



WOMEN
on **BOARDS**
for social impact



The Future of Boardrooms

Greater Diversity, Higher Impact

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Greater Diversity, Higher Impact

Building capacity of women
to influence and lead
in social impact space

A PROGRAM BY

 **ISDM** Governance Counts

COHORT 8

“ **International Labour Organisation (ILO) found that companies with gender-balanced boards are approximately 20 % more likely to have improved outcomes** ”

CATALYZING THE TRANSFORMATION

Women on Boards Program is an endeavour to inspire women professionals to serve on Boards of Social Purpose Organisations (SPOs).

WHY WOMEN ON BOARDS

Social purpose organisations are seeking greater diversity on their Boards. Women can leverage this opportunity to become more "board ready" as the next step in their leadership trajectory.

Our Vision

A growing community of professional women leaders who can serve on Social Purpose Organisation Boards.

Our Approach

Enabling the participants to understand the sector, shift their perspective, shed biases, and privileged lens, to go deeper to identify their purpose, and co-create the journey with the Social Purpose Organisations.

Our Mission

To enhance the participation of women professionals on SPO boards, addressing the need for diversity and enriching leadership.

WOMEN ON BOARDS COHORT 8 | OVERVIEW

9 WOMEN LEADERS

22+ YEARS
AVG. PROFESSIONAL EXPERIENCE

INDUSTRIES THEY COME FROM



FINANCIAL SERVICES



TECHNOLOGY



EDUCATION



CONSULTING



MANUFACTURING



MARKETING

PARTNERS

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Aarti Shyamsunder

Senior Principal, Accenture

In a boundary-spanning career, Dr. Aarti Shyamsunder has worked in various applications of behavioural science to help leaders and organisations reach their greatest potential and thrive. Her work with clients around the world has focused on psychological assessment, leadership development, business excellence, and diversity, equity & inclusion (DEI). She currently has global leadership and responsibility for creating distinctive, evidence-based, and impactful client solutions and thought leadership in the consulting practice for a large multinational organisation. Whether in consulting, teaching, or coaching, She brings a balanced and clear perspective, leveraging expertise and lived experience, and always foregrounding stakeholder impact.



Aditi Seshadri

Founder/Co-Founder, Unlock Impact Ventures

Aditi is a journalist-turned-marketer-turned-entrepreneur who believes in the power of impactful work to bring about systemic change. She is co-founder of Unlock Impact, a gender-smart firm that works in South and Southeast Asia. Their flagship vertical is Comms Ninja, which helps social sector organisations with content, communications and marketing solutions and services—over 30% of these are focused on climate solutions and over 40% on DEI. She also leads the Nushu Network, which supports over 500 women entrepreneurs across Asia, with community, coaching and capital. She has been a Business Transformation Advisor with Stanford Seed and a mentor with SHEROES and Villgro Philippines. She is an avid reader, an amateur cook, and lives in the beach town of Goa.



Anupamaa Joshi

Communications Consultant, Quality Education Support Trust (QUEST)

Anupamaa Joshi has donned many hats in her career spanning 35 years. After her Master's in Psychology, she switched gears to study mass communication. She taught radio and television at a reputed diploma course for women in Mumbai. For 10 years, she taught the basics of media and supervised student productions. Then she switched gears yet again and started working in the social sector. Working with different NGOs, she handled grant management, administration, and project implementation. Born and brought up in Mumbai, she has been essentially an urban person. Her job with QUEST took her to remote villages in Maharashtra, giving her exposure to the lives of rural and tribal people. Having been with QUEST for over 15 years, she has used her bilingual skills – knowledge of Marathi and English – for communication, report writing, and developing educational content. Her other interests include women's studies, ecology, and the poetry of Saint Kabir. Having been inducted as a Trustee at QUEST recently, she is looking to deepen her understanding of governance and contribute strategically to the organisation's vision.

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Gayatri Shankarnarayan

Managing Director, Head of Controllers, India & Philippines, Wells Fargo

Gayatri Shankarnarayan is a Senior Finance Professional with over 25 years of diverse experience spanning Banking & Finance, ERP, and other industries. She has a proven track record of breakthrough leadership in driving business strategy, growth, and operational excellence, with deep expertise in risk management, liquidity, capital management, and regulatory reporting. With nearly a decade of work experience in the United States, she brings a global perspective and exceptional ability to engage and manage stakeholders across geographies. Her career reflects strong contributions to both strategic and operational aspects of finance, enabling organisations to strengthen compliance, enhance efficiency, and deliver sustainable business outcomes. An MBA from the Indian Institute of Management, Bangalore, with a specialisation in Corporate Strategy, Marketing, and Analytics, she combines her academic excellence with decades of practical leadership to create impact at scale.



