



**WOMEN**  
*on* **BOARDS**  
*for social impact*

# The Future of Boardrooms

**Greater Diversity, Higher  
Impact**

**COHORT 5 PROFILES**

“International Labour Organization (ILO) found that companies with gender-balanced boards are approximately 20 % more likely to have improved outcomes”

## CATALYZING THE TRANSFORMATION

*Women on Boards Program an endeavour to inspire women professionals to serve on Boards of Social Purpose Organisations (SPOs).*

### WHY WOMEN ON BOARDS

*Social purpose organisations are seeking greater diversity on their Boards. Women can leverage this opportunity to become more "board ready" as the next step in their leadership trajectory.*

### Our Vision

*A growing community of professional women leaders who can serve on Social Purpose Organisation Boards*

### Our Approach

*Enabling the participants to understand the sector, shift their perspective, shed biases, and privileged lens, to go deeper to identify their purpose, and co-create the journey with the Social Purpose Organisation.*

### Our Mission

*To enhance the participation of women professionals on SPO boards, addressing the need for diversity and enriching leadership.*

## WOMEN ON BOARDS COHORT 5 | OVERVIEW

**21** WOMEN LEADERS

**19+** YEARS AVG. PROFESSIONAL EXPERIENCE

## INDUSTRIES THEY COME FROM



FINANCIAL SERVICES



RETAIL



CONSULTING



PHILANTHROPY



MARKETING



HEALTHCARE



TECHNOLOGY



EDUCATION



MANUFACTURING

## PARTNERS

## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Anumita Sarkar

Strategic Development and Partnership Officer, Centre for Communication Governance at National Law University Delhi

Anumita is a Legal, Policy and Strategy Consultant with over 15 years of diverse and cross-sector experience across various roles in law practice, legal technology, print and online publishing, information services, product management, and consulting engagements with nonprofit organizations, tech4good companies, and social entrepreneurs. She has extensive experience working with stakeholders across various thematic areas: governance and anti-corruption laws, business and human rights, gender and women empowerment, mental health, child rights, and education. Anumita has served as an Advisory Board Member of Kartavyam (With Trust) and has been a mentor at IDIA Increasing Diversity by Increasing Access (IDIA) to legal education and Global Campus of Human Rights. She is currently associated with the Centre for Communication Governance, National Law University, Delhi as a Strategic Development and Partnership Officer. Anumita is a graduate in Sociology from Miranda House College, Delhi University, a law graduate from Campus Law Centre, Delhi University, a Post Graduate Diploma in Mass Communication from Bhavan's Rajendra Prasad Institute of Communication & Management, holds a certificate in Strategic Management from Indian Institute of Management, Bangalore (IIMB), completed a Faculty Development Program from FORE School of Management, New Delhi, and various other professional certifications and training in entrepreneurship, strategy, organizational leadership, strategic communication from national and international institutions.



### Anupama Easwaran

Founder Partner, InHarmony

Anupama is a Diversity and Inclusion coach and consultant, founder of InHarmony, a Diversity, Equity, Inclusion consultancy, a trained and experienced counsellor, 2 times TEDx Speaker and APCOM HERO Awardee 2023. She has a postgraduate in management with over 25 years of work experience in diversity and inclusion consulting, employee wellbeing, marketing and brand management. She is a D&I council member of several companies, a POSH expert and external member on the POSH Internal Committees of companies and is a board member of TWEET Foundation, an NGO for and by transgender people. Her organization, InHarmony, in association with TWEET Foundation, the Ministry of Social Justice and Empowerment and the National Institute of Social Defence, has successfully conducted 2 national level transgender employment fairs in 2023 and 2024 respectively.



