



WELCOME

The 3rd edition of the CII-IWN flagship event was kickstarted on **2nd of February 2022**. This Leadership conclave, unlike any other has every year brought forth a unique theme and each year a leitmotif that resonates not only to its broader theme of integrating women into the economic eco-system but various sub-themes of leadership, development, mental well-being and networking is woven in. This year's conference devoted to the concept of authenticity is appropriately titled "Say Yes – Be Yourself"

SAYYES
BE YOURSELF
IWN LEADERSHIP CONCLAVE 2022
 2nd, 3rd & 9th February, 2022 : 1430 - 1830 Hrs Virtual Platform

DAY 2

Key Takeaways

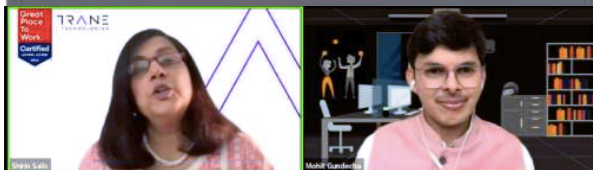
- Dream big
- Discipline yourself
- Have clarity of thoughts
- Ask for the opportunities, grab them and make the best use of what you get
- Risk taking- necessary decide for yourself
- Wear your self-confidence- search and find it
- Take the opportunities, exercise choice
- Path of self-learning and to learn from others important
- Be the best version of yourself



**A Journey to
Discover the Power
within you- India@75**

**Dear Future
I am ready**

- Non Negotiable is the Learning Path
- Change: covid has made organisations realise culture can be changed remotely, organisations have significantly changed and have realised to be flexible and try new things
- Flattened the workplace, one can say one can Work from any where. Say yes keep stretching. Go forward
- No certainty but clarity is important
- Leadership requires Resilience and Empathy.
- Connected leadership is a requirement- job is to be fair to people
- Cognitive capabilities- evolving Digital Dexibility.
- Frugal Mindset
- Pragmatic orientation- be practical and accept situations
- Future is now
- Believe you can do it- Awareness, acceptance, leads to actions and be Future ready



Authentic Leadership



Mr Raghu Ananthanarayanan

- Be somebody who can wear different feathers and adapt to the situation
- Deep dive and pull out the deepest and best of us given a circumstance
- Decide when to become what- why did you react in a particular circumstance the way you did- responses might be in characters you read or know about
- To be Self-aware and be contextually smart- understand the context and figure out who I am-
- What can I do to develop the will of people around me and not just the skill and then build both together to create or encourage someone to be the best they can be
- All the stories character describe the various things we can do and this allows us to say- and find the aspects of a character inside me.
- Characters in stories or history is not a person but a collation of values, abilities and interest- if I keep asking myself- who am I- how is the character in history or literature reflected in me, and do I want to be that person or do I want to increase some aspect that's different, how do I go about it
- This personal inquiry, this journey of inquiry that I can go about is what authenticity is about.
- Women are to hold the inquiry and bring it out in others

Growing Women Leaders

Mr Subba Vaidyanathan

3c's for change and for this to bring into play Nari Shakti ; Women Power

- Commitment – organisational and societal
 - Community- woman to have support
 - Culture-
- ▶ Self belief is important- a woman in weak situation can turn things around with the 3Cs.
 - ▶ You are the superpower- every person has something extraordinary, and we need to know it and evoke it.
 - ▶ Change has to start at the top, culture has to be built, what role a woman can play in the growth of an organisation and we take other women along in this growth.
 - ▶ Issues are the same globally-decades of culture, cannot be unwound it has to be replaced.
 - ▶ Culture and community require men to be committed, so Sponsorship beyond mentors.



Women start-ups : The Success Mantra

- Know the people and business to grow with it and grow it
- Be your champion and look for someone to champion the cause
- Startup India- provides the necessary support for a start up by being part of the growth story- funding, grants, provided-loan based scheme; market access provided- government and corporate;
- Procurement exemptions for startup- have bridges with countries and missions to navigate through waters; information on a digital network- connect with mentors, investors and reach out and take the conversation forward
- Planning in business is important – scaling is important, but pay it forward so create an eco-system of sharing
- Say no- when you judge the importance of the opportunity impact on the business
- Lead with expertise- bring something of yourself to the table
- Product creation into a commercialisation plan – so as to hit financial viability and thereafter profitability- important skills to develop these.
- Create your support system and an eco-system- networking is imperative for growth- learn from one another.