



WOMEN
on **BOARDS**
for social impact

The Future of Boardrooms

**Greater Diversity, Higher
Impact**

COHORT 6

“**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 6 | OVERVIEW

16 WOMEN LEADERS

19+ YEARS
AVG. PROFESSIONAL EXPERIENCE

INDUSTRIES THEY COME FROM



FINANCIAL SERVICES



MEDIA & ENTERTAINMENT



FMCG



DEFENCE



NGO



MARKETING



HEALTH



TECHNOLOGY



CONSULTING



EDUCATION



PHILANTHROPY

PARTNERS

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Aarti Krishnan

Head - India Partner Network, Sattva Media and Consulting Pvt. Ltd.

Aarti Krishnan is the business head of India Partner Network (a digital platform initiative by Sattva Consulting) and comes with 20+ years of experience in various management and leadership roles. She is passionate about solving developmental challenges and achieving sustainable impact through establishing design thinking in product initiatives. Since 2009, she has spearheaded enterprise development initiatives across microfinance, handloom & handicrafts and agribusiness with elements of social enterprise strategy, programme management, fundraising, institution building and digital transformation. Apart from working on international projects, she has worked pan-India and travelled extensively to work at the grassroots with vulnerable communities. Aarti is an alumna of BITS Pilani and IIM Bangalore.



Anjali Rai

Squadron Leader (Retd) - Indian Air Force

Anjali Rai is an experienced military leader transitioning to corporate life, bringing over a decade of expertise in HR Management, learning & development, leadership training and ESG initiatives in defence. Throughout her career she has held diverse appointments in various domains and has been the team Commentator for the prestigious Suryakiran Aerobatic Team of IAF. A trainer and facilitator who loves to learn and lives to grow, aiming to make an impact in the field of environment and sustainability in future.



Anjali Vaidya

Management Consultant, Financial Services, Pacific Global Solutions Ltd.

Anjali Vaidya has 30+ years of experience in Financial Services Industry (in investment management operations). Her journey started as a Management Trainee in StockHolding where she worked for nearly 14 years, followed by a brief stint as Information Security Consultant with a Mahindra Group company. In 2007, she moved to off-shoring industry and grew steadily to head large teams and be a part of senior management at State Street - Syntel (Atos) joint venture and State Street (India). She shouldered an array of responsibilities ranging from operations management, governance, project management and transformation. She managed multi-location teams and collaborated across geographies, and was closely associated with CSR activities. In her last job at State Street (India) she was the India lead for Diversity & Inclusion employee networks, part of POSH committee and co-lead for CSR. Currently, she is a Management Consultant (Chief Strategy Officer) for Pacific Global Solutions Ltd. an IT-ITES service provider for Accounting and Book-keeping. She works closely with the Founder and CEO on strategic interventions to navigate the growth phase of the company. Anjali is a post-graduate in Economics, Management and a Graduate in Law.

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Deepa Nagraj

Global Head of Communications, Sparkle Innovation Ecosystem, ESG, and CSR at Mphasis

Deepa is Senior Vice President & Head - ESG, Sparkle Innovation Ecosystem and Communications at Mphasis. Deepa's responsibility includes managing the company's reputation and relationships globally with Consulates, Academic Institutions, and industry partners. She also oversees ESG and is an active member of the CSR committee. Her keen interest in the industry helped her take on various roles over the years in Strategic Marketing, Corporate Strategy and Benchmarking, Marketing and Communication functions. A connoisseur of art, Deepa has an interesting collection of antiques and curios from around the world. She is also a trained Kathak dancer and a Tanjore painter. Deepa is an avid traveler and frequently participates in marathons and treks.



Krithika Sriram

Chief Growth Officer - FMCG, Satiya Nutraceuticals Pvt. Ltd. (PLIX)-MARICO Brand

Krithika Sriram, brings an experience of 17+ years in strategic business leadership, building large teams and collaborating with Boards and senior stakeholders. She has delivered profitable & accelerated growth across both large organisations and dynamic start-ups spanning diverse industries including consulting, retail, e-commerce & media, earning multiple prestigious industry awards. Her expertise covers business & growth strategy, 360-degree marketing, building digital first businesses and digital transformation. She started with Google in digital strategy and later moved to strategy consulting leader Bain & Company where she worked on digital transformation & growth for large companies. Subsequently, she led marketing & e-commerce P&L of Tata Trent and the digital transformation & marketing charter as the SVP for Zee Entertainment Ltd. Currently serving as the Global Chief Growth Officer at PLIX—a D2C company under Marico - she spearheads the revenue and profitability charter. Krithika is deeply passionate about creating social impact, lending her expertise in sustainable initiatives, nutrition and well-being for children, fostering inclusive workplaces, and digital strategy consulting to many social organisations. She has done her graduation in English & Economics from Delhi University and post-graduation from IIM B, along with an exchange program at Yale School of Management.



