



# Legacy & Way Forward

10  
Years





Indian  
Women  
Network

*women matter.*

[www.indianwomennetwork.com](http://www.indianwomennetwork.com)



# Foreword

The CII - Indian Women Network (IWN) serves as a dynamic hub for women professionals throughout India, dedicated to unleashing their potential and fostering career advancement. Established in 2013 with a visionary goal of building the largest network of career-driven women in the country, IWN is committed to creating an environment where women can thrive economically to the fullest extent. At IWN, our mission is crystal clear: to collaboratively shape an ecosystem that propels women toward their complete economic potential.

We firmly believe in furnishing a nurturing platform for female professionals to connect, learn, and progress together. Through mentorship, professional development initiatives, and the invaluable camaraderie of like-minded peers, IWN offers a robust support system. It's a space where women can amplify their voices, broaden their horizons, and actively contribute to fostering a workplace that is both inclusive and equitable.

IWN opens doors to a plethora of opportunities, ranging from thought-provoking events to skill-enhancing workshops and impactful leadership programs. By facilitating meaningful discussions and facilitating exploration of new avenues for personal and professional development, IWN empowers its members to thrive in their careers and beyond.

At this juncture as we celebrate 10 years of the Indian Women Network, we take the pleasure of presenting this coffee table book that records the legacy of IWN since inception. It is a chronicle of the milestones created and a record of cherished memories.

Looking ahead, the future of IWN is bright and full of promise. We envision a world where women's economic potential is fully realized, where barriers are broken, and opportunities are abundant. In the coming years, we'll continue to expand our reach, deepen our impact, and advocate for gender equality across industries. I urge members to draw inspiration from this journey and join our inspiring community where IWN members ignite passion, create an impact to bring about a change in women around us.

This book is a record of the journey of IWN in the Southern Region and the contributions made by office bearers. We hope that we've honoured their efforts adequately by documenting their journey through photographs of their diverse initiatives.

I would like to place on record our sincere appreciation to the core group members – Ms Hema Srinivas, Ms Divya Medar, Dr Sindhuja Varma and Ms Savitha Jagadeesan for their support in conceptualising this Coffee Table Book.

2023-24 has been a year we focussed on developing an incredible agenda for the next decade of IWN growth and transformation. Year where we, I hope that IWN solidifies its legacy as a beacon of empowerment for women professionals nationwide. Embracing a future-forward approach, IWN is committed to expanding its reach and impact by leveraging innovative technologies and strategic partnerships.

By fostering a culture of continuous learning and adaptation, IWN will stay at the forefront of addressing evolving challenges and opportunities in the professional landscape. Additionally, IWN is dedicated to enhancing diversity, equity, and inclusion within its network, ensuring that all voices are heard and valued. Ultimately, the path forward for IWN is one of continued growth, resilience, and unwavering dedication to women's advancement in India.

Women Matter!

**Ms Lakshmi Mukkavilli**  
Chairwoman, IWN Southern Region (2023-24) &  
Managing Director  
Patra India BPO Services Pvt Ltd





## The Genesis

**Confederation of Indian Industry (CII)** felt that career women require a structured Network to discuss and overcome the experiences and challenges at the workplace and to highlight & co-create gender parity in industry & society. Over the years, CII has given thrust on the agenda of Women Empowerment at the national level, providing a platform to engage with Indian industry & Government on the issues of Diversity, Equity and Inclusion.

To consolidate these initiatives in a more structured manner, **Indian Women Network (IWN)** was conceived and launched by Mr G V Sanjay Reddy, Past Chairman, CII Southern Region 2012-13 and Vice Chairman, GVK Power and Infrastructure Ltd. In 2012. Under his leadership, CII Southern Region constituted a Steering Committee to deliberate on the women empowerment initiatives by CII under the IWN banner.



# About CII Indian Women Network



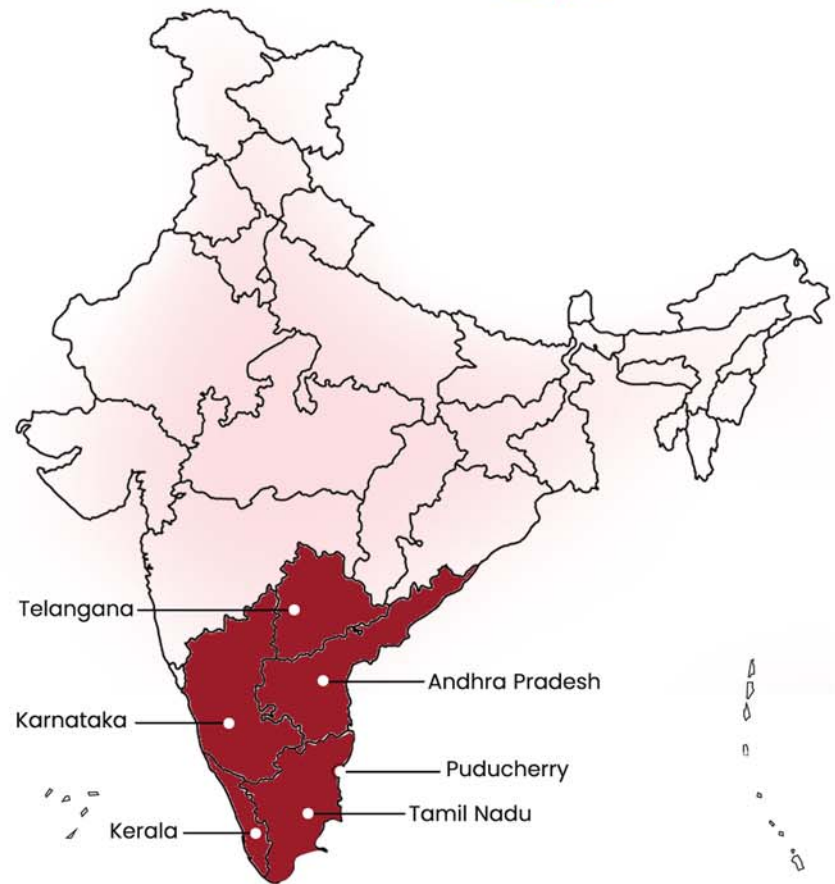
Indian Women's Network (IWN) was launched in the year 2013 by CII with the clear vision of advancing the equity of women by enabling and empowering professional growth and success through advocacy, education, networking, coaching, mentoring, and skill development opportunities. All IWN chapters work closely with CII and the government to enable policy and decision-making at a state level to support this over-arching purpose. IWN is open to aspiring women achievers from diverse backgrounds, including working professionals, leaders, entrepreneurs, and students.

IWN focuses on the following tracks to achieve its purpose: Leadership Pillar, Gender Parity – Policy & Advocacy, Health & Well-being, Corporate Membership Engagement, Mentorship, Coaching, Peer to Peer Learning and Campus to Career

IWN is currently present in 16 States, 2 Union Territories & 8 Zones nationally.

IWN stakeholders include:

- Women in Industry
- Entrepreneurs
- Independent Professionals
- Students & Faculty in Higher Education Institutions



## The Logo – Did you know?

The logo of the Indian Women Network quite distinctively represents the image of a woman. Her arms reaching upward forms the shape of the letter 'V'. This image represents her quest for growth, upward mobility and the determination to cross frontiers. The shadows behind stand for the fact that she is not alone in this quest but part of a community & a network of like-minded women.

The colour Maroon often favoured by women is a colour that stands for power & a strong will and the colour grey symbolizes creative cells aka Grey Matter!



“ Today, 30% of workforce in organizations comprises women but they still don't have an appropriate forum to discuss issues that are relevant to them. Through Indian Women Network, we hope to provide a platform for women to discuss issues and opportunities at workplaces and learn from each other's experiences. We hope that in time to come IWN will become the voice of Indian women. ”

G V Sanjay Reddy

# The people who initiated the Indian Women Network:



**Mr G V Sanjay Reddy**  
Past Chairman, CII Southern Region &  
Vice Chairman  
GVK Power & Infrastructure Ltd



**Ms Bhairavi Jani**  
Director  
SCA Group of Companies



**Ms Suchitra Ella**  
Chairwoman  
IWN & WE National Committee and  
Co-Founder & Joint MD  
Bharat Biotech International Ltd



**Ms Gita Maini**  
Founder  
Gallery G



**Ms Rani Muralidharan**  
Executive Director  
GK Sons Engineering Enterprises Pvt Ltd



**Ms Hemalatha Rajan**  
Director  
Ma Foi Group



**Ms Gayathri Sriram**  
Managing Director  
Ucal Auto & Ucal Products Pvt Ltd



**Dr Thangam Meganathan**  
Chairperson  
Rajalakshmi Educational Trust



**Ms Sushila Ravindranath**  
Consulting Editor  
The Financial Express



**Ms Rajani Seshadri**  
Vice President  
Tata Consultancy Services

“ Let’s come together, build together & achieve together for tomorrow’s India. IWN will reach out to engage & empower women through various initiatives to augment knowledge, skills & equal opportunity to enhance inclusive growth & economic parity for sustainable development of the country. ”

Suchitra K Ella



# The people who initiated the Indian Women Network:



IWN Legacy & Way Forward



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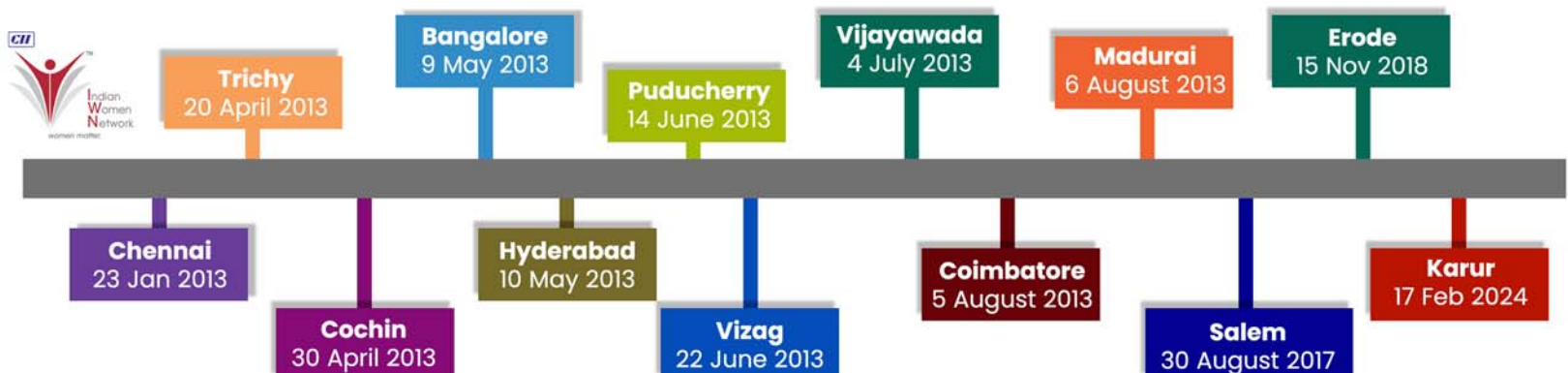
Women hold less than 10 percent seats on both Boards and executive committees in India. Thanks to the Companies Act 2013, which states there should be atleast one woman-member on the Board of an organization. IWN should facilitate companies in identifying efficient and eminent women talent from the industry, who can take up responsibilities at the Senior level, on Boards of organizations.

”

B Santhanam



## IWN Southern Region – The milestones





IWN in Cochin



IWN in Bangalore



IWN in Puducherry



IWN in Trichy



IWN in Vijayawada



IWN in Vizag



## 2013 – 15: The Agenda for Growth!



**Ms Suchitra Ella**  
Chairwoman, 2013 - 2015  
IWN Southern Region

Indian Women Network's ambition is to provide a secure and comfortable networking platform for women. The impact that IWN aspires for, is a marked transformation in the position of women in corporates and society, through sustained policy advocacy for enabling ecosystem and continuous learning & development activities. The formative years' action agenda was outreach programmes to bring more women from corporates and entrepreneurs into the IWN ambit. Since its launch in January 2013 at Chennai IWN expanded its footprints across the southern states of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana and Puducherry with zonal offices in Coimbatore, Madurai, Trichy, Vijayawada.

IWN has been founded on a strong framework to engage and enable career women, entrepreneurs, final year students in three focus areas - Learning & Development, Well-being, Policy & Advocacy, several events were organized for the benefit of members.

IWN organised events focused on skill enhancement, personality development, and career advancement under the Learning and Development Task Force. These events aimed to equip women with the necessary tools to thrive in their professional endeavors. IWN facilitated international collaborations, with members participating in training programs such as the CII HIDA training program on empowerment for women leaders in India, held in Tokyo. Suchitra also had the privilege of meeting Ms. Phumzile Mlambo-Ngcuka, Executive Director of UN Women, to explore potential synergies between UN Women and IWN.

Recognizing the paramount importance of women's health and well-being, IWN SR organized various health camps, blood donation drives, and webinars in partnership with Apollo Hospitals. Moreover, sessions focusing on the Prevention of Sexual Harassment Act at Workplace (POSH) and initiatives promoting the presence of women on corporate Boards were conducted to address gender equality issues in workplaces.

2013-15 saw IWN SR set forth its commitment to continue facilitating the growth of women through various initiatives aimed at fostering knowledge, skills, and equal opportunities for inclusive growth and economic parity. It set the wheels in motion for making significant strides in advancing women's leadership, setting a solid foundation for continued progress in the years to come.

