

WOMEN FOCUS

women matter.

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MESSAGE FROM DR. R NANDINI CHAIRWOMAN, IWN SOUTHERN REGION

Warm Greetings to you from CII's Indian Women Network!

I am happy to reach out to you through the second edition of this e-newsletter "Women Focus" which is an ideal platform to connect with members. I take this opportunity to welcome all the new members who have joined IWN recently.

I would like to begin by bringing to your kind attention that I had very productive meetings with IWN office bearers in Vizag and Bangalore in July on their exciting work plan for IWN for this year. I must also mention here that the CII office bearers have been extremely supportive in creating synergies with IWN across the region.

All the states have been actively engaging membership through members' meets and by conducting events under the Health & Well-being Taskforce and the Learning & Development Task Force.

In the months of June and July, 'Workshops on Prevention of Sexual Harassment Act at the Workplace' (POSH) had been conducted in partnership with Kochhar & Co. in Chennai, Hyderabad, Bangalore. The workshops were organised with an objective of providing the necessary information and details to enable directors and senior management personnel understand and focus on the requirements under the Act and improve knowledge skills for handling issues within the organisation. Similar workshops will also be held in Kerala, Andhra Pradesh, and Pondicherry this year.

IWN had conducted 'Special Sessions on Women Safety' in partnership with Mahindra Special Services Group in July and August at Hyderabad, Vizag, Chennai, Puducherry, Bangalore and Cochin. The sessions focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment and self defense training. Due to the positive feedback from members IWN is keen to scale this initiative nationally and we are working towards it.

The total number of IWN Activities in May, June & July 2015 was 42 with a total of 4053 participants. I congratulate the office bearers in the various states for an action packed calendar of activities!

I would like to update you that IWN in partnership with Fox Mandal will be organizing Workshops on Internal Complaints Committee (ICC) in October/November. We are in discussions with the Indian School of Business, Hyderabad for orientation workshops for women independent directors for company boards.

On the health & well-being front I am happy to inform you that IWN Telangana signed an agreement with KIMS Hospital and Lotus Hospital to be the 'Health & Well-being Partner' of IWN Telangana for 2015-16. I would like to express our gratitude to Dr Hema Malini Prasad Convenor, Health & Well-being Task Force, IWN Andhra Pradesh & Telangana & Director-Operations, Lotus Hospital for playing a pivotal role in facilitating this partnership.

IWN regional office would be regularly updating you on the forthcoming activities on a monthly basis under both the taskforces and I look forward to your participation in the various events.

This second edition of the IWN newsletter will update you on glimpses of events done over the past two months and the forthcoming activities over the next two months. We also have a column of interesting articles from resource persons on 'Comfort Zone to Magic Zone', and Prevention of Monsoon Illnesses.

I hope you enjoy this edition and we would like to hear from you on your feedback and suggestions.

We wish you exciting times at IWN!

Happy Reading!

R Nandini

Chairwoman, IWN Southern Region

IWN ACTIVITIES CALENDAR – JULY & AUGUST, 2015: A RECAP OF OUR MILESTONES

Event Date	Event Particulars	Event Location
1 July, 2015	IWN Roadshow & Workshop on Prevention of Sexual Harassment Act in association with Kochhar & Co	Telangana
2 July, 2015	“Workshop on Protecting your Personnel” - Companies and their Preparedness under the Prevention of Sexual Harrassment Act	Karnataka
3 July, 2015	IWN Roadshow & Session on Effective Negotiation Skills by Ms. Namrata Gill	Andhra Pradesh
3 July, 2015	IWN Roadshow at Gayatri Vidya Parishad College	Andhra Pradesh
8 July, 2015	IWN Roadshow & Session on 'Nutrition for Women Professionals' by Dr. J.K. Lakshmi	Telangana
10 July, 2015	IWN Members Meet	Coimbatore
15 July, 2015	Webinar on Can Elephants Dance?	Puducherry
15 July, 2015	‘Kindling the Fire in You’- The Literary journey of Jaishree Misra. An interactive session with the writer	Kerala
16 July, 2015	IWN Roadshow at Conspi Academy of Management Studies (CAMS College)	Kerala
17 July, 2015	Session on Healthy Lifestyle	Puducherry
17 July, 2015	Membership Road Show & Session on Successful Business Journey with Ms S Malarvizhi	Coimbatore
17 July, 2015	Session on “BE INSPIRED” & “BE INSPIRING” by Ms S Savinthana (National pistol Shooter)	Madurai
21 July, 2015	IWN Blood Donation Camp	Puducherry

