



Advancing Women for a Sustainable Tomorrow

IWN LEADERSHIP CONCLAVE 2023

23 - 24 February 23, Chennai

Whitepaper on Women Leadership in Workplace: Takeaways from the Conclave

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Confederation of Indian Industry



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EXECUTIVE SUMMARY

This paper highlights the challenges that women face in the workplace and provides recommendations for organisations to create a culture of gender balance and equality for all employees. The factors identified as key to enabling women's success in organisations include tackling barriers at both the systemic and individual levels, commitment and accountability from company leaders, building awareness of unconscious bias, treating gender equality as a business imperative, enabling and normalising flexible working, training line managers, creating a climate of psychological safety, understanding the impact of intersectionality, supporting strong relationship networks, using data to drive decisions, embedding constant conversations and education, and providing programmes for sponsors, mentors and allies to support and advocate with women.

It is essential for companies to recognise that gender diversity and inclusivity are crucial for business success, as diverse teams are more innovative, creative and productive. To achieve this, companies must take a proactive approach to addressing gender inequality and create a culture that values and supports women's contributions to the workplace. This requires a comprehensive strategy that encompasses recruitment, retention, promotion and leadership development.

Organisations should focus on breaking down systemic barriers, such as the gender pay gap, lack of diversity in leadership, and inflexible working arrangements. Companies should also provide training to help individuals identify and address unconscious biases that may be contributing to gender inequality. Additionally, companies should develop policies and practices that support flexible working arrangements, such as job-sharing, remote work, and flexible hours.

Leadership commitment and accountability are critical for driving change in organisations. Leaders must set the tone from the top and be willing to take action to address gender inequality. This includes holding themselves and others accountable for creating an inclusive workplace and promoting gender equality.

Companies should also focus on creating a climate of psychological safety, where employees feel comfortable expressing their ideas and opinions without fear of judgement or retaliation. This can be achieved through training, coaching, and communication strategies that encourage open and honest dialogue.

Understanding the impact of intersectionality is also important. It is essential to create a workplace culture that recognises and respects the unique perspectives and experiences of all employees. Organisations should provide programmes for sponsors, mentors, and allies to support and advocate for women. These programmes can provide women with access to senior leaders, help them build their networks, and provide them with the skills and knowledge they need to advance their careers.



Conclave Overview & the Women Leadership Cause

“Today, women’s leadership is a cause. Tomorrow, it must be the norm”, Secretary-General António Guterres told the UNSC meeting, covering landmark resolution 1325¹ on Women, Peace and Security.

The conclave pivoted around the 4 UN Sustainable Development Goals for 2030, namely – SDG 3 focussing on Health & Well Being, SDG 4 on Education & Skills, SDG 5 on Gender Equality and SDG 17 on Building Partnerships. It is in this context that the theme of the 4th edition of the IWN Southern Region Say Yes Leadership Conclave was finalized as “*Advancing Women for a Sustainable Tomorrow.*”

The Conclave structured its sessions based on the World Economic Forum Gender Gap Index, specifically with regards to India. According to the Index, India has closed 62% of its gender gap thus far but has fallen 28 places to a ranking of 140th compared to previous years. Due to the impact of COVID-19, women’s labor force participation rate in India has decreased from 24.8% to 22.3%, resulting in a reduction of economic participation opportunities. Additionally, the representation of women in senior and managerial roles remains low at 14.6%, with only 8.9% of firms having women in top management positions. The Conclave served as a platform for discussions on mapping the Sustainable Development Goals (SDGs) to improve women’s leadership in the organised sector.



❖ Focussing on Building Partnerships

To build effective partnerships organisations need to look beyond compliances and leaders need to be the change makers. The discussion deliberated on how organisations create roadmap for integrating economic performance, social progress and shared values beyond what is mandatory by regulation and how business strategies can ensure workforce safety and equity for an inclusive ecosystem.

