



WOMEN IN INSURANCE



WiiN

Accelerator

*Lead Early.
Lead Boldly.*

**20
25**

www.womenininsurance.in

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About Company

House of Grit

Association

*Transforming the world of work through grit,
equity-driven leadership, and innovation that
leaves no one behind*





Introducing **Women In Insurance**

We advance women's representation and leadership across the full spectrum of the sector, from governance and strategy to underwriting and storytelling.

At WIIN , equity is foundational. We are cultivating a future for insurance where women's leadership shapes the industry with innovation, excellence, and impact.





Why we created WiIN

Our Story

Insurance is at a turning point, expanding into new markets, leveraging technology, and demanding future-ready leadership. Yet women, who represent immense talent, still face barriers from entry-level to the boardrooms.

WIIN India is an organized movement to propel the change. Our mission is to make insurance a career of choice for women, within and beyond the sector. We build pathways at every stage: creating and enabling focused acceleration & Growth Programs, and preparing leaders to shape strategy, commerce, and governance.

By advancing women's leadership, equity, and visibility, WIIN is reshaping the culture of insurance, proving that when women rise, the industry becomes stronger, more innovative, and ready for the future.

Vision & Mission

The insurance industry is changing, but leadership tables still lack women's voices. Many talented women leave mid-career, their potential unseen and unsupported.

WiiN was created to change this trajectory.

■ Vision

To make insurance a career of choice for women.

■ Mission

- *To unlock the full potential of women in insurance by empowering them to lead, innovate, and thrive at every stage of their careers.*
- *WiiN is a community-led initiative committed to building an industry defined by equity, excellence, and opportunity, where women's leadership drives lasting impact and shapes the future of the sector.*





Introducing WiiN's Flagship

WiiN Accelerator Program

Our flagship program, the WiiN Accelerator, targets the critical inflection point for women in insurance, the pivotal 5-12 year work span, when career and personal milestones converge and stakes are highest. At this phase, societal influence, workplace impressions, and exposure to opportunity deeply emboss a woman's outlook, shaping every decision, sometimes by choice, sometimes by circumstance. These are years when women's talent and leadership potential can either be amplified or eclipsed by gaps in skills, vision, mentorship, workplace flexibility, and representation. The impressions formed and the support received during this period shape the rest of their careers and lives, fueling lasting impact on their confidence, ambitions, and ability to lead. The WiiN Accelerator is designed to turn this defining phase into a launchpad for bold leadership



WiiN Accelerator Program

Programme Highlights

- *Duration: 12 weeks (Virtual)*
- *Format: Facilitator led, Live workshops, simulations, case studies, Self-paced learning*
- *Cohort Size: 30–40 women professionals*
- *Faculty: Academic experts, industry leaders, financial advisors, domain experts*
- *Beyond Learning: 6-month post-program mentorship, elective development pathways, and a force of connections*

The Three-Pillar Framework:

1. Business Operations & Profitability

- *Financial acumen, risk resilience, regulatory strength, and funding foresight*

2. Authentic Leadership with Impactful Presence

- *Strategic thinking, negotiation mindset, defining the brand YOU, personal wealth and vitality*

3. Future of Work

- *Design and systems thinking, Tech & AI, leadership for the future of work*

What makes us different?

WiiN Accelerator's Edge



■ **World-class Faculty**

Our faculty are industry leader — carefully selected for their expertise and commitment. Each is supported with a structured orientation, ensuring strong engagement leading to lasting participant impact.

■ **Insurance Specific Focus**

Unlike generic leadership programmes, WiiN Accelerator is built for the insurance industry- distinctive & focused curated around the Insurance ecosystem. Every module connects directly to business realities—finance, risk, compliance, and innovation.

■ **Allumni**

Graduates of WIIN Accelerator join the WiiN Alumni Circle—a vibrant community for peer networking, continued mentorship, and career visibility. Alumni gain access to industry events, engagement opportunities, and cross-company connections that sustain growth for years to come.

■ **Well-being + Wealth Management**

Unlike conventional leadership programmes, WiiN Accelerator integrates personal well-being and wealth management. From building financial independence to managing stress, resilience, and work-life balance, participants learn to lead not just at work, but in life.

■ **Post-Program Mentorship**

Learning doesn't end at graduation. Young WiiN Accelerator offers 6 months of continued mentorship—through one-on-one sessions and group circles. This ensures participants apply their skills with guidance, accountability, and real-world support.

