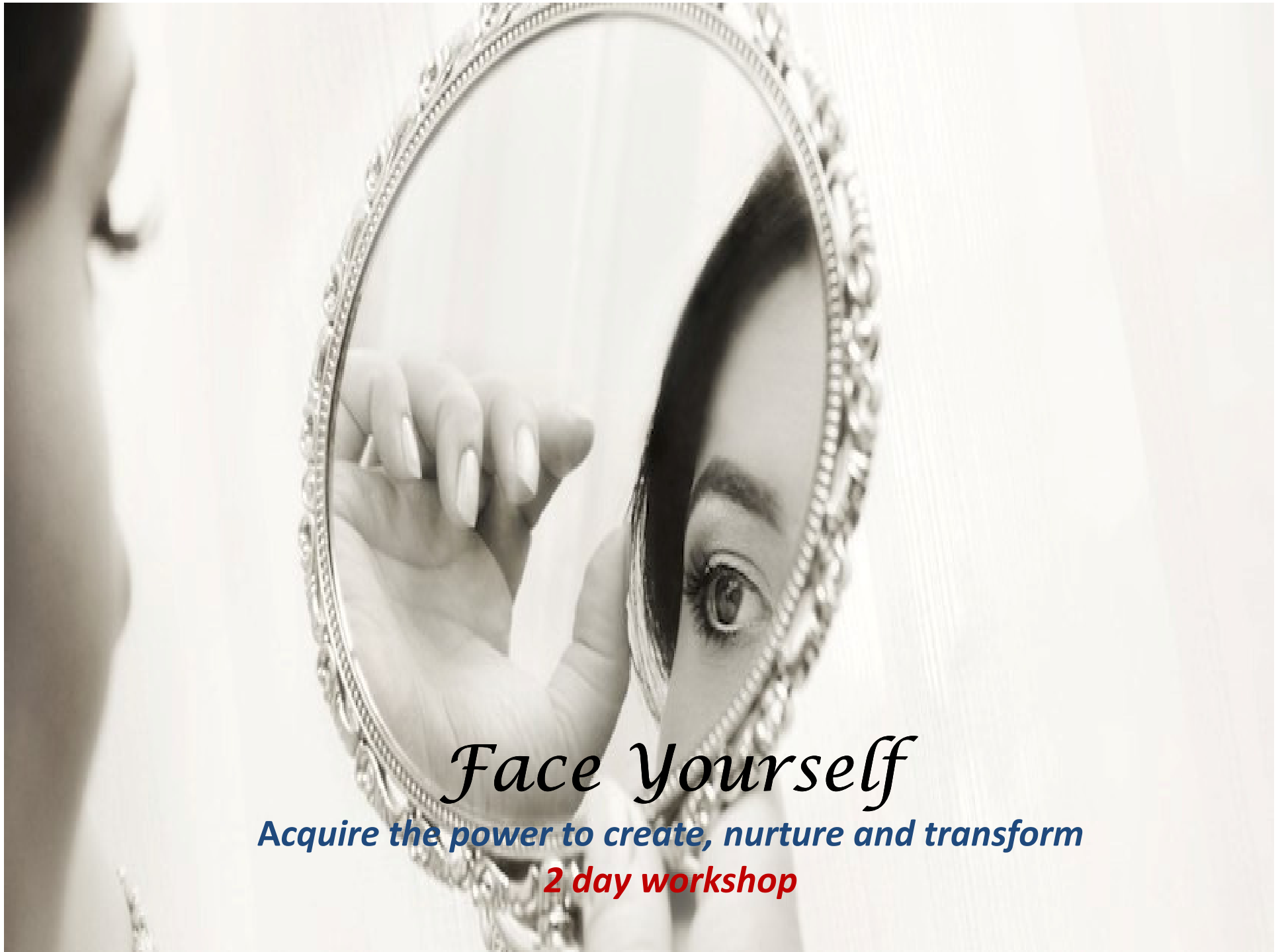
- Confidence
- Self belief
- Communication - body language, voice, idea structuring, listening, overall presence, audience connect
- Influencing power
- Individual strengths and development areas