Panels and master classes that focussed on building effective partnerships included Leaders Leading Change: Inclusion Beyond Compliance; Advancing Women in Workplace: Opportunities and Challenges; Leaders Mentoring Leadership; Strengthening the C - Suites

▪ Leaders Leading Change: Inclusion Beyond Compliance

Going beyond compliance means that organisations should not only focus on meeting the minimum legal requirements related to gender diversity and inclusion but should proactively take steps to create a workplace culture that enables women to thrive and succeed in leadership positions.

Key takeaways from the discussions:

- Developing and implementing a comprehensive diversity and inclusion strategy that addresses gender bias and promotes an inclusive culture.. Establishing clear goals and metrics for improving gender diversity at all levels of the organisation and holding leaders accountable for achieving those goals.
- Women make up only 20% of the manufacturing workforce in India. This is significantly lower than the global average of 32%. Additionally, women are highly underrepresented in leadership positions in the manufacturing industry in India, with only 2% of CEOs being women



- Recruiting more women from technology and engineering specialisations can help organisations increase gender diversity and bring new perspectives to their workforce. Companies are highlighting their commitment to diversity in their recruitment messaging, using gender-neutral language in job postings and avoiding gender stereotypes.
- Organisations to focus on simplifying processes, maintaining consistency, demonstrating empathy, and being intentional in driving change. Providing training and development opportunities for women at all levels of the organisation, including mentoring, coaching, and leadership programs.
- Using data and analytics to measure the effectiveness of diversity and inclusion initiatives and identify areas for improvement. In this organisations are also focussed on creating a culture of psychological safety, mental and physical well-being.
- On moving beyond compliance, the discussions also highlighted that inclusion is a key component of the social pillar of ESG, which focuses on how companies treat their employees, customers, and communities. Here, the panelists said that organisations should embed ESG and inclusion in their business strategy to ensure that these agendas are integrated into all aspects of their operations, from product design to supply chain management.

Speakers include:

- Mr Kamal Bali, Deputy Chairman, CII Southern Region & President and Managing Director, Volvo Group India
- Ms Shalini Warriar, Mentor, Leadership Vertical, IWN -Southern Region & Executive Director, Federal Bank
- Ms Shobha Dixit, Chairwoman, IWN Southern Region & Director, Alpha India Ltd,
- Ms Lakshmi Mukkavilli, Deputy Chairwoman, IWN Southern Region & Director, Patra India BPO Services Pvt Ltd
- Mr. AR Unnikrishnan, MD, Saint-Gobain India Pvt. Ltd,
- Ms. Sheenam Ohrie, MD - India, Broadridge Financial Solutions (India) Pvt. Ltd





■ **Advancing Women in Workplace: Opportunities and Challenges**

To make meaningful and sustainable progress toward gender equality, companies need to adopt a more comprehensive approach that goes beyond their current engagement models. Research has shown that if women in India were to participate in paid work on an equal basis to men, it could add up to \$700 billion to the country's GDP by 2025. The session deliberated upon the fact that the companies which fail to invest in women lose a key competitive edge.

Key takeaways from the discussions:

- There are several reasons for low representation of women in organised sector, including cultural biases, societal stereotypes, and a lack of access to education and training opportunities. Initiatives such as skill-building programs, mentorship opportunities, and policies promoting gender diversity and inclusion should be implemented to encourage more women enter industrial workforce and advance in their careers.
- Emphasis should be on mentoring, flexible processes tailored to individual needs. . Organisations also need to move away from one-size-fits-all approach and should be replaced with tailored strategies to harness this opportunity.
- Walking the talk – Organisation culture is key to fostering equitable outcomes and broadening talent pools. This includes promoting equal pay, flexible working arrangements, providing opportunities for training and development, and creating inclusive hiring and promotion practices.
- Women who manage dual working-parenting roles face additional challenges in pursuing their ambitions. This can cause stress and can lead to burnout, which can have negative consequences for both their personal and professional lives. Organisations must consider policies for women during different life stages like pregnancy, returning after maternity, young mothers.