21 July , 2015	Diabetes Screening Camp at ELGI Equipments Ltd	Coimbatore
22 July, 2015	Session on Transition from College to Professional	Puducherry
22 July, 2015	IWN Roadshow & Session on 'Building a Strategic vision for your career growth' at Siddhartha College by Ms. Shubhra Sharma & G V Rao	Andhra Pradesh
23 July, 2015	IWN Roadshow and Session on 'Emerging as a Leader' at Assumption College, Changanacherry	Kerala
24 July, 2015	Members Meet & Session on Effective Negotiation Skills by Ms. Namrata Gill	Telangana
27 July, 2015	Session on Essentials of Communication & Personal Image Enhancement by Ms. Moushumi Gupta	Telangana
29 July, 2015	IWN Road Show and Health Talk on Harmonal Disorders and Period Problems. By Dr Meera Raghavan Consultant Obstetrician, UroGynaecologist & Robotic Surgeon, Apollo Hospital	Tamil Nadu
30 July, 2015	Special Session on Women Safety	Telangana
31 July, 2015	Special Session on Women Safety	Andhra Pradesh
1 August, 2015	Special Session on Women Safety with the Mahindra SSG	Tamil Nadu
3 August, 2015	Webinar on - Leadership Strategies - Change the way you lead	Karnataka
4 August, 2015	Special Session on Women Safety	Puducherry
4 August, 2015	Membership Road Show & Session on Diet and Nutrition for Women with Ms Cynthia Rajiv	Coimbatore
5 August, 2015	Special Session on Women Safety	Karnataka
6 August, 2015	Special Session on Women Safety	Kerala
7 August, 2015	IWN 2nd Regional Council Meeting	Kerala

12 August, 2015	STARTREK Talk with Rajshree Pathy	Telangana
14 August, 2015	Session on "The Role of Parents in Sports" with Ms Nirupama Vaidyanathan	Coimbatore
14 August, 2015	IWN TN Monthly Members Meet- I CAN I WILL. By Krishna Ramamoorthy Founder and Chief Learning Officer of Potential Genesis HR Services LLP	Tamil Nadu
17 August, 2015	IWN Online Session on Non Violent Communication by Dr. Sumathi Narayanan the President of Creative Communication and Management Center	Tamil Nadu
18 August, 2015	Session on Personality Development	Puducherry
18 August, 2015	IWN Roadshow at TCS, Technopark	Kerala
18 August, 2015	IWN Roadshow and session on 'Cyber Security' at SCMS College	Kerala
18 August, 2015	IWN Roadshow and session on 'Dealing with Adolescent Problems' at Geojit BNP Paribas	Kerala
21 August, 2015	IWN Roadshow and session on 'Cyber Security' for Doctors women's wing at IMA	Kerala
22 August, 2015	Workshop on Train the Trainers for Healthy Workplace	Puducherry
24 August, 2015	IWN Health Talk on Immune System and Weight Management by Dr.Iris.C Apollo Hospital chennai	Tamil Nadu
27 August 2015	Celebrating Indian Entrepreneurship @ BVRIT Narsapur	Telangana
28 August, 2015	Session Women Nutrition & Health Care by DR SRIDEVI O V C (Apollo Speciality Hospitals)	Madurai
29 August, 2015	Interactive Session with Ms Monica Halan on Investment Advice and	Puducherry

	Money Management for Women	
31 August, 2015	IWN TN Online Session on Poly Cystic Ovarian Syndrome - PCOS by Dr.Usha Department of endocrinology,Apollo Hospital Chennai	Tamil Nadu

