

# EMPOWERING

## WOMEN SHAPING FUTURES



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# BOARDROOMS

## IN THE AGE OF INTELLIGENT ENTERPRISES

In this new era, intelligence is no longer confined to human judgment alone. It is embedded in algorithms, platforms, dashboards, and predictive systems. Decisions are influenced by models trained on vast volumes of data. Operations are streamlined by automation. Customer engagement is shaped by analytics. The enterprise is no longer merely managed. It is continuously informed.



**MALARVIZHI PANDIAN**  
CHIEF MARKETING AND GROWTH OFFICER  
IDEASSION TECHNOLOGY SOLUTIONS

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# WOMEN'S CONTRIBUTION TOWARDS SOCIAL DEVELOPMENT

Education is another powerful area where women drive social change. As educators, administrators, and policymakers, women expand learning opportunities for others. At the same time, educated women are more likely to educate their children, especially daughters, thereby breaking cycles of poverty and discrimination



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**DR. VENKATALAXMI P**  
ASSOCIATE PROFESSOR  
DEPT OF COMMERCE AND MANAGEMENT  
SESHADRIPURAM FIRST GRADE COLLEGE

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# WORK-LIFE BALANCE

As someone who had the privilege to pursue her educational dreams, I looked forward to a meaningful career, but family commitments stood in the way, and a career break became inevitable. This is the story of millions of women in our country, where education doesn't always guarantee professional continuous success. Imagine then, the plight of women who dream of being financially independent, yet, without the means for foundational education.



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**AHLADA JANANI SUDERSAN**  
CO-FOUNDER  
ZEN-IT

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# FROM PIPELINE TO PARTNERSHIP

If you are a company that's operating at the intersection of consulting and solutions, your sales enablement has to meet these evolving needs for the organization, and its product(s) to act as a bridge between internal expertise and external opportunity. Since consulting advisories are nothing without the execution engines, this bridge is critical and a requisite. This is where sales stop being transactional and begins becoming architectural- as it designs revenue and not just closes them.



**ROHIT TIWARI**  
SR. DIRECTOR - SALES & MARKETING  
DEXIAN INDIA

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# WOMEN

## CHAMPIONING COMMUNITY



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Women have been cultivating emotional intelligence across generations. Not because we are wired differently, but because the world asked it of us. We were required to read moods, manage relationships, navigate power without holding it. What was once a survival mechanism has become, in the context of modern leadership, an extraordinary advantage. And yet we have been apologising for it, softening it, leading with our credentials before daring to mention that we actually care deeply about the people we work with.



**GEETHA SOLARAJ**  
AUTHOR & MANAGING PARTNER  
BRAHMI

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# MENOPAUSE HEALTH

Menopause typically occurs between the ages of 45 and 55 often during a woman’s most experienced and strategically influential professional phase. Many women at this stage hold leadership roles, mentor emerging talent, manage institutions, or contribute significantly to innovation and governance.



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**NISHI MAYANK**  
FOUNDER  
MANOBAL

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# HOW TO BE AN EFFECTIVE MENTOR

Yeager also notes that adolescents and young adults till their mid-twenties crave “status and respect.” I would wager that this need to feel respected and worthy possibly extends through the lifespan, though it may be more pronounced in younger adults who are trying to carve a niche for themselves in the world.



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**ARUNA SANKARANARAYANAN**  
PSYCHOLOGIST AND WRITER

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# GIVE TO GAIN

In contemporary India, this legacy continues through women educators, professors, and mentors who promote inclusive education, digital learning, and skill development. Sudha Murty stands as a shining example an educator, author, and philanthropist whose work through the Infosys Foundation has transformed countless lives by supporting education, healthcare, and rural development.



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**DR. SAVITA B. HOSUR**  
HEAD OF IQAC & PROFESSOR IN PHYSICS  
SRI KRISHNA INSTITUTE OF TECHNOLOGY

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# FROM HIRING WOMEN TO BUILDING WOMEN LEADERS



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The value of women in the workplace goes far beyond representation. Gender-diverse teams drive stronger collaboration, sharper risk management, and greater innovation. In talent consulting, this results in more nuanced diagnostics and human-centered strategies. From guiding digital transformation in large Indian conglomerates through inclusive leadership assessments to helping startups embed diversity metrics into hiring and performance systems, women consultants enable sustainable change where inclusion becomes foundational, not an afterthought.