Panellists include:

- *Dr. Vasudha Tummala, Chairwoman, IWN AP & Lead - Policy Advocacy, IWN - SR and Head - Wellness, Brandix Apparel India Pvt. Ltd*
- *Ms. Deepa Singhal VP, Oracle Application India and GM - HCM Business, APAC*
- *Ms Sohini Sinha, Head - Learning, Leadership Development & Talent Management, Tata Electronics Pvt. Ltd*
- *Ms. Swathi Mannava, Sr Manager, Alpha India Ltd*
- *Ms. Manju Unnikrishnan, AGM - Operations, Patra India BPO Services Pvt. Ltd*





▪ Leaders Mentoring Leadership

The panel shared the insights of what it is like being part of a forum like IWN and how right kind of network and forum can give a boost to your capability building as well as career. When employees feel valued, supported, and respected in the workplace, they are more likely to thrive and contribute to the organisation's success.

Leadership of IWN engaged with the audience in an interactive session and invited them to explore the world of IWN and take advantage of the rich platform.

Key takeaways from the discussions:

- Women's network – like IWN focusing on women in corporates and entrepreneurs, is an effective way for organisations to accelerate female career advancement and encourage grassroots-level culture change. IWN provides a platform for women to connect, share experiences, and support each other in career transformation. They can also serve as a source of inspiration and motivation, as women can see other women succeeding in their careers and realize that it is possible for them as well.
- Engaging with IWN, can also help to create awareness on systemic barriers and ways to address them. For example, IWN has a very dynamic mentoring network for women leaders to develop skills and visibility they need to advance in their careers.
- Moreover, engaging with the Indian Women Network can help to create a culture of inclusion and diversity within the organisation. By promoting the visibility and contributions of women, they can help to counteract unconscious bias and stereotypes that may prevent women from being recognized and valued for their work.

Panellists included:

- *Ms. Shobha Dixit, Chairwoman, IWN SR & Director, Alpha India Ltd*
- *Ms Lakshmi Mukkavilli, Deputy Chairwoman, IWN SR & Managing Director, Patra India BPO Services Pvt Ltd.*
- *Ms. Shirin Salis Mentor, Leadership Mentoring Vertical, IWN SR & VP HR, Trane Technologies*
- *Ms. Urvashi Baid, Lead - Branding Development, IWN SR & Director Amel Services & Consultancy Pvt. Ltd*





▪ **Strengthening the C – Suites**

Studies show that companies with gender diverse leadership teams tend to outperform their peers. However, despite progress in recent years, women are still underrepresented in senior leadership positions.

Key takeaways from the discussions:

- The lack of women in C-suites can be attributed to various cultural and societal challenges that women face in their personal and professional lives. Women are often expected to prioritize their family responsibilities over their careers, leading to gaps in their work experience and fewer opportunities for advancement.
- Organisations must actively work to address these cultural and societal challenges by implementing policies and practices that support work-life balance, flexible work arrangements, and professional development opportunities for women.
- Encouraging diversity and inclusion in the workplace can also help break down gender stereotypes and biases. Organisations can address unconscious bias through training, awareness campaigns, and policies that promote fairness and equity.
- The lack of female representation in leadership roles also perpetuates a cycle of underrepresentation and limit role models and mentors for women who aspire to advance their careers. This apart, while a proactive leadership can facilitate participation of women on board, the onus is on women to take up opportunities that highlight leadership skills.
- By providing women employees with access to mentors and encouraging reverse mentoring, companies can help women build the skills, knowledge, and networks they need to advance into leadership roles.

Panellists included:

- *Ms Lakshmi Mukkavilli, Deputy Chairwoman, IWN SR & Managing Director, Patra India BPO Services Pvt Ltd.*
- *Mr Ravichandran Purushothaman, President, Danfoss India*
- *Ms Subhasri Sriram, Joint Managing Director, Shriram Financial Ventures (Chennai) Private Limited*
- *Mr Syed Sajjad Ali, Managing Director, Eaton Power Quality Pvt Ltd*





❖ Building Partnerships – The Way Forward

- Effective partnerships should focus on empowering women to take on leadership roles and drive change in their organisations and communities. This includes providing training, mentoring, and networking opportunities, as well as creating a supportive and inclusive culture that values diversity and inclusion.
- Need to ensure that gender equality initiatives are closely tied to the organisation's overall business objectives. This alignment ensures that the initiative is taken seriously and receives the necessary support from all levels of the organisation.
- Women in workforce initiatives must focus on the entire value chain, from education and training to recruitment, retention, and promotion. It is important to ensure that women have access to the same opportunities as men at every stage of their careers.
- Building effective partnerships requires accountability and transparency. All stakeholders should be held accountable for their commitments, and progress should be regularly communicated to ensure transparency and build trust.



