



THE FUTURE OF BOARDROOMS
GREATER DIVERSITY, HIGHER IMPACT





"International Labour Organization (ILO) found that companies with gender-balanced boards are approximately 20 % more likely to have improved outcomes"

CATALYZING THE TRANSFORMATION

Women on Boards Program an endeavour to provide opportunities to women professionals to become a part of social change in India by taking up Board roles in Social Purpose Organisations (SPOs).

WHY WOMEN ON BOARD

While expanding women leadership potential for non-profit organisations, the platform provides women leaders that enables the transfer of learnings, thoughts and ideas, between the corporate and social impact sectors, while enabling higher diversity on nonprofit boards

Our Vision

To improve the participation of Women Professionals on the Boards of Social Purpose Organisations, from different spheres of the management world.

Our Mission

Our mission is to address the evident need to add diversity to the boards of Social Purpose Organisations.

Our Approach

The program looks to provide participants with the necessary perspectives, tools, means of engagement and networking opportunities with social Purpose organisations that align with their skill sets.

PARTNERS



Governance Counts
 Creating Effective Boards

WOMEN ON BOARDS COHORT 3 | OVERVIEW

22

WOMEN LEADERS

21

YEARS

AVG. PROFESSIONAL
EXPERIENCE

WORK PROFILES



BUSINESS DEVELOPMENT



COMMUNICATIONS



BUSINESS STRATEGY



HUMAN RESOURCES



MARKETING



DIGITAL SKILLS



TECHNOLOGY



LEGAL

TOP INDUSTRIES REPRESENTED



FINANCIAL SERVICES



HEALTHCARE



IT



MEDIA



EDUCATION



LEGAL

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Abhilasha Khaitan

Independent Creative Consultant, Editor & Writer

Abhilasha Khaitan has spent over two decades in the field of media and content strategy, during which time she has worked in senior editorial roles across platforms ranging from print to digital media. These include the positions of executive editor at Forbes India and editor at ForbesLife India, deputy editor at India Today and resident editor of DNA Mumbai (of which she was part of the founding team). More recently, her consulting assignments include helping set up edtech platform Emeritus Insights and wellness platform Thrive Global India. She has also authored and edited a coffee-table book on trailblazing women for Harper's Bazaar in 2018 – this included interviewing 50 of India's most successful and pathbreaking women leaders.

Abhilasha has an MBA (PGDM) from IIM Ahmedabad (1996–98), and worked as a management consultant for a few years before shifting careers.



Amita Sharma Panthary

Executive Member – Pediatric Kidney Foundation

Amita has a rich professional experience spanning across corporate, government, private and non-government domains primarily in the field of biological sciences with focus on research, child health, public outreach, and science education. A post graduate in Biochemistry from Lucknow University, she pursued her Ph.D. from National Institute of Immunology, New Delhi, where she worked on 'host-pathogen interactions.' She moved to Mumbai and joined Dhirubhai Ambani Life Sciences Centre, and became adept in corporate led market-oriented research. Being an avid science lover with keen interest in basic and applied research, she joined Translational Health Science and Technology Institute (THSTI) Faridabad and worked on understanding pediatric kidney diseases. The context of this study brought Amita to AIIMS, New Delhi where she researched on children having kidney disorders. In a second stint with THSTI, she worked on WHO funded project to develop diagnostic toolkits for identifying diseases marked by fever. Her interest to work for the cause of child health led her to Pediatric Kidney Foundation (PKF) where she continues to be involved as an Executive Member.



Amrita Sabnavis

Chief Strategy Officer – Mann Deshi Foundation

Amrita has nearly 30 years of experience across advertising, retail banking, wealth management and private equity, and has also been an entrepreneur with her own food start up. Amrita completed her BA (Economics) from St. Xavier's College, Mumbai in 1991 and her MMS (Marketing) degree from Jambhalal Bajaj Institute of Management Studies, Mumbai in 1993. She began her career with advertising in HTA, now Wunderman Thompson. Amrita then moved on to personal banking and wealth management and worked with Standard Chartered Bank, ANZ Grindlays Bank, JM Morgan Stanley and HDFC Bank where she held leadership positions over the next decade. After a brief break from the corporate sector during which she worked on short term projects with Moksha-Yug Access in microfinance and with the Parinaam Foundation, she went on to join Reliance Private Equity where she handled fundraising and investor services. Amrita has led sales teams, been a marketer, worked on product development, fundraising, investor relations and is now a part of the social sector with Mann Deshi Foundation, handling strategic initiatives for the Foundation as well as the Mann Deshi Bank.