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# *Day 2 of Pre assessment*

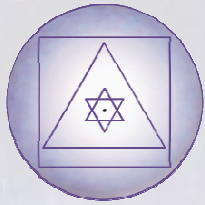
- Participants will receive detailed **one-on-one feedback** on their presentations –
  - Elevator introduction
  - Elevator pitch
  - Personal story
- 1 hour feedback session per participant
- 6 participants per day per facilitator
- 12 participants – 2 days per facilitator



# *Face Yourself*

*Acquire the power to create, nurture and transform*

*2 day workshop*



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# *Face Yourself - Day 1 of 2 day workshop*

Stories, myths, folklores and fairy tales have always lured us with myriad questions: Why did it happen? How did it happen? What if it ended differently?

If you have always wanted to give your stories a different ending, come with us on this journey of looking within using stories, legends, and fairy tales.

In this 2-day workshop, we will use *story, drama, fantasy, BreathWork, affirmations* amongst other mindfulness processes to understand yourself.

You will become conscious and aware of stereotypes and *1 Story Beliefs*, form connections with your *inner self* and walk away with newer insights and perspectives on *Who I am*.

*“Fairy tales are more than true:  
Not because they tell us that dragons exist. But because they tell us that dragons  
can be beaten.”*





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# *Face Yourself - Emotional Mindfulness*

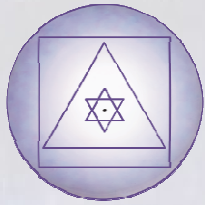
## *Day 2 of 2 day workshop*

- Is it okay to feel emotions? Yes!
- Become **aware** of feelings and emotions especially the ones that impede the expression of your natural potential
- Develop the ability to express and deal with emotions in **safe ways**. This is vital to your wellbeing as well as in fostering lifelong harmonious relationships.
- Enhance your strength to **deal with tough situations** and develop **assertiveness** through mindfulness practices
- Mindfulness practices help to **manage and release fears and anxieties safely** and help you to live freely, fully and unlimitedly.
- Drop **old ways of thinking** and being and replace them with **empowering beliefs**.

***Program Methodology*** – Hands-on simulations on work and life situations; also through one-on-one feedback on their stories

*“Do not let the behavior of others destroy your inner peace.” - Dalai Lama*





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*At the end of the 2-day workshop,  
participants will be able to...*

1. Apply *learnings* from Day 1 and 2 of workshop to *real-time scenarios* at work and in life
2. Question stories and beliefs they have grown up with
3. *Transform beliefs* that have come to their awareness through mindful practices
4. Identify Personal Laws – *core beliefs that limit capacity to function* to one's best
5. *Reflect on their life roles*: develop self esteem; self expression, flexibility, fulfillment; meet expectations (self and others'); face challenges and constraints with confidence
6. Create and follow a *plan/goal* for future that is empowering and builds on self esteem



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***MONTH***

**2**





# *Face Yourself*

*Acquire the power to create, nurture and transform  
small group coaching – full day session (6 participants)*



# *The Midas Touch*

*Developing Consciousness of prosperity and possibilities*

*Shift from attitudes that delve in Scarcity to Success and Deservability*

*1 day workshop*



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# *The Midas Touch - 1 day*

Both poverty and wealth, that is living in limitedness and limitlessness are the result of a state of mind.