❖ Steps towards Gender Equality

Workplace gender equality can be achieved when people have access to, and enjoy equal rewards, resources and opportunities regardless of gender. The conclave featured panels, case studies and master classes that focussed on encouraging access to opportunities for women towards advancing career. These included Discussions with Changemakers for Policy and Inclusion; Panel and Keynote on Women in India @75 to India@ 100 – the aspirations and the challenges; Spotlight sessions featuring Women carving a niche for themselves; Session with “Women of Substance Fuelling Economic Growth”; Masterclass on Unconscious Bias

■ Changemakers for Policy and Inclusion

The panel discussion focussed on creating an open and inclusive work environment to attract and build a diverse candidate pool, and facilitate culture fit. The policy dialogue was on strategies that organisations need to consider to increase diversity and drive retention and importantly make the leadership and career transformation journey more inclusive.

Key takeaways from the discussions:

- Policy changes will happen if changes can be brought about at the ground level. It is essential for organisations to be aware of the myths about the LGBTQAI community and consider consistent and systematic action to become more inclusive
- Identify the barriers that prevent a workplace from being inclusive, such as unconscious bias, unequal access to opportunities, or lack of accommodations for all employees, regardless of their gender, religion, sexual orientation, disability, or other personal characteristics.
- Solutions may include implementing diversity and inclusion training programs, creating policies to prevent discrimination and harassment.





■ **Panel and Keynote on Women in India @75 to India@ 100 – the aspirations and the challenges**

As India completed the 75th year of independence, it is important to reflect on the aspirations and challenges facing women in the country, and how these may evolve over the next 25 years as India approaches its 100th year of Independence. Currently, women in India face significant challenges in accessing and participating in the workforce. According to World Bank data from 2020, the female labor force participation rate in India was only 20.3%, significantly lower than the global average of 47.9%. However, there is potential for significant progress in this area over the next 25 years as India approaches its 100th year of independence.

Key takeaways:

- Greater access to education and skills training for women could help to increase their participation in the workforce. This includes not only formal education, but also vocational training and apprenticeship programs.
- Improved workplace policies, including measures to prevent discrimination and harassment, could help to create a more welcoming environment for women. This could include policies such as flexible working hours, parental leave, and childcare support.
- Addressing underlying social norms that limit women's participation in the workforce is crucial. This could involve promoting gender equality and challenging stereotypes about women's roles and abilities.
- Increasing awareness and encouragement of girls and young women to pursue STEM fields can help to break down stereotypes and increase interest.
- Encouraging entrepreneurship among women could be another avenue for increasing their participation in the workforce. This could include providing training and support for women entrepreneurs, as well as access to funding and markets.

Speakers included:

- *Ms Shobha Dixit, Chairwoman, IWN Southern Region & Director, Alpla India Ltd*
- *Ms Malini Parthasarathy, Chairperson, The Hindu Group of Publications (Pvt Ltd)*
- *Mr Satyakam Arya, Chairman, CII Tamil Nadu & Managing Director & CEO, Daimler India Commercial Vehicles*
- *Ms Rajani Seshadri, Co-Founder and Director, IndePenn Connections Pvt Ltd*





■ **Women of Substance Fuelling Economic Growth**

According to an estimate by Gates Foundation, the unmet demand for credit among women totals US\$1.7 trillion. This highlights the number of good business ideas that have not seen the light of the day because of gender inequality. Women have immense potential in transforming the ecosystem, if given similar opportunities to men.