### Aparna Khandwala

Co-founder, Yellow Spark

Aparna brings over 20 years of expertise in crafting strategic HR solutions. With a background in Life Sciences and a Master's in HR Management (University of Mumbai), she's a PoSH trainer, NLP practitioner, and counselor. Her experience spans diverse industries like HR consulting, architecture, entertainment, and non-profits. Aparna began at EmmayHR (now Randstad India), a recruitment and HR forerunner. Later, she led operations at JobsForGood, a social sector recruitment specialist. Here, she built a high-performing team from scratch, honing her understanding of workforce diversity. Her experiences with the social sector gave her a deeper understanding of the diversity of attitudes among people, making her adept at helping organisations design and implement policies for the entirety of their workforce. This deep insight led her to co-found Yellow Spark Solutions with like-minded professionals. Her unique instinct about people & developing strong relationships is the foundation of everything she does. Her newfound passion in the world of fitness keeps her motivated to push her boundaries and aspire to do more. In her spare time, she engages in pro bono work as an active volunteer leader or participates in welfare activities for stray animals.

## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Bhavana Kalra

Director - Tech & Product, UrbanPro

Bhavana, a tech entrepreneur, thrives at the intersection of innovation and business strategy. With a solid foundation in computer science and a wealth of experience spanning over two decades, she has carved an impressive niche in the technology landscape. As the Co-founder and Director of Product and Technology at UrbanPro.com, she spearheads the company's product development and technology initiatives. Prior to her entrepreneurial journey, Bhavana honed her skills at global tech giants like IBM India and UPromise Inc., where she held pivotal roles in project management and software engineering. Her ability to lead cross-functional teams and her knack for problem-solving have been instrumental in delivering successful projects and driving business growth. Through her volunteer work with organisations like United For Fair Economy, ClayLab and Keep Moving Movement, she leverages technology to empower communities and nurture future talent. Bhavana holds a Master of Science (Computer Science) degree from Boston University.



### Deepam Yogi

Co-founder & Partner, Yellow Spark

Deepam Yogi, a multifaceted professional with 19+ years of experience, thrives at the intersection of adventure, social good, and strategic consulting. Her career path is a testament to her diverse interests. She started in marketing and media with Lintas Media Group, then shifted gears to lead the marketing team for India's sole volunteer organization, iVolunteer. This experience sparked a passion for social impact, leading her to take over the operational responsibilities of Social Access Communications, India's first social communication agency. She continues to engage with cause-related communication campaigns and serves on the board of Social Access. In 2015, she co-founded Yellow Spark Solutions, focusing on people management strategies and training across various skill sets. A champion for safe workplaces, Deepam actively advocates against sexual harassment at the workplace and serves as an external member of PoSH committees. When not strategizing or training, Deepam seeks adventure - scaling mountains, exploring nature, or capturing its beauty through photography.



### Deepika Arora

President - Training and Development, Haqdarshak

Deepika has spent over 15 years in the Corporate world, having started her career as an Officer in 2008 at Indian Oil Corporation Limited and continued to serve the corporation for 14 years in various capacities across diverse domains including Sales (Institutional Business), Training and Development and Branding. In 2022, after a 14 years long and fruitful career at Indian Oil, Deepika decided to pursue her passion for Entrepreneurship. She spent a year working with a Unicorn, before founding her own venture - Sandbox Consulting Services, where she focused on Talent management and Training and Development. While consulting for Haqdarshak - a social impact enterprise, Deepika found a strong alignment with their vision and mission. This led to her joining them full-time as President-Training and Development in May 2024. Deepika holds a Master of Business Administration in Marketing from University Business School, Chandigarh and is also UGC qualified in Management. Her interests include Reading, Travelling and Compering.



## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Divyashree

Head of Industry, Google India

Divyashree is the Industry Head for the Conglomerates vertical at Google India. Divya is a sales and marketing leader, with 17+ years of experience in consulting, tech and media across utilities, retail and digital native businesses. Divya's experience and expertise spans scaling businesses beyond \$XX Mn, collaborating to build brands for 100M+ users to improving the internet footprint for Indian languages. She has had a ringside view to digitisation and the growth of ecommerce in India. She is an alumnus of Indian School of Business with a specialization in Marketing along with an Engineering degree from RVCE, Bangalore. Divya is passionate about Diversity & Inclusion and facilitates programs for underrepresented groups to sponsor and empower their achievements.