In this experiential and transformational workshop participants will learn to –

1. Question their *limited beliefs* of themselves and their situations
2. Dissolve negative core beliefs around prosperity and deservability
3. Learn practical tools to release scarcity consciousness that is, *explore ways to overcome their (perceived) limitations*
4. Reconnect to the natural flow of abundance in their lives – *create new paths to tap into their potential and achieve success*
5. *Show positive intent* in tough situations and with tough people
6. Learn to steer away from situations and people who disempower/limit them

*“You are a living magnet. What you attract into your life is in harmony with your dominant thoughts.” Brian Tracy*





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***3***



# *The Midas Touch*

*Developing Consciousness of prosperity and possibilities*

*Shift from attitudes that delve in Scarcity to Success and Deservability*

*One-on-One coaching - half day per participant*

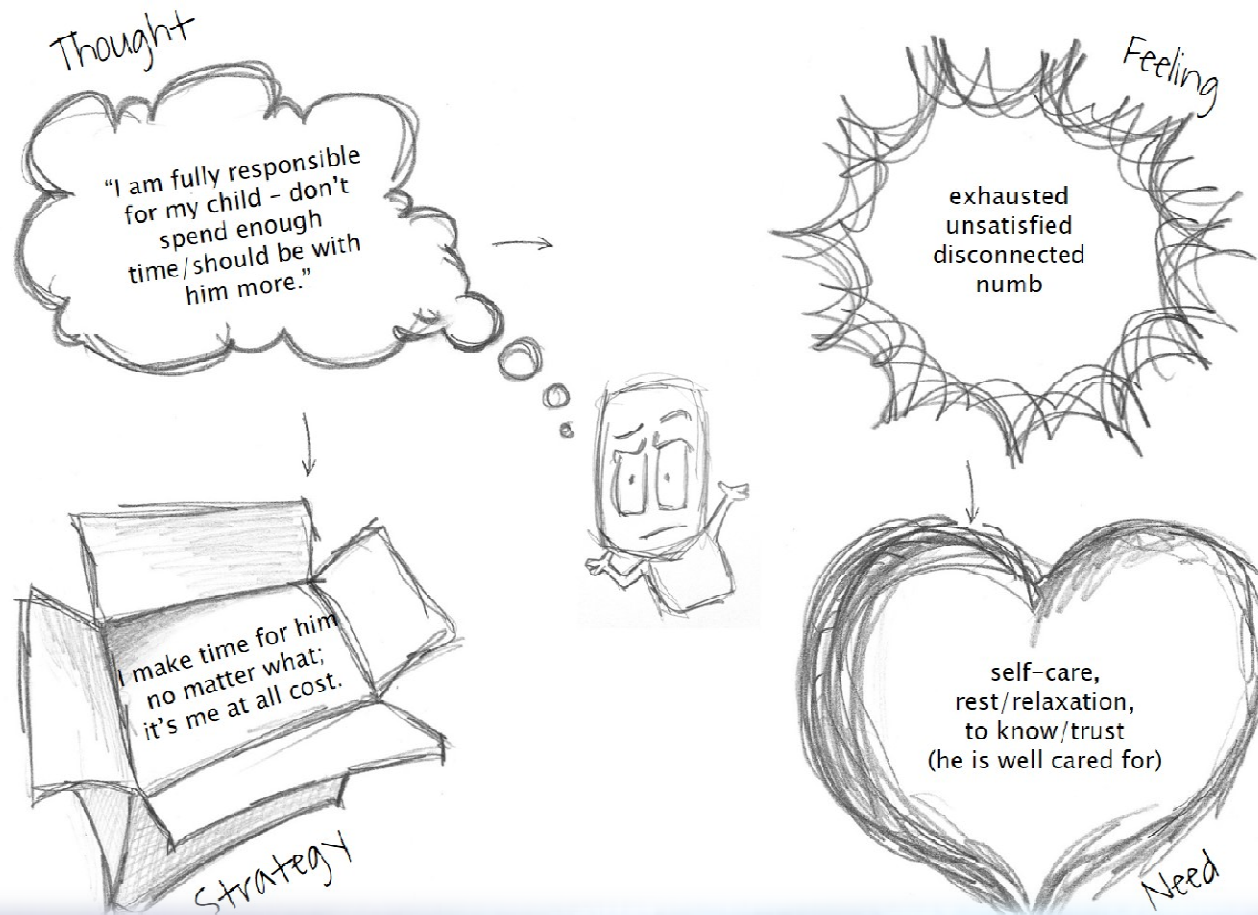


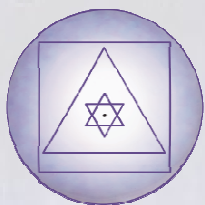
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# Mindful Communication – 2 days

Experiential workshop on vital communication for leaders

What do I really want?

