



ISDM

INDIAN SCHOOL OF
DEVELOPMENT MANAGEMENT

Women on Boards For Greater Impact

The Future of Boardrooms
Greater Diversity, Higher Impact

Cohort 9

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

Catalysing the Transformation

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

Why Women on Boards

As Social Purpose Organisations actively seek greater diversity on their Boards, the natural next frontier for Women leaders ready to expand their impact and evolve their leadership journey is to leverage this opportunity to become “board ready”.

Our Vision

A growing community of professional women leaders who can serve on the boards of Social Purpose Organisation.

Our Mission

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

Our Approach

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

- FINANCIAL SERVICES
- TECHNOLOGY
- CSR
- EDUCATION
- ENVIRONMENT
- MANAGEMENT CONSULTING
- HUMAN RESOURCES
- BRAND & COMMUNICATIONS

Women on Boards Cohort 9 | Overview

14 Women Leaders

23+ Years Average Professional Experience

Aarani Devaraj

Vice President, Azentio

Aarani Devaraj is a senior technology and operations leader with over 22 years of experience in enterprise transformation, governance, and scaling global operations. She currently serves as the Head of IT Services and Head of Customer & Delivery Operations at Azentio Software, where she leads enterprise technology strategy, AI adoption, and end-to-end customer delivery with a strong focus on governance and operational excellence.

Aarani brings deep expertise in aligning technology with business strategy, establishing governance frameworks, and driving execution across complex, multi-geography environments. Having held leadership roles at Freshworks and Cognizant, she is also the Co-founder of SaaSgenie. An alumna of Mookambigai College of Engineering and a university topper from Bharathidasan University, she is passionate about building scalable organizations, driving innovation, and mentoring future leaders.



Aarti Bindra

Managing Director, ACPL Systems

Aarti Bindra is a technology entrepreneur with over three decades of leadership across cybersecurity, enterprise software, and EdTech. A software engineer by training and a certified corporate director, she bridges the gap between deep technical grounding and boardroom-level strategic acumen. As Managing Director and Promoter of ACPL Systems, Klassify Technology, and Attackfence Techlabs, Aarti commands the full operational and commercial mandates for these ventures—driving product innovation, quality delivery, and sustainable growth across complex enterprise security engagements. Her leadership is defined by an ability to translate analytical insights into executable strategy, maintaining rigorous operational standards while cultivating inclusive, high-performance organisational cultures.

A prominent advocate for women's economic empowerment, Aarti serves as Chairperson of the WBE Council India and State President for the Association of Business Women in Commerce & Industry, Delhi-NCR. Her commitment to excellence has earned her organisations numerous accolades for both business performance and the pioneering of inclusive corporate ecosystems. Guided by the ethos, "A coder by education, an entrepreneur by conviction," Aarti continues to build resilient businesses that secure global enterprises and empower women in leadership.

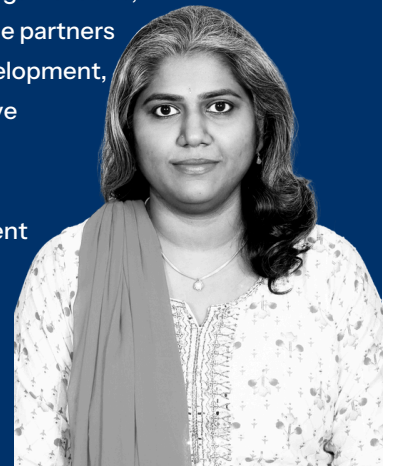


Abirami Sivagnanam

Senior Director – Human Resources, TIAA

Abirami Sivagnanam is a seasoned HR leader with over two decades of experience driving business-aligned people strategies across global capability centers and leading technology organisations, including TIAA, Altimetrik, and Gigamon. Currently a Senior Director at TIAA GC, she partners with global leadership on workforce strategy, organisational design, leadership development, and governance, with a strong track record of building high-performing and inclusive organisations.

She is also deeply committed to social impact, with over a decade of CSR engagement alongside NGOs such as SODEWS, Sudar, Arunodaya, and Arunodayam, focusing on education and community development. She aspires to contribute at the Board level to drive scalable, purpose-led impact with strong governance.