### Divya Alice

Executive Director, Ernst & Young

Divya has about 20 years of experience. Currently an Executive Director leading Innovation and Emerging Technologies at EY GDS, where she leads a dynamic team of over 450 talented individuals. Her focus is on architecting cutting-edge technical solutions that have a real impact. Notably, she's been instrumental in developing transformative products like - EY's Digital Transformation Platform. She's spearheaded more than 40 client engagements that have resulted in the transformation of businesses worth over \$100 million. As part of this, she's established Centers of Excellence (COEs) that have become invaluable assets for their clients, adding substantial value to their operations. A significant aspect of her role involves being a driving force for strategic growth. She's taken ideas from conception to execution, particularly in the realm of Insurance product solutions. This involves ideation, strategic planning, and sales efforts, nurturing growth right from the outset. Being a seasoned leader, she excels at steering digital transformations and fostering innovation. Even within complex business landscapes, she's consistently delivered measurable results, enhancing customer experiences along the way.



### Gayathri Swaminathan

Director, Ford Credit, Ford Motor Private Limited

Gayathri has spent close to 23 years in the space of Automotive Accounting and Automotive Financing. Beginning her career as a Statutory Accountant, Gayathri has covered the spectrum of accounting responsibilities in various people leader positions. She leads a team that delivers Automotive Financing support for businesses across the geographies. Gayathri's contributions to employee resource groups in her organisation are a vital part of her career and she has led Women ERGs and provides the leadership guidance to the Pride ERG currently. In her role as Presiding Officer for PoSH, she is also responsible for building robust awareness, prevention and redressal mechanisms in her organisation. A Chartered Accountant, she joined Ford Motor Company in 2000.

## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Gunjan Thaney

Head, #LivingMyPromise

Gunjan is a seasoned professional with over 15 years of diverse experience. Her passion for investments & financial world led her to a banking career starting with American Express, followed by Citibank and later RBS. However, her desire to make a deeper impact inspired her to embark on a six-year entrepreneurial journey with Desi Origins, a social enterprise dedicated to creating positive social change. Desi Origins, a tech platform, empowered women's self-help groups, small farmers, NGOs, and rural artisans by connecting them directly with end consumers. Recognizing the transformative power of education in breaking the cycle of Poverty, Gunjan spent subsequent years as a volunteer educator. To add momentum to her aspiration of doing good, she transitioned to leading the philanthropic movement known as #LivingMyPromise where Gunjan plays a pivotal role in fostering, engaging, and assisting individuals within the community to give effectively. #LivingMyPromise is a remarkable initiative where individuals promise to contribute 50% or more of their wealth to philanthropic causes, either during their lifetime or in their will. Gunjan is passionate about building giving as a movement—a movement that has the potential to transform India.



### Nalini Sain

Ex-VP Portfolio Management, SBI Card | Banking & Financial Services

With 18+ yrs of experience in growth strategy marketing and developing integrated multi channel marketing and consumer experience strategies across customer lifecycle, Nalini is a customer driven marketing expert. She has worked for prestigious banks and non bank financial companies in India, Thailand and the Middle East (Dubai) including SBI card, Citibank, Emirates NBD, GE Money and Citifinancial. Her most recent employment was at Bata as part of Global Marketing team . After working for herself in each of them, Nalini has now set out on a mission to support and give back to community. She is eager to participate in this program and to lend her expertise in order to demonstrate a greater social impact. Nalini received her Bachelors degree in Engineering from Osmania University Hyderabad and her MBA from Faculty of Management Studies (FMS Delhi).



### Parvathy Nair

VP & Global Marketing Lead, ADM business line, Capgemini

Parvathy has over 30 years of experience leading marketing and communication functions in organisations. She has grown to marketing leadership roles in two industries - advertising and technology services, delivering business growth. She has led diverse, geographically distributed, multi-cultural teams. She currently heads global marketing for the applications business line in Capgemini. She is an alumna of the Indian Institute of Management, Calcutta, and considers herself a lifelong learner. She seeks to do good, using her skills to make a difference in the world.

## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Priya Ranjit

CFO and COO, DSP Finance Pvt. Ltd.

Priya has spent over 20 years in the Banking and Financial Services Industry where she held multiple senior management roles in the Finance domain ranging from Business Finance, Strategy, Performance Management, Cost Optimisation, Accounting Controls, Regulatory & Financial Reporting and the entire gamut of CFO Functions. She has collaborated with cross-functional teams across geographies. Her journey started as a Qualified trainee in 2003 at Pricewaterhouse Coopers where she spent about 32 months in the Audit and Assurance LoB leading various assignments across Financial services clients in India and US. In her next stint of 17 years at Standard Chartered, she worked across the finance and operations functions. While at Standard Chartered she was actively involved in multiple initiatives focused on Diversity, Inclusion and Corporate Social Responsibility. As part of these initiatives, Priya would mentor many women colleagues, be the voice of the women colleagues to represent their concerns to the D&I Committee, work with the Committee and the core teams to drive and deliver on the different initiatives. She was also leading the employee volunteering Initiatives within the Finance function. Priya is a Chartered Accountant and is currently the CFO and COO at one of the DSP Group of Companies.



### Priyanka Pandit

Sales Manager, Rippling

Priyanka has spent over 13 years in the field of Technology Sales where she has held multiple positions across domains like ERP, Telecom, and SaaS, leading diverse teams to deliver bottom-line impact while collaborating with cross-functional teams across the globe. As an outcome-focused problem-solver, Priyanka thrives in dynamic environments and consistently delivers results beyond expectations. With her firm belief in nurturing talent to build high-performance teams, the continued success of these units beyond her mentorship is a north-star metric for her! In addition to her professional pursuits, Priyanka is committed to mentoring aspiring technologists and promoting diversity in STEM fields. She volunteers for Employee Resource Groups and external organisations involved in Gender & Neuro Diversity, Animal welfare, and Female Health. Priyanka holds a Post Graduate Diploma in Management (PGDM, equivalent to an MBA) from India Institute of Management, Shillong, and a Bachelor in Pharmaceutical Technology (B. Pharm) degree from WBUT.



### Dr. Ramnik Ahuja

Public Health Specialist / Strategist / Program Leader/ Mentor

Dr. Ramnik Ahuja, MD in Public Health from Punjab University and a graduate of Guru Nanak Dev University in Medicine & Surgery, boasts a rich academic pedigree. Her lifelong membership in the National Academy of Medical Sciences, India, solidifies her dedication to healthcare. With over 20 years of diverse experience in Public Health, Dr. Ahuja navigates effortlessly between leadership, management, and advisory roles, shaping health systems and social programs at all levels. She excels in forging partnerships with diverse stakeholders, from government bodies to global organizations. Transitioning from a corporate career, she has spent the last five years in the social sector, providing crucial support to women facing various challenges and empowering them through skill-building programs. Now, at the Institute of Medical Sciences, she imparts her knowledge through teaching and community outreach, embodying her commitment to societal betterment. Her impact extends beyond her hands-on work; she has authored research papers for esteemed journals and led studies for renowned organisations like WHO-India and the Bill and Melinda Gates Foundation. Driven by her passion for public health and social development, Dr. Ahuja continues to leverage her expertise and network to effect positive change regionally and globally.

## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Selvi Manoj

AVP at Office of Institutional Advancement, IIT Madras

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Selvi has over 16 years of experience in the Ed-Tech domain, where she has successfully led and managed sales, services, channel, and relationship functions for various enterprises, ranging from large to greenfield. As the AVP at the Office of Institutional Advancement at IIT Madras, one of the leading engineering and research institutes in India, she develops and executes strategies to enhance the institute's brand, reputation, and engagement with various stakeholders, including alumni, donors, corporates, and policymakers. Her core competencies include communication, business partnership, and team leadership. She is tech-savvy, adaptable, and accountable, and thrives in ambiguous and collaborative environments. Her mission is to democratise education and enable lifelong learning for everyone.