**VISHAL CHAUDHARY**  
EXECUTIVE DIRECTOR  
SOLUTIONS AND CONSULTING - INDIA SALES  
DEXIAN INDIA

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# WOMEN

## THE BACKBONE OF HOME, EDUCATION AND NATION

Education remains one of the most powerful instruments for women's empowerment. According to government surveys, India's female labour force participation rate has increased from 23.3% in 2017–18 to 41.7% in 2023–24. While this progress is encouraging, challenges remain. Women between the ages of 15 and 59 continue to perform more than 92% of unpaid domestic work, which significantly affects their ability to participate fully in the formal economy.



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**B SEETHALAKSHMI**  
ASSISTANT PROFESSOR  
AIMS INSTITUTES



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# BE A VOICE

## BE THE CHANGE

In Ballari, Mrs. Shilpa Reddy, a village school teacher, witnessed a troubling pattern: many girls were dropping out of school due to fear, social barriers, and lack of support. Determined to change this reality, she started evening learning sessions for the girls in her community. These sessions went beyond textbooks. She introduced digital learning resources, encouraged curiosity, and helped students build confidence in their abilities.



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**MANJUNATHA BALLULI**  
PROFESSOR & HOD OF COMPUTER APPLICATIONS  
SHREE MEDHA DEGREE COLLEGE

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# EMPOWERING HIDDEN STRUGGLES

Imagine a young student in a tier-2 city, eager for math apps but restricted by family rules on screen time unlike her brother. During COVID, 40% of surveyed adolescent girls missed online classes due to access issues. Tools like interactive STEM platforms could equalize this, sparking curiosity through gamified lessons accessible anytime. Early digital equity turns “lesser” into leader.



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**DR. KARTHIKA K**  
ASSISTANT PROFESSOR  
DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING  
SRI SAIRAM COLLEGE OF ENGINEERING

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# WOMEN LEADERSHIP

## METRICS CHROS MUST PRIORITIZE



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This Women’s month, culture cannot be discussed abstractly. It must be audited specifically. If engagement among women professionals declines at critical career stages, the downstream impact is measurable: slower leadership pipeline development, increased lateral attrition, and reduced institutional continuity. Gender-disaggregated engagement analysis reveals whether systems are enabling progression or unintentionally stalling it.



**KAVITHA VINAYAGAM**  
SENIOR DIRECTOR  
HUMAN RESOURCES  
DEXIAN

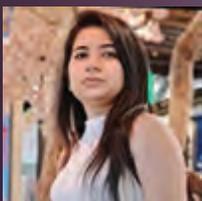
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# CREATING FUTURE READY AND EQUITABLE LEARNING ENVIRONMENTS

In microschool environments, educators function as mentors rather than instructors alone. Learners engage in interdisciplinary projects, collaborate across age groups, and apply knowledge to real-world contexts. Learning becomes experiential, reflective, and deeply engaging.



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**NISHA NANCY EDELQUIN**  
MANAGING TRUSTEE AND DIRECTOR  
I2GLOBAL SCHOOL

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# BREAKING THE "ONLY" IN THE ROOM

In microscool environments, educators function as mentors rather than instructors alone. Learners engage in interdisciplinary projects, collaborate across age groups, and apply knowledge to real-world contexts. Learning becomes experiential, reflective, and deeply engaging.



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**VENKATESH SRI KRISHNA PERUMAL**  
EXECUTIVE DIRECTOR – IT OPERATIONS  
DEXIAN INDIA



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# EDUCATED

## BY HOPE, SHAPED BY STRUGGLE

The situation for students today is very different from the past. Earlier, opportunities were limited and knowing how to explore was one of the biggest challenges. Today, students have access to many online learning resources and strong support communities such as Kalai, ICT Academy, and other learning platforms. These communities not only provide access to knowledge but also guide students on how to discover opportunities and use them effectively.