■ **Allyship**

While WiiN Accelerator centers women, it also brings in allies and mentors—including male leaders—who support systemic change. By engaging allies, we create workplaces where equity isn't just a women's issue, but a shared responsibility and leadership priority.

Why should corporates Invest in **WIIN Accelerator Program**



■ **Future-Ready Leaders**

WIIN graduates emerge with advanced decision-making skills, cross-industry perspective, and the confidence to lead critical business transformation.

■ **Stronger Talent Bench**

Nominees gain strategic networks, access to mentors, and peer learning that translate into retention, loyalty, and visible employer brand impact.

■ **Industry Influence**

WIIN alumni drive best practices beyond company walls—shaping industry standards, stakeholder perception, and ecosystem collaboration.

■ **Catalysts for Innovation**

Participants bring an innovative mindset- proven design thinking tools, and the capacity to spark industry-leading solutions and market breakthroughs.

■ **Competitive Advantage**

Sponsoring organizations are recognized for backing growth, agility, and inclusion—attracting top talent and elevating market position.

■ **Impact Reputation**

Corporate association with WIIN signals true commitment to leadership excellence and purposeful growth, enhancing organizational credibility with clients, investors, and partners.

Programme Value

Participants cultivate:



- *Exposes participants to live industry challenges through real-world case immersion and strategic simulations.*
- *Fosters intrapreneurship, empowering women to launch internal commercial campaigns or drive transformation projects within their company.*
- *Instills resilience and change-readiness for leadership in times of disruption and uncertainty.*
- *Facilitates reverse mentoring, allowing participants to engage with senior leaders and exchange with fresh insights.*
- *Elevates participant visibility on public platforms, panels, and thought leadership forums tied to the program.*
- *Encourages sustainable growth by integrating ESG and future-of-work skills into every learning module.*
- *Provides access to exclusive research, proprietary frameworks, and curated learning experiences*
- *Enables participants to co-design industry standards and influence advocacy at policy, sector, or association levels.*
- *By owning their growth and well-being, the WIINners build the confidence to rise to any challenge.*



Participant's Journey at a Glance

A 5-stage learning pathway that blends skills, mentorship, and community.

Orientation → Core Skills → Mentorship → Integration → Alumni

- *Orientation: Setting expectations, building cohort trust.*
- *Core Skills: Three-pillar framework (Business, Leadership, Future of Insurance).*
- *Mentorship: 6-month guided learning with industry mentors.*
- *Integration: Applying skills through projects, simulations, and focused real world case studies.*
- *Alumni: Lifelong access to the WiiN Alumni Circle.*

How We Measure Impact

- *Immediate Impact → Session feedback, faculty reflections, participant engagement.*
- *Intermediate Impact → Skills applied in assessments, projects, and workplace assignments.*
- *Long-Term Impact → Promotion readiness, retention of high-potential women, alumni engagement within industry networks, organisation scorecard for the cohort.*

What We Look For in a Participant

- *Early-Mid career women professionals in the insurance sector with 5–12 years of experience*
- *Interest in developing business, financial, and leadership skills*
- *Aspiration to move into mid-management roles in the near future*
- *Learning Commitment: Approx. 3–4 hours per week (including live + self-learning)*

Nomination Process

- *Corporations can nominate participants by filling out the online Nomination Form*
- *Required details:*
 1. *Participant name, designation, contact details*
 2. *Years of experience, current role in insurance*
 3. *Corporate HR/manager endorsement*

Programme Structure

- *Programme Dates: November 2025 – February 2026*
- *Schedule: Live sessions on Fridays (evenings) and Saturdays (mornings)*
- *Batch Size: 30–40 participants*
- *Learning Commitment: Approx. 3–4 hours per week (including live + self-learning)*
- *Certification: Completion certificate + LinkedIn digital badge*

Commercials

- *Program Fee: INR 85,000 plus GST*
- *Donations and Contributions to WIIN India are eligible for 80G exemption*
- *Sponsoring Organizations would be recognized on the WIIN official and Media handles*

Our Founders



Soni Srivastava

The Visionary | Co-Founder, Women in Insurance – India

Soni Srivastava is an inspiring force in the insurance industry, known for her bold leadership, strategic foresight, and unwavering advocacy for equity. With over 23 years of experience in global risk management and insurance governance, she continues to shape the future of the sector and empower the next generation of leaders.