## The team that led the Region – 2013-14



**Ms Suchitra Ella**  
Chairwoman  
IWN Southern Region  
Joint Managing Director  
Bharath Biotech Intl Liited



**Dr Nandini R**  
Deputy Chairwoman  
IWN Southern Region  
Managing Director  
Chandra Textiles Pvt Ltd



**Ms Vanitha Datla**  
Chairwoman, IWN AP &  
Vice Chairperson  
ELICO Ltd



**Ms Uma Balakrishnan**  
Chairwoman, IWN Karnataka &  
Managing Director  
Axcend Automation



**Ms Remy Thomas Muthoot**  
Chairwoman, IWN Kerala &  
Chief Executive Officer  
Muthoot Pappachan Group  
Automotive Division



**Ms Anuradha Sriram**  
Chairwoman, IWN Puducherry &  
Co-Founder & Joint MD  
Integra Software  
Services Pvt. Ltd.



**Dr Uma Kannan**  
Chairwoman  
IWN Tamil Nadu &  
Director  
Thigarajar Mills Pvt Ltd



**Ms Malarvizhi S**  
Convenor  
IWN Coimbatore Zone &  
Chairperson &  
Managing Trustee  
Sri Krishna Institutions



**Ms Mridula Ramesh**  
Convenor  
IWN Madurai Zone  
Executive Director  
Sundaram Textiles Ltd



**Ms Bathool Maluk**  
Convenor  
IWN Trichy Zone &  
Secretary & Correspondent  
MASTeR Group of Institution



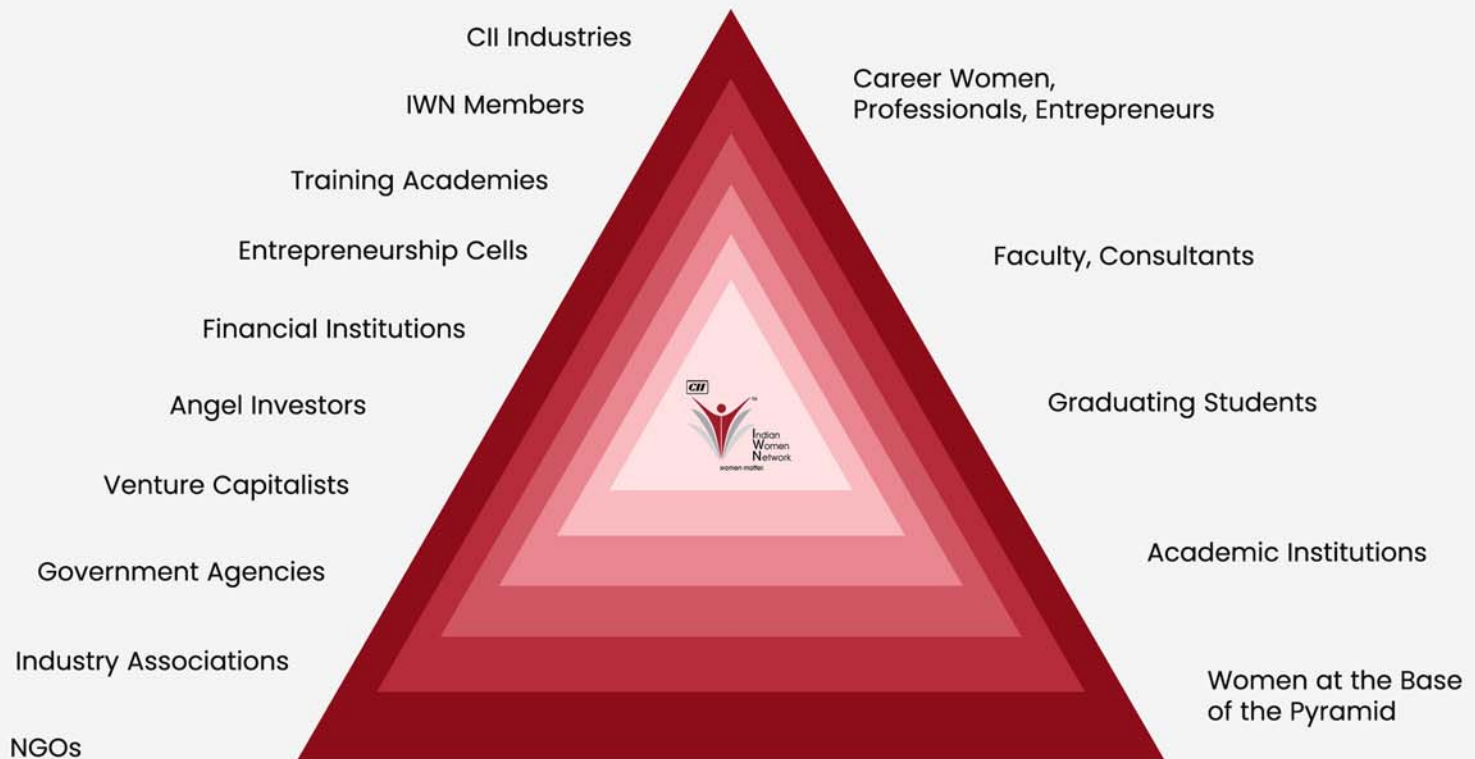
**Ms Neelima Challagulla**  
Convenor  
IWN Vijayawada Zone &  
Whole time Director  
INCAP Ltd



**Ms Anila Naria**  
Convenor  
IWN Vishakapattinam &  
Executive Director  
Vignan Schools



Indian Women Network (IWN) has spread its wing wide and has reached women professionals from various fields and different age groups.



## IWN Southern Region Initiatives

### Learning & Development

- Gender sensitization sessions
- Self-defense
- Skills upgradation
- Coaching and mentoring for career progression
- Coaching and mentoring- Bouncing Board

### Wellbeing

- Health Camps – half-yearly
- Webinars on Wellness

### Wellbeing

- Sessions on Work-Life Balance, Parenting
- Health Check-ups, benefits from the wellbeing partner

### Policy & Advocacy

- Policy recommendations from the industry for women wellbeing
- Provision of support facilities
- Awareness on Women-centric laws
- Sharing of best practices from inclusive organizations

## IWN Southern Region Focus on Policy & Advocacy





IWN Legacy & Way Forward

# IWN Southern Region Focus on Learning & Development



## WOMEN

LEADERSHIP CONCLAVE

Driving Excellence the Women Way

24 June 2014

Chennai



# IWN Southern Region Focus on Learning & Development





# IWN Regional Council 2014-15



IWN Legacy &  
Way Forward



**Ms Suchitra Ella**  
Chairwoman, IWN Southern Region &  
Joint Managing Director  
Bharath Biotech Intl Limited



**Dr Nandini R**  
Deputy Chairwoman, IWN Southern Region &  
Managing Director  
Chandra Textiles Ltd



**Ms Saroja Vivekanand**  
Chairwoman, AP  
Managing Director  
Visaka Group of Companies



**Ms Tejaswini H Prasad**  
Vice Chairwoman, AP  
Director, Malaxmi Group



**Ms Gayathri Vasudevan**  
Chairwoman, Karnataka  
CEO  
LabourNet



**Ms Shereen Navas**  
Chairwoman, Kerala  
Director  
Ziquitza Educations Pvt Ld



**Ms Sheela Kochouseph**  
Vice Chairwoman, Kerala  
Managing Director, V-Star  
Creations Pvt Ltd.



**Ms Anuradha Sriram**  
Chairwoman, Puducherry  
Joint Managing Director  
Integra Software Solutions



**Ms Anjali Schiavina**  
Vice Chairwoman  
Puducherry & Founder & MD  
Mandala Apparels Pvt Ltd



**Dr Uma Kannan**  
Chairwoman, Tamil Nadu  
Vice President  
Thiagarajar College



**Dr Thangam Meganathan**  
Vice Chairwoman,  
IWN Tamil Nadu &  
Chairperson,  
Rajalakshmi Institutions



**Ms Malarvizhi S**  
Convenor, Coimbatore Zone  
Chairperson & Managing  
Trustee, Sri Krishna Institutions



**Ms Mridula Ramesh**  
Convenor, Madurai Zone  
Executive Director  
Sundaram Textiles Ltd



**Dr Hema Satish**  
Co - Convenor, Madurai Zone  
Managing Director  
Devadoss Multispeciality



**Ms Mala Balasubramanian**  
Convenor, Trichy Zone  
Honorary Member  
Nehru Memoria College



**Ms Rina Vivekanandan**  
Convenor  
Thiruvananthapuram Zone  
CEO & Managing Director  
Sinura Health Informatics Pvt Ltd



**Ms Maithri Srikant**  
Co - Convenor  
Thiruvananthapuram Zone  
Design & Creative Head  
Vedika Boutique



**Ms Lalitha Rani**  
Convenor, Vizag Zone  
Professor  
Andhra University



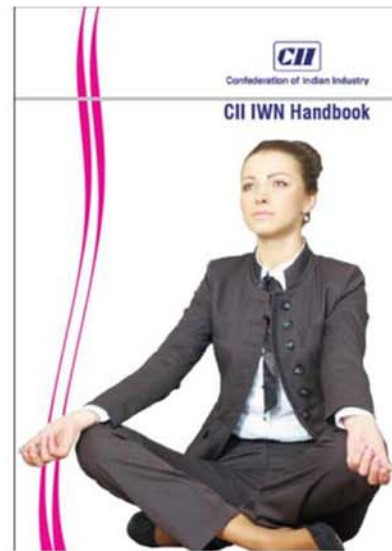
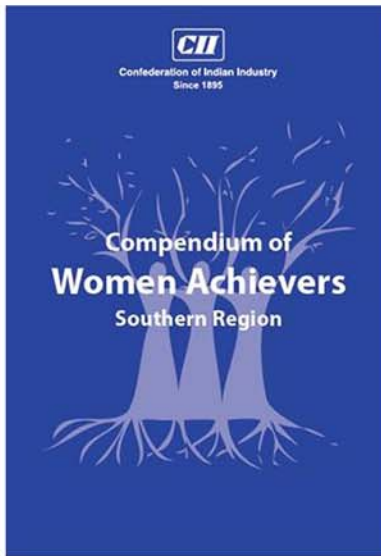
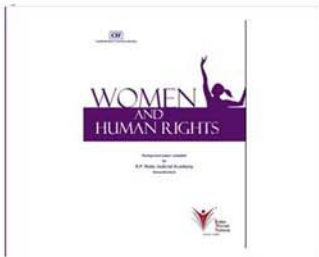
**Ms Rajini Chithra**  
Co-Convenor, Vizag Zone  
Principal  
Pollocks Educational Institutions



**Ms Neelima Challagulla**  
Convenor  
Vijayawada Zone  
Whole Time Director  
INCAP Ltd







## IWN In the Press

### IWN chapter inaugurated

Special Correspondent

**VIJAYAWADA:** The third IWN (Indian Women Network) Chapter in Andhra Pradesh, after Hyderabad and Visakhapatnam, was inaugurated here on Thursday. The IWN, an initiative of Confederation of Indian Industry (CII), is a platform for women professionals, entrepreneurs and students to network, lobby and share their views.



**NEW PLATFORM:** Chairwoman of IWN southern region Suchitra Ella, Executive Director of the KCP Ltd. Kavitha Dutt Chitturi, Krishna Joint Collector P. Usha Kumari and IWN AP chairperson Vanitha Datta at the launch of Indian Women Network in Vijayawada on Thursday.

Following the keynote address, KCP Limited Executive Director Kavitha Dutt Chitturi said that a woman, be she an entrepreneur or an employee, faces a lot of obstacles in life and a platform like IWN should play an active role in clearing such obstacles. Quoting Aristotle, she said, "Women are architects of society and should be allowed to play a dynamic role in nation building."

Suchitra Ella, Chairwoman of IWN southern region, gave a hard power-packed presentation to highlight the objectives, role and deliverables of IWN. She said that the IWN was conceptualised in January and it was designed after conducting a proper survey on women-centric issues such as

sexual harassment, and entrepreneurship development. "We designed it after taking into consideration various prominent women-centric organisations as benchmarks," she said. "The IWN will also impart coaching and mentoring

### IWN to help women at work

Special Correspondent

**MADURAI:** The Indian Women Network (IWN) southern region chairwoman Suchitra Ella, Executive Director of the KCP Ltd. Kavitha Dutt Chitturi, Krishna Joint Collector P. Usha Kumari and IWN AP chairperson Vanitha Datta at the launch of Indian Women Network in Vijayawada on Thursday.



## CII launches IWN Madurai



Madurai Kamaraj University vice-chancellor Kalyani Mathivanan addressing the gathering at the launch of the Madurai chapter of Indian Women Network in the city on Tuesday. —DC

**DC CORRESPONDENT MADURAI, AUG. 6**

The Confederation of Indian Industry launched the Madurai chapter of Indian Women Network (IWN), a platform for career women to share opportunities, learn and grow.

Madurai Kamaraj University vice-chancellor Kalyani Mathivanan addressed the gathering at the launch of the Madurai chapter of Indian Women Network in the city on Tuesday.



Director Anjali Menon, actor Rima Kalligal, Mayithiri Srikanth Anand and daughter-in-law of the actor, Rima Kalligal, at the launch of the Madurai chapter of Indian Women Network in the city on Tuesday.

## CII Network to Empower Career Oriented Women

Express News Service

**Coimbatore:** The empowerment of women can only begin when they recognise their own contributions, R Nandini, managing director of Chandra Textiles Private Limited, said here on Monday.

