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BIZDIVAS

periodical



Subscriber's copy

MENTORING
The Way Forward

CORE TEAM

Sarika Bhattacharyya, Co-Founder, Biz Divas & Altavis started her entrepreneurial journey in 2011 with more than 14 years of experience in corporate world. Sarika is passionate about economic independence of women and giving them a voice. She has been nominated for prestigious Women Leadership programs including Fortune/US State Dept Mentoring Program Global Ambassadors Program. She has been featured as the Top 50 Indian Women to follow in Twitter by WOW Asia.

Ranjana Deopa, Co-Founder, Altavis & Biz Divas, has over 14 years of experience in Office Automation and Private Banking, having worked with firms like Xerox, Max New York Life Insurance, ABN Amro and ICICI Bank. In her last assignment with International Private Banking Group of ICICI Bank she was looking after NRI Business from US, Canada and South East Asian markets.

Priyanka Awasthy, Co-Founder, Altavis & Biz Divas, has over 15 years of experience in Investment Advisory and Relationship management with multinationals like Citibank, Standard Chartered and DSP Blackrock.

Shilpi Singh is an Executive Coach & Hospitality Entrepreneur. She has had 14+ years of HR experience with some of the world's best media companies – Ogilvy & IMG. She has handled PAN India responsibilities and challenging global matrix across multiple industries from luxury to telecom.

Rashmi Mandloi is a Talent and Diversity consultant with a professional career of over 13 years with Deutsche Bank, Convergys, Standard Chartered Bank. She specializes in consulting with organizations that are keen in building 'inclusive work spaces' via customized Attraction, Engagement and Retention strategies.

Dinakshi Arora, after a successful stint with in the IT industry with organizations like IBM, Satyam and Polaris, chose to work for the cause of women leadership. Her experience in project management, in-house training and interaction with clients across continents enables her to multitask her various responsibilities as Program Manager, Biz Divas.

Garvita Chaturvedi is an Executive Coach and Human Resources Professional with in-depth exposure to a wide swathe of services industries in various HR functional roles in People Strategy, Compensation & Benefits, Performance Management and Content Development across IT/ ITES, Banking, Financial Services and Insurance sectors.

Renuka Dudeja, Marketing & Communications Head Biz Divas, is a Marketing Communication expert with over 15 years of experience. She had worked in diverse fields of Marketing, Communications, Brand Building, PR and Special Events at some of the leading brands in India which include American Express, Times of India group and Mary Kay Cosmetics.

Ela Gupta, Assistant Program Manager, Biz Divas is a Marketing and communications professional who has previously worked with Synergy Consulting and Adfactors PR. She has experience in strategizing media and communications functions of corporates planning to raise funds from conceptualization phase to the implementation phase.

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ONE WOMAN IN EVERY BOARDROOM

Businesswomen in India have moved a step closer to greater representation in the boardroom after the new company law made it mandatory for one woman to be present in every boardroom in the country. While many have hailed this new law as real crack in the glass ceiling, critics question whether compulsory targets are the best way for women to finally smash through.

I don't support quotas or tokenism, but while doing research on Boardroom Commitment to Diversity, I realized that there are still unconscious biases and gender stereotypes present at the lead-

ership levels in India Inc. Governments across the globe have introduced quotas to create a level playing field for many minorities in the system. Last year, European Parliament overwhelmingly approved proposals to make large companies fill 40 per cent of their non-executive board posts with women.

But a word of caution here. Laws are made to support a cause and promote diversity of thought at boardroom level, we need to ensure meritocracy rather than tokenism. It is said that one woman in the board is token, two is a presence and three

is a voice. It is true that "Power of Three" works in boardroom as well.

I often hear the common lament: "We want to have more diversity in our boardroom. But where are the women? We just don't know any", when asked why they don't have women on their boards. Though some of the Indian CEOs are cognizant of the fact that having diversity in the boardroom would benefit the organizational performance but they usually fail to implement it at the C-Suite level.

So why, in 2014, does this inequity persist? The truth is, it's not hard to find qualified women to

serve on corporate boards. Research suggests that all the board positions get filled by the still-existent old boys' network and references. Companies may consider modifying their board criteria to broaden the pool of candidates. Experts believe boards need to recognize that they shouldn't be recruiting members based on subject-matter knowledge but rather should be seeking "effective leaders". After all, it has to be "best fit" for the position or role.

Here's to the wave of change that is very much the need of the hour and is on its way!



Sarika Gupta Bhattacharyya



"Real change will come when powerful women are less of an exception. It is easy to dislike senior women because there are so few."

~ Sheryl Sandberg,

Lean in: Women, Work, and the will to Lead

BIZ DIVAS

UNITED WE STAND...A CHANCE

DINAKSHI ARORA

Conceived out of passion for empowering women, Biz Divas started out in a small way in 2011.

It was the three founders' grit and undying belief that brought it where it is today.

Here is a glimpse of Biz Divas' journey from then to now.

It was in 2011 that three friends, all from investment banking background, Sarika Gupta Bhattacharyya, Ranjana Deopa and Priyanka Awasthy left their cushy corporate jobs and decided to go the entrepreneur way by founding Altavis, an Executive Search and HR firm, which soon went on to become an eminent Diversity & Inclusion consultancy organization. Right from the beginning of their journey, they were very sure that they have to contribute to the cause of women empowerment as the subject was very close to their hearts. Putting their heads together on "how" led to the inception of Biz Divas, a CSR of Altavis, with two chapters – Gurgaon and Mumbai.

- The underlying concept of Biz Divas was to bring astonishingly brilliant brain pool of women together and create an environment of help, support and collaboration so that women thrive on the collective ecosystem. Education, networking and support have always been the three pillars of Biz Divas. To begin with, Biz Divas started regular meet-ups that focus on learning, skill building and effective networking along with coaching and mentoring. The meet-ups continue in a bigger and better

way, for example, industry specific meets. It was Biz Divas' straight-from-the-heart efforts that led to Sarika's selection by US Embassy for a prestigious Women Leadership exchange program (Fortune/ US State Dept Mentoring Program) where she spent a month in USA being mentored by CEOs of Fortune 500 companies. She was also a part of Global Ambassadors Program sponsored by Vital Voices and Bank of America.



Renuka Ramnath at Biz Divas Delhi Chapter launch

- Geared up to reach and benefit more and more women around, Biz Divas launched its Delhi Chapter in August 2012 at American Center where



US ambassador Nancy Powell at Biz Divas Delhi Chapter launch

the opening address was given by US Ambassador Nancy Powell. Keynote speakers like Renuka Ramnath, CEO Multiples Equity, shared how women can reach the boardrooms.



Global mentoring Walk at Mumbai

- Mentoring being a core belief of Biz Divas, it organized its first Global Mentoring Walk in November 2012 in Delhi in association with Vital Voices. An annual event, it was held again in November 2013 in Delhi as well as Mumbai. Owing to overwhelming response to it, Global Mentoring Walk was also organized on March 8 2014, International Women's Day, in three cities across India – Delhi, Mumbai and Bangalore. The event also marked the official launch of Biz Divas' fourth chapter – Bangalore. Biz Divas



Biz Divas chapter at Mumbai



Biz Divas chapter at Bangalore

hopes to share other exciting developments on its next Mentoring Walk slated to be held in November 2014.

