

SECONDACT™ COMPASS

A leadership navigation framework for women at transition points.



CLARITY - OWNERSHIP - MINDSET - PURPOSE - ALIGNMENT - SUPPORT - STRATEGY

THE BIG PICTURE



What if retaining women leaders wasn't about perks but presence?

What if the greatest driver of growth weren't competition but conscious leadership?

What if the key to innovation weren't promotion but reinvention?

Imagine a workplace where leadership is not just about performance, but presence. We are still learning how to build it.

Across workplaces globally, and India is no exception, women continue to enter the workforce in significant numbers but **fade out** as they climb. Gender diversity looks good on paper, but the reality is attrition, stalled promotions, and leadership gaps that cost organisations dearly. Women still make around **26% of India's workforce**, a figure that has barely budged in recent years. At senior leadership levels, representation shrinks further: just a small fraction of CEOs are women and middle management remains stubbornly male-dominated.

This isn't just an Indian problem. Globally, women are underrepresented at every level, and the higher the role, the bigger the gap. Even when they reach senior positions, many report **burnout, self-doubt, and insecurity**, challenges that affect ambition, retention and organisational performance.

Meanwhile, the business case for inclusion is clear. **Organisations with women in meaningful leadership roles generate stronger financial returns.** Yet most workplaces **lack the structures and support** to help women advance sustainably and the talent that could lead growth too often falls away.

WHY ORGANISATIONS CARE

Here's what the research is consistently pointing to:

UNTAPPED POTENTIAL

As per a report by LinkedIn and The Quantum Hub, **women make up roughly 26–27% of India's corporate workforce, yet only a small fraction progress into senior leadership roles.** The pipeline narrows sharply as responsibility increases.

BURNOUT IS NOT INCIDENTAL

According to a McKinsey–LeanIn report, **nearly 60% of working women report feeling frequently burned out**, especially during periods of role expansion and transition.

THE ECONOMIC COST IS SIGNIFICANT

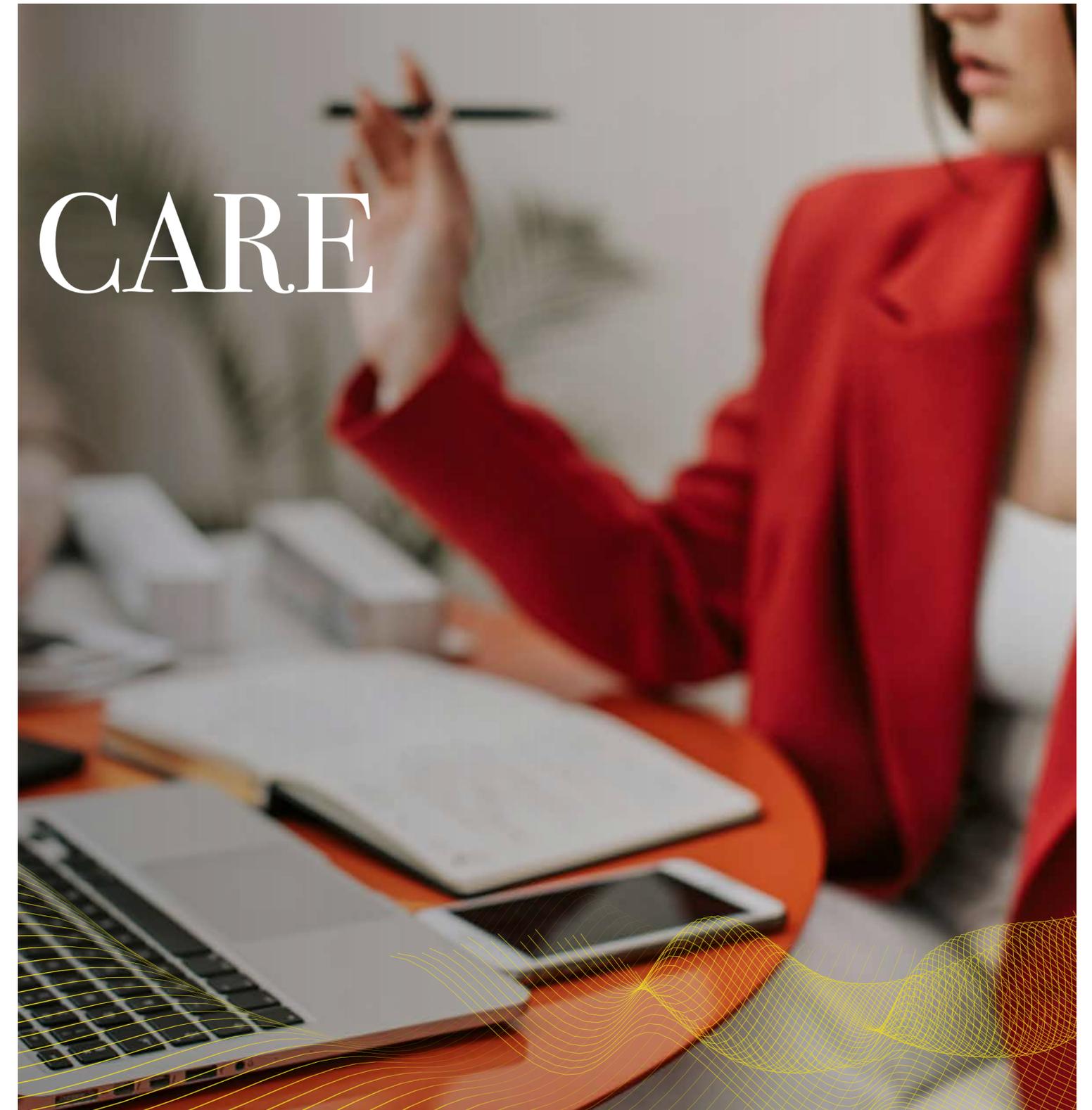
Women currently contribute **around 18% of India's GDP**, far below potential, but, **the upside is clear.** The IMF estimates that **boosting female workforce participation could increase GDP by about 8%** in emerging and developing economies, even in slow-growth conditions.