Anju Jain Kumar

Media & Entertainment Lawyer

Anju Jain Kumar is an acclaimed media & entertainment lawyer across APAC with over 20+ years of experience. Anju has held multiple leadership positions for the Walt Disney Group of Companies across APAC and India including being Chief Regional Counsel, APAC based in Shanghai. After Disney, Anju served briefly as the APAC Head of Public Policy at Netflix, Inc, based in Singapore.

Anju was one of the early media lawyers in India. Over the last 2 decades, Anju has had a winning career across APAC, handling legal and regulatory affairs of complex businesses that involved product launches, joint ventures, mergers & acquisitions and providing legal leadership.

During her legal academia and early years as a lawyer (1994-98), Anju worked with a human rights law firm in India, and assisted several legal and advocacy efforts for public health in India. Anju assisted in a precedential court decision involving health related discrimination at the workplace. Prior to being a lawyer, Anju worked with Concern India Foundation, a NGO, supporting projects that focused on education & health of women & children.



Asha Ahuja

Managing Director - Accenture

Asha has global experience of driving digital transformation, co-innovation, and implementation of large-scale programs. She has been with Accenture for 22 years and has played versatile leadership roles across geographies and business functions covering technology projects, business transformation, solution shaping, portfolio management, intelligent operations, capability building etc. Her client experience spans across multiple industries with majority in financial services and health & public services. She has been involved in shaping and scaling new offerings and capabilities, building talent and mentoring teams.

As part of the Inclusion & Diversity Leadership team in India, she has been instrumental in driving multiple flagship programs to promote culture of equality and impacting people and communities. Few examples include personalized mentorship program for women executives for leadership roles, under UNNATI program worked with women led social enterprise to impact artisans' journey from village to market, sponsored mentorship for EWS girl students and PWD interns etc.



Diya Kapur Misra

Leadership Impact Coach, Founder – CEO, THE POWER OF i

I am Diya Kapur Misra, a LEADERSHIP IMPACT COACH, and a Diversity & Inclusion Champion. I live in Mumbai, India. I am one of those fortunate people on this planet, whose passion is her profession! I am driven by my purpose to make an IMPACT in the world, for which I invest myself in leaving every situation and person better and richer for my involvement. I strive to make the world a happier, safer and more progressive place for my daughters to grow up in.

My professional journey has been exciting, with rich and diverse experiences across consulting and business, with great organisations like Hindustan Unilever, Hewitt, Cadbury/ Kraft Foods and Korn Ferry. Since 2016, I have been an entrepreneur with a diverse portfolio of fabulous and fun work, and meaningful collaborative relationships. Over my 23 year career, I have touched over 2500 leaders and impacted 43 organisations. I have recently developed 'THE POWER OF i' – a leadership model for the new world – to enable leaders and organisations to thrive and create a sustainable, positive leadership IMPACT in the challenging, post-pandemic BANI world.



Harpreet Sandhu

Chief Human Resources Officer – India Mortgage Guarantee Corporation

Harpreet Sandhu is a seasoned HR professional, with 20+ years of experience predominantly in the field of Financial Services, having worked in various leadership roles in American Express, GE Consumer Finance and EXL. She has extensive experience working in diverse roles like HR Business partnering, mergers and acquisition, talent acquisition, organization design and effectiveness and change management. She currently is the Chief Human Resources Officer for IMGIC where she is responsible for developing and defining the Human Resource and Communication Strategy for IMGIC. She is responsible for shaping the strategic direction of the HR function and enhancing the core HR processes to meet the Company's business requirements. In terms of Communications, her efforts are towards building awareness as well as reach of the Brand across all stakeholders. Ms. Sandhu is a Post Graduate in Economics & Business Administration.



Meenakshi Yeri

Independent Consultant – Fintech and Banking Operations

Meenakshi Yeri, during her 20 plus years in consumer banking, has played various roles in loan sales, loan processing as well as loan servicing departments. She has worked with 4 out of the top 5 US banks and most recently worked for a NBFC startup that provides student loans. She as led several cross continent operations teams and driven strategic initiatives for the banks.

Meenakshi has a masters in industrial engineering and an MBA in Finance. She regularly sharpens her toolkits through certifications and most recently completed a certification in artificial intelligence through NASSCOM's W2RT (Read as W square RT) and a certification from IIMB for Future Women leaders.

She actively participate in gender diversity work streams and teaches STEM subjects to underprivileged kids. Meenakshi lives with her husband and her son in Bengaluru. In her free time she likes reading, baking and traveling with family.