- The biggest turning point in Biz Divas' journey, without any doubt, came with its annual conference for women leaders – **I Inspire**, an event



Donald Lu speaking at I Inspire

aimed to be a confluence of ideas, a convergence of thought and a celebration of the spirit of diversity and entrepreneurship. With powerful speakers like Donald Lu, Deputy Chief of Mission, US Embassy; Anjali Gopalan, Founder & Executive Director, Naz Foundation (India) Trust; Jennifer Taylor COO, Asia Pacific, Bank of America; Mansi Tripathy, Marketing Head, Shell Lubricants India; Margaret Hanson-Muse, Commercial Counselor & COO, Commerce Office, US Embassy and Vikas Bahl, Film Director, Producer, Screenwriter, **I Inspire** was a thundering success in its very first year.

- Biz Divas Mentoring Leadership Program was an initiative announced at I Inspire 2013 and



launched soon after. The program is meant to connect talented, emerging women leaders from all over India with members of Biz Divas' Powerful Leaders for a six-month long mentoring program. This ongoing program aims to support more than 100 emerging women leaders reach decision making levels in corporate, business, Parliament and public leadership by 2020.

- Biz Divas also conducted women leadership conclaves for organizations like Deutsche Bank as their Knowledge Partner.

- Being champion of Diversity & Inclusion at workplace, Biz Divas organizes regular D&I Round



Biz Divas mentoring event

tables where thought leaders, diversity experts and policy decision makers from various corporates participate in insightful discussions.



- With the launch of Corporate Networking Group in 2013, Biz Divas will be working closely with its member organizations to create a brighter future for women.

- Biz Divas' is a collective journey where every step counts and every associate matters. Together we can make this world a more harmonious place to live. Looking forward to many more such milestones, success stories and inspiring accomplishments... with you!



MENTORING

THE WAY FORWARD

KANCHANA BANERJEE

A woman's life is seldom easy. Hurdles and challenges keep her from achieving what she aspires for. Impediments galore obstruct her from realizing her true potential. But the good news is that change is in the air. World over companies, communities and people are taking cognizance of the fact that women — who form half of world's population — can't and shouldn't be kept behind — that it is crucial for the society, for communities, for organizations and for the world!

The most determining factor of a country's competitiveness is its human capital, i.e. the skills, talent, and productivity of its workforce. Women account for half of the potential talent base in the world. Studies carried out by the World Economic Forum confirm a strong correlation between gender equality and the level of a country's GDP per capita and its level of competitiveness. Empowering women results in a more effective use of a country's human capital.

Everyone across the globe is talking and thinking about the 'third billion' — a term used to describe the billion women across the globe, mostly from emerging markets, who are poised to be a part of the global economy as employees, employers and entrepreneurs over the next decade. World over, women are on the leading edge of this shift, to transform their local economies and change the world. To help them in their journey of realizing

their potential are groups and associations that are committed and focused to see them succeed.

However, in the power nerve centres, the hallowed decision making boards; female presence is paltry and appalling. According to Spencer Stuart India Board Index 2012, women accounted for 7% of all directors on BSE 100 companies in 2012, up from 5.5% in 2011. In the UK, women accounted for 15% of all directors in 2012 compared to 12.3% in the previous year. In the US, women accounted for 17% of all independent directors in 2012.

A new survey, conducted by LinkedIn and Citi, explores what exactly is keeping women from achieving success. The study, in its second year, was inspired by the Connect: Professional Women's Network, a popular LinkedIn group that hosts over 120,000 members.

- 38% of the women saw themselves being promoted to a senior leadership position at their

current employer.

- 41% pointed to lack of promotion opportunities
- 30% were reluctant to take time away from their families or personal time
- 30% didn't want to stay with their organizations long enough to be promoted

Today it isn't merely about ensuring that women work or return to work after taking a sabbatical, it is about them reaching their potential with equal ease as men, the job is far more gigantic. Biz Divas engages with some core initiatives — the Global Mentoring Walk, the Mentoring Leadership Program and the annual conference I-Inspire which are about fulfilling an important vision, one woman in every boardroom by 2020. Wholeheartedly committed to this making this dream come true, I-Inspire conference, in its second year, reaffirms this vision while showcasing the career and accomplishments of women who have walked the talk to inspire and kindle the fire in many more.

Sangeeta Acharya (mentee) says, "One of the best things to happen was when Biz Divas gave me the opportunity to be part of their Mentoring program. It's a great forum to get connected, a place where women learn how to turn their dreams into reality. Mr. Rajesh Padmanabhan, the CHRO of Cap Gemini is my Mentor. His focused approach, pointed questions, candid observations, subtle inferences and his ability to listen to the untold is what makes him a great mentor."

The Global Mentoring Walk is an initiative in collaboration with the international organization Vital Voices. A global phenomenon and a unique one too; mentees are paired with their mentors and they discuss their challenges and roadblocks as they walk. It is an informal gathering that is hugely appreciated by all. The first two Biz Divas Global Mentoring Walks were held in November 2012 and November 2013. This year we had an additional Global Mentoring walk held on International Women's Day — March 8.

en's Day — March 8.

The Biz Divas Mentoring Leadership Program was initiated in August 2013 with the purpose to connect talented, emerging women leaders from all over India with members of Biz Divas' Powerful Leaders for a six month-long mentorship program. The purpose was to provide emerging women leaders with the skills and tools to contribute to their communities, the global economy and a sustainable future. Sarika Bhattacharyya, co-Founder Biz Divas, says, "We are committed to build and support a pipeline of 100+ women leaders to reach decision making levels in corporates, business, politics and public leadership by 2020." Ranjana Deopa, co-Founder Biz Divas adds, "Our aim is to help more women reach the very top of large organizations or succeed in their business ventures."

The oft asked question is why mentoring is needed? Women are often faced with tough choices. Domestic and personal lives get in way of their career. Willy nilly their choices affect their careers.

They need mentoring to help them tide over these challenges and finally succeed. Biz Divas believes that mentoring is critical to empowering women as leaders. It helps them build personal relationships, creating collaborative working environments and championing the success of others. It creates an effective support system for meeting challenges that affect women in particular.

Mentoring enables established women leaders to inspire, encourage and equip others to



address challenges in their professional and personal growth. Through mentoring relationships, emerging women leaders gain confidence and skills to thrive as leaders, strengthen their motivation and capacity for meeting challenges, exploring new ideas and making important decisions. Surveys indicate that nearly two-thirds (65%) of women who have been mentored go on to become mentors themselves (Catalyst, 2012).