EQUALITY DRIVES PERFORMANCE

A global survey across 10 countries, including India, found that women in organisations rated high on gender equality showed **three times higher productivity, motivation, and loyalty** than those in less inclusive workplaces. *(Economic Times)*

WELL-BEING FUELS OUTPUT

Research from Oxford University's Saïd Business School shows that **happier employees are about 13% more productive** in real-world work settings.





WHAT'S HOLDING WOMEN BACK:



- Hesitation around visibility, mobility, and aspiration
- Career decisions driven by fatigue, not strategy
- High performance without leadership ownership
- Self-doubt despite deeper experience
- Disconnection between work and purpose
- Struggling to balance performance with life responsibilities



WHAT IS SECONDACT™ COMPASS

CLARITY • OWNERSHIP • MINDSET • PURPOSE • ALIGNMENT SUPPORT • STRATEGY

SecondAct Compass is a leadership navigation program for women at critical career transitions.

It is designed for organisations that want to retain, advance, and future-proof their women leaders by supporting them at moments where careers often stall or exit.

The program helps women leaders:

CLARITY

Clear leadership identity and executive presence

OWNERSHIP

The confidence to fully claim their role, voice, and authority

MINDSET

Navigate promotions, returns, or reinventions with clarity and confidence

PURPOSE

Reduce burnout and attrition through sustainable career development

ALIGNMENT

Align personal growth with organisational goals

SUPPORT

Frameworks that acknowledges pressure, doubt and responsibility

STRATEGY

Build decision-making clarity, resilience, and self-trust

SecondAct Compass is customised for each organisation, designed in collaboration with HR, L&D, and DEI teams, and delivered through curated workshops, immersive retreats, and one-on-one coaching.

WHY ORGANISATIONS INVEST IN SECONDACT COMPASS

SecondAct Compass is a leadership infrastructure investment. For organisations, it means:

Leadership continuity:

Women leaders move through transitions with stability and clarity.

Retention at peak value:

Experience, influence, and organisational knowledge stay within the system.

Stronger succession pipelines:

Middle and senior leadership layers remain steady and future-ready.

Sustainable performance:

Lower burnout supports long-term contribution and engagement.

Leadership growth that translates:

Clearer decisions, stronger presence, and confident day-to-day leadership.

Meaningful DEI outcomes:

Progress shows up in retention, engagement, and representation.

A culture of long-term belonging:

Women experience growth as supported and intentional.