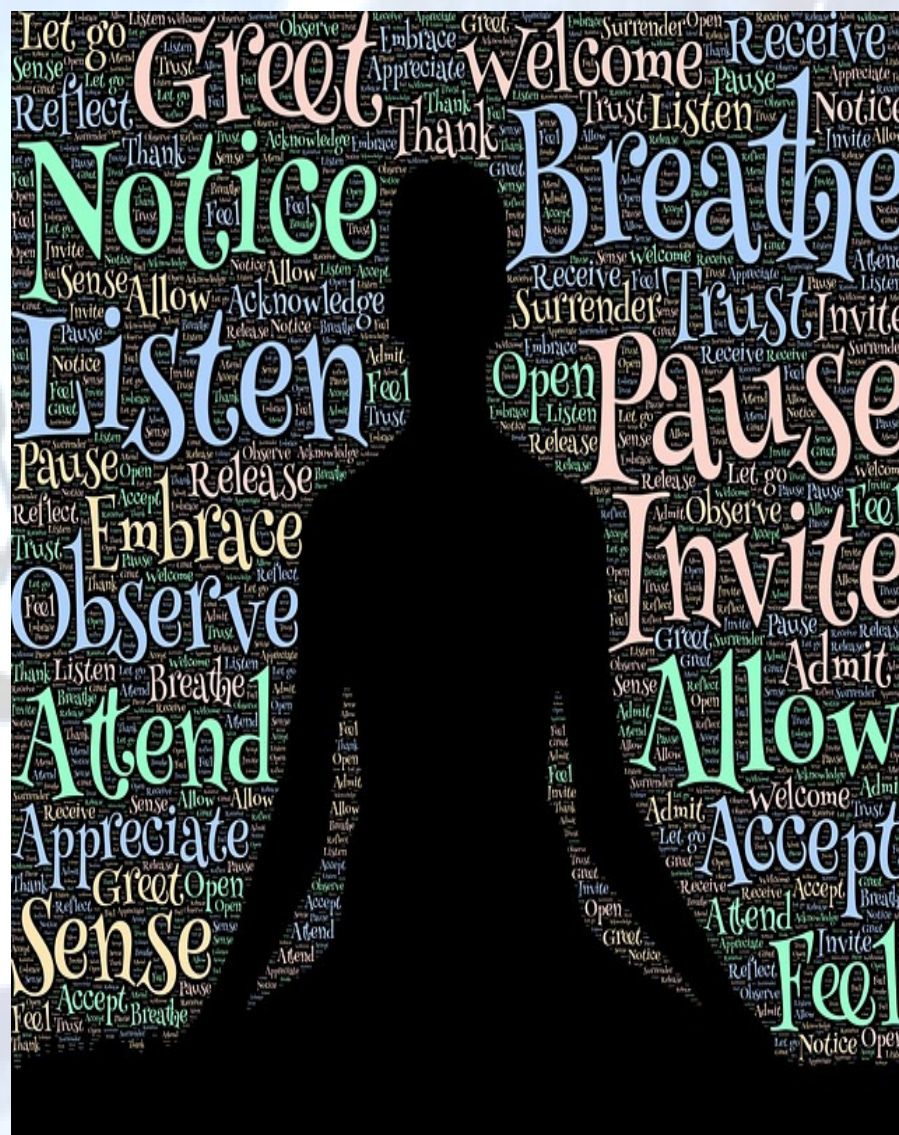


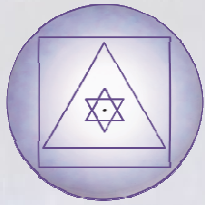


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# Why Mindfulness

- **Mindfulness** is gaining momentum in the business world. Companies like *Google, HP, Xerox* and *Cisco* as well as *universities world over* have successfully implemented Mindfulness programs to boost *productivity and emotional and physical wellbeing*.
- Knowing the **benefits** of Mindfulness, and practising and implementing Mindfulness at the workplace are two different things. Our *endeavour* at Pragma is support the *practice of mindfulness at work and at home*.