"Since the advent of globalisation, the Indian economy has advanced in information technology, which is facilitated a global communication network that transcends national boundaries and made an impact on public policy, private attitudes and behaviour. Every-

one has to be a woman of the 21st century. IWN will guide us to become stronger leaders at the workplace and help

## A platform for working women

TIMES NEWS NETWORK

**Coimbatore:** With the intention of providing working and business women a platform to come together and discuss various issues they face, Confederation of Indian Industries (CII) launched Indian Women Network (IWN) in the city on Monday. It will act as a platform to discuss various issues affecting them.

Women who attempt to move ahead in their careers face several questions including how to deal with those areas which are predominantly male-dominated and how to achieve work-life balance. Suchitra Kella, chairwoman of IWN Southern Region said that would serve as a platform for women from various careers as well as business entrepreneurs. "There are many issues which are common to women who try to move forward in the jobs. Many times, a woman finds no one to turn to in times of crisis," she said.

## CII network for women

**DC CORRESPONDENT COIMBATORE, AUG. 5**

Women in the workforce in the 21st century can henceforth come together to discuss opportunities, challenges and issues and network with women from different backgrounds for their develop-

ment. Ms Suchitra Ella, chairwoman of IWN southern region, said that the IWN was conceptualised in January and it was designed after conducting a proper survey on women-centric issues such as sexual harassment, and entrepreneurship development. "We designed it after taking into consideration various prominent women-centric organisations as benchmarks," she said. "The IWN will also impart coaching and mentoring

with the 'Coaching Foundation of India' to provide leadership guidance to senior women. Training would be provided to students on career prospects. Ms Nandini Rangasamy, managing director of Chandra Textiles, delivering her address, said women had long been the backbone of the

personal attitudes and behaviour, the potential for women to make a far greater contribution to their advancement exists, she said, while insisting that they maintain 'work-life balance' which was more important for women in India because of socio-cultural reasons. A panel discussion on

vide support system for women to nurture their skills and scale up in their careers. IWN southern region chairwoman Suchitra Ella briefed about the objective and vision of the network, which she said, was to provide coaching and mentoring services and healthcare awareness to career women entrepreneurs. IWN, she said, has partnered with Kauvery Hospitals and Coaching Foundation of India to provide coaching and mentoring services and healthcare awareness to career women entrepreneurs. IWN, she said, has partnered with Kauvery Hospitals and Coaching Foundation of India to provide coaching and mentoring services and healthcare awareness to career women entrepreneurs. IWN, she said, has partnered with Kauvery Hospitals and Coaching Foundation of India to provide coaching and mentoring services and healthcare awareness to career women entrepreneurs.



## 2015 – 16: A World of Possibilities!



**Dr Nandini R**  
Chairwoman 2015 - 16  
IWN Southern Region

Women need to and must determine their own highest expectations from their professional life and work towards setting goals to achieve them. It is in this context that Indian Women Network (IWN) Southern Region constituted regional and state core groups to create effective engagement models that would provide its women members an all-inclusive platform for their professional development. During Dr. Nandini's tenure as Chairwoman IWN SR, the focus was on advancing the status of women in the workforce and promoting their holistic development. Under her leadership, IWN SR conducted various initiatives and programs aimed at enabling women across different facets of their lives.

The year 2015-16, witnessed IWN starting on an extremely optimistic note with a group of very enthusiastic and dynamic members and office bearers. IWN's focus was on women's professional development through Learning & Development initiatives. Workshops and seminars were organized across southern region states such as Tamil Nadu, Telangana, Andhra Pradesh, Karnataka, Kerala, and Puducherry.

These events focused on enhancing women's skills and knowledge, covering topics like the Prevention of Sexual Harassment Act at the Workplace (POSH) policy and workplace safety. There was continued prioritization of women's health and wellbeing. Collaborations were formed with leading hospitals like Apollo Hospitals in Tamil Nadu and KIMS & LOTUS Hospitals in Telangana to provide healthcare support. Health camps, blood donation drives, and webinars addressing various health issues were organized to ensure the overall wellbeing of women.

The international engagement of IWN SR was another key aspect during Dr. Nandini's tenure. Participation in conferences such as the International Conference on Gender Equality and the 4<sup>th</sup> Gulf Cooperation Council (GCC) - India Industrial Forum showcased CII IWN's commitment to advocating for gender equality and economic empowerment at a global scale.

Networking and Advocacy were integral parts of IWN SR's strategy. IWN served as a platform for women professionals, students, and entrepreneurs to connect and learn from each other. There was active engagement with the CII Southern Regional Council members, encouraging them to nominate women from their organizations to join IWN, thereby fostering inclusive growth and economic parity. IWN SR witnessed a multifaceted approach to helping women grow. Through initiatives focusing on professional development, healthcare, international engagement, networking, and advocacy, IWN strived to create a more inclusive and supportive environment for women to thrive in both their personal and professional lives.

# The team that led the Region 2015-16



**Dr Nandini R**  
Chairwoman  
IWN Southern Region  
Managing Director  
Chandra Textiles Pvt Ltd



**Ms Anuradha Sriram**  
Deputy Chairwoman  
IWN Southern Region  
Co-Founder & Joint Managing Director  
Integra Software Services Pvt. Ltd.



**Ms Saroja Vivekanand**  
Chairwoman, AP & Telangana  
Managing Director  
Visaka Group of Companies



**Dr V Nagalakshmi**  
Vice Chairwoman  
IWN Andhra Pradesh &  
Joint Managing Director  
IMIS Pharmaceuticals



**Dr Tejaswini Yarlagadda**  
Vice Chairwoman  
IWN Telangana &  
Executive Director  
Malaxmi Group



**Dr Gayathri Vasudevan**  
Chairwoman  
IWN Karnataka &  
Chief Executive Officer  
LabourNet Services India Pvt. Ltd.



**Ms Geetha Panda**  
Vice Chairwoman  
IWN Karnataka & Director &  
Global Capability Lead, GSD,  
Infrastructure Services  
DXC Technology



**Ms Rina Vivekanandan**  
Chairwoman, IWN Kerala &  
CEO & MD Sinura Health  
Information & Process Solutions



**Ms Reena Sabin**  
Vice Chairwoman  
IWN Kerala & Director  
Specialists Hospital



**Ms Anjali Schiavina**  
Chairwoman  
IWN Puducherry & Founder & MD  
Mandala Apparels Pvt Ltd



**Ms Radhiga Ragu**  
Vice Chairwoman  
IWN Puducherry  
Associate Director - CMS  
Chem C&I Pvt Ltd



**Dr Thangam Meganathan**  
Chairwoman, IWN Tamil Nadu &  
Chairperson  
Rajalakshmi Institutions



**Ms Rajani Seshadri**  
Vice Chairwoman  
IWN Tamil Nadu &  
Vice President  
Tata Consultancy Services



**Ms Malarvizhi Shanmugam**  
Convenor, IWN Coimbatore Zone  
Chairperson & Managing Trustee  
Sri Krishna Institutions



**Ms Sujata Krishnan**  
Co-Convenor  
IWN Coimbatore  
Chief Executive Officer, Suvai Foods

## Focus on Learning & Development









# Focus on Health & Well-being

Health & Wellbeing Partners in the journey were Apollo Hospitals, Rainbow Hospitals, Kauvery Hospitals

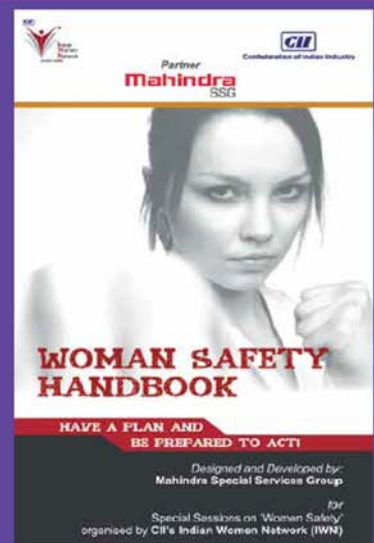
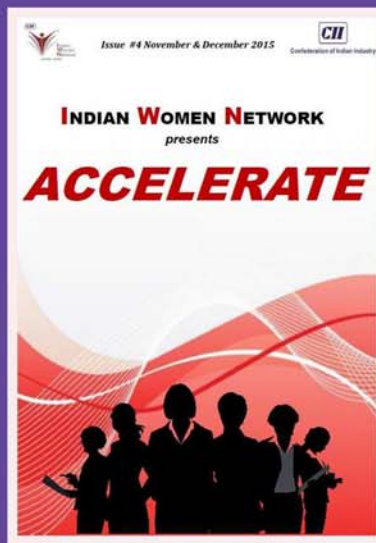


# Beyond Borders





# IWN Publications



## IWN In the Press

### Discussions Held on Leadership

at home. Minister M K Muneer said statistics on gender revealed during surprising, as p...  
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**Puram:** A roundtable discussion on 'Entrepreneurship and leadership' was held as part of International Conference on Gender Equality (ICGE) at Kovalam. The discussion was chaired by Additional Chief Secretary of Finance K M Abraham.

Maria Umar, who founded an online platform 'Women's Digital League' to provide digital training and work to 'akistani women, joined the discussion via Skype. She said that entrepreneurship was about helping oneself.

Transgender activist and entrepreneur Kalki Subramaniam said that close to 90 per cent of the transgender community in India are beggars, dancers or sex workers. She said that most of them are school dropouts, but to be an entrepreneur online, one does not

need educational qualifications.

Network 11 founder Rita Kapur said that media focuses only on overachievers. She said that instead it should pick ordinary entrepreneurs, to make leadership seem more accessible.

Telangana CII Chairperson Vanitha Datlani said that it is difficult to convince senior male colleagues that a woman can take her own decisions. Activist Hasina Khan and activist-dancer Sharmistha Mukherjee also spoke.

Meanwhile, a three-day International Conference on Gender Equality concluded here the other day. Chief Minister Oommen Chandy who inaugurated the valedictory function said that government organisations alone cannot make a difference to bring about gender equality and the

efforts should start at home. Minister for Social Justice M K Muneer said that the data and statistics on gender-discrimination revealed during the conference was surprising, as per the press note.

Kerala has declared seven different policies for gender identities which directly or indirectly are related to gender equality, he said. The state government will initiate a State Gender Action Plan after a series of discussions with researchers, academicians and other experts, he was quoted in a press note. The ICGE 1 Statement, a compilation of insights from the various discussions held over the three days, was released. It suggests the way forward in promoting gender equality.

**Go digital, women entrepreneurs told**

Services, Coimbatore

Women must discuss the opportunities provided by them, and also explore the potentials offered by digital platforms as part of their battle for dignity and survival, a roundtable discussion on entrepreneurship among women held as part of the International Conference on Gender and Equality (ICGE) concluded here.

"Entrepreneurship is about helping oneself", said Maria Umar, founder and president of Women's Digital League, an online platform that provides digital training and work to Pakistani women. Ms. Umar urged the government and leadership, which was chaired by Additional Chief Secretary (Finance) K.M. Abraham, via Skype from Pakistan.

Almost 10 per cent of the transgender community in India are beggars, dancers or sex workers, said Kalki Subramaniam, a transgender activist and entrepreneur. Kalki Subramaniam said in



**Ecosystem mooted for Gulf, India businesswomen**

Business, Coimbatore

Women must discuss the opportunities provided by them, and also explore the potentials offered by digital platforms as part of their battle for dignity and survival, a roundtable discussion on entrepreneurship among women held as part of the International Conference on Gender and Equality (ICGE) concluded here.

"Entrepreneurship is about helping oneself", said Maria Umar, founder and president of Women's Digital League, an online platform that provides digital training and work to Pakistani women. Ms. Umar urged the government and leadership, which was chaired by Additional Chief Secretary (Finance) K.M. Abraham, via Skype from Pakistan.

Almost 10 per cent of the transgender community in India are beggars, dancers or sex workers, said Kalki Subramaniam, a transgender activist and entrepreneur. Kalki Subramaniam said in

"Puram: A roundtable discussion on 'Entrepreneurship and leadership' was held as part of International Conference on Gender Equality (ICGE) at Kovalam, chaired by Additional Chief Secretary of Finance K M Abraham.

Maria Umar, who founded an online platform 'Women's Digital League' to provide digital training and work to 'akistani women, joined the discussion via Skype. She said that entrepreneurship was about helping oneself.

Transgender activist and entrepreneur Kalki Subramaniam said that close to 90 per cent of the transgender community in India are beggars, dancers or sex workers. She said that most of them are school dropouts, but to be an entrepreneur online, one does not

need educational qualifications.

Network 11 founder Rita Kapur said that media focuses only on overachievers. She said that instead it should pick ordinary entrepreneurs, to make leadership seem more accessible.

Telangana CII Chairperson Vanitha Datlani said that it is difficult to convince senior male colleagues that a woman can take her own decisions. Activist Hasina Khan and activist-dancer Sharmistha Mukherjee also spoke.

Meanwhile, a three-day International Conference on Gender Equality concluded here the other day. Chief Minister Oommen Chandy who inaugurated the valedictory function said that government organisations alone cannot make a difference to bring about gender equality and the

efforts should start at home. Minister for Social Justice M K Muneer said that the data and statistics on gender-discrimination revealed during the conference was surprising, as per the press note.

Kerala has declared seven different policies for gender identities which directly or indirectly are related to gender equality, he said. The state government will initiate a State Gender Action Plan after a series of discussions with researchers, academicians and other experts, he was quoted in a press note. The ICGE 1 Statement, a compilation of insights from the various discussions held over the three days, was released. It suggests the way forward in promoting gender equality.

