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#MDPreferredWorkplace

CHAMPIONING INCLUSION

CELEBRATING LEADERSHIP. CREATING IMPACT.

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OVERVIEW

In every era of progress, women have been the architects of transformation, building families, communities, organizations, economies, and nations. Today, as businesses navigate disruption driven by technology, demographic shifts, evolving workforce expectations, and global uncertainty, women are not merely participating in the future of work they are defining it.

Across boardrooms, manufacturing plants, research laboratories, financial institutions, technology companies, healthcare systems, government bodies, and entrepreneurial ventures, women are leading with resilience, empathy, innovation, and purpose. They are reshaping leadership by demonstrating that sustainable growth is built not only through strategy and performance, but through trust, collaboration, inclusion, and human-centric decision-making.

The workplaces that will lead tomorrow are those that recognize gender diversity not as a compliance objective, but as a strategic business imperative.

This is precisely what 3rd edition **Most Preferred Workplace for Women 2026–2027** seeks to celebrate.

The initiative recognizes organizations that have built cultures where women can thrive professionally, lead confidently, innovate fearlessly, and realize their fullest potential—while inspiring the next generation of leaders.

THE BUSINESS CASE FOR WOMEN'S LEADERSHIP

The global conversation has evolved beyond diversity targets.

Today, the world's highest-performing organizations recognize that gender-inclusive workplaces consistently outperform their peers across innovation, financial performance, employee engagement, customer satisfaction, and long-term sustainability.

The evidence is compelling.

- Companies with greater gender diversity in executive teams are significantly more likely to outperform competitors financially.
- Organizations with stronger female representation report better innovation outcomes, improved decision-making, and higher employee engagement.
- Inclusive organizations consistently attract stronger talent while improving retention across all demographics.
- Diverse leadership teams create products, services, and customer experiences that better reflect today's global markets.

Women's leadership has moved from being a social objective to becoming one of the strongest competitive advantages for modern enterprises.



THE GLOBAL REALITY

Despite remarkable progress, women remain underrepresented in senior leadership globally.

Recent international research highlights:

- Women occupy **approximately 29% of C-suite positions globally**, the highest ever recorded but still fewer than one in three executive roles.
- Women hold **around 29% of board seats worldwide**, reflecting gradual improvement but continued imbalance.
- According to the **World Economic Forum's Global Gender Gap Report**, at the current pace, achieving full gender parity will still take well over a century.
- Women continue to perform a disproportionate share of unpaid caregiving responsibilities, influencing workforce participation and career progression.
- Leadership pipelines continue to narrow significantly between middle management and executive leadership.

The challenge today is not talent.

It is creating systems that enable women to sustain long-term careers, accelerate leadership growth, and thrive through every stage of professional and personal life.





INDIA'S DEFINING OPPORTUNITY

India is witnessing one of the most significant workforce transformations in its history.

With one of the world's youngest talent pools and one of the fastest-growing digital economies, India has an unprecedented opportunity to become a global benchmark for women-led economic growth.

Recent trends reflect encouraging momentum:

- Female participation across technology, financial services, healthcare, manufacturing, consulting, and entrepreneurship continues to rise.
- Women now lead major listed companies, unicorn startups, financial institutions, global capability centres, manufacturing organizations, and public sector enterprises.
- Board diversity has improved steadily following governance reforms.
- Organizations are investing significantly in leadership acceleration, flexible work models, mentorship, returnship programs, wellness initiatives, and inclusive talent practices.

Yet important challenges remain:

- Career interruptions during caregiving stages.
- Unequal representation in profit-and-loss leadership roles.
- Persistent pay gaps across industries.
- Limited representation in STEM leadership.
- Leadership attrition between middle and senior management.

The next decade belongs to organizations that solve these challenges with intentionality and innovation.



BUILDING ON A

LEGACY OF EXCELLENCE

Over the past two successful editions, **Most Preferred Workplace for Women** has evolved into one of India's most respected platforms celebrating organizations that are redefining workplace inclusion and women-centric leadership. The initiative has brought together an inspiring community of distinguished policymakers, industry stalwarts, business leaders, and HR visionaries who have collectively championed the cause of creating equitable and empowering workplaces.

The platform has been graced by eminent leaders including **Smt. Smriti Irani**, Former Union Cabinet Minister, Government of India; **Smt. Meenakshi Lekhi**, Former Minister of State for External Affairs & Culture, Government of India; **Smt. Poonam Mahajan**, Former Member of Parliament, Lok Sabha; and **C.P. Gurnani**, Former Managing Director & CEO, Tech Mahindra, alongside several renowned CEOs, CHROs, policymakers, and thought leaders who have shaped meaningful conversations around the future of women in the workforce.

Following the overwhelming success of previous editions, **Team Marksmen Network** proudly presents the **3rd Edition of Most Preferred Workplace for Women 2026–2027**.

The platform brings together India's most respected CEOs, CHROs, policymakers, diversity leaders, business visionaries, and women leaders to celebrate organizations that are transforming workplace culture through meaningful action.

The initiative honours organizations that have successfully embedded inclusion into strategy, leadership, culture, talent development, employee wellbeing, and business growth.