GLIMPSES: IWN SOUTHERN REGION ACTIVITIES

REGIONAL INITIATIVE

IWN 2nd Regional Council Meeting; 7 August, 2015, Cochin

The 2nd IWN Regional Council meeting was held at Hotel Courtyard Marriott Kochi Airport from 10:30aam to 1:30pm. The meeting was attended by the office bearers of the various southern states along with the IWN secretariat. The various points discussed at the meeting were strategies for IWN membership growth and promotion, discussion on the best



practices in states under the two task forces of Learning & Development and Health & Well-being, updates on IWN regional initiatives by Dr R Nandini, Chairwoman, IWN Southern Region, and discussion about the IWN website in addition to the presentations made by the different states on their work plans for the year. The signing of the Health & Well-being partner agreement of IWN Telangana also took place at the meet. There were 23 members present for the meeting, which concluded with lunch.

**SIGNING OF IWN HEALTH & WELL-BEING PARTNER
AGREEMENT**
between
IWN Telangana and Lotus Hospital & KIMS Hospital



ANDHRA PRADESH

IWN Roadshow and Session on Effective Negotiation Skills; 3 July, 2015, Visakhapatnam

IWN organized an interactive session with Ms. Namrata Gill on 'Effective Negotiation Skills' at HSBC Visakhapatnam. The session covered essential topics like the need for negotiation skills, barriers and challenges faced by women, ways to overcome them, improving one's circle of influence, and best practices.



IWN Roadshow at Gayatri Vidya Parishad College; 3 July, 2015, Visakhapatnam

IWN conducted a roadshow and membership drive at the prestigious Gayatri Vidya Parishad College for Degree & P.G. Courses at Visakhapatnam. IWN was received by a very encouraging audience of about 300 women students and faculty. Post the membership drive, the college showed great interest in



making its students part of IWN for progressive opportunities.

IWN Roadshow and Session on 'Building a Strategic vision for your career growth' at Siddhartha College; 22 July, 2015, Vijayawada

An IWN roadshow and membership drive was conducted at the well renowned Velagapudi Ramakrishna Siddhartha College interacting with over 300 enthusiastic students. This was followed by a Learning and Development Session organized for the final year students of the college. The event began with a very motivational talk by Mr. G Venkateswara Rao, Vice Chairman, CII Vijayawada Zone & Chief Operating Officer KCP Sugar & Industries Corp Ltd, and was further led by Ms. Shubhra Sharma, Co Convenor Learning and development Task force IWN & Vice President HR, HSBC Visakhapatnam on how to plan ones career. They spoke about some effective ways to build a strategic vision for one's career growth. The speakers also touched upon how global opportunities can be exploited by the students for their holistic development.



Special Session on Women Safety; 31 July, 2015, Vishakapatnam

IWN Andhra Pradesh in association with the Mahindra SSG (Special Services Group) organized a Special Session on 'Women Safety'. The session had the participation of women from corporate, independent professionals, entrepreneurs and academia. The session focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment, self defence training, tackling stress and improving work life.

TELANGANA

IWN Roadshow and Workshop on Prevention of Sexual Harassment Act in association with Kochhar & Co.; 1 July, 2015, Hyderabad

IWN organized a full day workshop and interactive session titled 'Protecting your Personnel - Companies and their preparedness under the Prevention of Sexual Harassment Act' on 1st July 2015, Hyderabad. Kochhar & Co was the Knowledge Partner for the workshop. This workshop was attended by directors, senior management and HR personnel to understand the obligations, requirements and responsibilities under



the POSH Act and improve knowledge skills for handling such issues within the organization to ensure compliance.

The full day session was well divided into detailed learning and training sessions presented by Ms. Hufriez Wadia, Partner, Kochhar & Co., together with industry views from senior management of leading companies like Mr. Krusnaprasad Mohapatra, TCS; Mr. Pradeep Kumar, Signode India; and Mr. Dhananjay Samarai from The Westin. The session also covered some brilliant hypothetical case studies to better understand the relevant concepts and discuss how companies may address

such situations within an organization. The workshop ended with a 45 minute knowledge quiz on the Act and Rules that helped participants concentrate on the essential provisions relevant to employers.