Anindita Ghose Adhikary

Digital Transformation Leader, GSK Consumer Health

Anindita brings over 21 years of experience in Data Analytics & Insights, Digital Transformation, Strategy, and Process Optimisation across diverse industries and global markets. She specializes in translating data into actionable insights, establishing and standardising processes, and driving enterprise-scale transformation and growth.

Anindita's engagement with the social sector includes contributions to organizations such as the Azim Premji Foundation, Mitra Jyoti, Pifinity, Team Everest, and the Indian School of Development Management (ISDM), where she has served as either a consultant or a volunteer. She holds a Bachelor of Engineering (BE) and an MBA. Outside of work, she enjoys reading biographies and contemporary literature and is committed to continuous learning and professional development.



Anu Raut

Vice President, Deutsche Bank

Anuradha Raut has been a career banker since graduating from the Indian Institute of Management, Ahmedabad, in 1993. She has worked with leading global institutions, including JPMorgan Chase and Citibank, and is currently with Deutsche Bank. She has had two overseas stints—first in London with Citibank and more recently in Frankfurt with Deutsche Bank.

Over the years, she has held diverse roles spanning Strategy, Consulting, Sales & Relationship Management, Treasury & Derivatives Operations, Service & Investigations, and currently works in Non-Financial Crime Risk. While her experience in the social sector is limited, her broad professional background equips her with a strong foundation to learn and contribute meaningfully. Outside of work, she enjoys spending time with family and friends, especially traveling with them. She also practices mandala drawing and hopes to explore mixology in the near future.



Dr Bhagavathi Kammilli Prabhakar

Independent Consultant

Dr. Bhagavathi K. Prabhakar, holds a research background from Andhra University's Department of HRM, brings over 25 years of experience in aligning people, policies, and technology to drive competitive advantage. Currently an independent consultant, she has previously worked with prominent organisations such as Mercer, the Indian School of Business (ISB), Mastek, Virtusa, and Firstsource Solutions.

She is passionate about fostering collaboration and actively supports veteran families. Additionally, she is dedicated to creating equitable futures for orphaned children through education and vocational guidance. In her personal time, she finds joy in traditional Indian cooking.



Neha Shankar

Partner, NS Advisors

Neha is a senior banker with over 15 years of experience across commercial, corporate, and inclusive banking. She has extensive expertise in managing high-value portfolios, leading large teams, structuring complex deals, and building strong promoter-level relationships across sectors and geographies.

Her engagement with the social sector began through volunteering with education-focused NGOs. More recently, she explored entrepreneurship by building a home décor brand that connects artisanal products with interior designers. Outside of work and family, she is deeply passionate about travel and photography.



Nisha Philip

Ex - Director, Citi

Nisha brings over 20 years of experience in the corporate sector across sales and compliance, most recently serving as the Employee Compliance Director for Asia at Citibank. She has a proven track record of establishing and scaling high-performing teams across Mumbai, Pune, and Manila, and is adept at stakeholder management, process improvement, governance, and issue resolution.

She is now looking to leverage her experience in the social sector, with a focus on education and women's empowerment. Nisha holds a Post Graduate Diploma in Management from Goa Institute of Management. Outside of work, she enjoys sketching, reading, and is currently exploring her culinary interests.



Parul Mukhtyar

Ex - AD, CSR Advisory, Deloitte Shared Services India LLP

Parul brings over 18 years of experience across CSR, operations, taxation, due diligence, and compliance, having worked with Big 4 firms and various NGOs. A qualified Chartered Accountant, she began her career in taxation before discovering a deeper passion for the development sector. During a transition as a mother and caregiver, she spent over five years volunteering with multiple NGOs, which led her to pursue a second career in philanthropy.

She subsequently worked with Deloitte India for over nine years, where she led and contributed to CSR initiatives including grant-making, employee engagement, payroll giving, business-led CSR, and compliance and reporting. Currently on a sabbatical, she is exploring her interests in travel, music, reading, and mindfulness. She is keen to engage with NGOs and philanthropic organisations focused on women's empowerment, livelihoods, and financial literacy to both learn from and contribute her expertise to the sector.



Priya Jayaraman

Director - Communications & Academy, eGov Foundation

Priya Jayaraman brings 25 years of experience across brand strategy, communications, entrepreneurship, and leadership. She founded Propaganda India in 2010, a creative agency later acquired by Publicis Groupe in 2019. Her journey with the social sector began through consulting assignments and evolved into her current role at eGov Foundation, where she leads Brand and Academy—focusing on capacity building, development, funding, and strengthening the public service delivery ecosystem.