It has been observed that women with mentors succeed faster than those without. Undoubtedly there are situations a woman faces at work or in her personal life which she would be reticent to discuss with her peers or boss. With her mentor she can be candid and also be the recipient of honest guidance. When Vermeen Kapoor relocated to India after 5 years of working outside the country, she was full of doubts and questions about the move, the change, how she would fit in. Anxieties plenty, she

felt the need for a mentoring program. She got her mentor Gagan Singh, CEO, Business & Chairperson Sri Lanka Operations, JLL, through Biz Divas Mentoring Leadership Program.

Vermeen says, "Gagan was very helpful, direct and always shared her observations in a very constructive manner. The program helped me view everything in the right perspective that gave me greater clarity and helped dispel doubts and misgivings I had."

Organizations today are also accepting the importance of leveraging networks for high-potential women executives and in-house programmes to nurture women within the organisation for leadership positions with the aim of retaining women

Smita Priyadarshini (mentee) says, "My mentor has provided me with a clear cut path to achieve our mutually agreed upon mentoring objectives. It's good to have someone to share the hindering blocks with and solutions come easy."

W O M E N AS GAMECHANGERS IN 2014

VIDYA DESHPANDE

With more than 45% of the electorate being women, our vote can hold the key to who we elect. But so far, the record of political parties giving tickets to women is low as is the number of women in Parliament. Will 2014 elections see a change in this?



employees. It's a win-win situation for the women and the organizations. The latter retains a valuable talent, invests in her career growth; who in turn contributes immensely to the organization's prosperity.

The need for mentoring and support is critical in a country like India, where women constitute only 3% of senior management positions and only 8% of all small and medium-sized enterprises are run or owned by women. So the rise of organizations like Biz Divas and international foundations focusing on Indian women is calls for celebration.

As it is often said, where we stand isn't as important as the direction in which we're headed, we are headed in the right direction. Success after all is the sum of small efforts, repeated day in and day out. So to those who have achieved what they dreamt of...dream some more. And those who are on the path to fulfilling their destiny...Godspeed!

“Women are women’s greatest enemy is a big myth - when women bond they build strength beyond what we think” ~ Nandita Das, Actor

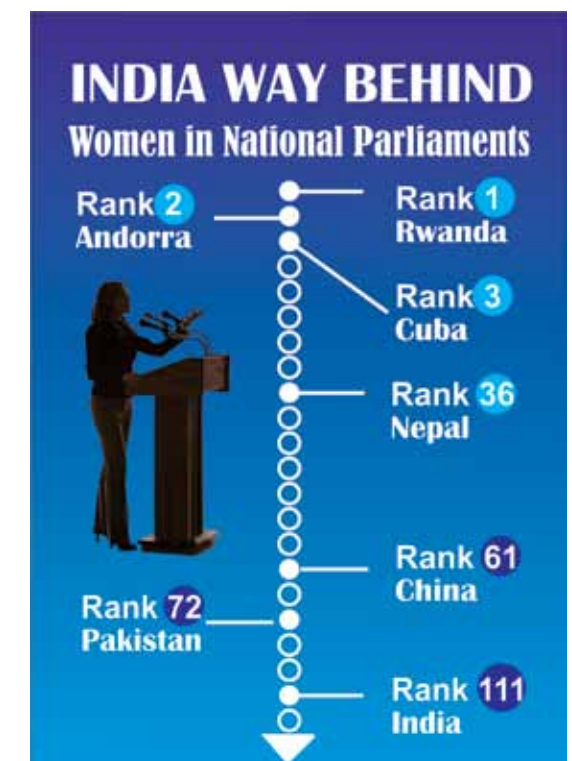
Can women be the game changers in 2014 elections? Females form 48 per cent of India's 1.27 billion population, yet only a little over 11 per cent of the parliamentarians are women. A study done by Inter-Parliamentary Union (IPU) shows that only 11.4% of the MPs in Lok Sabha are women (60 out of 545) and less than 10.4% MPs in the Rajya Sabha are women (26 of 241).

What's even more interesting is that all our neighbours Nepal (29.9%), China (23.4%), Pakistan (20.7 %) and Bangladesh (20%) have a better record of women representatives in Parliament. Rwanda topped the list with 63.8% representation followed by Andorra 50% and Cuba 48.9%.

With elections now around the corner, women's groups have been pushing for the 33% reservation for women in Parliament seats, although the Bill will perhaps have to be passed by the next government. Congress president Sonia Gandhi has been a big votary of this Bill that has been staunchly

opposed by parties like Lalu's RJD and Mulayam's SP.

Rahul Gandhi recently told a group of students at a rally in Dibrugarh, Assam that he would



like to see 50% of parliament and assemblies to be represented by women. However, his own party's record has been abysmal. In the last elections in 2009, the Congress had only 43 women contestants out of a total of 545 seats, of which 23 won their seats. The BJP had one more woman contestant than the Congress with 44 tickets, of which only 13 won their seats.

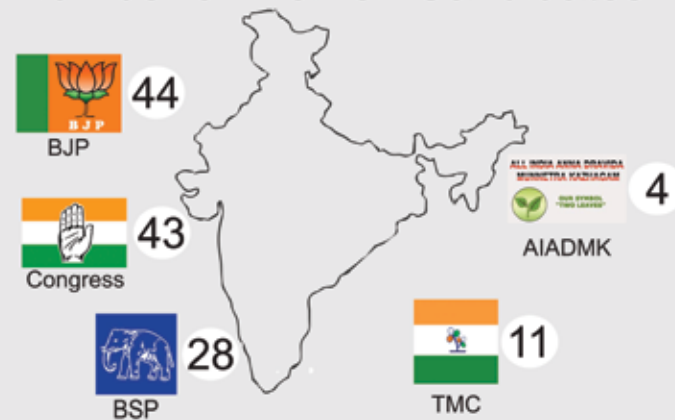
The record of women run parties is much worse. AIADMK's Jayalalithaa has announced the names of only 4 women among the 44 candidates for 2014 elections. Mamata Bannerjee's TMC has given tickets to 11 women while Mayawati's BSP has given 28 women tickets.

Among the states, Punjab has the best record in Parliament with 30.8% of the total seats being won by women, with Madhya Pradesh (20.7%) and Haryana (20%) in second and third place. The only

state to make strides in women representatives is Bihar, where Nitish Kumar has announced 50% reservation for women in Panchayati Raj institutions and co-operatives societies. However, his own party, the JD (U) has a very poor record of women candidates for the Lok Sabha elections.

In 2014, women will hold the key as more than 45% of the electorate is women. But the big question is how many women will actually vote. Women's groups have been lobbying and generating public awareness campaigns to make women go out and vote and this April, if women actually do turn up in large numbers, we may finally have a say in the political future of the country. It has been 30 years since India had a women Prime Minister, Indira Gandhi being the last one in 1984. When will we see another women becoming the Prime Minister?

