



ISDM

INDIAN SCHOOL OF
DEVELOPMENT MANAGEMENT

Women on Boards

For Greater Impact

The Future of Boardrooms
Greater Diversity, Higher Impact

Cohort 7

“ 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

■ ESG

■ GOVERNMENT INSTITUTION

■ MANUFACTURING & RETAIL

■ EDUCATION

Women on Boards Cohort 9 | Overview

13 Women Leaders

19+ Years Average Professional Experience

Anusha K

STEM Engagement Manager, GKN Driveline

Anusha is a dedicated development professional with over a decade of experience in Corporate Social Responsibility (CSR), project management, and STEM education. She is passionate about creating lasting social impact through community driven initiatives, fostering inclusivity, and empowering individuals. Currently serving as a STEM Engagement Manager at GKN Automotive, she designs and implements programs that develop community skills and promote diversity in STEM. Prior to this, she played a key role in CSR reporting at IIT Madras, where she managed corporate engagements, project impact assessments, and CSR compliance. She also led various community development initiatives at Coromandel International Limited and Rane Holdings. She holds a Master of Social Work (MSW) from the Madras School of Social Work. With expertise in stakeholder engagement, impact reporting, and project execution, Anusha continues to drive meaningful change. She actively collaborates with corporates, NGOs, and communities, ensuring sustainable social transformation through innovative CSR initiatives.



Archana Hari

State Lead Consultant, Adi Dravidar and Tribal Welfare Department

Archana Hari works with the state administration across functional reforms, digital process re-engineering, data governance, and public service delivery in education, Adi Dravidar and Tribal Welfare, human resource management, and district administration. She has designed, implemented, and monitored initiatives to improve learning outcomes, nutrition, living conditions, and governance through technology-enabled, data-driven decision-making. Previously, she served as COO at Reap Benefit and held leadership roles at Give, where she focused on fundraising and credibility assurance for over 250 NGOs. Before transitioning to the social sector, she worked in corporate planning and media sales at the Times Group and as a research analyst at Goldman Sachs. Archana is a Level III CFA candidate, holds a PGDBM from MDI Gurgaon, and completed her undergraduate degree in Industrial & Systems Engineering from NIT Trichy.



Aruna Vaidyanathan

Director, Tata Consultancy Services

Aruna Vaidyanathan started as a journalist and moved into the corporate world over her 30-year career. She has played various roles in the marketing and communications function, leading teams, running large programs, and working with the C-suite on strategic initiatives. She has worked in India, UK, and Germany and is very comfortable working in multi-cultural environments that require different cultural approaches. She got interested in volunteering after signing up as a Tata ProEngage fellow, and spent a year volunteering with an NGO that works in alternative care for children. She believes that women make excellent leaders, with their ability to align to a purpose and focus on meaningful actions. She also believes that the not-for-profit sector needs a high degree of professionalism and skill in order to make an impact, and would like to contribute to that.



Chandna Sethi

Head - Client Relationships & Brand Resonance,
Tata Management Training Centre

At TMTC (the Tata Group's Leadership Development Centre), Chandana's responsibilities include strategic planning, business development, marketing communications, and the design and delivery of learning solutions for various Tata companies. She also contributes as a facilitator and coach. Before joining TMTC in 2011, she was an associate of Global Executive Learning, France, for 10 years, facilitating leadership development for senior leadership teams through immersive learning experiences. She began her career in sales and marketing at Titan Company (1994-1997) in the watches and jewellery business. She seeks to engage with the communities she is a part of. From 2009 until 2011, she served as a board member of ASEICA, a non-profit in Southern France, which runs an international curriculum in a few state schools. She has volunteered with non-profits in India as well. In her leisure time, she enjoys reading, travelling, and writing. She is a keen cook and ran a catering service in Southern France for a couple of years. She is an alumnus of SPJIMR, Mumbai, India (1994), and BITS Pilani, India (1990).



Deepti Kommera

Independent Consultant and Advisor, Impact Consultant

Deepti Kommera is a seasoned development professional and systems practitioner with over 18 years of experience in fundraising, grant management, policy advocacy, and program execution. She has worked across non-profits, social enterprises, giving platforms, and grant making foundations, leading large scale initiatives that drive sustainable impact. She has designed and implemented multi-stakeholder programs, including a water security initiative impacting 15,000 drought prone villages and one of India's largest dairy development programs focused on antibiotic and aflatoxin free milk. She has played a key role in strengthening farmers' collectives, advancing regenerative agriculture, and developing resilient value chains. As an independent consultant, she advises non-profits and governments on fundraising, program design, and implementation strategies. Previously, she held leadership roles at TechnoServe India, A.T.E. Chandra Foundation, Dasra, and Give India. She holds a postgraduate diploma in agribusiness and plantation management, a Bachelor of Science in Agriculture, and is a certified PMP.