Dr. Lalita Shankar

Director - Tech for Good/Behavioural Change Consultancy, Howard Delafield International

With a career spanning over 20 years across diverse geographies, including India, Southeast Asia, West Africa, and the Middle East, Lalita Shankar has proven credentials in driving innovation and social impact in large scale public health programs in the development sector. As the Regional Country Director for Asia and the Middle East at Howard-Delafield International, she supports complex multi-disciplinary initiatives, overseeing market development, public-private partnerships, and impact evaluations of digital health solutions. She has a proven track record of working with Governments, bilateral agencies like USAID, international NGOs, and private sector stakeholders, demonstrating her ability to build strategic alliances and foster collaborative teams. She is passionate about strengthening governance structures and impact metrics, particularly in health systems and social innovation. Beyond her professional roles, Lalita actively mentors women entrepreneurs and those transitioning into, or from the social impact sector, empowering them toward leadership positions with purpose. Lalita is a trained neuroscientist from NIMHANS; holds an MBA and a doctorate in Global Business Administration, with a specialization in digital innovation for social impact; and certification in hospital management from IIM B. She is fluent in Telugu, Kannada, Marathi, Hindi, and English.

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Mona Jain

Ex-Chief Revenue Officer – Zee Media Corporation Limited

Mona Jain brings over 37 years of expertise in Advertising, Media, and Communications, holding senior roles at top agencies like Hindustan Thompson Associates, Mudra, and FCB Ulka. She briefly served as General Manager – Media at GlaxoSmithKline Beecham before Samsung invited her to establish Cheil Communications, where she earned the Best Employee of the Year award internationally. She has been instrumental in launching iconic brands like Lehar Pepsi, 7 UP, Maggi, Nestlé Chocolates, Samsung, and McDonald's. She won the Silver Award for Best Media Strategy at the Emvies for launching Whirlpool washing machines. At Zenith Optimedia, she played a pivotal role in its launch and later transitioned to broadcasting, leading new channel launches like Zindagi and &TV at Zee Entertainment. After six impactful years at Zee, Mona became Chief Revenue Officer at Anand Bazar Patrika and returned to Zee News Media Network in 2004 as CRO, overseeing 17 news channels. Recognized among the Top 50 Powerful Women in Media and Advertising by the Advertising Body of India in 2004, Mona's contributions to the industry remain unparalleled.



Nirupama Kaushik

Director – Research, Insights and Analytics, Brandscapes Worldwide

Nirupama has 34 years of experience in consumer insights, qualitative research, innovation, and strategy, with senior management roles spanning regional and global arenas. Her expertise includes developing research tools, ideation workshops, brand metrics, training programs, and improving moderation standards in India. She has also led initiatives in change management, talent, and brand development. With interests in behavior change, cultural studies, and consumer ethnography, she has presented papers at domestic and international forums. Starting her career in journalism, advertising, and public relations, she transitioned to computer education before joining the research industry post-MBA, working with Nielsen and Kantar. At Brandscapes Worldwide, Nirupama is Consulting Partner and Global Lead for Qualitative Research, Shopper Insights, and Innovation. Her deep understanding of Indian culture, particularly in smaller towns, fuels her interest in the social sector. She mentors social startups, contributes to a foundation for the differently abled, and has worked in education to explore social transformation. Nirupama holds a Masters in Mass Communication and Journalism from Osmania University and an MBA from IIM Bangalore.