Key takeaways:

- The digital world and technology are having a complex and varied impact on women in the workforce. While they offer new opportunities for flexible work arrangements and access to new careers, they also bring new challenges and barriers that need to be addressed.
- Women may be disproportionately affected by job loss due to automation, as they are overrepresented in certain jobs that are more likely to be automated, such as administrative and clerical positions
- The pandemic accelerated the shift towards remote work, which allowed many workers to work from home. This has had a positive impact on work-life balance for some women, particularly those with caregiving responsibilities. However, it has also highlighted the need for greater access to technology and digital infrastructure, particularly in rural areas where internet connectivity may be limited.
- Women in workforce need to live up to your potential and leverage every opportunity that is presented. There is a need for training and upskilling, building networks to advance career goals and advance to leadership roles.
- Women entrepreneurship can be a powerful catalyst for social change at the grassroots level. Women entrepreneurs can bring new ideas and perspectives to the table, which can drive innovation and creativity in their communities. This can lead to new products, services, and processes that can benefit society.

Speakers included:

- *Ms Shalini Warriar, Mentor, Leadership Vertical, IWN -Southern Region & Executive Director, Federal Bank*
- *Ms Perizaad Zorabian, Director, Zorabian Chicken*
- *Ms Mayfereen Ryntathiang, President, Grassroot Shillong*





▪ **Spotlights on Women of Substance**

The stand-alone sessions featured women who have transformed and created career-paths that are unlike others.

Key takeaways:

- Focus was on sisterhood economy, the startling statistics of women across the globe, and how creating a sisterhood that helps and mentors would go a long way to help women at different stages.
- Economically independent women have the choice to say 'No' and therefore if socio-economic factors and data could be captured and measured contribution of women will surge.
- The need to define goals and the skill sets needed to navigate the challenges that may arise from the chosen career.



• Ms Shaili Chopra, Founder, She the People

Ms Annie Sinha Roy, Tunnel Construction Manager,
Afcons Infrastructure Ltd

▪ **Masterclass on Disrupting Unconscious Bias**

The masterclass on disrupting unconscious bias helped individuals and organisations to recognize and address the hidden biases that can limit diversity, inclusion, and performance.

Key takeaways:

- The masterclass enabled participants aware of techniques for challenging assumptions, reframing problems, and seeking out diverse perspectives through discussions
- Discussions also focussed on strategies for fostering diversity and inclusion, such as mentoring programs, employee resource groups, and bias training for all employees.



Masterclass by Dr Panchali Ray, Senior
Assistant Professor of Anthropology and
Gender Studies, Krea University



❖ Gender Equality – The Way Forward

- Conduct a gender pay gap analysis: Identify and address any disparities in pay between male and female employees in the same roles and with the same qualifications and experience.
- Creating a culture of respect and inclusivity that values diversity and promotes gender equality.
- Addressing unconscious bias through training and awareness-raising initiatives.
- Providing flexible working arrangements to enable employees to balance their work and personal lives.
- Promote diversity in recruitment: Develop inclusive recruitment practices to ensure diversity in the hiring process, including sourcing candidates from diverse backgrounds and using gender-neutral job descriptions.
- Providing leadership and skills development opportunities for women at all levels of the organisation.
- Encouraging men to support gender equality in the workplace and promoting male allyship.
- Monitoring and reporting on gender equality outcomes to identify areas of progress and further action.
- Engaging with external stakeholders, such as suppliers and customers, to promote gender equality across the value chain.
- Establish accountability: Ensure that leaders and managers are held accountable for creating an inclusive workplace culture and meeting diversity and inclusion goals.
- Recognizing and celebrating the achievements of women in the workplace and promoting role models and mentors to inspire the next generation of female leaders.



❖ Emphasis on Skill Building & Education

Education and skill building for career transformation are critical steps for women seeking to advance their careers and pursue new opportunities. The conclave featured panels, keynotes and master classes that focussed on skill building for women towards transforming careers. These included Discussions on Future of Work; Role of Technology transforming Human Capital; Masterclass on Future ready competencies

■ Future of Work - Women and Technology

Technical skills are increasingly important in today's job market. Women can focus on building technical skills in areas such as data analysis, digital marketing, programming, or project management. Women can embrace new technologies and digital platforms to enhance their skills and expand their professional networks.