IWN Roadshow and Session on 'Nutrition for Women Professionals'; 8 July, 2015, Hyderabad



IWN Telangana State organized an IWN roadshow and an interactive session with Dr. J.K. Lakshmi on 'Nutrition'. The session covered very important topics like nutrition for working women, role of diet, food habits, healthy diet,

prevention of diseases, and some very fun and engaging group activities.

Members Meet and Session on Effective Negotiation Skills; 24 July, 2015, Hyderabad

IWN Telangana organized a Members Meet coupled with a very interactive session with Ms. Namrata Gill on 'Effective Negotiation Skills' at CII's Sohrabji Green Business Centre, Hyderabad. The Members Meet was a grand success where members interacted with each other and the secretariat with a lot of enthusiasm. Some great ideas and meaningful feedback was also received from the members which will surely decide the course of IWN activities in the future.

The session by Ms. Gill covered essential topics like the need for negotiation skills, barriers and challenges faced by women, ways to overcome them, improving your circle



of influence, and negotiation best practices.

Session on Essentials of Communication & Personal Image Enhancement; 27 July, 2015, Hyderabad

IWN organized a very relevant session on Essentials of Communication & Personal Image Enhancement by Ms. Moushumi Gupta, Corporate Trainer, Pratham, for the women students of Ambedkar College. Ms. Gupta gave some brilliant



tips on effective communication to students who would soon transition into professionals. She also spoke about the importance of personal image enhancement in today's global professional market.

Special Session on Women Safety; 30 July, 2015, Hyderabad

IWN Telangana in association with the Mahindra SSG (Special Services Group) organized a Special Session on 'Women Safety'. The session had the participation of women from corporate, independent professionals, entrepreneurs and academia. The session focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment, self defence training, tackling stress and improving work life.



STARTREK Talk with Rajshree Pathy; 12 August, 2015, Telangana

STARTREK is a celebrated platform where IWN members get an opportunity to interact with successful industry experts who have had a commendable leadership journey. IWN AP & TS invited



Ms. Rajshree Pathy who is the Chairperson of CII Southern Region and also an eminent entrepreneur from Coimbatore, Tamil Nadu, India. Ms. Pathy is the chairperson and managing director of the Rajshree Group of Companies. Interestingly she also promotes performing arts and contemporary art movement in Coimbatore through the Contemplate Art Gallery and Coimbatore Center for Contemporary Art (COCCA) of whom she is the founder director. Ms. Pathy is also the founder of the India Design Forum (IDF). Ms. Pathy's beautiful narration of her leadership journey and especially her emphasis on values that took her up the leadership and success ladder inspired the audience in ways more than one.

Celebrating Indian Entrepreneurship @ BVRIT Narsapur; 27 August, 2015, Hyderabad

IWN organised a talk at BVRIT Hyderabad on the occasion of the birth anniversary of Sir Dorabji Tata, a key figure in establishing the TATA Group. IWN had invited Mr. BVR Mohan Reddy, Chairman, NASSCOM & Executive Chairman CYIENT as the chief guest of the session. Mr. MVS Raju, Chairman and Managing Director of Acme Pvt. Ltd. was invited as the guest speaker. The students of BVRIT had a wonderful time interacting with the two self made entrepreneurs. They could connect extremely well and learn a lot from the speaker's journey towards successful entrepreneurship.

KARNATAKA

"Workshop on Protecting your Personnel" - Companies and their Preparedness under the Prevention of Sexual Harrassment Act; 2 July, 2015, Bengaluru

IWN in association with Kochhar & Co, organized a workshop and interactive session on 'Protecting your Personnel - Companies and their preparedness under the Prevention of Sexual Harassment Act (POSH)' at the Royal Orchid Hotel, Bangalore. The session was chaired by Ms. Hufriez Wadia, Partner Kochhar & Co; Ms A Aruna C. Newton, Associate Vice President, Lead – Diversity and Inclusion, Sustainability Reporting and Governance, Infosys; Ms. Vinita Shrivastava, VP, HR, Harman India and Head of Global Mobility Harman Inc; Dr Githa Heggde, Senior Associate Dean, Marketing Welingkar.