Mohana Priya Seetharaman

Consultant – Planning & Strategy – CRY

Mohana brings over a 20-year rich and diverse experience ranging from corporate business development to entrepreneurship. This career covers Sales and Process improvement stints. She has gained experience as an entrepreneur of a HR and growth strategy consultancy and a Biking apparels company. As an employee she has collaborated with teams within organisations to deliver cross functional Process Improvement and Strategic Planning projects – Six Sigma projects and quick fixes to solve business problems. Currently she is working as a consultant with CRY in their Strategic Planning team for the last 7 years. She holds a Master of Business Administration (M.B.A) from IIM-Lucknow and a passionate ambition to be a thought leader in the Indian CSR space. Her hobby is dabbling in madhubani art and spending time with her sons.



Mukul Rastogi

Independent Consultant & Advisor – HR & CSR

Mukul Rastogi has over 3 decades of strategic and diverse experience in Human Resources and CSR. Prior to venturing out on her own, she has held leadership positions across Business verticals of ITC Limited. Her last assignment was as Vice President – Social Investments for ITC Limited where she led interventions pertaining to Women Empowerment, Health, Sanitation, Solid Waste Management, Education and Skilling, pan India. In this stint, she focused on enabling Programme sustainability, drove strategic multi-stakeholder partnerships and also led Impact Assessments, Research & Communication for the CSR vertical.

Mukul completed her Masters in Personnel Management from TISS, Mumbai in 1989 and joined ITC Limited in the Human Resources function. She has handled a gamut of HR responsibilities ranging from Industrial Relations to Performance and Talent Management across multiple businesses of ITC Limited. Prior to moving to Social Investments function, Mukul was the Vice- President – Human Resources and a member of the Management Committee of ITC's Retail Business.



Rajashree Venkata Ivaturi

Vice President – Qess Corp

Rajashree Ivaturi, Vice President at QessCorp, is an industry veteran with over 28 + years of experience. Her major career experience was in research and consulting at a management advisory firm Feedback Business Consulting Services. Then she pivoted to build expertise in Corporate CSR function with skill building focus and led the Head of Corporate CSR role at LabourNet, one of the leading CSR firms specialised in vocational skills training in India. She currently leads the B2B Business in the Training and Skilling Division of QessCorp and covers a diverse range of sectors and regions across India.

Her experience is wide & deep and spans across various functional areas of strategic planning, go to market strategies, customer support, program management of large & complex work streams and time critical delivery of large scale projects. She has been owning and driving P&L responsibility for the business for the last 10 years and demonstrated cost leadership, process improvement and margin expansions in the businesses she managed during her career. She brings in a deep understanding of the B2B sector in India, having consulted for companies across sectors, and now leveraging it for profitable growth in the area of supplying trained manpower to industries.



Ramya Achar

Product and Analytics Leader - Consultant

Ramya is a techno-functional leader and strategic advisor with over 18 years of experience in Business Strategy, Digital Transformation, Analytics and Product lifecycle management. She was the Chief Product Officer at Tata Health, a start-up incubated by Tata Industries in the Digital Health space. As part of the founding team, she led the ideation and launch of the Tata Health products. Straddling leadership across product, UX, and analytics, she was responsible for defining the product roadmap, productizing innovative AI/ML solutions, orchestrating execution across teams, and driving consumer engagement. Prior to that, she has led the India Healthcare Provider practice at Cognizant Business Consulting, in a multi-faceted role encompassing practice development, engagement execution, and thought leadership. She was recently honoured with 'AI100 Award - Top 100 Analytics Leaders in India 2022' by Analytics India Magazine (AIM). She also has a patent filed for AI-based doctor assistant with clinical decision support. She was Nominated for Tata Group Executive Leadership course at Ross Business School, Michigan. Ramya has served as the Presiding officer of the POSH committee and was appointed member of the Ethics Committee during her tenure with the Tata group. She is strongly driven by the motivation to give back to society, and to work for social causes that can have a fulfilling impact.



Rashmme Eshwar

Sr. Director HR - Datacore Software india Pvt Ltd

Rashmme is a HR leader with diverse experience in managing strategic HR , business partnering, C & B, L & OD. Her Industry focus has largely been software product / technology. Working with diverse teams, solving together, taking risk, while attempting to keep solutions simple and relevant for all people is fundamental to her. Has a master from MP Birla institute of management and most recently she is also pursuing a PG program in organisation change and leadership from Tata institute of social sciences. A true blue Bangalorean, she loves to scuba dive and aspires to run a marathon one day !