**Go digital, women entrepreneurs told**

Services, Coimbatore

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## 2016 – 2017 : Reaching New Heights



**Ms Anu Sriram**  
Chairwoman - 2016-17  
IWN Southern Region

IWN works actively in Educating, Engaging, Encouraging and Empowering women, as the 4 essential tools in enhancing the competitiveness and growth of industries and economy. More and more women are entering the workforce, taking up the challenge of multitasking and prioritization, even managing to strike a work-life balance considering their various roles as a wife, a mother, and a professional. The progress achieved indeed is quite significant and worthy to be applauded.

Anu Sriram's tenure as Chairwoman IWN SR marked several key initiatives were undertaken to support and advance the professional growth of women across various sectors.

International partnerships were established, including with the UN Women-Citi Workshop on Gender-Responsive Procurement in November 2016, aimed at sharing knowledge and best practices about inclusive sourcing / supply chain diversity. Additionally, IWN was acknowledged as a Cooperation Partner at the 4th Annual Summit-Global Female Leaders 2017 in Germany. A significant agenda was to develop a broad base of qualified Women Independent Directors, in line with the mandate set by India's market regulator SEBI for listed companies. A flagship program in collaboration with the Indian School of Business (ISB) facilitated a three-day residential Governance Programme for Independent Directors in June 2016. Gender parity remained a central theme, with efforts focused on setting standards for diversity and inclusivity and recognizing organizations with excellent standards through the CII IWN Gender Parity Awards held in June 2017 in Chennai.

Policy interventions were also emphasized, including feedback submission on the Maternity Benefit (Amendment) Bill 2016 and engagement with government officials such as Dr. Kiran Bedi, IPS (Retd.), Lt. Governor, Government of Puducherry, to discuss initiatives supporting working women. Workshops were conducted on the Prevention of Sexual Harassment Act at Workplace (Prohibitions & Redressal) Act 2013 across various cities, aimed at enhancing awareness and understanding of the legal provisions among directors and senior management personnel. IWN's membership grew steadily, in the region with ongoing efforts to expand further by reaching out to CII member companies and higher educational institutions. The term was a benchmark for continued success in enabling growth and development of women leaders and enabling them to realize their true potential through the organization's unique networking platform.

# The team that led the Region 2016-17



**Ms Anu Sriram**

Chairwoman, IWN Southern Region &  
Co-Founder & Joint Managing Director,  
Integra Software Services Pvt. Ltd.



**Ms Vanitha Datla**

Deputy Chairwoman  
IWN Southern Region &  
Vice Chairperson, ELICO Ltd.



**Dr V Nagalakshmi**

Chairwoman  
IWN Andhra Pradesh &  
JMD,  
IMIS Pharmaceuticals



**Ms Rama Rayudu**

Vice Chairwoman  
IWN AP & Director  
Prakrit Motors Pvt Ltd



**Ms Geetha Panda**

Chairwoman  
IWN Karnataka &  
Director & Global  
Capability Lead  
DXC Technology



**Dr Githa S Heggde**

Vice Chairwoman  
IWN Karnataka &  
Dean, Research & IA,  
IFIM Business School



**Ms Rina Vivekanandan**

Chairwoman  
IWN Kerala &  
CEO, MedTrina  
Knowledge Partners



**Ms Minu Mathew**

Vice Chairwoman  
IWN Kerala &  
Managing Partner  
Minu & Thomas  
Chartered Accountants



**Ms Radhiga Ragu**

Chairwoman  
IWN Puducherry &  
Associate Director, QMS,  
Chemin Controls &  
Instrumentation Pvt. Ltd



**Ms Nalini Kamra**

Vice Chairwoman  
IWN Puducherry &  
Proprietress  
KOSH Innovations



**Ms Rajani Seshadri**

Chairwoman  
IWN Tamil Nadu &  
Executive Coach  
and Advisor



**Ms Gowri Kailasam**

Vice Chairwoman  
IWN Tamil Nadu &  
President, Steering &  
Linkage Products,  
Rane (Madras) Ltd.



**Dr Tejaswini  
Yarlagadda**

Chairwoman  
IWN Telangana &  
Director  
Malaxmi Group



**Ms Shobha Dixit**

Vice Chairwoman  
IWN Telangana &  
Director  
Alpla India Pvt. Ltd.



**Ms Sujata Krishnan**

Convenor, IWN Coimbatore &  
Chief Executive Officer, Suvai Food



**Ms Aruna Thangaraj**

Co-Convenor, IWN Coimbatore &  
Chief Executive Officer, AGT Electronics Ltd





Confederation of Indian Industry



Governance Programme for Independent Directors  
June 23 – 25, 2016







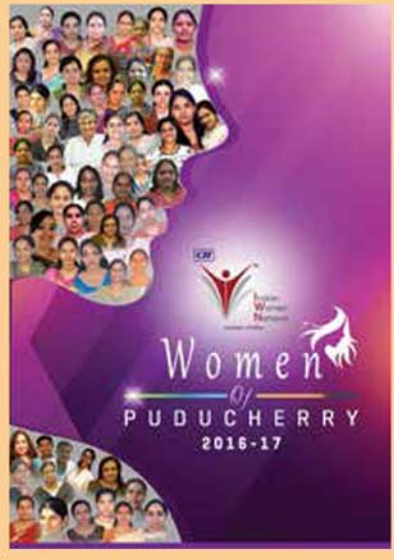
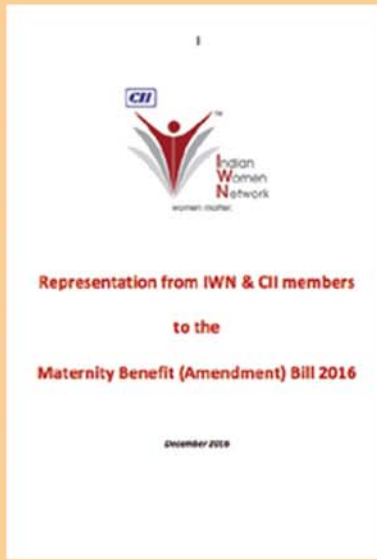
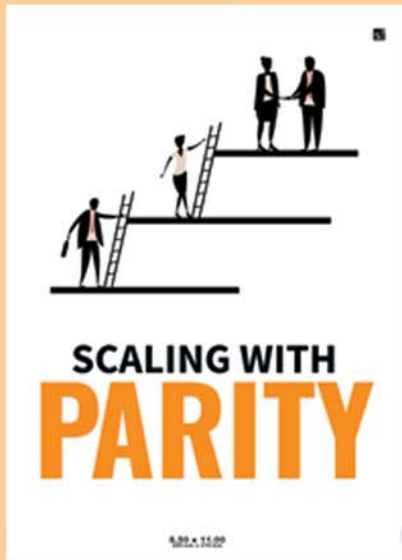




IWN Legacy & Way Forward



# IWN Publications



## IWN In the Press

# CII calls for women empowerment

BUSINESS BUREAU

Hyderabad: CII - Indian Women Network (IWN) has called for women empowerment, for which unity of professionals from different fields is need of the hour. Hyderabad chapter of IWN, as a part of its annual day deliberations, organized a one-day Women's Conclave on the theme 'Empower & Enhance - Securing a Women's Future', here on Friday.

The objective of the Conclave is to enable women professionals to gain a better understanding of physical, emotional, social and financial empowerment.



Telangana IT Secretary Jayesh Ranjan speaking at CII-Indian Women Network's conclave in Hyderabad on Friday.

going to have fun", she said.

Suchitra E.lla, National Chairwomen, IWN & Joint Managing Director, Bharat Biotech International Ltd, mentioned that Indian Women Network is emerging as one of the important platform that supports career women and entrepreneurs. "IWN is not a social club, but a powerful platform to support career women & entrepreneurs," she said.

Earlier, in her welcome address, Dr. Tejaswini Yarlagadda, chairwoman, IWN Telangana, director, Malaxmi Group, opined that if women want to create a life that is filled with passion, achievement and reward, the

### 'Policy, infra changes key to bringing gender parity'

The gender-equality gap in employment of women costs Asia \$47 billion annually

According to the Indian Women Network (IWN), a CII initiative. According to Asia Muralidhar, Partner, HR Group, Global Services, India's CIP contribution. Some women make up 47 per cent of the global workforce but only 27 per cent of the global workforce are women. Muralidhar said the company must invest in the global workforce to take up women positions. There are some additional efforts a company must make to attract women.

The gender equality gap in employment of women costs Asia \$47 billion annually, according to a report by the International Labour Organization (ILO). The gender equality gap in employment of women costs Asia \$47 billion annually, according to a report by the International Labour Organization (ILO). The gender equality gap in employment of women costs Asia \$47 billion annually, according to a report by the International Labour Organization (ILO).

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Manufacturing sector is the largest employer of women in India, according to the International Labour Organization (ILO). Manufacturing sector is the largest employer of women in India, according to the International Labour Organization (ILO). Manufacturing sector is the largest employer of women in India, according to the International Labour Organization (ILO).

Women's leadership is the key to bringing gender parity, according to the International Labour Organization (ILO). Women's leadership is the key to bringing gender parity, according to the International Labour Organization (ILO). Women's leadership is the key to bringing gender parity, according to the International Labour Organization (ILO).

## గా అభివృద్ధి



# Crime against women down

BUSINESS BUREAU

The government's various initiatives towards women's safety and security seems to be taking a positive direction as a top official claims that the crime rate against women has come down by 20 per cent in the city.

Speaking at Indian Women Network (Telangana) Women's Leadership Conclave Additional Commissioner of Police (crimes and ST) Telangana IPS Swati Lakra said, "The various initiatives and sustained efforts by the police department by formation of SDF Teams have helped in bringing down the crime rate against women in the city by 20 per cent. However, having said that, we do not want to rest on the statistics and would continue to ensure women's safety and security in the city." She said 100 SDF teams under her direct supervision have nabbed 450 repeat offenders and the number of repeat offenders is almost zero.



BEARING FRUIT: ACP Swati Lakra speaking at the Indian Women Network Women's Leadership Conclave.

### మహిళా సాధికారతకు వికృత ప్రధానం

- రాష్ట్ర వారీ కార్యదర్శి జయీష్ రంజన్

నీటివ్యూలో: స్త్రీలు విద్యావంతులవ్వడం ద్వారానే అభివృద్ధి రంగాల్లో రాజీవేగలుగుతారని వారీ శాఖ ముఖ్య కార్యదర్శి జయీష్ రంజన్ అన్నారు. కాన్పూర్లోని ఆపిఐ ఇండియన్ ఇండస్ట్రీ డివీజన్ నెట్వర్క్ హైదరాబాద్ చాప్టర్ ఆధ్వర్యంలో 'మహిళా సాధికారత - భవిష్యత్తుకు భరోసా' అనే అంశంపై హోటల్ అవా సాల్ట్ సెంటర్లోని సదస్సులో ఆయన ముఖ్య అతిథిగా హాజరై మాట్లాడారు. మహిళలకు సామాజిక, ఆర్థిక, బౌతిక భద్రతను

### ఘనంగా మహిళా బహుత్వం



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Telangana IT Secretary Jayesh Ranjan speaking at CII-Indian Women Network's conclave in Hyderabad on Friday.

Dr. Tejaswini Yarlagadda, chairwoman, IWN Telangana, director, Malaxmi Group, opined that if women want to create a life that is filled with passion, achievement and reward, the

The objective of the Conclave is to enable women professionals to gain a better understanding of physical, emotional, social and financial empowerment.

Telangana IT Secretary Jayesh Ranjan speaking at CII-Indian Women Network's conclave in Hyderabad on Friday.

## 2017 – 2018 : The Agenda for Parity



**Ms Vanitha Datla**  
Chairwoman - 2017-18  
IWN Southern Region

As suggested by several studies, the higher one goes up the corporate ladder, the fewer women one sees. Women are underrepresented at all levels of business, from first-level managers to CEOs. Gender parity at the workplace has a number of benefits for an organization and has been proved to result in better financial and organizational performance. Hence, achieving gender parity is critical to our growth as a nation, Vanitha Datla's tenure as Chairwoman of IWN SR witnessed significant efforts being made to address gender disparity and support women in various professional fields.

A key objective was promoting gender parity. Initiatives and sessions were organized across states to sensitize companies and institutions about the benefits of gender diversity. Efforts were made to enhance visibility through the establishment of a website and a branding team, comprising key women champions from the Southern Region states. Steps were taken to improve the online presence of IWN on social media platforms through this new vertical.

Significant international engagement was seen during this year. Representatives from IWN SR attended conferences such as the Global Female Leaders' Summit in Berlin and the Global Business Forum in Tbilisi, providing networking opportunities and highlighting the importance of women in business.

The launch of the IWN Salem Zone in Tamil Nadu marked a milestone, accompanied by a session titled "Coffee with Entrepreneurs" attended by around 100 women participants.

On the policy front, IWN sought feedback from industry members on crucial policies concerning women in the workforce, including the Draft National Policy for Women 2016 and recommendations for the Crèche Rules under the Amended Maternity Benefit Act 2017.

Furthermore, a memorandum of understanding (MoU) was signed between IWN, CII Telangana State Council, and the Department of IT, Electronics & Communication, Government of Telangana, to develop a policy framework for women in the workforce and encourage entrepreneurship.

Throughout the tenure, IWN's membership continued to expand, reaching out to CII member companies and higher educational institutions to nominate women for membership. An extremely focused tenure, this year further paved the way for IWN's continued success in facilitating positive experiences for career women to grow in their professional journey.