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**VIDHYA KUMMARAGUNTA**  
SENIOR DIGITAL FINANCIAL CONTROLLER  
STATKRAFT

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# From Home to Homeland **SECURITY**



  
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This International Women’s Day, we celebrate the journey from home to homeland security, recognizing the women who have transformed care into capability, responsibility into resilience, and everyday problem-solving into world-class cybersecurity leadership. Their impact is not just changing the cyber landscape; it is redefining what strength and security look like in the digital age.



**SANTHOSH KAPALAVAI**  
SENIOR MANAGER – (GOVERNANCE, RISK, COMPLIANCE)  
DEXIAN INDIA

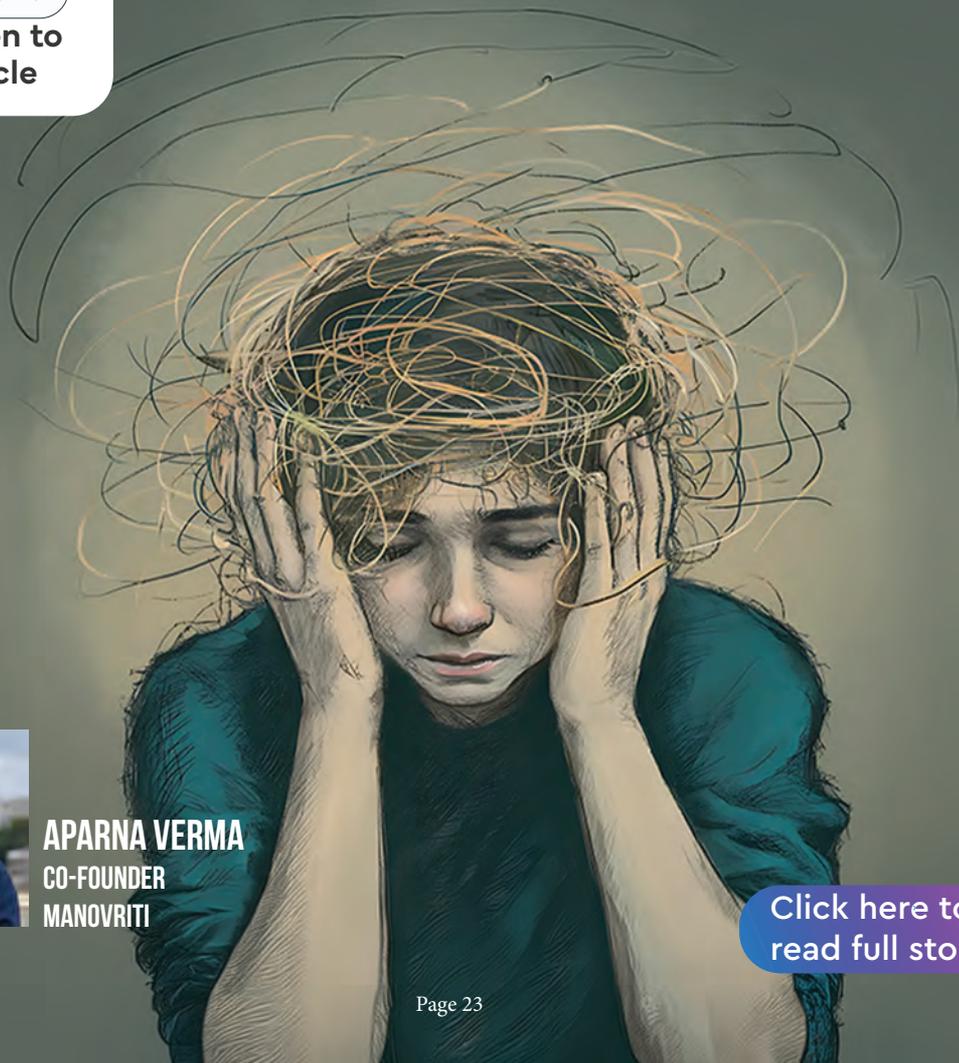
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# PARADOX OF PROGRESS

Research in psychology has shown that upward social comparison , comparing oneself to those perceived as more successful can significantly affect mental well-being, particularly when individuals lack awareness that many online portrayals are selective and curated.