### Sheran Mehra

Chief Brand Officer and Business Head - Hotels, Tata Digital

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Sheran is the Chief Brand Officer and Business Head, Hotels at Tata Digital. A marketer by profession for over 20 years and a distance runner for over 10, her passion has been to create experiences and translate insights into ideas. Sheran has successfully lead marketing strategy and thought leadership for some of the leading brands in India. She has a unique cross industry and cross category experience, including devising and implementing the marketing and brand strategy (launch to transition to development), media relations, CSR & social entrepreneurship at various organisations.



### Shubhra Singh

Customer Service & Sales - Hotel & Luxury Retail | Freelancer

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Having spent over 15 years in Hotel & Luxury Retail sector, Shubhra holds a strong expertise in Customer Service & Sales. In these industries she had held multiple profile designing sales policies & procedures, customer service, business development, talent acquisition & trainings. She has worked across & collaborated with cross-functional teams across geographies. Having had experience in different arenas of retail sector has given her a well-rounded perspective in management roles handling various aspects of business. Also, because the Luxury industry is a global industry it has given her a global perspective in terms of understanding the dynamics of business and people management, which is her forte. This global & local experience has helped her immensely in her current avatar of being a Soft Skills trainer. Apart from being a trainer she is impassioned about women empowerment, which is restricted to not only education but in other walks of life too. She has worked with NGO's who believe in this cause at the grass root level because she strongly believes that for any change to happen for good it has to happen at the grass root level.



## PARTICIPANTS | PROFESSIONAL SNAPSHOT



### Sujatha Krishnamurthy

Head, Business Development | Consumer Genomics, Strand Life Sciences

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Sujatha has spent over 15 years in the field of Sales and Business Development where she held multiple senior management roles ranging from International Sales, Technology Licensing, Primary and Secondary Research, Channel Partner Management and Field Sales. She has collaborated with cross-functional teams across geographies. Her journey started in core Chemical Engineering in Oil and Gas and then post her MBA, she has been focusing primarily on Sales and Business Development. She has also had an entrepreneurial stint where she run her own firm in the field of waste management. Her exposure to the social sector started with her stint with Human Health Project in 2019 where she worked on building a network of SHOs, NGOs and Health care providers. Sujatha holds a Master of Business Administration (M.B.A) from the Indian Institute of Management (Bangalore) and a Bachelor of Technology in Chemical Engineering (B.Tech) from Anna University.



### Trishita Dalui

Experienced Finance Professional

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Trishita Dalui has 20 years of experience across Investment Banking and Finance. She has a degree in Economics and an MBA in Finance. She started her career with Ernst & Young where she worked for almost a decade across Mergers & Acquisitions, Valuations, Due Diligence and Fund Raising. Post that she spent about 4 years in a French Financial Advisory Firm called Accuracy being part of their startup team in India primarily advising European companies based in India for M&A, Arbitration support, Diligence, Valuation etc. At Accuracy she was instrumental in forming the India office – recruiting and setting processes and practices. Post this Trishita joined DSM – Firmenich as their India Finance Head where she managed their 3 key business units comprising of engineering materials, nutrition and their Global Back office. She had teams across these three businesses along with working closely with the business heads, Tax, Treasury, Legal, other key functions and also representing India in regional and Global forums. Trishita spent 7 years in this position during which she experienced mergers, divestitures, disputes, litigations and also was a board member in 2 of their legal entities. She handled the CSR corpus during this time which gave her an opportunity to work closely with organisations who create social impact. She was instrumental in formulating projects and ensuring delivery of the same, which made her realise the challenges faced by the organisations and made her keen to help in any way possible.



**WOMEN**  
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*for social impact*



**Governance Counts**  
Creating Effective Boards

## Member Details

### Founding Team -

**Aarti Madhusudan**  
Founder, Governance  
Counts

**Kakul Misra**  
Director, SCB

**Sharad Agarwal**  
Co-founder, ISDM

### Program Team -

**Ritupanna Mohapatra**  
Manager - Programs, SCB

**Sukanya Sreenivas**  
Consultant

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