# The team that led the Region 2017-18



**Ms Vanitha Datla**  
Chairwoman  
IWN Southern Region &  
Vice Chairperson, ELICO Ltd.



**Ms Rina Vivekanandan**  
Deputy Chairwoman  
IWN Southern  
Region & Senior VP  
ECESIS Care



**Dr V Nagalakshmi**  
Chairwoman  
IWN Andhra Pradesh &  
JMD,IMIS Pharmaceuticals



**Ms Lakshmi Mukkavilli**  
Vice Chairwoman  
IWN AP & Director  
Patra India  
BPO Services



**Ms Geetha Panda**  
Chairwoman  
IWN Karnataka &  
Director & Global  
Capability Lead  
DXC Technology



**Dr Githa S Heggde**  
Vice Chairwoman  
IWN Karnataka &  
IFIM Business School



**Ms Minu Mathew**  
Chairwoman  
IWN Kerala &  
Managing Partner  
Minu & Thomas  
Chartered Accountants



**Ms Rani Mohandas**  
Vice Chairwoman  
IWN Kerala &  
& Director  
South Park Hotel



**Ms Nalini Kamra**  
Chairwoman  
IWN Puducherry &  
Proprietress  
KOSH Innovations



**Dr Nalini Ranganathan**  
Vice Chairwoman  
IWN Puducherry &  
Associate Professor  
Pondicherry University



**Ms Gowri Kailasam**  
Chairwoman  
IWN Tamil Nadu &  
President, Steering &  
Linkage Products,  
Rane (Madras) Ltd.



**Ms Uma Rao**  
Vice Chairwoman  
IWN Tamil Nadu &  
VP-HR  
Ashok Leyland



**Ms Shobha Dixit**  
Chairwoman  
IWN Telangana &  
Director  
Alpa India Pvt. Ltd.



**Ms Uma Devaguptapu**  
Vice Chairwoman  
IWN Telangana &  
Director HR,  
APAC Signode



**Ms Sujata Krishnan**  
Convenor, IWN Coimbatore &  
CEO, Suvai Foods



**Ms Aruna Thangaraj**  
Co-Convenor, IWN Coimbatore &  
CEO, AGT Electronics Ltd



**Ms Sangeetha Ashwin**  
Convenor, IWN Salem &  
Managing Partner, Spectra Traders



**Ms Lakshmi Siddharthan**  
Co-Convenor, IWN Salem &  
Director, TMS Eye Hospital Pvt Ltd











## Focus on Health & Well-being



## Focus on Advocacy



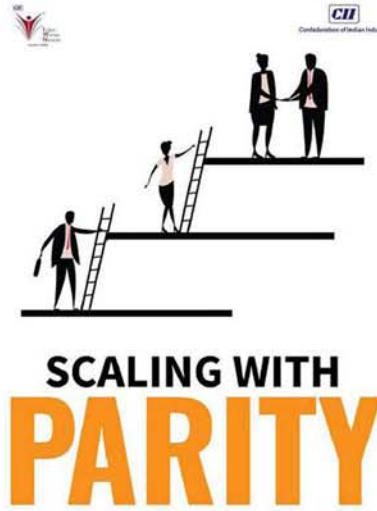
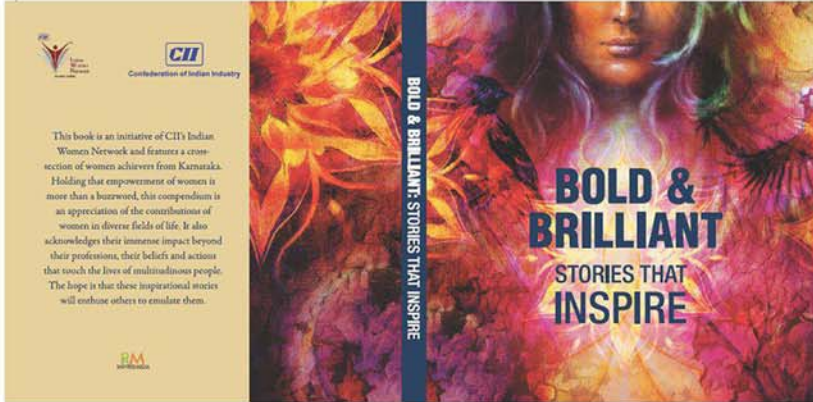


IWN Legacy & Way Forward





# IWN Publications



## IWN In the Press

### Various events mark Women's Day fete



The Indian Women Network of Confederation of the Indian Industry, Coimbatore zone organised women's day celebrations with the theme 'Be Inspired'. Writer Thamizhachi Thangapandian, who was one of the chief guests, said women were suppressed by the caste system. "Only if caste system is abolished, women will get complete freedom. Women should in-

### Kharge bats for skill sets for ideation, innovation

BANGALURU, OHNS: The Karnataka government is building an ecosystem of skill sets for ideation and innovation, Minister for Innovation and Technology Priyank Kharge said here on Wednesday.

During the Annual Day of Confederation of Indian Industry (CIW), Kharge said the state government has framed skill policy via Yuva Yuva programme.

Through the Yuva Yuva



Minister Priyank Kharge releases a coffee table book at the annual meet of CIW in Bengaluru on Wednesday, OHNS

are number one in India and now we are competing with other global centres of innovation. We thought it is time for us to relook at the existing narrative," he said.

Scaling up the event, Confederation for Indian Women and Commerce Durgam Chauhan said that the State is aiming at increasing its state gross domestic product to half a trillion dollar by 2025. "For this to happen, per capita income must reach to \$30,000," he

### CIW launches Indian Women Network in Salem



The Indian Women Network of Confederation of Indian Industry (CIW) has launched its Salem branch on Thursday. The launch event was held at the Salem District Women's Welfare Centre. The newly formed network aims to empower women in the region through various initiatives and support. The event was presided over by the District Women's Welfare Officer, Salem.

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### Kovai festivities focus on leadership and competency

LAKSHMI LUNDI DC COIMBATORE, MARCH 8

A woman means "celebration of happiness" rejoiced Mrs. S. Manuvelil, founding trustee of Indian Women Network (IWN) which is a wing of the Confederation of Indian Industry (CIW).

Addressing the International Women's Day (IWD) celebrations here on Thursday on the theme 'Be Inspired' organized by Coimbatore chapter of the IWN, she elaborated. "Woman means compassion, happiness and we live for our family and the society. It is on one day of the year that we get to thoroughly celebrate the spirit of womanhood."

She observed that despite a woman being soft at heart by nature, it is the circumstances that she faces and situations that she goes through in her life that make her strong. "Women must aim at becoming independent. A woman must either find a job or start a venture on her own and stand on her own feet. Having money in hand makes a woman confident," she said.

A notable Ms. Manuvelil who currently is chairperson of Sri Krishna Group of Institutions told the audience how she, who was born in a middle class family, overcame challenges and rose to great heights in her career.

"As a woman I have no limitations, yet I did not give up on my professional goals. Competency and leadership have no gender," she stated.

She rounded off her inspiring talk urging the large women audience to celebrate the spirit of womanhood by celebrating themselves.

### 'Health services have become an industry'

It is a challenge to keep pace with progress: V. Shantha

STAFF REPORTER

The last few decades have witnessed a proliferation in the profession and corporations in healthcare, and with the increasing penetration of health services, healthcare and health services have become an industry, said V. Shantha, Chairperson, Cancer Institute (CIW).

"Medicine is the art of healing. With the proliferation in scientific knowledge and advances in sophisticated technology, it became an art and science, and gradually over the years, science and art. Today, the art component in health service has become an industry," she said addressing "WomenCon", a conference focused on the theme "PROSPERITY-PROGRESS", organized by the Confederation of Indian Industry (CIW) today.

Shantha added, "As a committed voluntary, charitable socio-profit institution, where 60% of patients are



Shantha (right) addressing the audience at WomenCon.

## 2018 – 2019 : Accelerating & Mentoring Leadership



**Ms Rina Vivekanandan**  
Chairwoman - 2018-19  
IWN Southern Region

Women form an integral part of society, necessitating that initiatives across sectors and on diverse fronts prioritize their inclusion in design, planning, and execution. Rather than confining inclusion efforts solely to standalone initiatives for women, a broader approach is essential. Empowering women in the workplace and ensuring equal opportunities is imperative for industries. Consistent incorporation of such practices acknowledges and fosters the potential of women employees. They are not just exceptional professionals but also potential economic leaders and societal architects of tomorrow.

During her tenure as the IWN Regional Chairwoman, Ms Rina Vivekanandan focussed on sustaining the momentum that was built in IWN over the previous years. Since inception, IWN's services to its members focussed on the three verticals of Learning & Development, Health & Wellbeing and Policy & Advocacy with the active participation of members. In addition to this portfolio, a significant agenda included in the IWN Southern Region work plan was creation of mentoring programs for members i.e. women in corporates, women entrepreneurs, and women in academia.

In partnership with the 'Thrive with Mentoring' - IWN rolled out mentoring programmes for its membership. The first of the mentoring sessions was organised in Vizag, Andhra Pradesh, in November 2018. With a continued focus on encouraging industry members to adopt good gender diversity practices, IWN organized various initiatives to sensitize companies and institutions to champion gender parity initiatives and agenda in their growth plan.

With the objective of becoming a policy advisor to the Union and state Governments on matters related to women in the workplace & women entrepreneurs, IWN in the region submitted recommendations on policies concerning women. In Kerala and Karnataka, IWN was instrumental in submission of recommendations regarding creche guidelines, workplace safety.

The CII National Committee on Women Empowerment and IWN collaborated with Business for Social Responsibility (BSR) for launching the Equal Opportunity Initiative which aims to help companies to adopt holistic and integrated women's empowerment strategies to promote inclusion of women in the workspace. The pilot programme of this initiative was launched in Kerala and comprises of 4 Roundtable Sessions.

The agenda for the year played a crucial role in raising awareness, driving change, and encouraging companies to be accountable for their commitment to gender equality and social responsibility.

# The Southern Regional Council for 2018 – 2019



**Ms Rina Vivekanandan**  
Chairwoman. IWN Southern Region &  
Senior Vice President  
Ecesis Care



**Ms Geetha Panda**  
Deputy Chairwoman  
IWN Southern Region & Director & Global Capability Lead, GSD,  
Infrastructure Services, DXC Technology



**Ms Lakshmi Mukkavilli**  
Vice Chairwoman  
IWN AP & Director  
Patra India BPO Services



**Ms Shubra Sharma**  
Vice Chairwoman – IWN AP &  
Head – HR  
HSBC



**Dr Githa S Heggde**  
Chairwoman  
IWN Karnataka &  
Dean, Research & IA,  
IFIM Business School



**Ms Shirin Salis**  
Vice Chairwoman  
IWN Karnataka &  
VP – HR, IngersollRand



**Ms Shalini Warriar**  
Chairwoman – IWN  
Kerala &  
COO, Federal Bank



**Ms Sivapriya Balagopal Prasad**  
Vice Chairwoman – IWN  
Kerala & Head New Products,  
Eastern Condiments



**Dr Nalini R**  
Chairwoman – IWN PDY &  
Associate Professor,  
Pondicherry University



**Dr Vanaja V**  
Vice Chairwoman – IWN PDY &  
Medical Director, Jothi Eye  
Care Centre



**Ms Uma Rao**  
Chairwoman  
IWN TN &  
VP – HR, Ashok Leyland



**Ms Malarvizhi S**  
Vice Chairwoman – IWN  
Tamil Nadu & Chairperson,  
Sri Krishna Institutions



**Ms Shobha Dixit**  
Chairwoman – IWN  
Telangana &  
Director, Alpa



**Dr Nandita Sethi**  
Vice Chairwoman – IWN  
Telangana &  
MD, The Entrepreneur Zone



**Ms Lakshmi Siddarthan**  
Convenor – IWN Salem  
Zone & Director,  
TMS Eye Hospital



**Ms Avanti Natarajan**  
Co Convenor – IWN Salem  
Zone & Director – SA,  
Paavai Institutions



**Ms Sangeetha Ashwin**  
Convenor – IWN Coimbatore  
Zone & Managing Partner,  
Spectra Traders



**Ms Srividya Lakshmi**  
Convenor – IWN Coimbatore  
Zone & Correspondent,  
RVS Group of Institutions

## Focus on Leadership



IWN in association with 'Thrive with mentoring' organised an exclusive mentorship program which aims to develop women leaders globally through mentoring





## Focus on Parity and Business Social Responsibility



## Focus on Health & Well-being





IWN Legacy & Way Forward

# 2019 – 2020: The team that defined IWN in the Region



**Ms Geetha Panda**  
Chairwoman  
IWN Southern Region & Director & Global Capability Lead, GSD, Infrastructure Services, DXC Technology