WHY IT MATTERS TO WOMEN LEADERS

SecondAct Compass recognises that moments of uncertainty, stretch, or quiet self-doubt are not signs of inadequacy. They are signals of transition.

The program gives women leaders a pause that is not a step back, a space to recalibrate while continuing to move forward.

It means:

- They stop questioning whether they belong at the table and begin to fully own their leadership presence
- They learn to carry expanded roles without shrinking themselves or burning out to prove capability
- They strengthen a leadership identity that feels authentic rather than performative
- They develop clarity in decision-making, especially when the stakes are high and ambiguity is real
- They rebuild trust in their judgement, not just their ability to deliver
- They navigate promotions, returns, and reinventions without losing confidence or momentum
- They lead with presence instead of pressure, and confidence instead of constant self-monitoring
- And most importantly, they stay engaged, committed and invested in their growth



SecondAct Compass supports women leaders through transition so they emerge steadier, clearer, and able to lead with sustained impact.

OUR OFFERINGS

SecondAct Compass supports women leaders through a progressive, structured framework across workshops, retreats, and coaching, all focused on the same outcomes: clarity, confidence and sustainable leadership impact.

Workshops

- Targeted sessions designed to **strengthen leadership identity, executive presence, and decision-making**
- Provide practical tools, frameworks, and exercises to tackle real workplace challenges
- Establish a shared language and baseline for the leadership journey

Retreats

- Immersive experiences that allow women to **pause, reflect, and recalibrate**
- Focus on transitions, reinvention, and navigating expanded responsibilities
- Foster peer learning, mentoring, and a safe space to explore leadership identity

One-on-One Coaching

- One-on-one guidance to **apply insights and sustain growth** in the real-world workplace
- Helps women navigate ambiguity, build resilience, and translate clarity into action
- Ensures that the learning from workshops and retreats embeds into daily leadership practice

OUR BESPOKE APPROACH

SecondAct Compass is never “off-the-shelf.” Every engagement is **tailored to your organisation’s needs**, designed in collaboration with HR, L&D, and DEI teams to ensure real impact.

UNDERSTAND YOUR CONTEXT:

We start by mapping your organisational challenges, talent gaps, and growth priorities.

ALIGN WITH STRATEGY:

Retreats and workshops are linked to succession plans, internal mobility goals, and leadership pipeline needs.

FIT THE WORKFORCE:

Experiences are designed around career stages, roles, and realities of your women leaders.