Key takeaways:

- Women account for small percentages of STEM workers despite making up almost half of the total workforce globally. Most notably, women are severely underrepresented in engineering and computing, accounting.
- The ratio of men outnumbering women by 2-to-1 or greater is higher for those working in tech companies - 72% than non-tech companies – 66%. India has one of the highest percentages of women as STEM graduates in the world 43% but only 14% in STEM jobs.
- Women makeup for 34% of the IT workforce in India; 51% at entry level, 25% in management positions & less than 1% in C – Suites. Globally, as of 2022, women make up about 28% of the technology industry's workforce BUT in India only 15% of Engineering jobs are held by women.
- Improving access to education and training in STEM fields for girls and women is crucial. This includes not only formal education, but also informal opportunities such as internships, mentorship programs, and online learning resources. Improving visibility of women in STEM is key to career and leadership transformations.



Panellists included:

- Dr Valli Arunachalam, Technology Consultant (Nuclear Engineering)
- Ms Hema Mani, Chairwoman, IWN Tamil Nadu & Regional Director (HR) – Asia Pacific, Lennox International
- Ms Ruchi Mathur, Head of Marketing & Global Commercial Marketing Head-Controllers & Process, Rockwell Automation India Pvt Ltd
- Ms Shubhanjali Sharma, Senior MTS/Product Owner, VMWare & Director, Women Who Code, Chennai Chapter
- Ms Priya Selvaraj, General Manager, Country Head, Power Electronics Business at Siemens Gamesa



▪ Role of Technology Transforming Human Capital

Cutting-edge technology can reshape traditional job roles, foster employee engagement and retention, and cultivate a diverse and dynamic talent pool in the wake of changes brought in by the pandemic.

.Key takeaways:

- Automation and artificial intelligence (AI) can streamline repetitive tasks, allowing workers to focus on more creative and complex tasks. In manufacturing, robotics and automation can increase efficiency and accuracy, while in healthcare, AI can assist with diagnoses and treatment plans.
- It's important to ensure that the benefits of these technologies are distributed fairly and that workers are equipped with the necessary skills to adapt to these changes. Additionally, companies need to be mindful of potential biases that may be embedded in these technologies and work to address them to ensure a diverse and inclusive workforce.



▪ Masterclass on Future Ready Competencies

The masterclass on Future Ready Competencies focussed on developing a growth mindset and equipping individuals and organisations with the skills and abilities they need to succeed in the ever-changing world of work..

Key takeaways:

- Lifelong learning: Individuals and organisations need to be committed to lifelong learning to keep up with the latest developments in their fields. What got you here – won't get you there!
- As technology continues to disrupt the way we work, individuals and organisations would have to learn new skills like using collaboration tools, data analytics, and cloud computing.
- The pace of change in the workplace is accelerating, and individuals and organisations need to be able to adapt quickly to changing circumstances. This could involve being open to new ideas, being comfortable with ambiguity, and being able to learn new skills quickly.



❖ Skill Building & Education – The Imperatives

- Providing access to education: Ensuring that women have equal access to education is crucial for building their skills and knowledge. This includes both formal education, such as primary, secondary, and tertiary education, as well as vocational and technical training programs.
- Offering mentorship and coaching: Women can benefit greatly from having mentors and coaches who can provide guidance, support, and advice on navigating their careers. This can help them build the skills and confidence needed to succeed in the workplace.
- Promoting digital literacy: As technology becomes more pervasive in the workforce, it is important to ensure that women have the skills and knowledge needed to use digital tools effectively. This includes basic digital literacy skills, as well as more advanced skills in areas such as data analysis and programming.
- Encouraging lifelong learning: To stay competitive in the rapidly changing job market, women need to be encouraged to engage in lifelong learning. This can include taking courses, attending conferences and workshops, and participating in online learning programs.
- Fostering a culture of learning: Building a culture of learning within organisations can help encourage women to develop their skills and knowledge. This includes creating opportunities for learning and development, providing access to training and development programs, and recognizing and rewarding employees who engage in learning activities.