NO PARTY FOR WOMEN Number of Women Candidates



“The power of women in Politics is a soft power. It is a positive change that our country and other countries in the region...are making by giving a chance to women” ~ Atifete Jahijaga

A WOMAN OF SUBSTANCE

DINAKSHI ARORA

Think of a CEO of a leading real estate services firm, and you hardly picture a lady with an affable disposition. Yet Gagan Singh, CEO, Business & Chairperson, JLL, epitomises the perfect balance between the achiever go-getter and a poised woman. An inspiring example of breaking all stereotypes, Gagan has worn several hats in 30 years of her experience across the apparel, exports and hospitality sector.



she points out, “it’s more to do with delivering with all your worth when opportunities show up. If you add value, gender doesn’t matter”. Leadership ability, in her opinion, is what took her to the top. She acknowledges that leading men is a little different. It requires being gender neutral. It is critical that you don’t act like a man, because you aren’t one. What works is integrity, transparency and inspiring others.

Almost as a blessing in disguise, she owes her fast-track growth as a professional to a number of challenging situations she was put in during her career. Taking on every tricky situation steadfastly, she rose up to the occasion every time. She feels that was easier for her being a woman, an innate facilitator and multi-tasker.

Always striving to be a person who matters and inspires, she never really felt the brunt of being of a lesser gender, so to speak. “It’s not about being overtly ambitious”,

Gagan, who also heads the gender diversity focus for JLL India, is an ardent advocate of mentoring and nurturing talent, especially women talent as they tend to fall off career path easily when they

are going through vulnerable phases of their lives like marriage and childbirth. Organizations have very few options to choose from when it comes to bringing women to boardroom, even when they do want to. Gagan urges women to push themselves more and not get too comfortable in their cushy jobs, if they manage to continue and if they enjoy working.

Enjoying is the keyword for Gagan, it all boils down to enjoying, be it work or personal life. Gagan enjoys theatre, interior design and travel. She is also a trustee of the Salaam Baalak Trust, a Non-Government Organization (NGO) dedicated to working with street and working children and is the founding Vice President of Youthreach, an NGO. A mother of two grown-up daughters, she absolutely loves her time with them, though she never bought into the idea of working woman's guilt. "Children may grumble at times but they thank you later as

and it should be worth the effort. The locus of control lies only within ourselves."

Gagan looks forward to a brighter future for professional women in India and globally as she thinks there is a lot of awareness now. "While there is shortage of talent, organizations are also waking up to the significance and value of women in workforce. It's up to women now to raise their hands and do their best!", Gagan feels.

"That's where platforms like Biz Divas have a very important role to play. I love Biz Divas for the infectious energy it emanates apart from some amazing work it has done. The fact that women are becoming more and more intolerant of not being treated with dignity only adds up to the need of the times!" Gagan signs off on an optimistic note.

She believes in preserving inherent strengths of a woman and bringing them to the table. "Women are stronger in so many ways", she muses. On the other hand, she cautions against being a high-maintenance woman who expects doors to be opened and chairs to be pulled out for her.

they see a strong woman in you who stands for herself and the best appreciation is when they aspire to walk on your footsteps", she shares proudly.

It is never easy for a woman as she is the primary caregiver in the family, she figures, but she will always find a way. Gagan takes care of her 85 year old mother-in-law with an equal ease with which she presides over board meetings. Her secret is to prioritize and delegate. She believes in running some minor risks by not micro-managing. "It's all about trade-offs," she says, "Know what you want



CEO COMMITMENT TO DIVERSITY

In order for workplace diversity and inclusion efforts to truly be successful within an organization, there must be commitment from the top. To follow are the top five ways CEOs are demonstrating their commitment to workplace diversity and inclusion, as determined by Diversity Best Practices 2011 assessment and benchmarking.

- Require Diversity leaders to report metrics
- Publish CEO Diversity statement
- Meet regularly Diversity executives
- Provide Yearly Updates to Board of Directors
- Provide Annual Updates to Employees



Sameer Chadha, CEO — Barclays Shared Services In conversation with Anjana Nathwani

- ***Why is it important to have women in senior leadership roles?***

There are three main reasons to invest time in creating a pipeline that is balanced.

It is the right thing to do for talent reasons. One has access to broader experience this way. Then we also serve a diverse customer base, it is important that the workforce composition mirrors this.

- ***What has been your organization's focus to promote women in senior leadership roles?***

Our focus is to increase number of women at Director and VP levels. Having more women at senior levels builds confidence at all levels in the organization, aspiring women, in particular, they see more role models.

- ***What are the reasons for the perpetual Glass Ceiling — particularly in the C Suite?***

The challenges women face across the globe of managing work and home is more pronounced in India, because of societal beliefs — though this is changing at a rapid pace. We have to accept that women do have to make a choice when it comes to work life balance. With the support of family and workplace policies, women are increasingly able to pursue professional and personal milestones. There are regional variations to this in India, for example, Delhi and Mumbai are relatively less conservative than Chennai. As an organization, all our managers are going through a program — “An Unconscious Bias in Leadership”. This has been enlightening, and a key area for us to keep in mind is that women are less likely to put up their hand for promotion or talk about their achievements than men. We are ensuring that we encourage women to come forward and also for men to be aware of the role they have to play in the advancement of women.

- ***Why is it important for men to be involved in ensuring that women have upward mobility?***

Sometimes a lot of focus on gender diversity can create a perception of reverse discrimination. Men can often be oblivious to the specific requirements of a working woman. Our women's network is open to men as well and this exposure does create awareness and opens up dialogue that creates a culture of mutual appreciation and support. Given the importance of networking, women do need to find ways of connecting and increasing their visibility.

- ***What is success, when it comes to gender inclusivity?***

We are looking for an equal track for women based on meritocracy. I often ask the question, “Can I be a part of the support ecosystem for women?” A success story is one where women at Barclays feel that they are supported and are able to achieve their full potential and progress based on their merit. It has to be performance based.

- ***What characteristics do you look for in a prospective leader?***

A key characteristic is authenticity (say what you mean, do what you say) and vulnerability (I do not always have the answer). Then, high personal energy and ability to energize people and take constructive feedback. Passion is also important. Women are not afraid of being who they are — hence have the potential to be authentic leaders.

- ***What advice would you give a woman who aspires to be CEO of a Fortune 500 Organization?***

Believe in yourself and retain your individuality, do not become a man in a man's world.

ADDING MORE HOURS TO YOUR DAY

SUNITA BIDDU

How often you have heard or said, "Wish I could have some more hours in a day!" Especially, we women have more TO-do's and lesser hours. Families, friends, business, jobs, responsibilities; everything has their own share in our time and we strive hard to get our "me" time as well. Here's help!

MAKE TECHNOLOGY SWEAT FOR YOU: 5 PHONE APPS FOR WORKING WOMEN



How about getting technology to add some more hours to your routine and make your lives easier? Why not use phones and smart devices to do a little more than texting & talking?

There are hundreds of free apps you can use to be more effective and efficient in everything you do. These 5 apps rocked my routine and would do wonders to yours as well.