Jyoti Nair

Managing Director, Wells Fargo

Jyoti Nair is a senior strategy executive with over 30 years of leadership experience across global technology and financial services organizations. She has a proven track record of driving business growth, organizational transformation, and operational excellence through strategic planning, innovation, and cross-functional leadership. At Wells Fargo, she partners with the Head of Technology to shape and execute transformative strategies aligned with business priorities while leading employee engagement and diversity initiatives to foster an inclusive, high-performing workforce. Prior to Wells Fargo, Jyoti held leadership roles at JP Morgan Chase, HackerRank, Flipkart, Yahoo, and Motorola. Her key accomplishments include transforming JP Morgan Chase's India Technology Infrastructure team into a product-driven, software-first organization; driving operational excellence and organizational integration during HackerRank's Series C growth phase; leading next-generation logistics strategy as Chief of Staff for Flipkart's Ekart Product & Tech team; and managing complex cross-functional programs and a \$100M+ budget as Director in Yahoo's Cloud Platform Group.



Neha Singh

Vice President, Software Engineering (IT), First Citizens India

Neha Singh is a seasoned leader with over 16 years of experience in enterprise transformation, technology innovation, and strategic growth. As Vice President at First Citizens India (formerly Silicon Valley Bank), she leads technology delivery for key commercial banking programs, driving innovation, operational efficiency, and large-scale enterprise transformation. She has successfully built and scaled high-performing teams, established new technology practices, and led complex initiatives across both startups and multinational organizations.

Beyond her corporate career, Neha founded and led the Karnataka Small and Medium Business Owners' Association (KSMBOA) for six years, championing policy advocacy, entrepreneur networking, and MSME growth through funding, branding, and government partnerships. She holds a master's degree in Computer Science and is an INSEAD alumna with expertise in corporate governance, finance, strategy, digital transformation, leadership, and machine learning. Passionate about creating social impact, she actively supports initiatives focused on diversity, equity and inclusion (DEI), environmental sustainability, disability inclusion, elderly care and child education.



Paromita Chakraborty

Circle Head, Mahindra and Mahindra Financial Services

Paromita is an accomplished financial services leader with a strong foundation in risk management, collections, and business development. With a strategic mindset and hands-on leadership, she has successfully driven operational efficiency and market expansion. With a distinguished career spanning over two decades, Paromita has held leadership positions at Mahindra & Mahindra Finance Ltd., Tata Motors Finance Ltd., and other reputed financial institutions, consistently driving operational excellence and sustainable growth. With a deep commitment to ethical governance and financial inclusion, she has successfully led large teams, streamlined processes, and implemented risk mitigation strategies while maintaining compliance with regulatory frameworks. A certified functional trainer and an advocate for leadership development, she has been recognised in organisational talent pools for over a decade. Her educational background includes an executive program on banking from IIM Ahmedabad, a PGDM in HR & Marketing from the Asia Pacific Institute of Management, New Delhi, and a B.Com (H) from Calcutta University. Passionate about social impact, financial literacy, and ethical business practices, she brings a wealth of experience in governance, strategic decision-making, and risk management. With a track record of fostering inclusive growth and sustainable financial solutions, she is well-positioned to contribute to the development and oversight of initiatives that drive meaningful change in society.



Rakhee Dhar

Director - Data Science & Analytics

Rakhee is a senior professional with over 2 decades of experience, with deep expertise in the application of data science and analytics across retail, telecom, publishing, insurance, and manufacturing industries. Having worked with global teams, she has a deep perspective on how successful teams are built and sustained, which can deliver high quality and high impact insights. She partners with internal and external stakeholders to support and guide them on strategic and tactical business outcomes driven by data. She is also an ICF-certified coach, working on social impact projects with ICF. She holds a master's degree in statistics from Calcutta University.



Shubha Iyer

Managing Director, Goldman Sachs

Shubha has spent 30 years in the field of technology and financial services as a versatile leader in operational risk, resilience, and engineering, with expertise in risk management, third-party risk, and enterprise-wide transformation. She has collaborated extensively with cross-functional teams across geographies. Her journey started as a programmer analyst at TVS Electronics, after which she spent time at different firms in the United States, continuing at the intersection of software development and financial services. She received her M.B.A. from the R.H. Smith School of Business (University of Maryland) and moved to Diamond Consulting to drive large-scale transformation programs. She joined Goldman Sachs as part of one such transformation and moved back to India in 2012. Since then, she has held several global positions at Goldman Sachs in engineering and risk management, as well as served in leadership roles in India, building high-performing teams and influencing regional strategy, culture, and connectivity.