Ms. Aruna C. Newton spoke on the role and action of senior management under Prevention of Sexual Harassment Act. She stressed on the importance of top management to lead by example in building good organizational culture and Equality Creation. Ms. Vinita Shrivastava gave an industry perspective on the Anti Sexual Harassment Policy of her Company. She listed out some of the challenges faced by industry such as reluctant complainants due to the nature of the infringement, maintenance of confidentiality, non

discriminatory harassment (often complaints are not sexual harassment cases), internal bias by the investigators and women misusing these forums for their own personal gain.



Webinar on Leadership Strategies – “Change the way you lead”; 3 August, 2015, Bengaluru

As an organization’s growth is affected by a rapidly and constantly changing society, the logic or techniques of yesterday may prove wrong today. It becomes very important for the company to empower and prepare its employees to face the future challenges and uncertainty. Consequently, change plays vital role in an organizational success. In this context, IWN organized an online session via a webinar on Leadership Strategies titled “Change the way you lead. The session was chaired by Ms Jahnvi Gurjer, Business Coach and OD consultant.

Ms Gurjer spoke on change management V/s change leadership and spoke about Appreciative Leadership as the relational capacity to mobilize creativity and turn the potential employees into positive power – this motion creates ripples of confidence, energy, enthusiasm, and performance - to make a positive difference within the organisation.

Special Session on Women Safety; 5 August, 2015, Bengaluru

IWN in association with the Mahindra SSG (Special Services Group) organized Special Sessions on 'Women Safety'. The special session was focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment, self-defense training, tackling stress and improving work life.



The session was chaired by Dr Sunita Maheshwari, Chief Dreamer, Teleradiology Solutions and RXDX clinics who addressed on the topic "Essence of a leader". She highlighted on the "7 Ps" Passion, Persuasive, Plan and Perform Persist, Pusher, Positive, personal opinion as the key elements that need to be focused to be a successful leader.

Mr Manish Advani, Head Marketing & Public Relations, Mahindra Special Services Group: said that, "it is an honour to partner with CII' IWN for such women safety workshops." He emphasized that the aim of the workshop was to empower members of CII's IWN with self defence mechanisms so that they can safeguard themselves instantly even when they are without any external help and whenever they find themselves in dangerous situations or being stalked down a dark alley.

KERALA


‘Kindling the Fire in You’- The Literary journey of Jaishree Misra. An interactive session with the writer; 15 July, 2015, Trivandrum

IWN organized a literary conversation with acclaimed writer Jaishree Misra at SFS Homebridge, Trivandrum. The session titled ‘Kindling the Fire in you’ took the audience through the literary journey of Ms Misra. Ms Misra’s frank responsiveness and effortless articulation had the audience in rapt attention for over an hour, as she spoke about how leaving her job led to the genesis of her writing career, and once the dams of emotions burst forth, the deluge of words could not be stopped. The writer hoped that in the telling of how the fire in her was kindled, at least a spark might be kindled in someone. Ms Misra was particularly interested in the change impacted by IWN, and she expressed her surprise and delight at realizing that IWN was a platform truly committed to the empowerment of women. A truly empowered woman means being financially independent, being mobile and being self reliant, said Ms Misra. Women need to empower themselves with education, hard work, good choices and financial independence.



Ms Rina Vivekananda, Chairwoman- Kerala and CEO & MD of Sinura Health Information Process Solutions then made a riveting presentation on IWN and the impact of IWN's presence among corporates, entrepreneurs and educational institutions. She elucidated the role of IWN in guiding young women as they traverse the journey from campus to corporate, to working mother, and spanning their whole career.