Noopur Srivastava

Director – Vision Spring Private Limited, Health

Noopur Srivastava is an eye-health evangelist, and has helped 1+ million people get clear vision through eyeglasses, thus creating more than \$216 million in economic input. She works closely with eye hospitals, NGOs, and the Government to create policies and access for people, especially at the bottom of the socio-economic pyramid in the remotest interiors of India and Nepal, to get the gift of clear vision, so that they can learn and earn better and lead safer lives. Noopur has spent 6 years now at Vision Spring on various high impact endeavours, following robust, innovative, financially sustainable, and scalable strategies. She has closely worked with Government agencies, including the National Programme for Control of Blindness and Visual Impairment (NPCB&VI) and District Blindness Control Society (DBCS), to help scale eye-screenings, create access to eyeglasses, develop skills, and build competencies at the central level and across several states in India and in Nepal. She has travelled extensively and has closely partnered to create scaled social-impact in eyecare with many prestigious eye hospitals and institutions including Sitapur Eye Hospital, LV Prasad Eye Institute, Akhand Jyoti Eye Hospital, Rotary Eye Hospitals, National Association for Blind Madhya Pradesh, Aravind Eye Care Systems, Sagarmatha Choudhary Eye Hospital, Biratnagar Eye Hospital, and many others across India and Nepal. Noopur holds an MBA and PGD in Foreign Trade (Hons.) from the Savitribai Phule Pune University, and a BBA from Lucknow University.

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Rashi Singhal

Financial Services Marketing Professional

Rashi Singhal is a seasoned marketing professional with over two decades of expertise in branding, product launches, and strategic marketing leadership. Most recently, she served as the Head of Merchant Experience at Pine Labs. Rashi's career spans leadership roles at esteemed organizations such as Oxfam India, Max Life Insurance, and GE Capital – SBI Cards. Her expertise in donor retention, customer marketing, and brand management has been recognized through numerous awards and accolades, including the prestigious GE Platinum Award. An alumna of the Management Development Institute, Gurugram, and Delhi University, Rashi is a certified Six Sigma Green Belt and has undergone extensive leadership training. Known for her excellence in establishing best practices, orchestrating high-impact campaigns, and fostering strong agency partnerships, she is now on a sabbatical since January, passionately seeking her ikigai—her purpose in life. Recently, she completed the Everest Base Camp trek, demonstrating her passion for challenges. Throughout her career, Rashi has been committed to volunteer work, engaging in initiatives such as financial literacy programs, women's literacy campaigns, and educational interactions with schoolchildren. In addition to her professional pursuits, Rashi is an avid reader and marathon runner.



Ruby Thapar

Vice President, Manufacturing, Caterpillar

Ruby is recognized for her contributions to insight-based policy practices, CSR, and reputation and stakeholder management. She is also known for "joining the dots" across off-balance-sheet spaces to create balance sheet advantages. She is a certified executive and team coach. Ruby brings over 30 years of experience across academia, business, and the development sector in the domains of corporate social responsibility, policy, crisis communication, and reputation management. She currently serves as Director of Global Government & Corporate Affairs for Caterpillar in India. She has also worked with organizations such as Dow Chemical International Pvt. Ltd., the Aditya Birla Group, and Vedanta Resources, with a stint in academia and the development sector. Ruby also has a failed startup to her credit and has served as Adjunct Consultant, CSR & Sustainability at The Conference Board. She currently serves as an independent director on the board of ACCESS, an NGO. Ruby holds a postgraduate degree in Child Development from SNDT University, Mumbai, and a Postgraduate Certificate in Business Management from XLRI, Jamshedpur. She is certified in tools such as EQi and Appreciative Discovery Dialogue and is an uncertified yoga junkie.



Sailaja Gudla

General Manager, Social Impact Sector, Sambhav Foundation

Sailaja Gudla has dedicated a significant portion of her career to the social sector, leveraging her extensive experience in finance and management to drive impactful change. Since 2016, she has played pivotal roles in various organizations, starting as the Director and Head of Finance & Accounts at Nudge Life skills Foundation, where she helped shape financial strategies for poverty alleviation initiatives. Currently, as the Head of FP&A at Sambhav Foundation, Sailaja manages financial operations for a diverse group of entities, including a not-for-profit trust, a private limited company, and a Section 8 company. Her responsibilities include developing and implementing financial strategies, ensuring robust risk management, and providing critical financial insights to support strategic decisions at the board level. With a strong educational background that includes an MBA from the University of Madras, a BE from Thapar Institute, and an Executive General Management Program (EGMP) from IIM B, Sailaja combines academic excellence with professional expertise. Additionally, as a CA, she brings a deep understanding of financial management and compliance to her roles. She is passionate about using her skills to build sustainable and scalable organisations in the social sector, aiming to maximise their impact through effective financial management and strategic planning.