Janki Ramesh

Partner, PriceWaterHouseCoopers (PwC) India

Janki Ramesh is a seasoned technology leader with over 24 years of experience driving IT strategy, digital transformation, and innovation across global consulting and professional services. As a Partner at PwC India, she leads large-scale compliance and contract technology programs, embedding AI, cloud, and cybersecurity solutions to deliver measurable business impact. A BITS Pilani alumna with executive education from Harvard Business School Online and UC Berkeley, she combines deep technical expertise with strategic leadership.



Madhulika Jawa

Communication Consultant, Masoom/ Swadha/ Ritinjali Foundation

Madhulika Jawa is a seasoned communication professional with over two decades of experience in strategic communications, media planning, and brand storytelling. She has held leadership roles at VML (formerly JWT/Wunderman Thompson) and Mindshare across India and Southeast Asia, specialising in media strategy, research design, and developing award-winning campaigns. Since 2021, she has pivoted to the social sector, leveraging her expertise to support NGOs and Foundations. At the UWCSEA Foundation in Singapore, she played a key role in advancing scholarship fundraising efforts, enabling access to transformative education for students from underrepresented backgrounds. After moving back to India in 2023, She has been working as a communication consultant for Masoom (Mumbai), Swadha Foundation (Bangalore), and Ritinjali (New Delhi). Her work includes advising CEOs, crafting high-stakes communication materials, leading impactful campaigns, driving digital storytelling, and strengthening organisational branding. She holds a Master's in Communication from Nanyang Technological University in Singapore and a Bachelor's in Economics from Lady Shri Ram College, New Delhi. She is also an alumna of the Indian Institute of Mass Communication. She participated in the ILSS Leadership Program in 2024 to acquire the skills necessary to address complex social challenges and lead transformative initiatives.

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Tanya Prasad

General Manager, GFG ALLIANCE

Tanya Prasad has 30 years of experience in cross-border trade, structured finance related to trade, and trade finance and operations across the region and the world. She has held leadership positions, managing large teams across geographies. GFG Alliance relies on the coal and manganese alloy sales team to expand its footprint across the Asia-Pacific. With over a year in this leadership position, her focus has been on driving strategic initiatives in commodity markets and strengthening customer relationships. Her expertise in export and international trade has been critical to supporting the company's growth objectives. Previously, at ArcelorMittal International, her efforts focused on business development and market analysis across diverse geographies. These experiences shaped her commitment to fostering sustainable growth and delivering value to clients.



Sabitha Vuppala

Banking and Financial Services practice head | P&L Lead | Coach

Sabitha has over 25 years of leadership experience in the BFS space, with banks and management consulting/IT services firms, primarily across North America, Southeast Asia, and India, and has held leadership roles with firms such as Mastercard, Cognizant, Infosys, Intellect, and Ascendion. As a banker, domain consulting practice leader, as well as P&L/business development head, she has advised CXOs of banks, central banks/payment operators, and fintech firms in large, technology-driven banking and payments transformation and modernisation programs. She has led national and regional ecosystem-level initiatives such as real-time payments, bill presentment and payments, and enjoys solving complex industry problems at scale for economic and societal impact (e.g., financial inclusion, payments digitization, SME platforms, etc.). She is also a certified coach, focused on leadership and culture rooted in purpose, collaboration, creativity/agility, and well-being.



Surekha Saraf Jethalia

Director, PriceWaterHouseCoopers (PwC)

Surekha has over 23 years of experience in IT and Consulting, specialising in strategy and operations. She has played pivotal roles ranging from sales operations to driving organisational culture transformation and establishing centers of excellence. A people's leader and coach, she has led initiatives that have strengthened organisational capability. Based in Bangalore, Surekha enjoys trekking, participating in community initiatives, and is a proud mother of two teenagers.

SPEAKERS / FACILITATORS



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Outlawed India

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All it takes is a helping hand



... and more



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