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# *Why Mindful Communication?*

- Imagine if you and your entire team was equipped with **mindful communication practices** that would help you quickly defuse office rivalries, irate customers or other high-stress situations.
- What if you had the skills to run meetings that your team enjoyed participating in? What if you could **enhance your leadership skills** in ways that led to a fully engaged, productive workforce, resulting in improved productivity, creativity and work performance?
- Mindful communication offers **simple, communication tools** to transform you as a communicator so that you get things done by keeping your processes people centric as well as focussed on work goals while being completely authentic.

## **Learn mindful practices in communication to -**

- Bolster team morale and build synergy
- Improve meeting productivity
- Resolve workplace conflicts
- Become inclusive
- Achieve personal, team and organizational goals
- Thus, strengthen self esteem and foster your own growth





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*At the end of this workshop,  
participants will be able to*

1. Take *100% responsibility* for our words and feelings
2. Develop *compassion as motivation for action* over fear, guilt, shame, blame, coercion, demand, threat, diagnosis or justification for punishment
3. Learn to *express with authenticity and clarity* while simultaneously being *respectful and empathic* towards others.
4. Aim for *true win-win* by -
  - a. Focusing on *connections/relationships* over *quick fix*
  - b. Trusting that connecting with ours' and others' needs will lead to strategies that **meet everyone's needs**





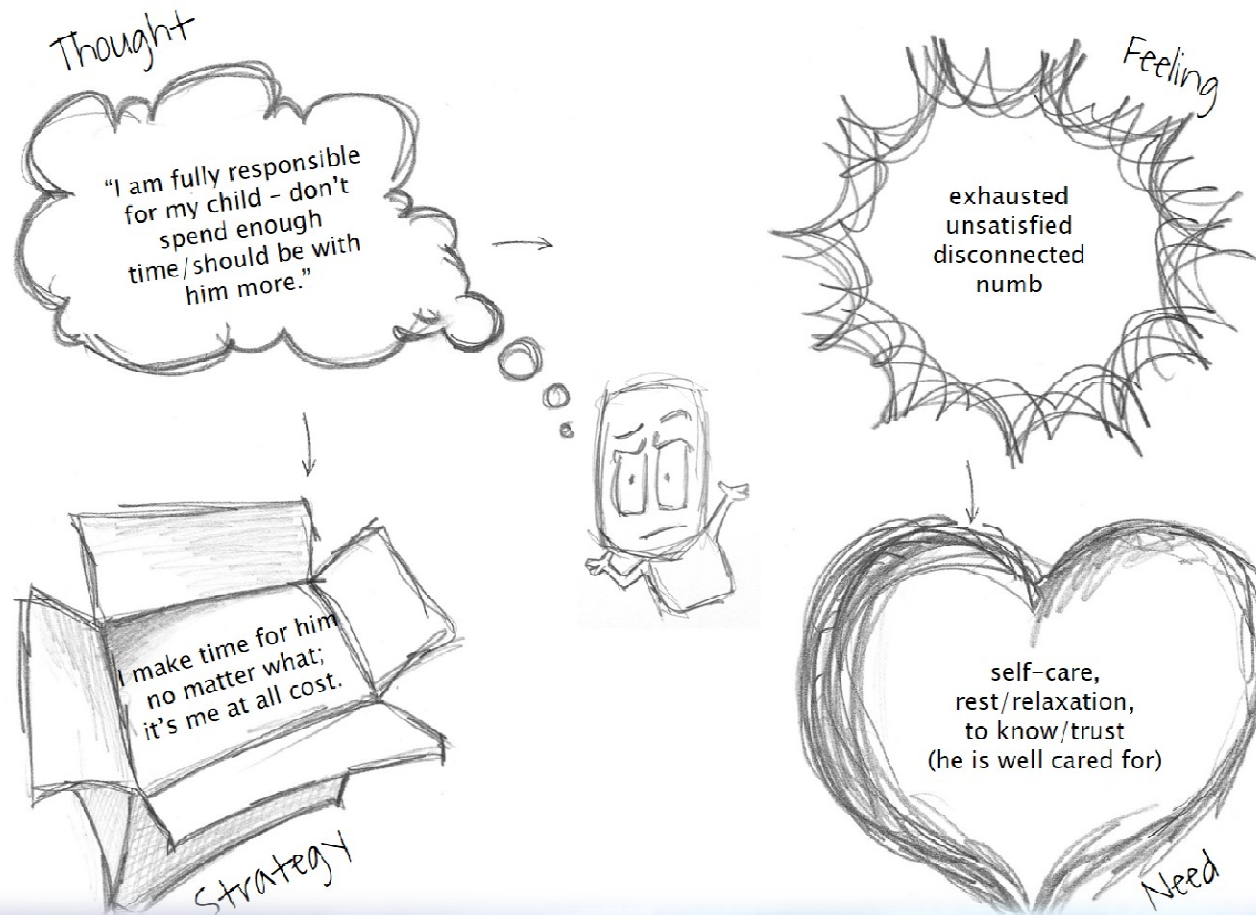
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# Mindful Communication – Practice Sessions