She is an Advertising and Communications postgraduate from the Symbiosis Institute of Business Management, Pune, and brings a blend of strategic thinking, an entrepreneurial mindset, and purpose-led leadership. Outside of work, she is a yoga instructor and practitioner, and she enjoys writing and engaging with culture.



Rekha Nair

Founder, SoloS Collective

Rekha Nair brings over 30 years of cross-industry experience spanning hospitality, airports, logistics, travel, and art and culture, with a strong foundation in business building, leadership, and organisational development. She is the founder of SoloS Collective, where she integrates user experience design, leadership mentoring, coaching, and creative management to deliver human-centric solutions at the intersection of people, place, and technology.

She works closely with small and mid-sized businesses, helping them navigate complexity through a people-first approach and a focus on sustainable growth. Known for simplifying challenges and fostering collaboration, Rekha also incorporates art and culture into her work, supporting organisations to honour their legacy while building forward-looking pathways.



Ruchi Nigam

CTO, Alassa Technology Solutions Private Limited

Ruchi Nigam is a seasoned technology executive with over two decades of experience building high-performing teams and delivering products at scale across global technology organisations. She currently serves as the Chief Technology Officer at Alassa Technology Solutions, where she drives AI-first product strategy and engineering excellence. Prior to this, she held engineering leadership roles at ServiceNow, Salesforce, and Oracle.

Ruchi brings a strong blend of strategic vision and execution excellence, with deep expertise in aligning technology with business goals, scaling engineering organisations, and driving innovation in complex enterprise ecosystems. She is passionate about mentoring future leaders, fostering inclusive innovation, and building organisations that create lasting impact.



Seema Padman

VP - People, Global Hubs, Flutter Entertainment

Seema Padman is a people and culture leader with over 23 years of experience shaping HR strategy across global organisations. As Vice President, People for Global Hubs at Flutter Entertainment, she leads the People agenda across India and Europe, focusing on building inclusive, high-performance, and future-ready organisations.

She previously held senior HR leadership roles at Epsilon and Arm Ltd, where she drove organisational growth, transformation, and culture building. Seema has also led CSR initiatives focused on education, empowerment, and environmental sustainability. Earlier in her career, she worked with AstraZeneca and McDonald's in the UK. Seema holds a Master's in Personnel Management from Mahatma Gandhi University and an MBA from Cranfield School of Management. She is also a Licentiate of the CIPD and a Gallup-certified Strengths Coach.



Shobha Ananda Reddy

State Lead, CEGIS Foundation

Dr. Shobha Reddy brings over 24 years of experience to the social and environmental sectors, combining research with field-based practice. With a PhD in Environmental Science, her work spans teaching, research, consultancy, and grassroots implementation, focusing on environment and ecology, water and sanitation, renewable energy, participatory governance, and community health.

She works at the intersection of policy and practice, designing initiatives that strengthen livelihoods while promoting sustainable resource management. She is a co-founder of Jalmitra and TREND, leading citizen-driven efforts in lake conservation, sustainable development, and rural electrification. Her work reflects a strong commitment to convergence, bringing together institutions, communities, and systems to drive inclusive and sustainable change, and has been recognised by multiple institutions for its impact.



Speakers / Facilitators

**Aarti
Madhusudan**

Founder
Governance Counts



**Bindu
Vinodhan**

Founder
The Mauna Dhvani
Foundation



**Biraj
Patnaik**

Executive Director
NFI



**Dr. Aarti
Shyamsunder**

Founder
Psymantics Consulting



**Gaurav
Shah**

Co-Founder, ISDM
& CEO - ARMMAN



**Hareesh
B S**

Director
Swasti



**Naghma
Abidi**

Program Director,
Academics
ISDM



**Ravi
Sreedharan**

Co-Founder & President
ISDM



**Shanthi
Lakshmanan**

Founder Director
ExempServ



**Sharad
Agarwal**

Co-Founder
ISDM



**Sujatha
Narasimhan**

CEO
WHEELS Global
Foundation



**Vibha
Nadig**

Founder Director
OutLawed India



A Program by



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