EVERNOTE

If you wish to save those ideas and thoughts before they slip off your mind or keep everything at one easy to locate place, Evernote is there for you. Evernote is a genie app that keeps all your notes, thoughts, voice memo, pictures, web links and more handy on all smart devices, anywhere, any-time. Your emails may ditch you someday but Evernote is a friend you'd adore for being everywhere.

EXPENSE MANAGER

We all want a better control over the expense to save a little more. Other than clear insights and stats of our daily expenses and income, this app's awesome and easiest interface would make you want to do your daily entries without a second thought. Even if you forget, it would remind you at the end of the day.

I personally loved the monthly limit feature which keeps a sweet check for spendthrifts like me on the loose. And lastly, it lets your accountants have some relief with the spreadsheet export and backup of months history feature. A good idea to make some more savings!

Note: There are many apps by same name around. Pick the one by Markus Hintersteiner.

FLIPBOARD

No multiple logins and you will be seen everywhere. You can see everything that's happening around you online and interact with just one login. Facebook, Twitter, LinkedIn; name any popular social network and you get to see all those posts and updates, news streams, friends' walls, notifications while enjoying the ever wanted feel of flipping pages in a book. There is a lot more in the Flipboard to surprise you. Right from the moment you install FlipBoard, you can save as much as 3 hours a day. Try this app to believe me and see it for yourself.

COACH MEMORY! BRAIN TRAINER

A great routine needs a sharp you with a sharp mind. Wouldn't it be great to spend just 5 minutes a day and make our gray cells sharper? There were several mind games I tested and played over months until I stopped at Coach Memory. A game with the right balance of ease & difficulties I thoroughly enjoyed!

Attention, reaction speed, multitasking, task switching and problem solving skills, it has all the food your brain needs to stay fit. There would be many who would vote for Lumosity which is actually a great mind game but coach memory wins with no annoying ads and reminders to update. 5 Minutes: You would love this brief time making a difference.

NIKE TRAINING CLUB

Sharp brain with a beautiful body and stamina is every woman's first wish probably. It should have been the first app recommendation but I kept the best for the last. Nike training club app is a blessing which works like a personal trainer on your tips. You got quick 15 minutes and target any body part with beginner, intermediate and advanced exercises with these expert led workout sessions. Interestingly, it's primarily aimed at women. Pick up your music, be a sport and stay motivated with your workout history and progress.

More apps like **Time Recorder**, **Relax time**, **Sleep Cycle Alarm Clock** can help you be a happier woman, to do a lot more and inspire others with your time management skills.

The simplest things make the biggest transformations in life. Use these free apps on daily and be a woman with more time for everybody and everything you love and... for yourself!

R U N

RANJANA RUN

SHALINI BAISIWALA

From running-is-impossible to completing a 6km run (albeit huffing and puffing through the final km) and then she went on to winning a gold medal in a duathlon — a double event of cycling & running, possible could very well be Ranjana Deopa's middle name.

Married for a decade with two kids and 13 years of experience into the corporate world with brands like Xerox, ABN-AMRO, ICICI, Ranjana co-founded Altavis — an exclusive consultancy focused on executive search and leadership training. Ranjana was instrumental in the conception and setting up of Biz Divas.

Although adventurous by nature and into sports during her school life, Ranjana never gave running a serious thought till about six years back when running was gaining momentum as the newest fitness mantra on the block.

She began by participating in the Airtel Delhi Half Marathon but soon after the second baby, took a two year hiatus from running.

When she decided to get back into shape, gym seemed a viable option. A monotonous regime, gym could not hold her interest and she started to look around for someone to run with her. Ranjana found the much needed support in the group called West Delhi Runners and hasn't looked back since. She ran her first half marathon (21 km) in 2012, second in 2013 and finally a full

marathon (42 km) in 2014.

Her lifestyle has evolved into healthy eating habits, a cut down on late nights and running on weekends — come rain or shine. The excitement of going out and running with other runners coupled with the social bonding, is what she looks forward to on her weekends.

Her kids — son, aged 8^{1/2} years and daughter, aged 4 years are equally gung-ho about her passion and recently ran 4 km and 2^{1/2} km respectively in a junior run. Her husband took up cycling a couple of years back (which she has taken up too) and also runs with her now. This is what led to their joint participation in the duathlon organised by LRG and the subsequent gold medal. All in the family, it seems!

When asked about her secret, she says, “Just like my career, I set milestones and a plan to achieve them in running as well.” Her next target is a hill run and she plans to participate in a mountain marathon in Rishikesh or Mukteshwar this year.

Wishing her all the best for this, we look forward to featuring her next golden win!



CLAIM YOUR LIFE

KIRAN CHATURVEDI



It has been just a month since the entire buzz around 8th of March, International Women's Day. So in its own way, Gurgaon too marked the day - with an Art Show curating works of women artists, a Spiritual Retreat, a Mentoring Walk, a Women's Summit with panel discussions and Spa sessions.

Also in a typical subversion of causes into consumerist mainstream discourse, we had alluring shopping offers - jewelry, designer clothes, dining out... a tribute, surely, to the enhanced buying power of the educated, financially well-off urban women.

What stood out for us among all these 'Events' though was the release of the Hindi film *Queen* on 7th March. A film that has a deep reach, connect and possible impact on the way the conversations around young women shape up in future.

It is a happy, fun film about a girl finding herself as she goes on a voyage of discovery — outside her comfort zone and limitations, into the unexplored and unknown.

Let down at the wedding altar by a critical groom to be, the girl does not curse her fate and drown in sea of tears. She goes ahead alone to enjoy the honeymoon trip that was already booked. She taps into her innate resilience and survivor's instinct to find her way forward.

Its a brilliant piece of narrative, with great casting. Kangna Ranaut is sheer freshness and a delight in the role of a middle class West Delhi girl finding her way in the world, discovering her independence.

Queen is also very close to our hearts at Biz Divas as its writer-director, Vikas Bahl, was a guest speaker at our first I-Inspire conference in April 2013. And we were privy to him talking about the dedication and support of his nearly all female crew.

So in the afterglow of a film like *Queen*, here's to more spunky stories being told in our films — of men and women, in empowered voices and with inspiring outcomes!

BRINGING ABOUT THE CHANGE: VITAL VOICES

ALYSE NELSON, President & CEO, Vital Voices *in conversation with Biz Divas.*

The scenario of Women Leadership is changing remarkably the world over. Some organizations are instrumental in bringing about the much-awaited change for the better. Biz Divas is proud to be associated with one such global organization, Vital Voices, one of largest in the space of women empowerment.

“Emerging leaders need mentors to guide them, but they also need a network of peers to reassure them that they are not on the path alone.”

in women to improve our world, we've been inspired by countless women who practice a different kind

Vital Voices Global Partnership is a leading non-governmental organization (NGO) that identifies, trains, and empowers emerging women leaders and social entrepreneurs around the globe, enabling them through their networks to create a better world for us all. Vital Voices provides these women with the capacity, connections, and credibility they need to unlock their potential. Vital Voices international staff and team of over 1,000 partners, pro bono experts and leaders have trained and mentored more than 14,000 emerging women leaders from over 144 countries since 1997.

