W LEADERS MENTORSHIP PROGRAM

The W-Leaders Program is a targeted leadership development initiative for high-potential women leaders at ReNew handling senior management positions. Through multiple personalised one on one mentoring sessions with seasoned external facilitators, the program focuses on unlocking leadership potential and enabling long-term career advancement for women.

Impact Created

5 women leaders
participated in the targeted mentoring sessions

Mentorship Support

6 coaching/mentoring
sessions per participant

W Leaders -Shaping the next generation of women leaders at ReNew

Leadership Development & Succession Planning

Leadership transitions at ReNew are further supported through **deliberate succession planning and structured mentoring frameworks**. To ensure strong leadership continuity at the highest levels, our Nomination and Board Governance Committee, along with the Board, periodically evaluate executive succession strategies.

We have adopted a **four-phase approach to identify and assesses potential leaders for critical roles, ensuring smooth transitions and sustained leadership continuity**.

Phase I	Phase II	Phase III	Phase IV
Identification of Talent Pipeline for Assistant Vice President (AVP) & above in the team	**Creation of Individual Dossier for all General Manager (GM) & above**	**Detailing the Talent Pipeline View**	**Presentation and Finalisation of the Talent Pipeline and Career Plan**
159 employees identified as part of the pool	**91** Individual Dossiers were created for GM and above with 96% coverage	Pipelines were created for 83 AVP & above roles	
	35 Individual Dossiers were created for Deputy GM & below with 55% coverage		

Interventions required to enable movement across the pipeline include:

(i) **Short-Term Readiness**: Targeted and personalised interventions such as role immersions and executive coaching
(ii) **Medium-Term Readiness**: Structured learning journeys designed to support individuals in progressing toward the roles identified for them