IWN Roadshow at Conspi Academy of Management Studies (CAMS College); 16 July, 2015, Trivandrum



A roadshow on IWN was done at the Conspi Academy of Management Studies (CAMS College) in Trivandrum. Ms Rina Vivekanandan, Chairwoman, IWN kerala presented about IWN and its functioning to the participants present. CAMS being a college in its nascent stage, Ms Rina also explained the various opportunities that the IWN platform offers which the faculty and students of the college could leverage, such as specialized sessions on the transition for students from Campus to Corporate, Employability Skills and the like and similar sessions for faculty to enable them to grow professionally, along with opportunities to network, share and learn. A total of 70 students and faculty participated in the roadshow. The roadshow was received well by the participants as there were 36 IWN memberships received from the college.

IWN Roadshow and Session on 'Emerging as a Leader' at Assumption College; 23 July, 2015, Changanacherry

An IWN roadshow was done at the Assumption College, Changanacherry. This was an attempt to expand IWN memberships to the cities besides the ones where the current memberships are from, i.e. Cochin and Trivandrum.

The roadshow was combined with a talk by Ms Rina Vivekanandan on the theme 'Emerging as a Leader' wherein she shared with the participants about her journey and experiences as a Woman Entrepreneur. The key take aways from the highly inspiring talk by Ms Rina comprised of some crucial elements such as the importance of networking, taking on challenges and taking constructive criticism, all of which aid an individual in growing successfully in his/her career. The session was well taken by the participants who were 250 in all and included both faculty and students from the college.

Special Session on Women Safety; 6 August, 2015, Cochin

A 'Special Session on Women Safety' was organized by IWN kerala in association with Mahindra SSG, the strategic business unit of Mahindra Group. The session took place at the

CII Office in Cochin and saw participation from women who are independent professionals, women from corporates, students, faculty and entrepreneurs. A special address was given by Ms Sheela Kochouseph, on the theme 'Essence of a Leader', which was a very inspiring and insightful one; Ms Sheela threw light on the qualities that a leader must possess and shared her own experiences and journey from her early days upto the present time where she heads her own company- V Star Pvt Ltd. M R Ajith Kumar IPS, the IGP of Kochi range was also present at the occasion and addressed the participants on the measures taken by the state towards women protection. The trainers from Mahindra SSG Group then presented about the several important aspect of self defense and personal safety, which is very crucial in today's context of women safety. This was combined with live demonstrations, role plays and interactions which made the session very interesting and lively. The session focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment, self-defense training, tackling stress and improving work life. There were a total of 33 participants for the session.



IWN Roadshow at Tata Consultancy Services, Technopark; 18 August, 2015, Trivandrum

There was an IWN roadshow conducted at Tata Consultancy Services, Technopark. Ms Rina Vivekanandan, Chairwoman, IWN Kerala, presented about IWN and its functioning with a special focus on how IWN can enable women in the corporate sector to grow professionally

by providing them the right platform and opportunities, in the form of specialized sessions to cater to the needs of women at the various levels of management in the corporates, along with opportunities to network, share and learn. The roadshow was attended by a team from the HR department who sought to get an understanding about IWN and the areas where IWN could help their women employees to attain growth opportunities.

IWN Roadshow and session on 'Cyber Security' at SCMS College; 18 August, 2015, Cochin

IWN conducted a roadshow at SCMS College, Cochin, which was combined with a learning and development session on 'Cyber Security' wherein Ms Reena Sabin, Vice chairwoman, IWN Kerala took the session and discussed the various aspects of cyber crimes that take place in the present day along with measures to curb such issues. The session was a highly interactive one and was made interesting by certain videos that were played on the topic along with the issue of Substance Abuse. The session ended with an interaction with the students who asked various queries on the issue of Cyber Security.



IWN Roadshow and session on 'Dealing with Adolescent Problems' at Geojit BNP Paribas; 18 August, 2015, Cochin

An IWN roadshow was conducted for the women employees of Geojit BNP Paribas, Cochin along with a Health and Well-being session on 'Dealing with Adolescent problems'. The speaker Ms Loney Jacob, a clinical psychologist by profession, explained about the developmental stage of Adolescence along with the various aspects that undergo changes during this stage such as the physical,

psychological and emotional. The session covered the very significant elements of dealing with adolescents and their problems and touched upon the various approaches that adults can use to deal with adolescent problems and which would enable the former to understand them better, followed by a round of questions and answers. The session was well received by the participants who were 41 in all.