Suja Warriar

Director, WEQUITY for Women and Technology

Suja Warriar is a seasoned professional with over 27 years of experience in education, research, sustainability, ESG reporting, and Diversity & Inclusion at Infosys Limited. She is currently Director at Wequity, a women led social impact start-up. A certified CSR strategist, DNV auditor, and social auditor, she focuses on corporate responsibility and sustainable development. She serves on the boards of three major NGOs and is part of the advisory council of a leading business school. She took a two-year sabbatical to work with NGOs, supporting tribal upliftment in Bodoland and disaster relief in Nagapattinam, Uttarakhand, and Kerala. Her work has been widely recognised.

She was named among the 101 Most Impactful CSR Leaders by the World CSR Congress and received the ZEE Business National Leadership Award in 2019 for her contributions to sustainability and CSR. A passionate advocate for mental health and gender parity, Suja organizes free mental health camps in urban slums and leads diversity and inclusion programs under CII's Indian Women Network (IWN), including campus to career initiatives. She is a guest lecturer at two business schools, teaching psychology for managers, and serves as an official counsellor on the POSH committee for a corporate organisation.



Sumana Ravi

Professor, Alliance Française de Bangalore

Sumana Ravi, with nearly 20 years of experience, has contributed to consulting, human resources, education, and training. She has set up processes first-hand and managed systems and resources in both large and small organisations. She began her career in 2004 as a management consultant, delivering consulting projects of various sizes across diverse industries as both a team member and a team leader. She has developed proposals for high-value opportunities and established processes for financial governance and staffing. She later transitioned to human resources, where she was custom developed and managed classroom and online training modules for large organisations and advised senior leaders on people issues. She has led strategic HR projects, working in cross-functional teams and collaborating with external partners. Additionally, she has overseen company-wide technology deployment, employee engagement, and rewards initiatives. In 2019, she changed careers and currently teaches French. She holds an MBA from XLRI and a B.Com. from the University of Madras.



Vibha Desai

Associate Director, NAMTECH (ArcelorMittal Nippon Steel India)

Vibha Desai is a dynamic strategist with over 18 years of experience driving large-scale social sector initiatives in skill development, education, entrepreneurship, and livelihoods. She has expertise in program design, strategy planning, stakeholder management, and impact assessment, and has led transformative CSR projects across industries. Currently Associate Director at ArcelorMittal Nippon Steel India's NAMTECH initiative, she leads social impact outreach in the TVET space, designing high-impact education programs aligned with emerging industry needs. Previously, as Vice President at Ernst & Young LLP, she led skill and livelihood initiatives, advising governments and corporates on strategic interventions. She has implemented CSR programs for leading corporates including GAIL India, IOCL, HPCL, Cairn India, and Swades Foundation, forging strong partnerships with government, industry, and educational institutions. She holds an M.Tech. in infrastructure planning from CEPT University and completed executive education in Strategic CSR from IIM Bangalore. With her focus on innovation and impact driven education, she continues to shape workforce readiness and social transformation for youth and women.



Speakers / Facilitators

**Aarti
Madhusudan**

Founder
Governance Counts



**Bindu
Vinodhan**

Founder
The Mauna Dhvani
Foundation



**Biraj
Patnaik**

Executive Director
NFI



**Divya
Alice**

Executive Director
EY



**Gaurav
Shah**

Co-Founder, ISDM
& CEO - ARMMAN



**Dr. Pratibha
Narayanan**

Co-Founder
Involve



**Kalyani
Subramanyam**

CEO
Maitrayana Charity
Foundation



**Kuldeep
Dantewadia**

Co- Founder
Reap Benefit



**Mana
Mandlekar**

CEO,
Tinka Samajik Sansthan



**Naghma
Abidi**

Program Director,
Academics
ISDM



**Ravi
Sreedharan**

Co-Founder & President
ISDM



**Shanthi
Lakshmanan**

Founder Director
ExempServe



**Sharad
Agarwal**

Founder
Protsahan



**Swetha
Prakash**

Associate Director,
Centre Lead, ISDM



A Program by



ISDM
INDIAN SCHOOL OF
DEVELOPMENT MANAGEMENT

Governance Counts
Creating Effective Boards