PARTICIPANTS | PROFESSIONAL SNAPSHOT



Srividya Viswanathan

AVP - Research and Consulting, Feedback Insights

Srividya Viswanathan is a seasoned executive with extensive multi-industry experience and a proven track record of driving large-scale programs from concept to execution. An IIM B alumni, with over two decades of leadership across sectors, she has successfully founded and scaled social enterprises, including Aikya Care, a facility offering holistic support for senior citizens, and IMPOSSABLE, a foundation focused on rehabilitation services for individuals with spinal cord injuries living below the poverty line. In her role as EVP at Jobs Dialog, Srividya led the development of a jobs platform connecting MSMEs to talent, touching over 400,000 candidates and supporting more than 200 MSMEs. Her work in the corporate sector, including her tenure at Feedback Insights, involved leading marketing and go-to-market strategies that drove 30% year-over-year growth and entry into new markets and research for the 'New to the World' segment. She was also part of the founding team for Accenture's largest engineering certification program, which trained over 200,000 software engineers. Srividya's strengths in stakeholder management, program development, and bootstrapped marketing—along with her ability to work collaboratively and leverage networks—make her well-positioned to contribute meaningfully as a board member in the social impact space.



Sudha Cannan

Founder / Co-Founder - One Degree Leadership Consulting

Sudha Cannan's foray into the Social Sector began 38 years ago with Women's Self Help Groups through Rashtriya Mahila Kosh - advocacy and awareness camps in villages, followed by the Pilot and replication for the World Bank for behavioural shift in Government Hospital Service Providers, consulting with GTZ (German collaboration with Govt. of Maharashtra) in their Basic Health Program in 4 districts of Maharashtra. A systems thinking practitioner and multi stakeholder facilitator, Sudha has worked on various projects with organisations like Rockefeller Foundation, SWINDIA, CARE, GRASP, Dr. Reddy's Foundation and Rotary initiatives. Over these years she has been a journalist, teacher, trainer, consultant, coach and mentor. A trained executive coach, leadership facilitator and psychodrama practitioner Sudha founded One Degree Leadership Consulting - with the vision to make a "One Degree" difference in people's lives enabling them to take "One Step" towards their goals, make "One Shift" that motivates and personifies excellence. Also as the co-founder of Mind Body Wellness India, Sudha works with Corporates, Communities and Individuals to coach, counsel, and help navigate and transition difficult times. Sudha sees an organization as an organism and facilitates top teams to arrive at their vision and strategy, and align individual and organizational vision for long term synergy. Sudha's work has taken her to many places in India and abroad. She loves to engage with people and is a believer in deep listening.



Trisha Varma

Director Of Operations, Global Knowledge Hub at Indian School of Development Management (ISDM)

Trisha has over 25 years of experience in consumer behaviour & insights, research & data analysis, and marketing strategy, across diverse categories and geographies globally. She is the Founder of an insights consultancy in Singapore, and previously worked with Procter & Gamble, in India and Singapore. Her foray into the social sector started with her alma mater's Social Service League. More recently, she worked with a Global Marine Conservation Fund, a migrant workers support group, and an Indian coalition to fight the pandemic. Trisha is an alumnus of XIMB and St. Stephen's College. When not working, she's deeply engrossed in long chats with her two teens, playing with her fur baby, eating, travelling, trekking and organising vacations for family and friends (and herself)!

SPEAKERS / FACILITATORS



Aarti Madhusudan
ISDM



Anjali Hegde
Udayan Care



Anshu Gupta
Goonj



Biraj Patnaik
ED - NFI



Dr. Pratibha Narayanan
Involve



Kuldeep Dantewadia
Reap Benefit



Mana Mandlekar
Tinka Samajik Sansthan



Meenakshi Gupta
Goonj



Naghma Abidi
ISDM



Pervin Varma
Dream a Dream



**Rangaraj
Bhattacharya**
We move Theatre



Ravi Sreedharan
ISDM



Shanthi Lakshmanan
Exempserve



Sharad Agarwal
ISDM



Sudharshan Suchi
Bal Raksha Bharat



Suman John
Diya Innovations



Swati Dokania
Mitti Cafe



Uthara Narayanan
Buzz

SPO PARTNERS



... and more



Member Details

Program Mentors –



Aarti Madhusudan

Founder, Governance
Counts



Kakul Misra

Director, SCB



Sharad Agarwal

Co-founder, ISDM



Sukanya Sreenivas

Consultant, ISDM

Program Team –



Annu Kumari

Associate – Programs, SCB



Ritupanna Mohapatra

Manager – Programs, SCB

For more details, visit us:
<https://www.isdm.org.in/wob>

Connect with us at womenonboards@isdm.org.in