

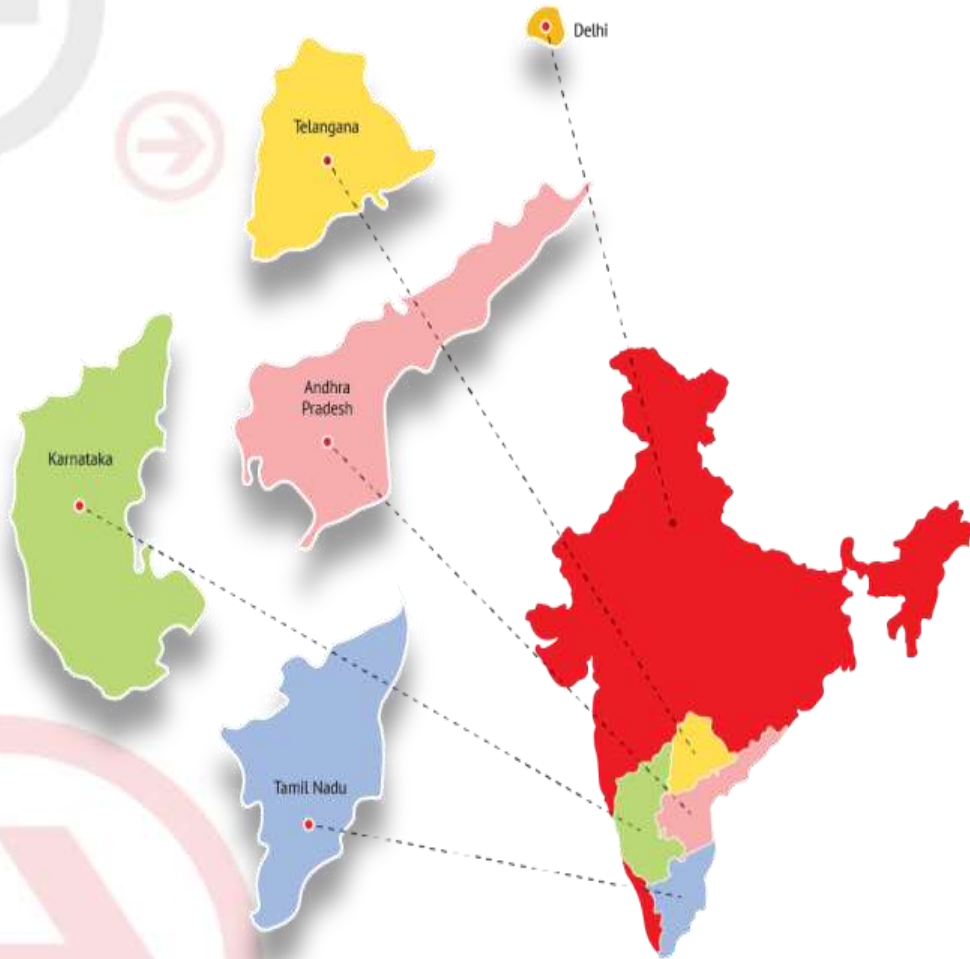
Women at Workplace – Role of Leadership **ASSOCHAM**

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**Largest Internet
Provider in India**



**Over 1 Million Happy
Customers**



**Pioneers in
Fiber Technology**



**Over 6,500
Employees**

Among the Top 50 Best Places to Work based on a study conducted by Great Place to Work® and Economic Times

Among the Top 100 Best Companies for Women in India based on a study conducted by Working Mother & Avatar

30% of our managerial and leadership workforce comprises of women



Women@helm

A Fact

Companies with more gender balanced leadership teams delivers better and more sustainable results

The Pillars

**Passion. Opportunities. Enabling
Environment**

Leadership is about

- Service
- Followership
- Leading from the front
- Being the backbone
- Having the ability to daily energize
- Being vulnerable

Why women make excellent leaders

ACT

- Emotionally intelligent
- Humane and nurturing
- More purpose driven
- Highly adaptable to change

Common Barriers

- Traditions of expectations of male leadership
- Inadequate maternity support
- Lack of safety in certain types of job (field/
nighttime jobs etc)
- Societal conditioning

A young girl with long brown hair, wearing a red and white plaid shirt, is looking upwards with her right hand raised. The background is dark with faint white lines. A large blue trapezoidal shape is overlaid on the right side of the image, containing white text.

We have a
role to play
in building
an enabling
environment

Enablers in Practice

- Create role models
- Build excitement around welcoming women into workforce after maternity break
- Build a support system that helps continuity
- Reward inclusive behaviors; non tolerance towards discrimination
- Ensuring safety enablers in both policies and practice
- Multiple platforms for women to reach out

Enablers in Practice

- Provide transport facility for late working
- Extended maternity leave and flexi working hours; creche facility
- Replace focus on women-only networks with mixed-gender networks aimed at balancing management, rather than giving special status to women
- Awareness and training sessions on safety and health, fitness centers
- Education on financial planning

ACT

THANK YOU

7 September 2017