IWN Roadshow and session on ‘Cyber Security’ for Doctors women’s wing; 21 August, 2015, Cochin

IWN did a session on ‘Cyber Security’ for the doctor’s women’s wing at the Indian Medical Session, Cochin. The session which aimed at creating awareness about cyber crimes which is highly prevalent today, also included a brief video presentation on the issue of substance abuse.



The session offered an understanding about the concept of cyber crimes along with the various ways in which it takes place. The very engaging session saw the participants asking several queries about the issue, which were very adeptly handled by Ms Reena Sabin, Vice chairwoman, IWN kerala, and her team from Bodhini, an NGO that works on the issues of Cyber Abuse, Child Sexual Abuse and Violence against Women. The session was attended by 13 lady doctors who work in various capacities in hospitals and medical colleges across Cochin.

PUDUCHERRY

Webinar on ‘Can Elephants Dance?’, 15 July, 2015, Puducherry

A webinar was organized by IWN, designed to empower women to be successful in all walks of life. It focused on enabling women to ask questions to themselves with the aim of discovering their innate capabilities. Ms Madhumati Narayanan, CEO, MPower Learning &

Founder, Promoter Shraddha was the speaker for the online webinar. The webinar was attended by 60 participants.

Session on Healthy Lifestyle; 17 July, 2015, Puducherry



IWN Puducherry organised a session on Healthy Lifestyle for the women students of Sri Manakula Vinayagar Institute of Technology. The session was led by Dr Jayalakshmy, Convenor, Health & Wellbeing, IWN Puducherry. Around 55 Women Students attended the session. The session covered aspects such as nutrition and diet for healthy lifestyle, maintaining healthy fertility, how to prevent infertility and weight management.

IWN Blood Donation Camp; 21 July, 2015, Puducherry

IWN partnered with JIPMER to organize a Blood Donation Camp at Chemin C&I Pvt. Ltd.



Around 43 employees participated in the blood donation drive from various industries in the Mettupalayam Industrial Estate. A total of 5 companies from the Industrial area participated in the drive.

Session on Transition from College to Professional; 22 July, 2015, Puducherry



IWN conducted a session for the IWN student members on the topic 'Transition from College to Professional' at Achariya Arts and Science College. Mr Syed Sajjadh Ali, Immediate Past Chairman, CII Puducherry addressed the participants at the session on the day. Around 175 students participated in the session including 55 students from Sri Manakula Vinayagar Institute of Technology who also participated in the session.

Special Session on Women Safety; 4 August, 2015, Puducherry

IWN in association with the Mahindra Special Services Group organized a Special Session on 'Women Safety'. The session had the participation of women from corporate, independent professionals, entrepreneurs and academia. The session focused on personal safety for women at work place, travel safety, hotel safety, sexual harassment and precautionary measures, use of personal protective equipment, self defence training, tackling stress and improving work life.

Ms Rachna Singh, PPS, Superintendent of Police, Puducherry, and Ms Sree Vidhya,



Chairman & Managing Director, RSPL Group of Companies were the Chief Guests for the Session.

Session on Personality Development; 18 August, 2015, Puducherry



A session on Personality Development was organized at Sri Manakula Vinayagar Institute of Technology. Around 80 Women Students attended the session, where Mr Karthik Balaraman, Educationalist, Ocean Academy addressed the participants and covered several important aspects such as how to be prepared for interviews and presenting oneself while appearing for interviews.

Workshop on Train the Trainers for Healthy Workplace; 22 August, 2015, Puducherry

IWN in association with JIPMER as the Knowledge Partner organized a workshop on ‘Train the Trainers-Achieve Healthy-Women Workforce’; the session was led by Dr Jayalakshmy, Convenor, Health & Wellbeing, IWN Puducherry at Shravana Social and Development Organization. Around 32 Participants from various industries participated in the session.