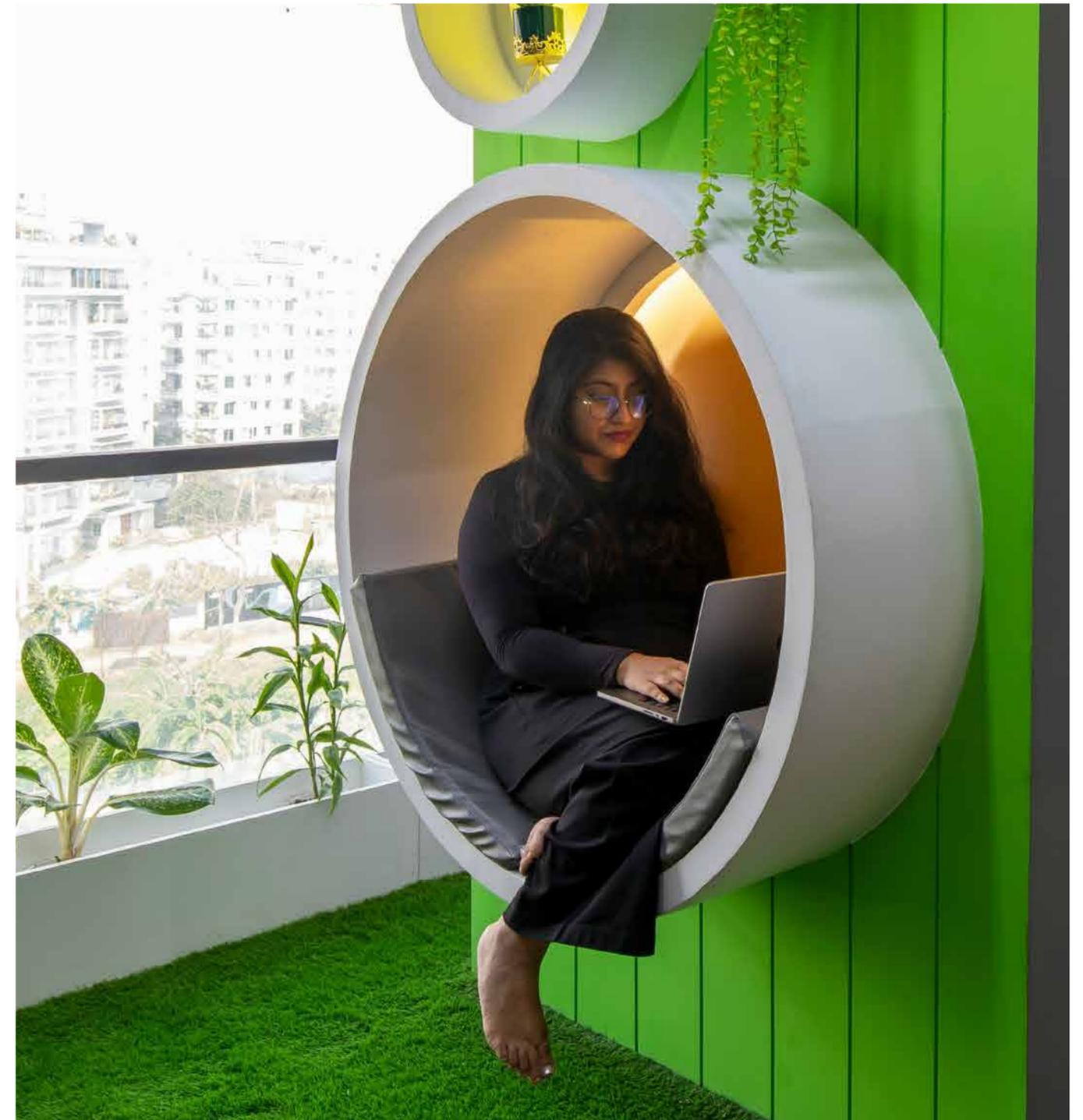
ADAPT DEPTH AND FOCUS:

Programs are calibrated for engagement, readiness, or reinvention depending on what your organisation and leaders need most.

TRANSLATE INSIGHTS INTO ACTION:

Learning is embedded in day-to-day practice, driving measurable growth rather than abstract reflection.

With SecondAct Compass, your women leaders don’t just participate, they return **equipped, empowered, and aligned with your organisation’s long-term success.**



WHAT WE ARE NOT

SecondAct Compass is not:

- A conventional upskilling program
- A motivational or inspirational session
- A wellness or wellbeing initiative
- A diversity compliance program
- Therapy or emotional catharsis
- A yoga or spiritual retreat



A NOTE FROM THE FACILITATOR

If you are reading this, something inside you is already paying attention.

I understand how difficult it is for senior professionals to pause. To step away from responsibility, performance, and being needed — even briefly. And I understand how much trust it takes to engage in a space that asks for reflection, not just execution.

My own journey spans nearly three decades in structured, high-performance environments such as Lufthansa German Airlines and Hyatt Hotels. These experiences shaped my discipline, leadership, and resilience. They also taught me how easily clarity can get buried under constant delivery.

What changed my trajectory was not a dramatic exit, but intentional pauses — spaces where I could reflect, recalibrate, and make decisions from alignment rather than exhaustion. SecondAct Retreats are designed from this understanding. Over these five days, I facilitate a structured yet deeply human process — one that honours both personal truth and professional responsibility. This is not a space to fix yourself, nor is it an emotional venting environment. It is a space for clarity, perspective, and intentional choice-making.

The group is intentionally small to ensure trust, confidentiality, and meaningful dialogue. Participants are guided, never pushed. Supported, never moulded.

This work is also informed by my long-standing association with INK Women, where storytelling, lived experience, and thoughtful reflection shape leadership in powerful ways. That philosophy quietly anchors this retreat.

This is an invitation to pause- not from ambition, but from autopilot.

To listen more clearly.

And to shape what comes next with intention and confidence.

Warmly,

Archana Dutta





Have a question?

We're here and happy to listen.

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