At Vital Voices, we search the world for women leaders who have an exceptional vision for change, and we partner with these leaders to make their vision a reality. In nearly 17 years of investing

of leadership, a kind of leadership I think is sorely needed in our world today. The women we partner with are from every region in the world; they are entrepreneurs, human rights lawyers, members of parliament, artists and advocates. Each sees a problem in her community and has committed herself to resolving it.

I think that we're seeing, increasingly, that status quo leadership just doesn't work anymore. We need leaders who leverage their power to empower others. What I've seen through Vital Voices, and the women I've been privileged to work with, is that this distinct model of leadership has a transformative impact on local communities, and the world beyond. We have consistently seen that the women we invest in choose to re-invest in their community and help others develop leadership of



their own. The cycle of impact that women's leadership sets into motion has infinite potential. As we continue to grow, I see Vital Voices, in partnership with our global network of women leaders, continuing to initiate this cycle of impact and helping to sustain it in communities all around the world.

Biz Divas is an ideal example of an organization that is actively setting into motion this cycle of impact. Recognizing a need for mentorship and connectivity among Indian businesswomen and

entrepreneurs, Biz Divas chose to leverage its network and expertise to create opportunities and interactions that inspire solutions. Your initiatives are designed to harness the power and potential a network of women leaders who are committed to sharing knowledge, skills, and access. I am certain that the community you are building will continue to expand as members invest in those around them, and ultimately your impact will inspire leadership in others.

Biz Divas invites queries from our readers regarding their career or business. Our panel of coaches reflect on the queries and give their advice based on their extensive experience.

OUR COACHES:

SHILPI SINGH is an Executive Coach & Hospitality Entrepreneur with 14+ years of HR experience with some of the leading media companies.

RASHMI MANDLOI is a Talent and Diversity consultant with a professional career of over 13 years with Deutsche Bank, Convergys, Standard Chartered Bank.

GARVITA CHATURVEDI is an Executive Coach and Human Resources Professional with direct and in-depth exposure to a wide swathe of services industries, within marque MNCs.

OVERCOMING THE CONFIDENCE GAP

I have been promoted to the position of CFO in my organization. At senior leadership level, I find myself pretty alone and vulnerable. There is a constant pressure to be always right and suddenly I feel under-confident while taking decisions, I am not sure anymore. Also, there are many political agendas at play due to the high levels of organizational change.

~ CFO of a Luxury Brand

It is common for senior leaders to face small phases where they lack confidence. For successful, bright executives these phases of lack of confidence can be very confronting. At a certain level of experience and seniority, admitting to these confidence issues is tricky. You should focus your coaching intervention to shift the locus of control from external environment to internal being. So that how you feel during the working day is less influenced by others and you are more in touch with your thoughts and style of execution. Every leader has a unique style of leading, discover your leadership style to inspire and engage a broad stakeholder community. You could also focus on creating an environment of trust and work towards creating a couple of quick wins.

PRIORITIZING IS THE KEY TO EXECUTION

I have just quit my corporate job and after much contemplation, I have decided to start my own Interior Design firm. I also want to start a special line on accessory design along with stores in few select cities. There is just too much on my plate... from conceptualization to marketing, managing social media, business development and many more things. I am getting overwhelmed with the plethora of work on table and many times lose focus and momentum. It has got to the point where the demands of the business are depleting my creative energy, a big problem, since my creativity is the very foundation of my business.

~ Entrepreneur, Interior & Accessory Design

Like many ambitious business owners, you find it difficult to get from concept to reality. In the effort to multi task, you are not able to prioritize your work, hence lose momentum and the overall business suffers. Since you runs the organization on your own, the days often seem like an unending series of decisions and tasks that are yours alone, from planning, execution, to deciding what lines to go after, to coping with rejection and struggling with financial pressures.

It is great that you have started on your own and have clear thoughts on way forward. You need to create a Business Plan for both your ventures- Interiors & Accessories. Once the Business Plan is ready, you need to assess which of the two is more feasible and would give yield on the investment faster. You should then prioritize your focus on that vertical while the other vertical can be a part of Goal 2 with some simultaneous work. As a sole entrepreneur, you can only stretch yourself to a certain limit. Also, mark some time of the day only for your creative work as that is your prime motivator.

BEING

THE CHANGE

POOJA GOYAL

It's often said that if you don't find what you need...make it yourself. Pooja Goyal did just that and with elan! With an impressive professional journey behind her and qualifications galore - an engineering degree from a premium institute IIT Delhi and then an MBA from INSEAD, France - Pooja worked with companies like Adobe and Palm across India, Europe and the US. She founded a successful technology startup in the Bay Area and then led product marketing teams at PalmSource and Adobe. While working with Adobe she decided to move back to India for a 2 year stint.

In Gurgaon, she was unable to find the perfect school for her kids. Someone else might have taken the situation as an inevitable part of life and would have compromised but not Pooja. She saw an untapped opportunity and started Intellitots, a school for 6 month - 6 year old children in partnership with her IIT batch mate Shivani Kapoor.

A road fraught with challenges, but Pooja wasn't one to give up. An eternal optimist, Pooja says, "There was more support than the problems. It was easy to find like-minded, talented and passionate associations as Gurgaon is teeming with female intellectual capital."

Going forward, she has a vision of setting up a world-class school that offers education till 12th



standard. An advocate of unorthodox, futuristic and sensible approach to education, she lights up when she talks about her plans, "The world has changed and so should education system!"

"Biz Divas has been a great support system for me and I interacted with some amazing mentors through it. I've learnt many aspects through business from Biz Divas", she tells.

Her word of advice to other women: *Give priority to your dreams. Don't let obstacles hinder you. Try and be ready to fail. Success will follow if you keep at it.*

MAKING

A DASH FOR SUCCESS

SUMAN DASH



Suman reach new heights and soon she was exporting jewellery. Today with more than 65,000 likes on their FB page and an evolving website, Vastradi jewels stands apart with a mesmerizing collection of earrings, neck pieces, anklets and etc.

In another life, Suman was an engineer with Wipro. Having taken a break for motherhood, she was keen to do something meaningful. Hence, was born her second child - Vastradi jewels.

"I don't have enough words to describe how helpful Biz Divas has been in my journey as an entrepreneur. The learning has been immense and still continues," she says.

Suman's advice to other women: *Social media is a powerful tool; use it to best advantage for your business.*

Her determination to succeed is worthy of being applauded. And so is her astute business strategy and skilful use of social media tools. Suman Dash began Vastradi Jewels, an online and offline jewellery business with a humble investment of Rs 2500 in 2011. Suman says, "Emboldened with my success on dabbling with a small jewellery collection on Facebook and the overwhelming response of my customers, I decided to take the plunge."

Lots of hard work and family support helped

Biz Divas corner where you can find upcoming events, movies, books and other resources you will be interested in!