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**APARNA VERMA**  
CO-FOUNDER  
MANOVRITI

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# THE SILENT WARRIORS

Why do we call them silent warriors? Not because they are invisible. Not because they are not fighting. But because their battlefield is different - it exists inside homes, inside relationships, inside the thousand invisible decisions a woman makes every single day. They face personal, family, career and societal burdens that slowly test their soul. And yet, they are not deterred.



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**DR. NAGAMANI KRISHNAMURTHY**  
FOUNDER  
BALAVIKASA EDUCATION ACADEMY

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# LOUDER IS LEADER IS IT?

In classrooms, staff rooms, and institutional decision-making spaces, leadership often reveals itself in exactly these moments. In whose voices are amplified. In whose questions are dismissed. In whether the quiet student at the back of the room, or the hesitant young teacher in a meeting, feels safe enough to speak.



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**PALLAVI KULSHRESTHA**  
ASSOCIATE DIRECTOR - NATIONAL PARTNERSHIPS  
DREAM A DREAM

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# “ Women in AgriTech



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Across Maharashtra, for example, women farmers in cotton-growing belts are using smartphone-based soil-testing apps to analyze nutrient deficiencies and decide on fertilizer use. In parts of Karnataka, women dairy cooperatives are adopting digital livestock management apps to record milk yield, health treatments, and market prices. These tools have strengthened both productivity and income transparency.



**VENKAT LAKSHMINARASIMHA**  
EXECUTIVE DIRECTOR  
DISC – SOLUTIONS AND SALES – INDIA & MIDDLE EAST  
DEXIAN INDIA

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# WOMEN AT THE HELM

## ALIGNING OPERATIONAL STRATEGY WITH MARKET TRUST AND CAPABILITY STRENGTH

When operational strategy and capability development evolve together under experienced leadership, organizations are often able to move beyond incremental improvements toward more structured and resilient operational models. Leadership in such environments shapes how learning systems, workforce development, and operational governance come together to support long-term delivery stability.



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**RANJINI RAJASHEKARAN**  
SENIOR DIRECTOR- HUMAN RESOURCES  
DEXIAN INDIA

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# FROM GLASS CLIFF TO **GLOBAL LEADERSHIP**



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Research often highlights that women leaders bring a nurturing and empathetic approach to leadership. They tend to be supportive, emotionally intelligent, and naturally inclined towards uplifting their teams. Many women leaders are also willing to take calculated risks hopeful of success, yet resilient enough to prepare for failure. They believe in learning from setbacks and returning stronger, rather than being defined by them.



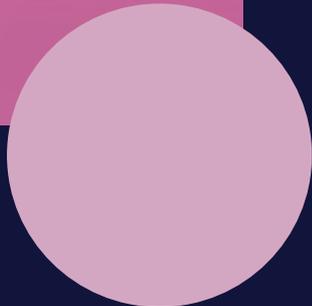
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FOUNDER  
HRIDMANN ORGANIZATIONAL PSYCHOLOGY CONSULTING

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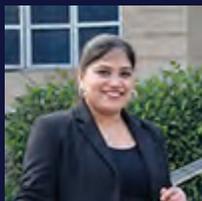


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# A Woman's Journey Back to Herself

Research often highlights that women leaders bring a nurturing and empathetic approach to leadership. They tend to be supportive, emotionally intelligent, and naturally inclined towards uplifting their teams. Many women leaders are also willing to take calculated risks hopeful of success, yet resilient enough to prepare for failure. They believe in learning from setbacks and returning stronger, rather than being defined by them.