Roopa Jayaraman

Managing Director & Senior Vice President - Odessa

Roopa is a senior product leader focused on building enterprise products and platforms in the Fintech space. Seasoned at driving innovative product and platform roadmaps, R&D strategies and GTM for global markets.

She is passionate about scaling product and platform thinking, and building high performing cross-functional product teams (product management and engineering). Highly focused on driving excellence and customer value creation through best of breed practices (Agile, Lean, MVP).

As Managing Director, India at Odessa she drives product development, product consulting and customer adoption (CX) strategies for global clients. As a talent champion, she sponsor various talent development initiatives, to foster an innovative, inclusive and learning-centric workplace. As the chair of Women@Odessa, she is committed towards creating an equitable workplace for all and driving opportunities for women in technology.



Saraswathi R

Director - Citi

Saraswathi is a passionate thought leader in Analytics and AI with 25 years of experience in global diversified delivery, innovation and business development with Global experience. Her passion also lies in enhancing customer experience, creating business value and formulating innovation-led growth strategies, embedding mindsets and processes to enable innovation and find new opportunities for growth through the right leverage 'Business knowledge', 'Data Science' and 'Technology'.

Saraswathi currently leads the Corporate Banking Analytics at Citi India and is responsible for cross region/country roll outs of the analytical solutions where has been instrumental in building high impact data and AI offerings that can power the digital re-invention journey of their clients driving business value.



Shweta Srivastava

Chief Customer Experience Officer - Tata CLiQ

Shweta is a Visionary Leader with 23 years' experience in performing diverse & cross functional roles in the field of Customer Experience

As Chief Customer Experience Officer at Tata CLiQ ,Shweta plays a key strategic and operational leadership role, responsible for designing, and implementing strategies, to bring the customer to the centre of everything the organisation does. She is Tata Affirmative Actions (TAAP) Practitioner which is based on supporting 5 E's (Employment, Employability, Entrepreneurship, Education & Essential Enablers) to help the community and actively participates in the conferences, forums on Affirmative Action.

She does active work on increasing awareness on equal opportunity and on inclusion of PwD's & marginalised community into the workforce.

She also heads Sustainability, Business Excellence and Ethics for the organisation.

Shweta is passionate about working on social cause and wants to work towards creating positive change in the communities and beyond.



Sirisha Palepu

Head of People & Communities (India & SAARC) - Cisco India

Sirisha Palepu is a senior leader with 20+ years of experience in human resources management. She considers herself fortunate for having had the opportunity to work in reputed organisations that were in growth and mature business stages, across varying industries - ITES, Banking, IT and Services.

Through Cisco, Sirisha has consulted and partnered with a couple of start-ups in the for profit space, helping them set up their HR framework and people strategy . In parallel, through the Cisco, she also made her foray into the social sector as a HR Mentor for organisations actively engaged in the fields of Education, Legal, Agritech, Environment, Aquaculture etc. She has been engaged with them in supporting their hiring, setting up of HR practices, policies and shaping their cultural framework. This engagement has been both a great learning and fulfilling experience for her.



Sonal Basu

Vice President - LTIMindtree Limited

"Sonal has spent nearly two decades in the information technology industry in various leadership roles. In her role as General Counsel and Vice President, she is responsible for Mindtree's legal, regulatory and integrity functions. She provides strategic advice to the board and management across global markets, and is also a champion of diversity and inclusion initiatives. Sonal is on the board of two companies and in the past was the Vice-Chair of the Substantive Law Social Media & Online Gaming Committee, Itech Law Association for three consecutive years.

Sonal regularly speaks at various forums and educational institutions. She has been invited as a guest speaker at prestigious institutions including IIM, Bangalore and has been a visiting faculty for a Seminar Course on 'Cloud Computing' at the National Law School, Bangalore. With several articles on IT outsourcing and governance to the credit, Sonal is recognized as one of the top General Counsels in India for two consecutive years by Business World legal.



Sujatha Narasimhan

Director - BD and Marketing - SecqurElse Technologies Private Limited

Sujatha has over 20 years of experience, working in both corporate and social sectors. Prior to making the formal shift to the social sector, she worked in advertising and telecom - handling marketing, communications, brand and strategy. She has lived and worked in India and in the US, handling clients across multiple clients and continents. Informally, she started as a volunteer with the Amnesty International at the age of 17, translated and published books on various socially relevant topics, was a volunteer at the Adayar Cancer Institute and with Nethrodaya recording audio books for the visually impaired. She set up corporate fundraising for Save the Children before launching her own initiative TNFES to rebuild and rehabilitate schools in 4 districts in TN after the devastating floods in 2015. Her passion is children and she has worked on several projects close to her heart - on education, healthcare, child sexual abuse and paediatric cancer.