❖ Highlighting Health & Well Being

The focus on Health & Well-being requires a comprehensive approach that involves strengthening health systems, increasing investment in women's health, promoting gender-sensitive policies, and improving women's access to quality health care services.. The focus was on conversations regarding health, healthcare and policies, masterclass on emotional intelligence and mindset shift.

■ Uncommon Conversations focussed on health - a key factor to well - being and economic growth

It is important to engage and empower women in decision-making processes and to work collaboratively with stakeholders across different sectors, including health, education, and employment. This will require a coordinated effort to create an enabling environment that supports women's health and well-being throughout their lives.

Key takeaways:

- Challenges include late nights working or caring for your child can result in fatigue, which can impact physical and mental health, juggling a career and motherhood can be stressful, leading to anxiety and depression, balancing work and family life can be challenging. This can lead to poor time management, which can result in a lack of exercise and unhealthy eating habits.
- To mitigate these challenges, it's important to prioritize health and well-being. Policies that support flexible work arrangements, such as telecommuting, part-time work, and job-sharing can help women balance their work and family responsibilities.
- Policies that support affordable and accessible childcare options can help women who are balancing work and family responsibilities.



Dr Uma Aysola, Chairwoman, IWN Telangana & Head - Alliances & Partnerships, ACCESS Health International in conversation with

Dr M Subrahmanyam, Rainbow Hospitals and Founder, Sparsh Hospice

Dr Pranathi Reddy, Clinical Director: Maternal-Fetal Medicine Rainbow Hospitals for Women and Children



▪ **Masterclass on Leveraging Emotional Intelligence for Effective Stakeholder Management**

Emotional intelligence (EI) can be a valuable tool for effective stakeholder management. Be it self-awareness, empathy or relationship management, leveraging EI ensures easy effective management skills.

.Key takeaways:

- The masterclass was designed to enable participants explore the various applications of EI, including leadership, team building, and stakeholder management.
- Participants were given the opportunity to apply their newfound EI skills in practical exercises and case studies.



▪ **Masterclass on Driving Change through Mindset Shift**

The masterclass focussed on driving change through a mindset shift as a strategic approach that involves identifying the need for change, creating a compelling vision, developing a strategy, communicating the vision, providing training and coaching, encouraging experimentation and risk-taking, and recognizing and rewarding success.





SUMMARY RECOMMENDATIONS

For organisations to thrive, there is a growing need for a more diverse, equitable, and inclusive workplace culture that enables all employees to reach their full potential. The recommendations for creating such a workplace includes:

- Leadership plays a crucial role in creating an inclusive culture within an organisation. Leaders need to demonstrate their commitment to DEI by taking active steps to remove systemic barriers and fostering a culture of inclusivity.
- Tackle unconscious bias throughout the organisation: Unconscious bias can have a significant impact on recruitment, promotion, and other important decisions within an organisation. HR can address unconscious bias by identifying discriminatory policies and practices, gathering feedback from employees, and setting targets to hold managers accountable.
- Offering flexible work arrangements is essential for creating an inclusive workplace where employees can balance work and life responsibilities. By making flexible working the norm, organisations can enable all employees to have equal opportunities to progress their careers.
- Line managers play a critical role in creating a psychologically safe environment where employees feel comfortable sharing concerns and ideas. By training managers to have open conversations about support needs and building awareness of the impact of their behaviors, organisations can create a supportive workplace culture.
- Embed company-wide initiatives to elevate conversations and provide support at all levels: Setting up women's networks, mentorship and sponsorship programs, and using data and storytelling to highlight issues and achievements are all effective ways to provide support to women in the workplace. Additionally, employees across the organisation can take individual steps to drive change by reflecting on their own observations and experiences and acting as allies.



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- We thank the keynote speakers, the panellists and other resource persons for joining us in the leadership journey.
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- We thank our sponsors for the support extended to make the Conclave a grand success



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.

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 partners in the workforce through initiatives that will have an impact on their lives, livelihood and in getting growth back. In line with the CII's theme for its 125th year, "Building India for the New World", IWN pledges to build an inclusive, sustainable and a balanced nation by instilling gender parity across all forms of economic participation.



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