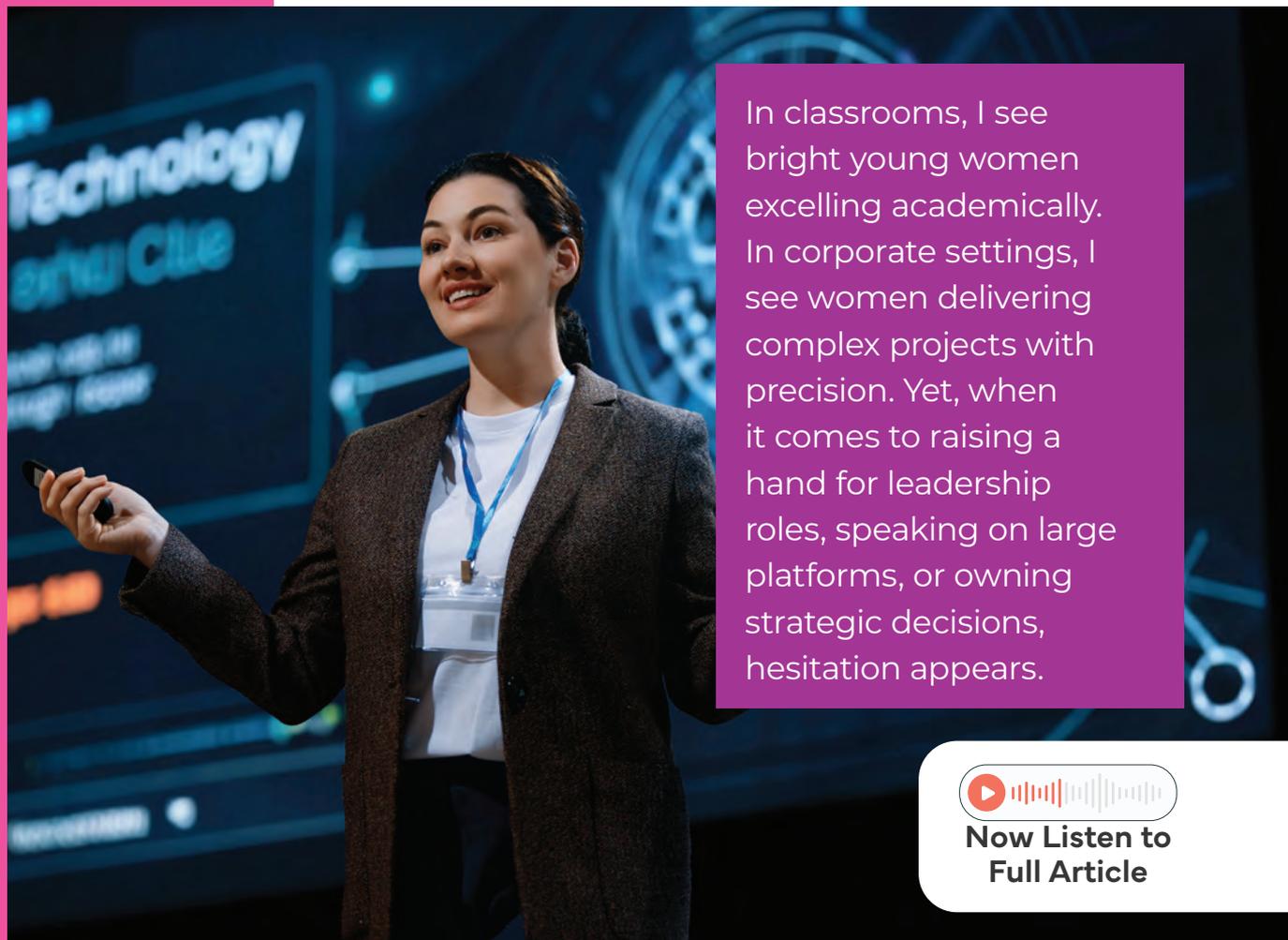


**MEHER BATHIJA**  
DIGITALPRENEUR

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# WOMAN

## Shaping India's AI Future



In classrooms, I see bright young women excelling academically. In corporate settings, I see women delivering complex projects with precision. Yet, when it comes to raising a hand for leadership roles, speaking on large platforms, or owning strategic decisions, hesitation appears.