**Ms Rajani Seshadri**  
Deputy Chairwoman  
IWN Southern Region & Executive Coach & Advisor



**Ms Lakshmi Mukkavilli**  
Chairwoman  
IWN AP & Director  
Patra India BPO Services



**Prof S Rajani**  
Vice Chairwoman  
IWN AP & Director  
Gayatri Vidya Parishad  
College for Degree & PG  
LabourNet



**Dr Githa S Heggde**  
Chairwoman  
IWN Karnataka & Dean, Research & IA, IFIM Business School



**Ms Shirin Salis**  
Vice Chairwoman  
IWN Karnataka & VP – HR, IngersollRand



**Ms Shalini Warriar**  
Chairwoman – IWN  
Kerala & COO, Federal Bank



**Ms Sivapriya Balagopal Prasad**  
Vice Chairwoman – IWN  
Kerala & Head New Products,  
Eastern Condiments



**Dr Vanaja V**  
Chairwoman – IWN PDY & Medical Director, Jothi Eye Care Centre



**Ms Chitra Shah**  
Vice Chairwoman  
IWN Puducherry & Director  
Satya Special School



**Ms Malarvizi S**  
Chairwoman, IWN Tamil Nadu & Chairperson & Managing Trustee, Sri Krishna Institutions



**Ms Hemalatha Rajan**  
Vice Chairwoman  
IWN Tamil Nadu & Co Founder & Director  
Ma Foi Group of Companies



**Dr Nandita Sethi**  
Chairwoman – IWN  
Telangana & MD,  
The Entrepreneur Zone



**Ms Swathi Kantamani**  
Vice Chairwoman  
IWN Telangana  
Managing Trustee  
Natco Trust



**Ms Srividya Lakshmi**  
Convener, IWN Coimbatore & Correspondent  
RVS Group of Institutions



**Ms U Lakshmi**  
Co-Convener, IWN Coimbatore  
General Manager  
Kirkoskar Brothers Ltd  
Coimbatore Plant



**Ms Hema Mani**  
Convener  
IWN Chennai Zone & Director – HR, Lennox India  
Technology Centre Pvt Ltd



**Ms Savitha Jagadeesan**  
Co-Convener  
IWN Chennai Zone & Senior Partner  
Kochhar & Co



**Ms Kumutaavalli Shivkumar**  
Convener, IWN Erode  
Joint Managing Director SKM Siddha & Ayurvedha Company (I) Pvt Ltd



**Ms Uma Sekar**  
Co Convener, IWN Erode  
Managing Director  
Avaneetha  
Textiles (P) Ltd



**Ms Avanti Natarajan**  
Convener – IWN Salem  
Zone & Director – SA  
Paavai Institutions



**Dr C V Sujaritha**  
Co-Convener, IWN Salem  
Centre Head  
C Cube Technologies

# Engage for Action Agenda 2019-2020



## Discussions on Women Leadership in Industry



# Discussions on Women Leadership in Industry



# Discussions on Women Leadership in Industry



# 2020 – 2021: The team that defined IWN in the Region



**Ms Rajani Seshadri**  
Chairwoman  
IWN Southern Region &  
Executive Coach & Advisor



**Ms Shalini Warriar**  
Deputy Chairwoman  
IWN Southern Region &  
COO, Federal Bank



**Prof S Rajani**  
Chairwoman, IWN AP & Director  
Gayatri Vidya Parishad  
College for Degree & PG



**Ms D Prasanthi**  
Vice Chairwoman  
IWN Andhra Pradesh &  
Sr.Manager-Customer Support  
Efftronics Ltd



**Ms Shirin Salis**  
Chairwoman  
IWN Karnataka &  
Vice President  
HR Trane Technologies



**Ms Nandini Sarkar**  
Vice Chairwoman  
IWN Karnataka & Global Equity,  
Diversity & Inclusion Leader -  
India, The Boeing Company



**Ms Sivapriya Balagopal**  
Chairwoman – IWN Kerala  
Head – New Products  
Development  
Eastern Condiments Pvt Ltd



**Ms Meera Haridas**  
Vice Chairwoman, IWN Kerala &  
Director Verkenner  
Business Associates Pvt LTD.



**Ms Chitra Shah**  
Chairwoman  
IWN Puducherry & Director  
Satya Special School



**Ms Anamika Saraogi**  
Vice Chairwoman  
IWN Puducherry &  
Proprietress Clay & Glaze



**Ms Hemalatha Rajan**  
Chairwoman  
IWN Tamil Nadu &  
Co Founder & Director  
Ma Foi Group of Companies



**Ms Kumutaavalli  
Shivkumar**  
Vice Chairwoman, IWN Tamil Nadu &  
Joint Managing Director SKM Siddha &  
Ayurvedha Company (I) Pvt Ltd



**Ms Savitha K Jagadeesan**  
Convener, IWN Chennai Zone  
Senior Partner  
Kochhar & Co



**Dr Senthamarai  
Gokulakrishnan**  
Co-Convener, IWN Chennai Zone  
Co-Founder Beta Monks  
Technology Factory Pvt Ltd



**Ms Uma Sekar**  
Convener, IWN Erode  
Managing Director  
Avaneetha  
Textiles (P) Ltd



**Mrs Kirthika Shivkumar**  
Co Convener, IWN Erode  
Executive Director  
The Indian Public School



**Dr C V Sujaritha**  
Co-Convener, IWN Salem  
Centre Head  
C Cube Technologies



**Mrs Swathi Chandrasekar**  
Co-Convener, IWN Salem  
Director  
Millennium Interiors



**Ms Swathi Kantamani**  
Chairwoman  
IWN Telangana  
Managing Trustee  
Natco Trust



**Ms Purnima Kamble**  
Vice Chairwoman  
IWN Telangana  
Partner  
Fox Mandal & Associates



# Say Yes to Women Leadership



# IWN goes Virtual!





**IWN Telangana LEADERSHIP CONCLAVE**



**POWER WOMEN 2020**

10 Sep 2020 at 0930 am – Virtual Platform

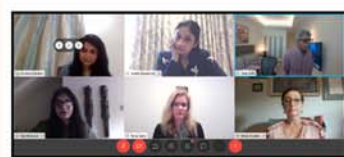
**Keynote Address**

**Smt. Smriti Irani**

Hon'ble Minister for Women and Child Development & Textiles, Govt. of India



Register today to block your seat at the conclave. Pre-registration is a must. Scan QR code and fill in details. Use registration link: <https://forms.gle/4PvWRYEACEKNWZA>. Contact: Ms. Tapati Dutta Deb | Email: [tapati.d@cii.in](mailto:tapati.d@cii.in) | Mobile: 9885786290



**IWN Telangana Activities**

CII Confederation of Indian Industry 125 Years - Since 1885

1. IWN Telangana	2. IWN Telangana	3. IWN Telangana	4. IWN Telangana	5. IWN Telangana
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16. IWN Telangana	17. IWN Telangana	18. IWN Telangana	19. IWN Telangana	20. IWN Telangana

**'Voices' Video Series**  
Executive Council members  
IWN Telangana

## 2021-22: The pandemic and IWN Virtual Leadership



**Ms Shalini Warriar**  
Chairwoman - 2021-22  
IWN Southern Region

Ms Shalini Warriar was the Chairperson for Southern Region during the year 2021-22. Most of us will remember that 2021-22 was the peak of the pandemic. That did not dilute our enthusiasm and the entire team worked closely with me to deliver on a range of initiatives. There were many sessions held, virtually, where women achievers were celebrated.

The specially curated Leadership Program, designed and delivered in conjunction with SHRM (Society for Human Resources Management) saw nearly 40 young ladies gain in confidence and capabilities through the sessions attended by them. They also took advantage of the personalized coaching that was delivered as part of the program.

Mentoring was another area of focus during this year. The unique combination of mentors and mentees across geographies and across industries proved to be very useful.

The Network also gained tremendously from a dedicated focus on branding and revamping the website. Social media posts became the norm rather than the exception and generated many likes and shares.

Of course, the icing on the cake was holding the second and third Say Yes Annual Conclave in a virtual world. To attract and sustain the interest of many hundreds of viewers in a complete virtual format was a real challenge. Our speakers and Master Classes, specially curated for our audience, held our audience captive and it was delightful to see the encouraging feedback we got post those Conclaves.

## 2021 – 2022: The team that defined IWN in the Region



**Ms Shalini Warriar**  
Chairwoman, IWN Southern Region & Executive Director & Business Head – Retail Federal Bank



**Ms Shobha Dixit**  
Deputy Chairwoman, IWN Southern Region & Director Alpha India Pvt. Ltd.



**Ms D Prasanthi**  
Chairwoman IWN Andhra Pradesh & Sr.Manager-Customer Support, Efftronics



**Dr M Sudha**  
Vice Chairwoman IWN AP & Director Assistant Professor GITAM Institute of Management, GITAM



**Ms Nandini Sarkar**  
Chairwoman IWN Karnataka & Global Equity, Diversity & Inclusion Leader India, The Boeing Company



**Ms Anupamaa V**  
Vice Chairwoman IWN Karnataka & Managing Partner AVRC Legal & Dr. Kainth Associates LLP



**Ms Meera Haridas**  
Chairwoman IWN Kerala & Director Verkenner Business Associates Pvt LTD.



**Dr Sindhuja R Varma**  
Vice Chairwoman IWN Kerala & Consultant Trainer, Coach, D & I Specialist and Managing Partner Antara Consultancy



**Ms Anamika Saraogi**  
Chairwoman IWN Puducherry & Proprietress Clay & Glaze



**Ms R Sadhana**  
Vice Chairwoman IWN Puducherry & Proprietress RR COSMO



**Ms Kumutaavalli Shivkumar**  
Chairwoman IWN Tamil Nadu & Joint Managing Director SKM Siddha & Ayurvedha Company (I) Pvt Ltd



**Ms Hema Mani**  
Vice Chairwoman IWN Tamil Nadu & Director (HR) Lennox International



**Ms Purnima Kamble**  
Chairwoman IWN Telangana Partner Fox Mandal & Associates



**Dr Uma Aysola**  
Vice Chairwoman IWN Telangana & Head Alliances & Partnerships, Access Health International



**Mrs Kirthika Shivkumar**  
Convenor  
IWN Erode  
Executive Director  
The Indian Public School



**Mrs Vidhya Jayaprakash**  
Co-Convenor  
IWN Erode &  
Psychologist



**Mrs Swathi  
Chandrasekar**  
Convenor, IWN Salem  
Director  
Millennium Interiors



**Mrs Shamili Sudhakar**  
Co-Convenor  
IWN Salem & Director  
LYTON Renewable  
Energy Solutions Pvt Ltd



**Ms Shirin Salis**  
Lead, Mentorship  
Vertical, IWN SR &  
Vice President  
HR Trane Technologies



**Ms Savitha K Jagadeesan**  
Co-Lead, Mentorship  
Vertical, IWN SR &  
Senior Partner  
Kochhar & Co



**Ms Rajani Seshadri**  
Lead,  
Campus-to-Career  
Vertical, IWN SR &  
Co-Founder & Director  
IndePenn Connections Pvt Ltd



**Ms Meera Haridas**  
Co-Lead, Campus-to-Career  
Vertical, IWN SR &  
Director  
Verkenner Business  
Associates Pvt LTD.



**Ms Hema Mani**  
Lead, Leadership  
Vertical, IWN SR &  
Director (HR)  
Lennox India  
Technology Centre Pvt Ltd



**Dr Uma Aysola**  
Co-Lead, Leadership  
Vertical, IWN SR &  
Head Alliances & Partnerships  
Access Health  
International



**Dr Senthamarai  
Gokulakrishnan**  
Lead, Branding Vertical,  
IWN SR & Co-Founder  
BetaMonks Technology Factory Pvt Ltd



**Ms Hema Srinivas**  
Co-Lead, Branding  
Vertical, IWN SR &  
Talent Enhancement Consultant

# Virtual Engage 2021-22

Speaking: Shalini Warriar

Shalini Warriar

Vanitha Datla

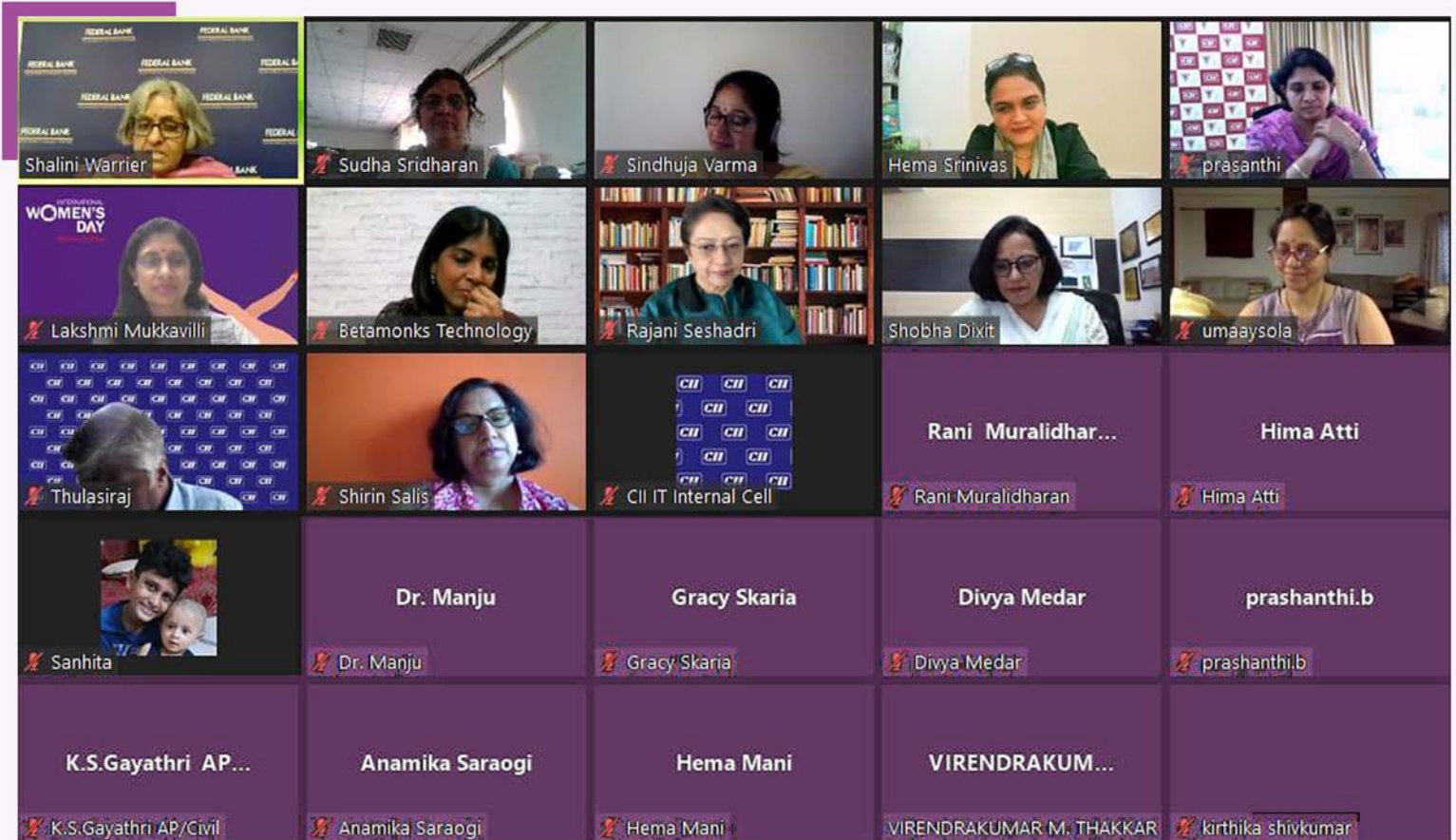
sudha sridharan  
Host, me

Speaking: Priya K

Hema Mani

Priya K





**IWN ANNUAL LEADERSHIP CONCLAVE**  
2<sup>nd</sup>, 3<sup>rd</sup> & 9<sup>th</sup> Feb 2022 : **HIVE** Virtual Platform