On The Web

WEARETHECITY LAUNCHES IN INDIA

WeAreTheCity, a successful UK website, which supports the development of women in their careers via networking and events — has launched its first sister site in India. The site (www.wearethecity.in) aims to provide a centralised reference point for all women's networks including a calendar of free and ticketed events where women can up skill and network. WeAreTheCity gives female entrepreneurs exposure and opportunity to support by procuring their products or services. www.wearethecity.in



Movies To Watch Out For

MOST ANTICIPATED MOVIES OF 2014 ON WOMEN THEMES

The Other Woman (April 25) — The Other Woman is an upcoming American comedy film directed by Nick Cassavetes and written by Melissa Stack. The film stars Cameron Diaz, Leslie Mann, Kate Upton, Nikolaj Coster-Waldau, Nicki Minaj, Lisa Maffia and Taylor Kinney.

Maleficent (May 30) — Maleficent is a dark fantasy film directed by Robert Stromberg and produced by Walt Disney Pictures, Starring Angelina Jolie as the eponymous Disney Villainess character, the film is a live-action re-imagining of the 1959 Walt Disney animated film Sleeping Beauty, and portrays the story from the perspective of the antagonist, Maleficent.

CHENNAI WOMEN'S INTERNATIONAL FILM FESTIVAL (CWIFF)

South India's Biggest Unified Film Festival is an integration of film, creativity and entertainment. CWIFF is a one of a kind event that gives ample opportunities for film makers in every type of film – be it a short film, documentary, ad film or a feature film. The event is not only for film makers and film buffs; it is a festival of sorts with a range of fun filled activities for a complete week (20-25 May 2014).

<http://www.cwiff.com/>
<https://twitter.com/CWIFF2014>

Fitness

BROADWAYS HEALTH 360 CYCLE MARATHON

If you're a bike enthusiast and ready to take the challenges here comes one on your way.
 20 April 2014, 8AM - 4PM
 Japanese Park, Rohini, New Delhi

<http://www.womenispower.com/>

Arty Side

Chaarulata -Painting Exhibition

Mar 21 - Apr 30, 2014
 10:00 AM, Event occurs daily,
 Event duration: 08:00 hrs
 Jamaat Art Gallery
 National House, Tulloch Road,
 Apollo Bunder , Mumbai

Motivational

JOSH TALKS 2014

Come Listen Introspect Learn, Be inspired , Question your limits.
 April 6, 2014, Sunday 10:00 AM - 6:00 PM,
 Siri Fort Auditorium
 Siri Fort Cultural Complex August Kranti Marg,
 New Delhi, Delhi 110049

<https://www.eventbrite.com/e/josh-talks-2014-tickets-10639159011>

Cultural

Aikya 2014 - A Journey of Love

Aikya is a unique annual fundraiser concert, playing to packed houses in Chennai, the culture capital of India. Global Adjustments launched Aikya in 2010 as a platform to showcase Indian culture in a unifying way through music. It is an incredible musical experience inspired by themes as diverse as human conflict and gender balance.
 28th March 2014 7:30 pm
 The Music Academy, Chennai
 Write to info@globaladjustments.com

Gray Matter

A UNIQUE NEW WRITERS' INTENSIVE CAMP BY WRITE & BEYOND

A workshop to help with moving forward in three interlinked aspects of writing- knowing and forging connections with the inner creative voice, framing and structure to fine tune writing expression, and understanding how to negotiate the esoteric world of publishing.

April 6,2014 10:00 AM - 6:00 PM
 Location: Gurgaon
 Contact: kiran.chaturvedi@gmail.com

1. Heavy Engineering company

Manager- HR Payroll

Location: Gurgaon

Description- Looking for 5-6 years experience in payroll management with team management experience.

2. HR RPO

Manager- Sales Payroll

Location: Gurgaon

Description- Candidate should have 6-7 years experience in Business Development -Sales Payroll for an existing RPO.

3. Consulting Firm

Manager/ Sr Manager- Business Development

Location: Gurgaon/ Bangalore

Description- Account Management experience in BFSI/ FMCG sectors with Product Companies/ IT companies. MBA graduate with 6-10 years work experience.

4. IT Company

Director – Compensation & Benefits

Location: Bangalore

Description- MBA from Tier I Institutes with min 6 years of work experience in Compensation & Benefits & total experience of 15 years.

5. Leading KPO

HR Operations Manager

Location: Kolkata/ Hyderabad

Description- Bachelor's degree with 7+ years experience in HR Operations. Experience in Service Delivery, Process Improvement and Project Management.

6. Leading Not for Profit Organization

Senior Manager- Brand Communications

Location: Mumbai

Description- Post Graduate in Marketing Communica-

tions/ Marketing (Min 7 years) with a demonstrated ability to multi task. Prior work experience in a Not For Profit company would be an added advantage.

7. Leading Marketing Strategy firm

Marketing Head

Location: Mumbai

Description- 10-17 years work experience, managing a 10 member team, actively evaluate new product opportunities, recommend Marketing Strategies to clients based on market analysis and competitive intelligence.

8. Leading real estate firm

Head- Finance & Accounts

Location: Chennai/ Hyderabad

Description- 15+ years experience in Strategic Financial Planning, Fund Mobilization & Management, Accounts, Taxation, Budgetary Control, MIS.

9. Hospitality

Manager- HR

Location: Gurgaon/ Mumbai

Should have experience in Recruitments, Talent Acquisition and Talent Management for min 6 years. MBA from premier Business School

10. Micro Finance

National Sales Manager

Location: Bengaluru

Responsible for the entire gamut of Sales Operations PAN India, team of 15 Sales Managers will report to this role.

11. A leading MNC IT Firm

Networking Specialist

Location: Bengaluru

Support Problem and change tickets for client support operations, implementation of changes to hardware,

software or network systems. Min work experience — 6 years in a relevant firm.

12. MNC in Packaging Solutions.

Senior Manager- Finance

Location: Mumbai

Review and control over accounting, treasury and taxation functions. Risk assessment

13. Leading Life Insurance firm

Zonal Sales Training Head

Location: Mumbai

Content preparations for Sales team, leading a team of Training Managers in West zone. Delivery of training, running campaigns and contests. Min Experience — 12 years. Insurance training experience is preferred.

14. Indian Real Estate firm

DGM Sales

Location: Mumbai

Lead HNI Sales for Residential apartments, Villas and commercial complexes. Prior work experience leading large teams in a Real Estate company is mandatory. Min experience- 12 years.

15. E Commerce firm

Sales Head

Location: Ahmedabad

Leading e-commerce services sales PAN India level to drive the revenue of the brand. New Business generation through Email marketing, Cold Calling , Lead follow up and referrals. Min experience- 7 years

16. Leading ITES company

Service Delivery head

Location: Chennai

At least 10 years work experience in ITIL, Service Delivery, Cobit

Provide leadership and direction to service delivery teams . Responsible for service quality and and service delivery performance.