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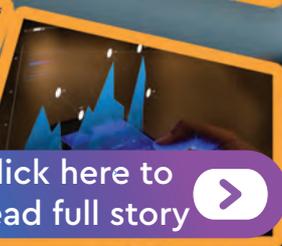
**PRIYANKA SONI**  
SENIOR MANAGER  
CORPORATE BUSINESS DEVELOPMENT AND VENTURES  
MICROSOFT

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# BEYOND

## THE BALANCE SHEET

Redefining leadership entails a shift from paradigms of command and control to one of stewardship. It entails realizing that different viewpoints that question presumptions, put decisions under pressure, and identify hazards early on are how resilience is developed. By integrating sustainability into strategy, matching capital with long-term value creation, and fortifying governance structures that withstand pressure, women leaders are continuously promoting this change.



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**SATHYANARAYANAN KALYANASUNDARAM**  
EXECUTIVE DIRECTOR  
SHARED SERVICES- US FINANCE CONTROLLER  
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# Principal's Desk to Dinner Table

If I believe presence matters in classrooms, it must matter at my table. That night, I introduced one simple ritual: phone in another room during dinner. It sounds small. It changed everything.



**DR NIRMALAA KRISHNAN**  
HEAD EDUCATION STRATEGY  
LINK THE DOTS

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# FROM PEDESTALS TO PRACTICE

The “publish or perish” culture often interferes with the immediate climate of the classroom, but there is always that ray of hope. Through relevant Continuous Professional Development (CPD) and application-based learning design, we are finally moving away from the “what” of teaching to the “how” of transformation.



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**DR. SRIVIDYA K**  
DIRECTOR & CO-FOUNDER  
ADVANCE STUDY ON FOUNDATIONAL YEARS (ASFY)