As Co-Founder of WiN India, Soni leads by example — breaking barriers, championing diversity, and empowering women to claim leadership roles in an evolving sector. Her accolades include being named a Reuters Top 20 Trailblazing Woman in Insurance and receiving the Risk and Insurance Thought Leader of the Year award by ET Now and Prudent.



Eima Azim

The Architect | Co-Founder, Women in Insurance – India

Eima Azim is a transformational business leader with over two decades of experience driving growth and inclusion across India and ASEAN. She has held leadership roles at Marsh McLennan and Bajaj Allianz, and served as Co-Chair of the Women Leadership Forum at Marsh McLennan India.

Eima is a certified corporate director, ICF-certified executive coach, and strategic advisor to boards and councils including WICCI Delhi External Affairs Council. She formerly Co-founded The Khushtaar Initiative, advancing health equity for marginalized communities.

Her philosophy centers on unlocking human potential and aligning business with purposeful progress. At WIIN India, she mobilizes coalitions across sectors to future-proof the insurance industry.



Our Management Committee



Nikhil Chopra

Chief Business Officer, Medi Assist

Nikhil brings entrepreneurial energy and operational insight to WiN India. With a track record of scaling digital platforms and forging global partnerships, he is a strong advocate for inclusive leadership and customer-centric innovation. His belief: diverse teams deliver smarter solutions and stronger outcomes.



Dr. Rajiv Aggarwal

**MMB Leader – Key Account Management &
Digital Healthcare Strategy, Mercer Marsh
Benefits India**

With nearly three decades of experience across insurance, TPA, and broking, Dr. Rajiv is known for his governance-first approach and strategic acumen. He is deeply committed to building equitable frameworks and shaping the future of health benefits in India.



Our Management Committee



Avya Kapoor

Operations Director at Proclaim Surveyors and Loss Adjusters

Avya is a seasoned leader, currently heading Specialty Lines at Proclaim Surveyors & Loss Adjusters, He brings deep expertise in handling complex liability and cyber claims across India and internationally. Known for managing high-value cases—from cyber breaches at financial institutions to SME exposures—Avya is instrumental in shaping Proclaim's leadership in cyber claims management. Committed to risk mitigation and excellence, Avya drives innovation and partnership within India's insurance loss adjusting landscape.

Together, Dr. Rajiv, Nikhil, and Avya

- *Guide WiN India's strategic direction and operational excellence*
- *Champion visibility, mentorship, and leadership for women*
- *Strengthen industry partnerships rooted in equity, innovation, and impact*

This is leadership with purpose. This is the future of insurance.



Our Advisor



Shankar Garigiparthi
Regional Manager – Africa, India & Middle East at Lloyd

Shankar is widely recognized as a visionary leader in the global insurance industry, with an unwavering commitment to advancing diversity, equity, and inclusion (DEI) and promoting mental well-being. He is equally passionate about fostering cross-regional collaboration and driving sustainable market development within culturally diverse environments.

His support marks a pivotal milestone in WiN's journey, reinforcing our ambition to challenge industry norms and accelerate the advancement of Women in Insurance. With his distinguished leadership, deep industry insight, and strong advocacy for regulatory integrity and collaboration, Shankar is uniquely positioned to guide WiN through its early stages of growth.

His involvement not only validates WiN's vision but also signals that empowering women is fundamental to long-term business success and sector-wide innovation. Under his guidance, WiN will sharpen its focus on developing high-impact programs, building strategic partnerships, expanding mentorship opportunities, and influencing policy dialogue—creating meaningful pathways for women at every stage of their careers.



Our Core Team

At WiiN India, our team works together to create an ecosystem where women in insurance can grow, connect, and lead. Each member brings expertise and passion to ensure Young WiiN is more than a programme—it's a movement for equity and bold leadership.

Prachi Vaid

Head of Programmes and Projects

Leads the design and execution of transformative leadership programmes that empower women across the insurance sector.



Neha Plasterwala

Head – Creative & Brand Experience

Shapes WiiN's voice and visual identity, creating powerful narratives and experiences that inspire confidence and visibility for women in insurance.



Ishani Doshi

Head of Community Engagement

Builds and nurtures the WiiN community, fostering meaningful connections, mentorship, and a strong support ecosystem for women professionals.



Neha Sharma

Head of Operations

Drives the engine behind WiiN, ensuring smooth delivery of programmes, seamless participant experiences, and operational excellence across initiatives.