Across industries including:

- BFSI
- Manufacturing
- IT & ITES
- Healthcare & Pharmaceuticals
- Infrastructure
- Power & Energy
- Retail & E-commerce
- FMCG
- Automotive
- Media & Entertainment
- Real Estate
- Logistics
- Global Capability Centres
- Consulting
- Hospitality
- Aviation
- Telecommunications

Most Preferred Workplace for Women continues to set the benchmark for workplace excellence.



SHAPED BY RESEARCH
DRIVEN BY EXCELLENCE

The recognition process is supported through an extensive research-led evaluation that assesses organizations across multiple dimensions of workplace effectiveness.

Key assessment parameters include:

- **Equitable Pay & Compensation**
Equal pay for equal work, transparent compensation structures, regular pay audits and corrective action.
- **Career Advancement Opportunities**
Accessible development programs, mentorship and sponsorship for women, fair promotions and progression.
- **Safe & Inclusive Working Environment**
Workplace safety measures, inclusive culture, anti-discrimination/harassment policies, grievance redressal.
- **Leadership Representation**
Women in leadership roles, leadership development programs, board diversity, decision-making presence.
- **Work-Life Balance**
Flexible working arrangements, maternity support, childcare assistance, wellness programs.

KEY DISCUSSION THEMES

The leadership summit will explore some of the most important conversations shaping the future of women at work:

- The Next Era of Women-Centric Leadership
- AI, Automation & Gender Equity
- Future-Ready Leadership Pipelines
- Inclusive Workplaces Beyond Policies
- Women's Leadership in the Boardroom
- Building Cultures of Belonging
- Flexible Work Without Career Penalties
- Closing the Leadership Gap
- Mental Wellbeing & Psychological Safety
- Sponsorship vs Mentorship
- Creating Inclusive Growth Ecosystems
- The Future of Women in STEM, Manufacturing & Digital Enterprises



WHY THIS

PLATFORM MATTERS

- Most Preferred Workplace for Women is more than an awards programme.
- It is a national movement celebrating organizations that understand that business excellence and gender inclusion are inseparable.
- It honours organisations who recognize that empowering women creates stronger organizations, stronger economies, stronger communities and ultimately, a stronger nation.
- Because the workplaces that invest in women today will define the future of business tomorrow.

AGENDA

Time	Session
09.30 – 10.30 am	Registration & Hi Tea
10.30 – 10.40 am	Welcome Address by Team Marksmen Network
10.40 – 11.00 am	The Women Dividend: India's Next Competitive Advantage As India pursues its next phase of economic growth, the Women Dividend will be a defining competitive advantage. This keynote explores how empowering women through leadership, equitable opportunities, and inclusive workplaces can accelerate innovation, productivity, business performance, and sustainable growth; positioning women not just as participants, but as architects of India's future.
11.00 – 11.30 am	Leadership Discussion: Ambition Without Self-Abandonment: What Success Really Costs Women This discussion will explore the real, often overlooked trade-offs behind women's professional success from constant pressure to perform and the expectations of leadership to work-life boundaries, personal identity and the emotional cost of ambition. The conversation will examine how women can pursue meaningful growth and leadership without sacrificing wellbeing, authenticity, relationships or a sense of self.
11.30 – 12.20 am	Panel Discussion: The Leadership Equation: Building Beyond the Glass-Ceiling As organizations prepare for the future, gender-inclusive leadership is no longer just a diversity imperative, it is a business advantage. This session explores how organizations can build leadership ecosystems that accelerate innovation, strengthen resilience, and create sustainable business growth by enabling more women to lead. DISCUSSION POINTS • Building leadership pipelines beyond representation. • Accelerating women into strategic and decision-making roles. • The business impact of gender-inclusive leadership. • Rethinking succession, sponsorship, and talent development. • Creating cultures where women can thrive and lead with impact.
12.20 – 12.30 am	Guest of Honour Address: Viksit Bharat Needs Women at the Helm The plan of action connecting India's \$5 trillion economy ambition with women leadership.
12.30 – 01.00 pm	Felicitations
01.00 pm onwards	Celebratory Lunch

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ABOUT **TEAM MARKSMEN**

We are a media organisation based out of Mumbai that empowers industry leaders by providing them with insights, ideas, and opportunities that fits their unique industry and context. Through content shared via our flagship website, Marksmen Daily, and our print magazine 'in Focus' focused on business, leadership, and lifestyle, we help advance the practice of management.

Team Marksmen has carved a niche by creating unique knowledge communities and platforms that inform and shape the actions of decision makers, enabling them to create impactful change. We have successfully executed more than 45 events with 1500+ domestic and international B2B and B2C brands, helping businesses across industries create opportunities to engage audiences through on-ground and virtual experiences.



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ABOUT **MARKSMEN DAILY**

Marksmen Daily is a leading and fastest growing digital knowledge platform committed to showcasing stories that engage, inspire, and captivate the imagination. Through crisp, bite-sized information, this new-age website breaks down the world around us by uncovering the latest business happenings, highlights trends to keep an eye on, and demystifies all things complex.

MarksmenDaily.com has been very well-received and gets over 175,000 visitors a month and is already very well received by industry executives and general populace.

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