**MASTERCLASS**

**'Discover the Vivid and Valiant You: Beyond the Prism of Stereotypes'**  
2<sup>nd</sup> February 2022: 1530 - 1700 hrs

**'Authentic Leadership'**  
3<sup>rd</sup> February 2022: 1530 - 1700 hrs

**'Building an Effective Network'**  
9<sup>th</sup> February 2022: 1530 - 1700 hrs

**Dr Rajeshwari Narendran**  
Professor (HR/OB); Former Head & Director (MHRM)  
M L Sukhadia University, Udaipur &  
Visiting Professor, IIM Udaipur & IIM Ahmedabad

**Mr Raghu Ananthanarayanan**  
Chief Mentor, Rithambara Ashram, Nilgiris &  
Director, Flame Tao Knoware Pvt Ltd

**Dr Suresh Bhagavatula**  
Professor - Entrepreneurship  
IIM Bangalore

**IWN ANNUAL LEADERSHIP CONCLAVE**  
2<sup>nd</sup>, 3<sup>rd</sup> & 9<sup>th</sup> Feb 2022 : **HIVE** Virtual Platform

Session with  
**Inspiring Women Founders**  
9<sup>th</sup> February 2022: 1440 - 1530 hrs

**Ms Yamuna Sastry**  
Chief Impact Officer & Co-Founder  
Diversa Money &  
Founder CabDoast

**Ms Kainaz Messman Harchandrai**  
Co-Founder & Creative Director  
Theobroma Foods Pvt Ltd

**Ms Harini Sivakumar**  
Founder & CEO  
Building Earth Rhythm

RSVP: Ms Sudha Sridharan | 99682 90196 | sudha.sridharan@cii.in

<https://iwnsayyes.com/>







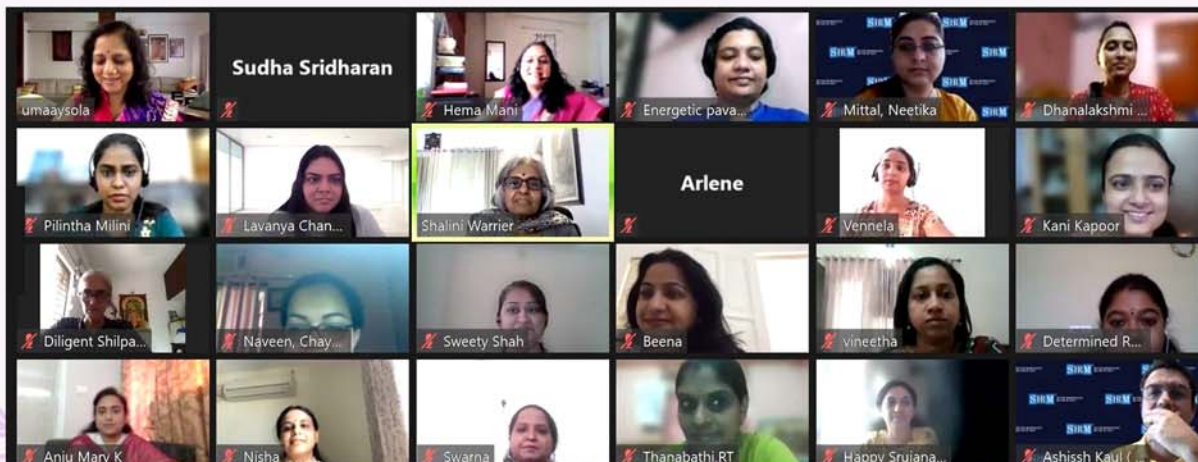
**IWN**  
Southern Region



**Annual**  
Leadership Conclave



## Launch of IWN SHRM Leadership Initiative



## 2022-23 : Consistent Growth and International Learnings



**Ms Shobha Dixit**  
Chairwoman - 2022-23  
IWN Southern Region

Over the last few years pre-pandemic, significant progress has been made in building inclusive and equitable workplaces. Fresh forms of conversations and practices were opening to empower individuals from diverse backgrounds to achieve their full potential and thrive at work.

While there are many examples where women have been demonstrating strong leadership through recent global challenges, the journey towards driving successful outcomes both on a personal and organisational level is often not equal for women leaders compared to that of men. The pandemic saw female leaders around the globe have risen to the external challenges by supporting individual's needs, prioritising health and well-being, and taking steps to improve workplace inclusivity.

In Ms Shobha Dixit's tenure as IWN Chairperson for Southern Region the various initiatives included leadership, mentoring, wellbeing, promoting gender parity, prevention of sexual harassment and engaging students.

The highlights of the regional initiatives included the First ever IWN Southern Region has organized an 18-member exclusive women delegation learning Mission to Malaysia & Singapore from 21 - 24 November 2022. The key objective of this multi-sectoral delegation visit was to learn best practices, automation, innovation, diversity and inclusion, sustainability etc. in select workplaces.

The IWN SHRM Leadership Programme saw delegates joining from across the region and the certification programme has also been extended to corporates who wish to do in-house sessions.

The Region launched the Third Edition of the flagship mentoring program "Evempower" on 24th August 2022. Riding on the success of the last two editions of the program, the third - Evempower mentorship cohort achieved a total number of 200 pairs against its target of 200+ mentors and mentees for the year 2022-23.



IWN Legacy &  
Way Forward

## 2022-23 – The Team that led the Region



**Ms Shobha Dixit**  
Chairwoman  
IWN Southern Region &  
Director  
Alpia India Pvt Ltd



**Ms Lakshmi Mukkavilli**  
Deputy Chairwoman  
IWN Southern Region &  
Managing Director  
Patra India BPO Services



**Dr T Vasudha**  
Chairwoman, AP  
Head - Wellness Function  
Brandix India Apparel City



**Ms Hima Bindu A**  
Vice Chairwoman, IWN AP  
Managing Director  
Novel Patent Services



**Ms Anupamaa V**  
Chairwoman, IWN Karnataka &  
Managing Partner AVRC Legal &  
Dr. Kainth Associates LLP



**Ms Sajana Shankaran**  
Vice Chairwoman  
IWN Karnataka &  
Head of APAC People Partner  
Branch International



**Dr Sindhuja R Varma**  
Chairwoman, IWN Kerala &  
Founder Director  
Antara Consultancy



**Ms Bincy Baby**  
Vice Chairwoman  
IWN Kerala & Director  
Graameen Collections Network



**Ms R Sadhana**  
Chairwoman  
IWN Puducherry &  
Proprietress, RR COSMO



**Ms Sanhita Nadkarni**  
Vice Chairwoman  
IWN Puducherry &  
Company Secretary  
Eaton Power Quality Pvt. Ltd.



**Ms Hema Mani**  
Chairwoman  
IWN Tamil Nadu & Director  
(HR) Lennox International



**Ms Rajalakshmi**  
Vice Chairwoman  
IWN Tamil Nadu & Director  
Career Tree HR Solutions



**Dr Uma Aysola**  
Chairwoman, IWN Telangana &  
Head Alliances &  
Partnerships  
Access Health International



**Ms Srividya Reddy**  
Vice Chairwoman  
IWN Telangana &  
Vice Chairperson  
G Narayanamma Institute

## Regional Vertical Members



**Mrs Vidhya Jayaprakash**  
Convenor  
IWN Erode &  
Psychologist



**Mrs B Savitha**  
Co-Convenor, IWN Erode &  
Advocate  
PCP Law Associates



**Mrs Shamili Sudhakar**  
Convenor, IWN Salem & Director  
LYTON Renewable  
Energy Solutions Pvt Ltd



**Ms Sangeetha Sivakumar**  
Co-Convenor  
IWN Salem Zone & Director  
Baskara Camphors



**Ms Shalini Warriar**  
Champion Leadership  
Development Vertical &  
Executive Director  
Federal Bank



**Ms Nandini Sarkar**  
Lead, Leadership  
Development Vertical &  
Global Leader - Diversity,  
Equity and Inclusion Hitachi Energy



**Ms Shirin Salis**  
Champion, Mentorship  
Vertical & Vice President -  
HR Trane Technologies Ltd



**Ms Hema Srinivas**  
Lead Mentorship Vertical &  
Independent  
Consultant - L&D



**Dr Sindhuja R Varma**  
Chairwoman, IWN Kerala &  
Founder Director  
Antara Consultancy



**Dr Usha Pantula**  
Co-Lead  
Mentorship Vertical &  
Corporate Trainer



**Ms Meera Haridas**  
Lead, Campus-to-Career  
Vertical & Director  
Verkenner Business  
Associates Pvt Ltd



**Dr Senthamarai  
Gokulakrishnan**  
Champion Branding  
Development Vertical &  
Co-Founder, Beta Monks  
Technology Factory Pvt Ltd



**Ms Urvashi Baid**  
Lead Branding  
Development Vertical &  
Director, Amel Services &  
Consultancy Pvt Ltd



**Ms Avanti Natarajan**  
Co-Lead Branding  
Development Vertical &  
Director, Paavai  
Educational Institutions

# Focus on Leadership



# The International Mission



# IWN Engagements



**Launch of the second cohort of CII-IWN & SRM Joint Women Leadership Certificate Program (6<sup>th</sup> August – 17<sup>th</sup> September 2022) with inspirational words from our esteemed special Guests**

<b>Mr. Ravi Raghavan</b> Co-Chair, International Linkages Sub-Committee, CII SR & Managing Director – Bharat Fritz Werner Ltd. - BFW	<b>Ms. Achal Khanna</b> Chief Executive Officer - APAC and MENA SRM India	<b>Ms. Shobha Dixit</b> Chairwoman, IWN Southern Region & Director, Alpha India Pvt Ltd	<b>Ms. Nandini Sarkar</b> Lead – IWN SR Leadership Dev Vertical & Global Head, Equity, Inclusion and Diversity, Hitachi Energy



# IWN Engagements





# 2023-24 – The team the led IWN Southern Region



IWN Legacy &  
Way Forward



**Ms Lakshmi Mukkavilli**  
Chairwoman

IWN Southern Region & Managing Director  
Patra India BPO Services Pvt Ltd



**Ms Shirin Salis**  
Deputy Chairwoman

IWN Southern Region &  
Vice President, HR Trane Technologies



**Dr Ramadevi Gourineni**  
Chairwoman, IWN AP &  
Managing Director  
Amara Hospital



**Dr Radhadevi Vadapalli**  
Vice Chairwoman, IWN AP &  
Asst Dean – Skill Dev Centre  
Dr Lankapalli Bullayya  
Engineering College, Vizag



**Ms Sajana Shankaran**  
Chairwoman  
IWN Karnataka &  
Head of APAC People Partner  
Branch International



**Ms Aparna Athreya**  
Vice Chairwoman  
IWN Karnataka & Founder  
Kid & Parent Foundation



**Ms Bincy Baby**  
Chairwoman  
IWN Kerala & Founder  
Itzserene Digital Services Pvt Ltd



**Ms Nisary Mahesh**  
Vice Chairwoman  
IWN Kerala & Founder & CEO  
HerMoney Talks



**Ms Sanhita Nadkarni**  
Chairwoman, IWN Puducherry &  
Company Secretary  
Eaton Power Quality Pvt. Ltd.



**Dr O Kavipriya Raja**  
Vice Chairwoman  
IWN Puducherry &  
Dental Surgeon, JIPMER



**Ms Rajalakshmi S**  
Chairwoman  
IWN Tamil Nadu & Director  
Career Tree HR Solutions



**Ms Kirthika Shivkumar**  
Vice Chairwoman  
IWN Tamil Nadu &  
Executive Director  
The Indian Public School



**Ms Srividya Reddy**  
Chairwoman, IWN Telangana &  
Vice Chairperson  
G Narayanamma Institute of  
Technology and Science



**Ms Tanuja Abburi**  
Vice Chairwoman  
IWN Telangana & DEI Lead  
Amazon Seller Services Pvt. Ltd.



**Ms B Savitha**  
Convenor  
IWN Erode & Advocate  
PCP Law Associates



**Ms Deepa Sakthi Ganesh**  
Co-Convenor  
IWN Erode & Managing Director  
Agni Steels Pvt Ltd



**Ms Rebecca Stanley**  
Convenor  
IWN Salem & Director  
Sharon Entreprises



**Ms Roopa Sripathy**  
Co-Convenor  
IWN Salem & Director  
ANS Dhiviyam



**Ms Shalini Warriar**  
Champion  
Leadership Development Vertical &  
Executive Director  
Federal Bank



**Ms Hema Mani**  
Lead, Leadership  
Development Vertical &  
Regional Director - HR  
Lennox India Technology  
Centre Pvt Ltd