1 & 2

2 half-day practice sessions for 6 participants

What do I really want?

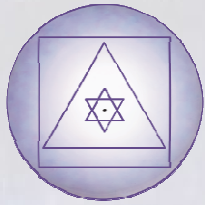




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***MONTH***

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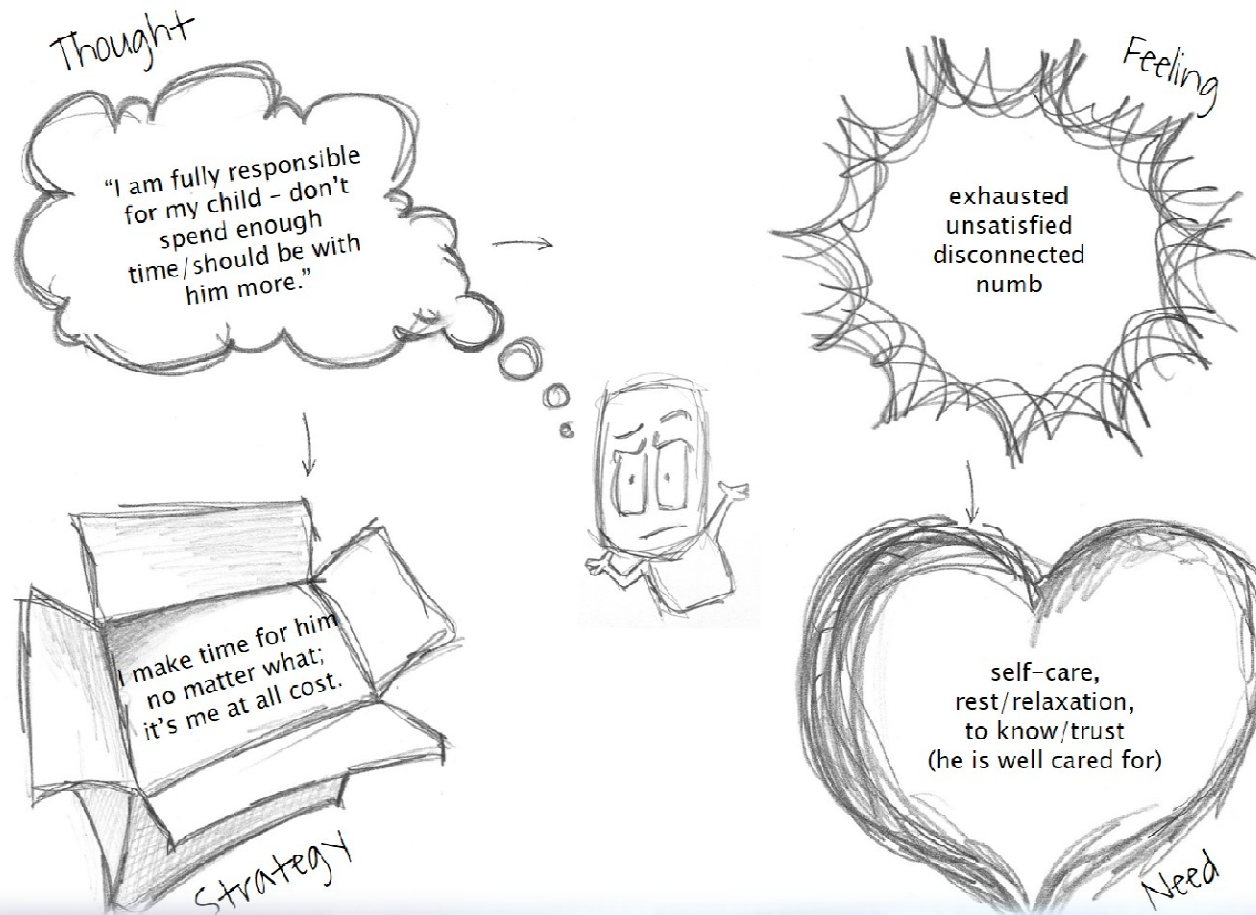
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# Mindful Communication – Practice Sessions

## 3 & 4

2 half-day practice sessions for 6 participants

What do I really want?





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# *Post Assessment*

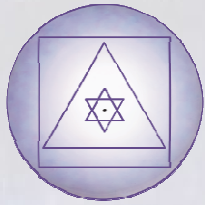
- Participants will narrate an incident that highlights their transformation.
- Display learnings through simulations and roleplay
- This will be video recorded
- Participants will get individual feedback on the parameters covered in pre assessment plus core takeaways from the workshop series.



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# *Learning intervention plan*

Learning Intervention	Month	Duration	No .of training days	Class size
Pre assessment	Month 1	1 day	1 day	12 participants
Pre assessment - Feedback	Month 1	1 hour session per participant	2 days @ 6 participants a day	One on one session
Face Yourself	Month 1	2 days	2 days	12 participants
Face Yourself – One small group coaching	Month 2	1 day	2 days	6 participants
The Midas Touch	Month 2	1 day	1 day	12 participants
The Midas Touch Coaching session	Month 3	3 hour session per participant	6 days @ 2 participants a day	One on one session
Mindful Communication – Four practice sessions	Months 3 and 4	Half day practice session	4 days	6 participants for each half day of 4 practice sessions
Post assessment	Month 4	1 day	1 day	12 participants
Post assessment - Feedback	Month 4	1 hour session per participant	2 days @ 6 participants a day	One on one session



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# *Pragya's engagement with women empowerment*

At the heart of **Pragya's** work is people development, especially *child development, diversity and inclusion: women empowerment* and supporting the *differently abled*.

Thus the path that each Pragya facilitator takes in her/his journey here, would naturally entail *self transformation* as well as facilitating *transformation for empowerment* – a vital leadership process for anyone – a child or adult.

Currently, Pragya is collaborating on a long-term leadership program at **Aarti Home**, Kadapa, INDIA. Aarti is a centre for *women empowerment* through *shelter, education and livelihood* and *eradication of gender inequality*.

<https://www.aartiforgirls.org>





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