Our Facilitators

Our facilitators are industry leaders, academics, and domain experts —carefully selected for their expertise and commitment. Each is supported with a structured orientation and reflection practice, ensuring consistent quality and participant impact.



Steve Tunstall

Director/Chair/Risk Head for several companies

Over thirty years of experience owning, running and future proofing companies, mostly in Asia. Experienced CEO, MD & Chair, managing teams of up to 500 employees.



Dr. Sindhu Wadhwa

Clinical Psychologist | C-Suite Transformation Specialist |

One of India's most trusted advisors to C-suite leaders. With 20 years in clinical psychology, she specializes in high-stakes behavioral transformation and cultural integration at the top levels of leadership.



Dr. Arup K. Mazumdar

Chief Evangelist – Design Thinking | Mentor to Founders | Global Educator

Brings 20+ years of leadership in human-centered design, innovation, and mentorship—pioneering labs and workshops worldwide to help leaders reframe problems and drive inclusive change.



Dr. Gitanjali Ponnappa

ex-EY Partner

With over 25 years of experience leading large-scale transformation initiatives, particularly in technology and digital implementation, her deep understanding of the people side of change is invaluable to her clients.



Pramod Jain

Independent Director, Valuation Professional, Corporate Advisor Author, Global Business Coach & International Corporate Trainer

A multi-qualified professional (CA, CS, CMA, CFA, LLB, MBA Finance) with leadership roles in reputed companies like Bharat Forge and Piaggio Vehicles, successfully steered business turnarounds, strategic mergers, and fundraising initiatives, including leading the largest-ever IPO on OTCEI.



Kiran Kalakuntla

CEO & Co-Founder- ekincare

Seasoned product marketing professional with a track record of successfully bringing complex and innovative wireless platforms/devices to market. Expertise includes strong technical and business acumen to translate customer trends into successful wireless solutions, commercialize technologies and execute on innovative strategies.

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Jatin Saini

Personal Branding Expert | Advisor to CEOs and Founders

A community builder by profession and a content creator by heart! His empathetic leadership style rooted in celebrating others' victories, sets him apart as a connector who thrives on building meaningful, collaborative initiatives.



Joan Collar

Marsh McLennan Chief Commercial Officer, Asia.

Her leadership style amalgamates growth, strategy, business development and innovation across Asia to provide sustainability and talent oriented solutions to address future forward exigencies disrupting the Insurance Industry.



Rajeev Tanna

Enterprise Risk Management Specialist | Chair of the India Regional Group of the Institute of Risk Management, UK

With more than 33+ years of experience in ERM, Compliance and Governance. He leads with a strategic mindset, and a proven ability to navigate complex, multi-industry challenges while fostering risk-aware cultures.



Mrinal Ojha

Partner at Solaris Legal

Expert in commercial dispute resolution (litigation, arbitration, ADR) and providing claims and coverage advice to Insurers/Reinsurers on liability, All Risks, and Machinery Breakdown policies, showcasing deep insurance and legal acumen.



Nita Menezes

Financial Mentor, Consultant and Author | India Country Chair for G100: Mission Million for Financial Empowerment

A passionate Financial Mentor with 30+ years of experience, driving financial literacy through Edutech platforms, empowering professionals, CXOs, and advisors with tailored solutions, simplifying complex financial decisions to enhance wealth and wellness, fueled by unstoppable commitment!



Neeraja Ganesh

Renowned TEDX speaker | Mentor for Aspire for Her, HerKey | Founded the TrailBlazHers Programme

Neeraja is a true force in leadership development and women's empowerment a fact underscored by her recognition as a three-time Top 100 Thought Leader by Thinkers360, her accolades include WomenTech Network Speaker of Year 2023 and the Top 10 Global Corporate Mentoring Excellence award from HR Success Talks!

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Shailesh Haribhakti

**GCB. D I Stalwart, Pioneer and Champion of Green Transformation |
Chairman -ESG, CSR & Sustainability Boards**

Chairman of numerous ESG, CSR and Sustainability committees across numerous boards, spearheading the green transformation journey consistently! Recognized globally with the GCB.D designation and the Vivekananda Sustainability Award! He also actively pioneers the use of AI to drive transformative change in several organisations. These works and accolades reflect his forward-thinking approach to governance, technology and sustainability!

WiiN

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Let's Talk!
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