**Ms Hema M Srinivas**  
Co-Lead, Leadership Development Vertical & Talent Enhancement Consultant



**Ms Gowri Kailasam**  
Co-Lead Women in Manufacturing & Chief Executive Officer Rane Madras Ltd



**Ms Nandita Sethi**  
Co-Lead, Women as Entrepreneurs & Director Entrepreneur Zone



**Ms Shobha Dixit**  
Champion Mentorship Vertical & Director Alpha India Pvt Ltd



**Dr Sindhuja R Varma**  
Lead, Mentorship Vertical & Consultant Trainer, Coach, D & I Specialist and Managing Partner Antara Consultancy



**Dr Usha Pantula**  
Co-Lead Mentorship Vertical & Independent Consultant



**Ms Puja Kohli**  
Co-Lead, Mentorship Vertical & Director Unfold Culture Catalyst Pvt Ltd



**Ms Rajani Seshadri**  
Champion Campus-to-Career Vertical & Co-Founder & Director IndePenn Connections Pvt Ltd



**Dr Radhadevi Vadapalli**  
Lead, Campus-to-Career Vertical & Asst Dean - Skill Dev Centre Dr Lankapalli Bullayya Engineering College, Vizag



**Ms Sivapriya Balagopal**  
Co-Lead, Campus-to-Career Vertical & Head - New Products Development Eastern Condiments Pvt Ltd



**Ms Suja Warriar**  
Co-Lead Campus-to-Career Vertical & Director, Academia, WEQUITY



**Dr T Vasudha**  
Lead, Policy & Advocacy Vertical & Head - Wellness & CSR Brandix India Apparel City Pvt Ltd



**Ms Anupamaa V**  
Co-Lead, Policy & Advocacy Vertical & Managing Partner, AVRC Legal & Dr. Kainth Associates LLP



**Ms Savitha Jagadeesan**  
Co-Lead, Policy & Advocacy Vertical & Senior Resident Partner Kochhar & Company



**Dr Uma Aysola**  
Lead, Health & Wellbeing Vertical & Director (Global) Communications & Partner Engagement Access Health International



**Dr Suganthi Atmakuri**  
Co-Lead, Health & Wellbeing Vertical & MD A S Raja Voluntary Blood Bank & Trust



**Ms Devanshi Desai**  
Co-Lead, Health & Wellbeing Vertical & Principal Consultant Gurave People Consultancy



**Ms Nandini Sarkar**  
Lead, Branding & Communications Vertical & Global Head - Equity, Inclusion & Diversity Hitachi Energy



**Ms Divya G Medar**  
Co-Lead, Branding & Communications Vertical & Co-Founder-Chef-Director, SnackerStreet Pvt Ltd



**Ms Avanti Natarajan**  
Co-Lead, Branding & Communications Vertical & Director - Student Affairs (Talent & Skills) Paavai Institutions

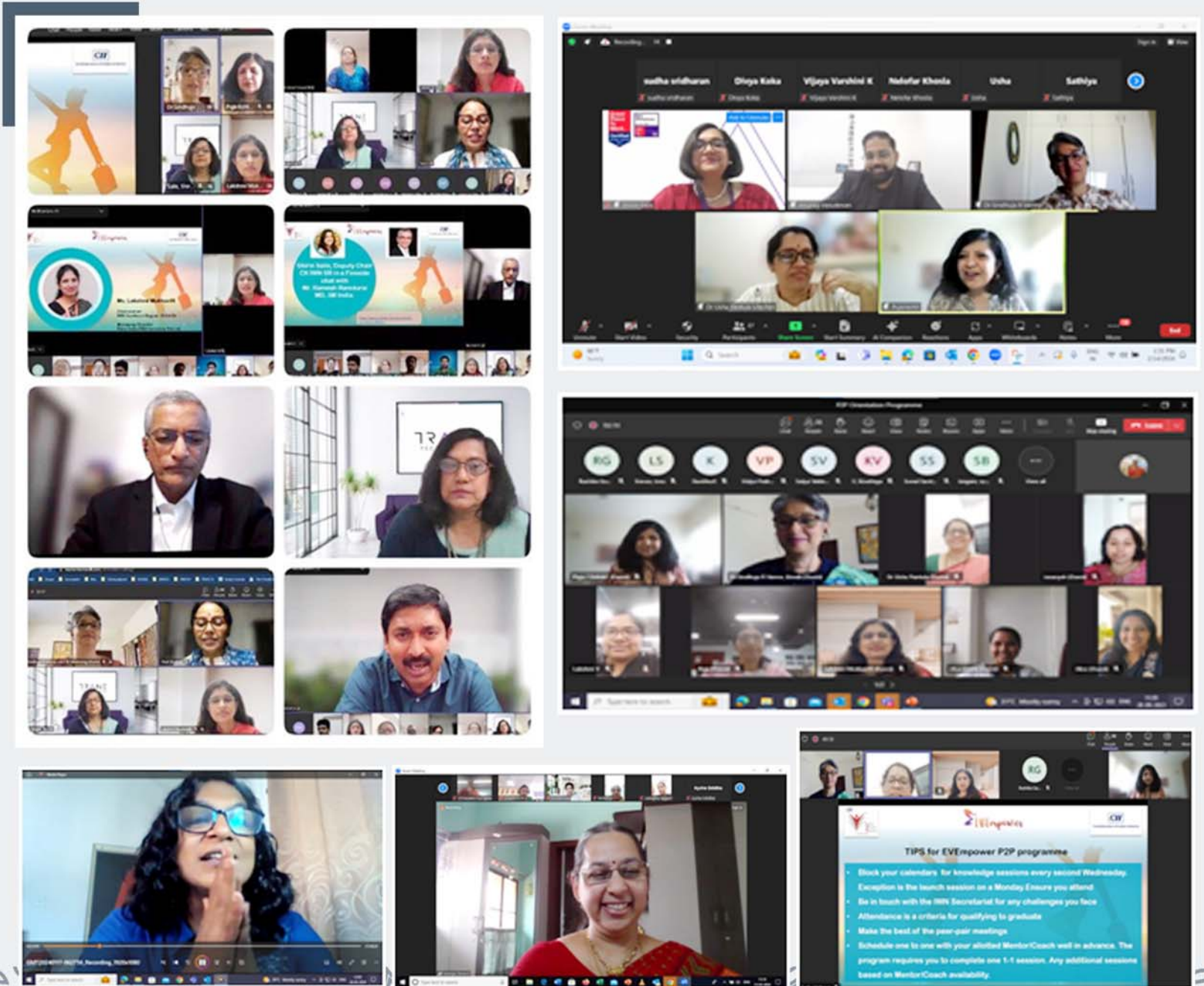


**Ms Anantha Chittilla**  
Co-Lead, Branding & Communications Vertical & Communications and CSR Manager, Patra India BPO Services Pvt Ltd

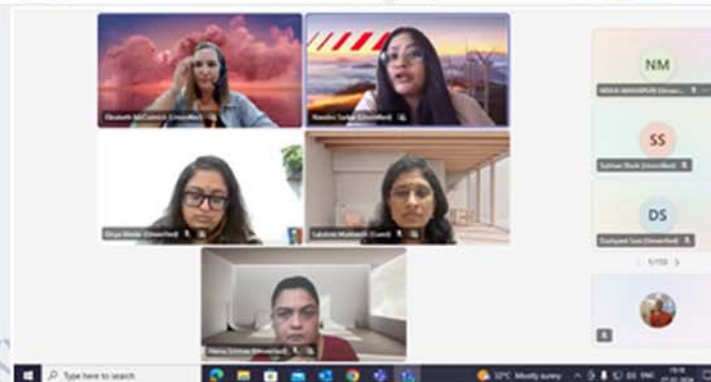
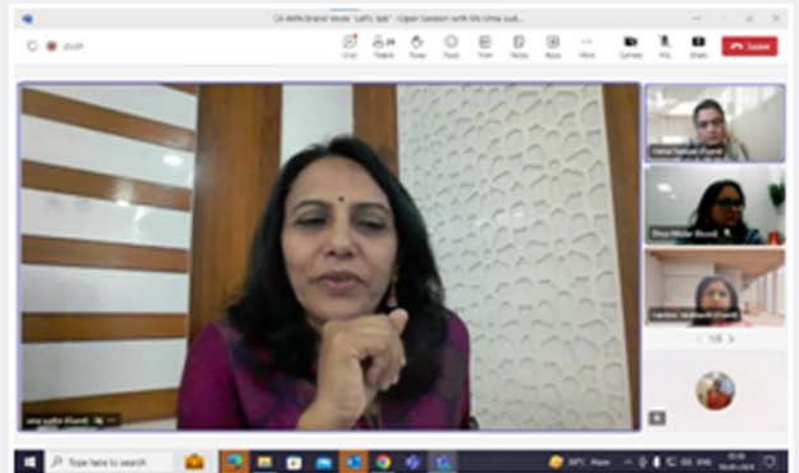
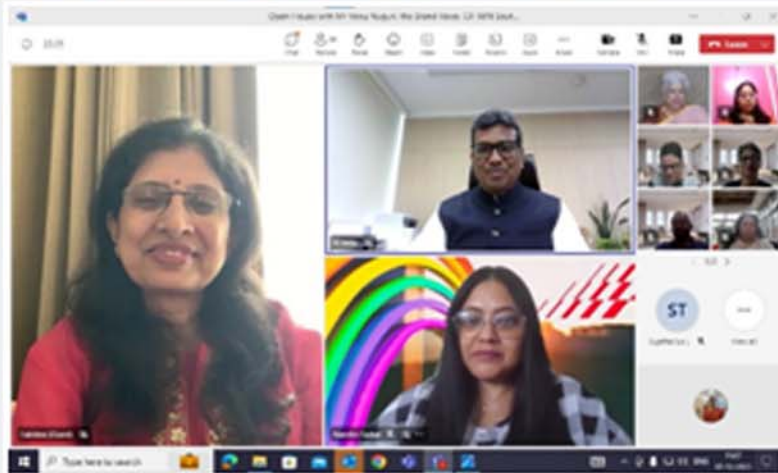
# Engage 2023-24



# Focus on Mentorship



# Focus on Health & Well Being and Branding IWN





In 2013, CII launched the Indian Women Network (IWN) with a vision of co-creating ecosystems that enable women to live up to their full economic potential. Through advocacy, knowledge creation and on-ground interventions, IWN strives to promote equal opportunities for women to participate, grow and flourish in the Indian economy. With presence in 16 States, 8 Zones and 1 Union Territory across India, IWN actively engage its members on leadership, wellbeing, gender diversity, mentorship & networking.

IWN works towards enabling women to become better professionals and achievers in their respective fields through initiatives and activities to facilitate a supportive network; a platform to learn and exchange ideas and an avenue to network and grow. This is supplemented by exposing women to new opportunities presented by the ecosystem with the objective of inclusion and growth of women in the workforce and in enhancing their contribution to the progress of India.

IWN is spread around the country; in the cities of Delhi, Chandigarh, Rajasthan, Assam, West Bengal, Jharkhand, Bihar, Goa, Gujarat, Madhya Pradesh, Maharashtra, Aurangabad, Pune, Kolhapur, Indore, Andhra Pradesh, Telangana, Karnataka, Kerala, Puducherry, Tamil Nadu, Coimbatore, Salem and Erode and Karur.

With 9 active chapters across Southern States, IWN is actively engaging its members across policy advocacy, leadership, wellbeing, gender diversity, mentorship and networking. IWN works to ensure that women are an intrinsic & equitable partner in the workforce through initiatives that will have an impact on their lives, livelihood and in getting growth back.

[www.indianwomennetwork.com](http://www.indianwomennetwork.com)



**Confederation of Indian Industry  
Southern Region**

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9,000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 300,000 enterprises from 286 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

As India strategizes for the next 25 years to India@100, Indian industry must scale the competitiveness ladder to drive growth. It must also internalize the tenets of sustainability and climate action and accelerate its globalisation journey for leadership in a changing world. The role played by Indian industry will be central to the country's progress and success as a nation. CII, with the Theme for 2023-24 as 'Towards a Competitive and Sustainable India@100: Growth, Livelihood, Globalisation, Building Trust' has prioritized 6 action themes that will catalyze the journey of the country towards the vision of India@100.

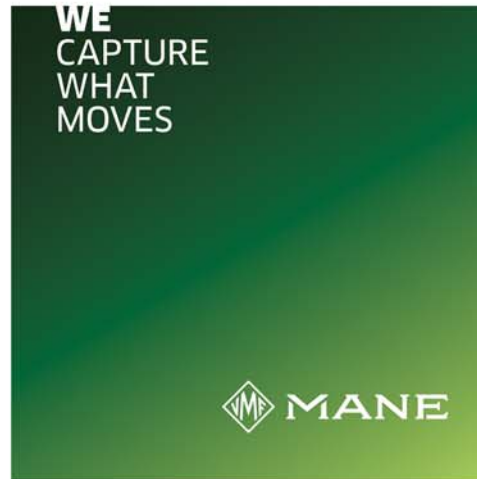
With 65 offices, including 10 Centres of Excellence, in India, and 8 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with 350 counterpart organizations in 133 countries, CII serves as a reference point for Indian industry and the international business community.

**Confederation of Indian Industry**

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