Min experience 10 years, BE IT Mandatory

17. Leading Indian bank

Compliance & Money Laundering reporting Manager

Location: Mumbai

MBA with 8-12 years work experience. Ensure adherence to compliance and AML policy, Timely submission of compliance reports, work with internal teams to identify risk and internal control issues.

18. Consumer Durables company

Talent Acquisition Manager

Location: Bengaluru

Drive talent acquisition for all businesses.1) Recruitment Strategy Development & Deployment . 2) Handle Campus Hiring Process 3) Handle Campus Engagement Programme 4) Leadership Hiring
Min experience — 12 years from Tier I MBA Institute

To apply for any of these jobs, send your resume to jobs@bizdivas.in











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JOIN BIZ DIVAS!

Benefits of Corporate Membership

<p>Three Tickets</p>  <p>I-Inspire Women Leadership Conference (Value Rs.15000)</p>	<p>Three Tickets</p>  <p>Global Mentoring Walk (Value Rs. 5000)</p>	<p>Three Nominations</p>  <p>Mentoring Leadership Program</p>
<p>Four</p>  <p>Corporate Network Events including I INSPIRE & Global Mentoring Walk</p>	<p>Four</p>  <p>Diversity & Inclusion Round Table Workshops / Toolkits / Learning / Experts</p>	<p>15%</p> <p>15% Discount</p> <p>Discount on Consulting & Training</p>
<p>Employer Branding</p>  <p>Get featured in Success Stories on Biz Divas Website, Blog, Newsletter reaching 30000+ subscribers</p>	<p>Access to Network</p>  <p>Post your Jobs on Website & Access Biz Divas Members Directory</p>	<p>Knowledge Partner</p>  <p>For your Internal Women Employee Network</p>

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Benefits of Individual Membership

<p>Six</p>  <p>Monthly Networking Meetups FREE</p>	<p>Four</p>  <p>Workshops by Industry Experts on 20% Discount</p>	<p>1:1</p>  <p>Complimentary Business Mentoring Session</p>
<p>20%</p> <p>20% Discount</p> <p>Discount on I-Inspire</p>	<p>Free</p>  <p>Participation in Global Mentoring Walk</p>	<p>Nomination</p>  <p>For Mentoring Leadership Program</p>
<p>Visibility</p>  <p>Get featured in Success Stories on Biz Divas Website, Blog, Newsletter reaching 30000+ subscribers</p>	<p>Access to Network</p>  <p>Opportunity to connect with entrepreneurial eco-system and corporate network</p>	<p>Promote</p>  <p>Your Business, Products and Services</p>



ANJANA NATHWANI

Anjana is CEO - Athena Business Psychologists and has experience that spans across four continents, 50 different nationalities, private, public and government sectors including Fortune 500 and FTSE 100 companies. In the UK she is influential in relation to Government policy on Equal Opportunities, her research informed significant amendments to the law.



DINAKSHI ARORA

After a stint in the IT industry, Dinakshi chose to work for the cause of helping women reclaim their due space in society and workplace. Currently Program Manager Altavis and its CSR Biz Divas Foundation, she is a curious explorer of life and loves to write, mostly on self help, spirituality and women issues.



KANCHANA BANERJEE

Kanchana is a freelance writer with nearly two decades of experience. She writes for numerous publications & companies and conducts online writing courses. www.writeword.co.in



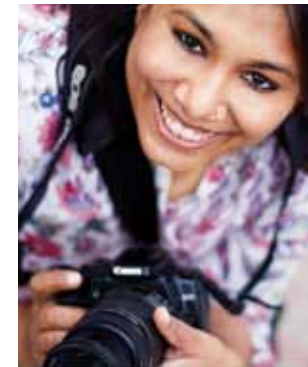
KIRAN CHATURVEDI

After a long career in qualitative research Kiran Chaturvedi started her own experiential lifestyle brand Birdsong & Beyond. They create bespoke journeys and experiential workshops to facilitate deeper, authentic connections with nature, culture and self.



RENUKA DUDEJA

Renuka is a Marketing Communication expert with over 15 years of experience in diverse fields of Marketing, Communications, Brand Building, PR and Special Events at some of the leading brands in India. She runs a Corporate Events company BrandX.



SHALINI BAISIWALA

Shalini is a Gurgaon based interior designer with a passion for photography, travel and writing on her blog.



SUNITA BIDDU

Sunita is an Online Marketing Strategist, Social media & blogging coach with over 9 years of passion into her profession. She helps businesses & entrepreneurs create successful online visibility and branding.



VIDYA DESHPANDE

Vidya is a freelance writer and takes trips with women travellers to off-beat locations, with her business venture, Soul Purpose Travel.

DO I NEED A MENTOR?

PRIYANKA AWASTHY

Some days are puuurrfect! You started your day with a brisk walk, your domestic help turned up on time, the sun is shining and all's well with the world. Hmm, a productive day awaits you. Success is just round the corner.

Fast forward to the end of the workday: Are you surprised you only did so much? Does it amaze you that the deal fell through? Or what started as a great day turned out to be routine- same methodology, usual calls, and similar agenda – and the same results? Are you confident of your career's/ business' future sustainability? Is it time for a change? For inspiration? Learning new and better ways of doing the same thing? Consider mentoring -a powerful name for a potentially life changing relationship.

Often, without knowing it as such, we may have a mentor – could be anyone you look up to, maybe a relative. Perhaps you yourself may be friend, philosopher, guide to someone. But mentoring as a formal relationship is much more than that. A mentor commits herself to help you climb the ladder of success through active guidance and time investment. She helps clear the cobwebs from your mind so you can separate the important from the trivial. She introduces you to a world you had no access to. In short, she can advance your career/ business faster than you could ever achieve solo. Mentors can help you by:

- Sharing experience in their field as well as learning's from past mistakes
- Offering constructive analysis's & pointing out areas you need to improve
- Encouraging and motivating you
- Helping you network and connect

So you have decided you need a mentor. But first, its important to spell out what is it that you need to learn. Think of your strengths, motivations, opportunities and challenges.

If you work for a company, chances are the HR department will find a mentor for you. But how can you find a mentor for yourself? What kind of person should she be? Ideally from your field, perhaps more experienced / more successful than you? She ought to be a good communicator, a friendly person no doubt. But most of all she has to be interested in your career and be willing to help you.

Although mentoring is a two-way association, nurtured through openness in communication, the onus to make it work to a very large extent lies with the mentee. The mentor having agreed to devote their time to the mentee, their development plans, career goals and discussions around it, should be enough of a motivational factor to make the mentee seek out the mentor the regular intervals!



Our people reflect
more than a bank.
They reflect the world.

Unique perspectives. Collective vision. We're committed to hiring, promoting and rewarding talented people who bring unique ideas to the table. From the boardroom to our branches, we understand that it's about creating an inclusive culture where everyone works together to deliver the right solutions for our customers and clients. At Barclays we know the smartest investment is in people.

[barclays.com/diversity](https://www.barclays.com/diversity)


 **BARCLAYS**


TRUE LEADERS
don't create followers
they create more
LEADERS



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