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# EMPOWERING

## WOMEN, Shaping Futures

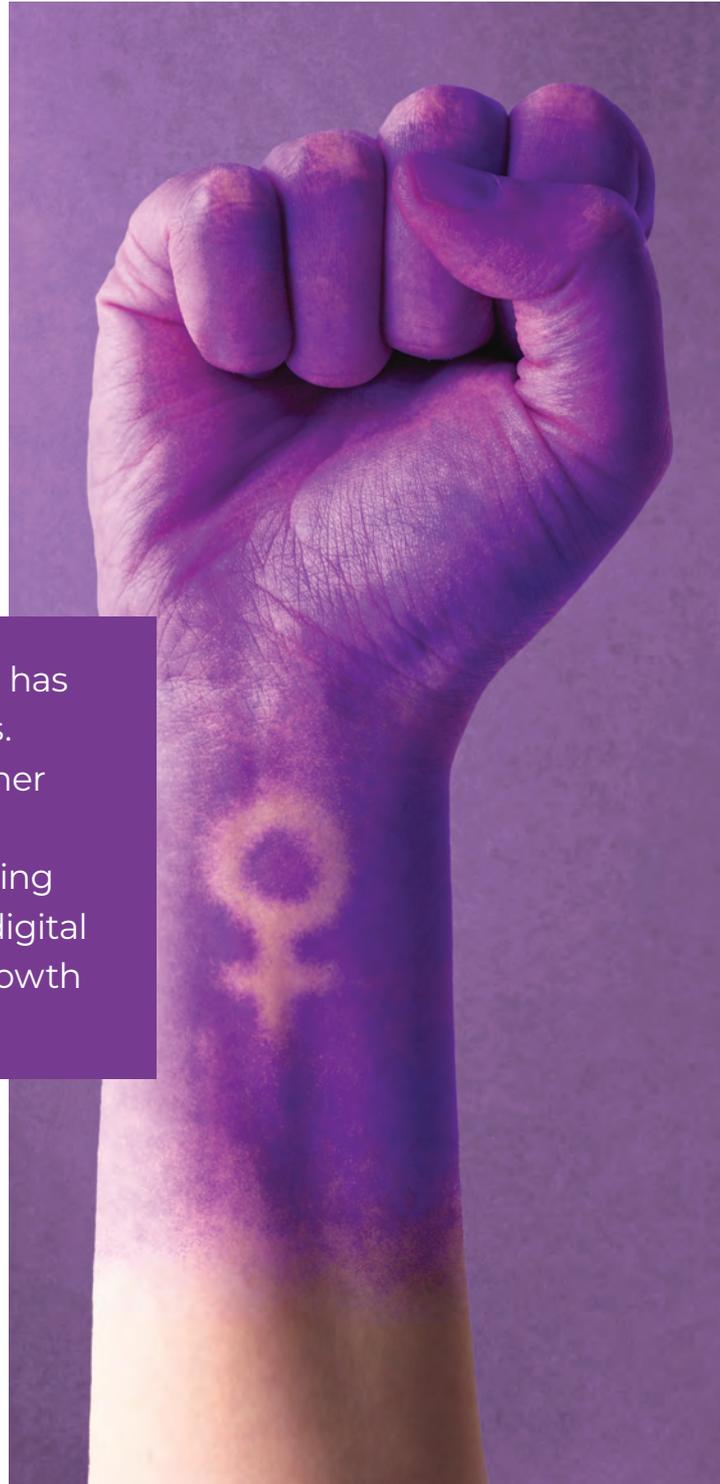


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In recent years, women's visibility has increased across different sectors. More women are enrolling in higher education, entering professional spaces, publishing research, starting businesses, and participating in digital platforms. On the surface, this growth appears to be progress.



**ANAM KHAN**  
PH.D. SCHOLAR



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# WHEN WORKFLOWS THINK INSIDE THE CLAUDE COWORK ERA

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Claude CoWork introduces a model where AI agents observe, execute, and adapt across daily desktop activities like drafting emails, summarizing documents, organizing notes, updating trackers, or navigating applications without constant human instruction. It is less about prompting and more about delegation. Thus, the challenge for us, has shifted now- it is now about orchestrating how it all works together.



**ANANTHAKRISHNAN BALASUBRAMANIAN**  
SENIOR DIRECTOR  
DEXIAN

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# WHERE EMOTIONAL INTELLIGENCE MEETS WOMEN EMPOWERMENT



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One evening, during a community celebration, Meera confidently addressed a large audience. Fatima proudly displayed her growing enterprise. Kavya mentored young girls about career aspirations. As applause filled the hall, Ananya stood quietly at the back. She realized empowerment was never about standing ahead it was about helping others rise.



**MENAKA M**  
HOD  
KINGSTON ENGINEERING COLLEGE

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# THE SCALPEL AND THE SPIRIT



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The narrative begins in the late 19th century with Anandibai Joshi, a figure of fragile health but iron will. In 1883, at the tender age of eighteen, she stood before a skeptical crowd in Serampore and declared her intention to cross the dreaded kaala paani to America. Her motivation was rooted in a profound sense of duty to her “poor suffering country women” who would rather die than be treated by male physicians.



**BASIL JAIK JOSE**  
STUDENT

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# HER LEGACY, HER LEADERSHIP



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Today, as India stands at the forefront of the global digital economy through its expanding Global Capability Centers (GCCs), that legacy continues. Women are not entering leadership for the first time. They are reclaiming a space that history has repeatedly shown they rightfully occupy.



**KUMAR RAJAGOPALAN**  
VICE PRESIDENT  
STRATEGIC INITIATIVES AND COUNTRY HEAD INDIA  
DEXIAN

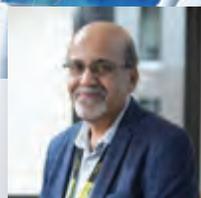
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# AI PAYBACK PERIODS

The economic upside is significant. McKinsey estimates that generative AI could generate \$2.6–\$4.4 trillion in annual economic value across industries, particularly across customer operations, marketing and sales, software engineering, and R&D. Yet value at scale is not the same as realized financial return. For finance leaders, the central question is not potential- it is conversion into measurable cash flow.



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**NIRMAL NATH**  
EXECUTIVE DIRECTOR, FINANCE AND ACCOUNTING  
DEXIAN INDIA

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# SHAPING FUTURES IN THE DIGITAL WORLD



   
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Empowerment in today's world means giving girls access to digital education, technology skills, and equal opportunities in science and innovation. It means encouraging girls to explore STEM subjects like coding, robotics, and artificial intelligence. When girls are confident with technology, they can solve real-world problems and create new ideas that help society.



**MAYANSHI PARTHASARATHI**  
STUDENT

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