Sujatha did her undergraduate studies in Biology from Stella Maris College, Chennai, a Post Graduate Diploma in Management from the Indian Institute of Management, Bangalore and a Masters in International Management from Thunderbird Graduate School of International Business, now part of Arizona State University, USA.



Swapna Bapat

VP Product Management Network Security - PaloAlto Networks

Swapna has over 23 years of experience across product development, design and sales. She has worked across hardware and software domains developing strong experience on what both enterprise and service providers customers need to succeed. She has led multi-cultural teams towards successful product creation, deployment and business growth.

Before joining PaloAlto Networks as the Vice President of Product Management Network Security, she led the Data Analytics and AI business for Microsoft in India. Swapna holds a Master's degree in Computer Science from University of Massachusetts Lowell



Uma Nair

Independent Consultant-Marketing and Communication

Uma has over 16 yrs of professional experience working across industries such as Health Care, Media - Print, Digital, Advertising & Cinema, Start-ups, Retail Banking and across functions such as Brand & Marketing Mgmt., Product Mgmt. & Strategy, Consumer Research & Analytics, Innovation, Content Mgmt., Business Development & Client Mgmt.) Through these roles, she has grown, from being an individual contributor to being a cross functional team member to being in leadership positions and managing large teams.

Uma holds a Post Graduate Management Diploma from Symbiosis Centre for Management & HRD (SCMHRD) and a Bachelor of Economics degree from Sophia College Mumbai.



Vinita Kurup

Lead, Community Rehabilitation - One Billion Literates Foundation

Vinita is an Electrical Engineer with twenty-five years of corporate experience in the field of Technical Communication and Technical Writing. She built her technical communication and writing experience in the technology industry working for leading multi-national corporations such as Novell, Oracle, and Juniper. She has also consulted with multiple start-ups, and been engaged in internal communications, marketing and media campaigns. Beyond her corporate career, she is also an entrepreneur who has co- founded a women-led organization dedicated to creating a lively space for culture and arts. In the last three years she has been working on a rehabilitation project of severely marginalised communities with One Billion Literates Foundation.



SPEAKERS / FACILITATORS



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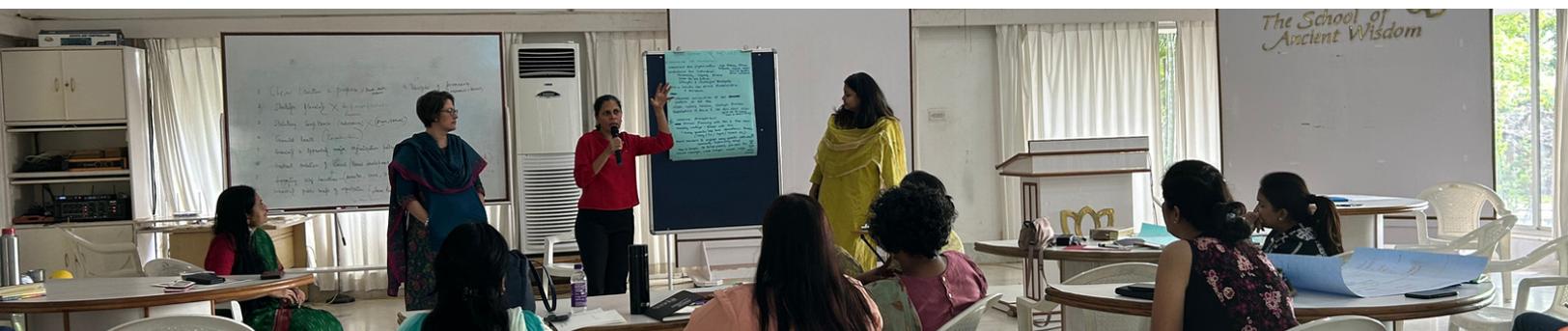
Ashraf Patel
Pravah and Commutiny



Meenu
Pravah and ComMutiny



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Governance Counts



WELL-WISHERS



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Sohini Bhattacharya
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Sonal Kapoor
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Vivek Pandit
McKinsey's Private Equity &
Principal Investors Practice



Neera
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OUR PARTNERS

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WOMEN *on* **BOARDS** *for social impact*

A PROGRAM BY



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 Creating Effective Boards

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