Interactive Session on Investment Advice and Money Management for Women; 29 August, 2015, Puducherry

IWN Puducherry organized an interactive session with Ms Monika Halan, Mint Money, on Investment Advice and Money Management for Women at Hotel Atithi. Around 60 women participated in the session. The theme for the session was “My Money Box”. It was a very interesting session that covered the ‘6 steps to being money fit’.



Meeting with Mr Manoj Parida, I.A.S, Chief Secretary to Government, Government of Puducherry; 28 August, 2015, Puducherry

IWN team led by Ms Anjali Schiavina, Chairwomen, IWN Puducherry and Ms Radhiga Ragu, Vice-Chairwomen, IWN Puducherry met Mr Manoj Parida, I.A.S, Chief Secretary Government, Government of Puducherry. The meeting was a courtesy call to brief Mr Manoj about Indian Women Network and various IWN initiatives in Puducherry.



TAMIL NADU

IWN Road Show and Health Talk on Hormonal Disorders and Period Problems; 29 July, 2015, Chennai

IWN conducted a roadshow along with a health talk on hormonal disorders and period problems, which was led by Dr Meera Raghavan, Consultant Obstetrician, UroGynaecologist and Robotic Surgeon, Apollo Hospital, Chennai. The objective of the session was to create an awareness among women regarding hormonal



disorders, menopause and period problems.

There were about 50 participants for the session which took place at Dhanalakshmi Srinivasan Engineering college.

Special Session on Women Safety with the Mahindra SSG; 1 August, 2015, Chennai



IWN conducted a workshop on Women Safety at the Entrepreneurship Development Institute (EDI), Guindy, Chennai. The theme for the session was 'Importance for Women to be aware of their Rights'.

The topics included personal safety at work place, travel and hotel safety, sexual harassment and precautionary measures, use of personal protective equipments, self defense training etc.

IWN Members Meet- I CAN I WILL; 14 August, 2015, Chennai

A monthly meet was organized for the IWN Tamil Nadu members. The session was led by Mr Krishna Ramamoorthy, founder and Chief Learning Officer of Potential Genesis HR Services LLP.

The session's objective was to have an interactive session about human brain and how a person moves from a learner mindset to judger mindset very easily after a failure and also the possible ways to help a person to stay in equilibrium at the learner mindset. The session had about 10 participants.



Online Session on Non Violent Communication; 17 August, 2015, Chennai



IWN organized an online session on the topic of Non Violent Communication which was led by the Dr. Sumathi Narayanan, President of Creative Communication and Management Center. The session had elements about what non-violent communication is and how to communicate without violence in our communication.

The benefits of communicating non-violently and also the disadvantages of violence in communication were also explained.

Health Talk on Immune System and Weight Management; 24 August, 2015, Chennai

IWN organized a health talk on Immune System and Weight Management by Dr. Iris. C, Apollo Hospital Chennai.

The Interactive session on immune System and weight management touched upon the types of food that have to be taken, the steps that are to be followed to keep the immune system high, along with a mention about obesity and weight management.



Online Session on Poly Cystic Ovarian Syndrome (PCOS); 31 August, 2015, Chennai

An online session on Poly Cystic Ovarian Syndrome (PCOS) was held and led by Dr. Usha, Department of endocrinology, Apollo Hospital Chennai. The session aimed at creating awareness about the disorder now very common among young women, about various related issues such as causes irregular periods, unwanted hair growth and acne. It also

covered other problems related to the disorder such as weight gain, trouble losing weight, patches of dark skin on the back of the neck etc.

COIMBATORE ZONE

IWN Members Meet; 10 July, 2015, Coimbatore

An IWN Members Meet was organized by the IWN Coimbatore Zone. Around 15 IWN members participated in the members meet which was held at the CII office.



Ms S Malavizhi, Convenor, IWN Coimbatore Zone and Ms Sujata Krishnan Co- Convenor, IWN Coimbatore Zone addressed the IWN members and discussed about the future events with a focus on adding new Members.

Membership Road Show & Session on Successful Business Journey with Ms S Malarvizhi; 17 July, 2015, Coimbatore

A membership roadshow was conducted at Sri Ramakrishna Group of Institutions to enable participants to network, learn, share and seek better opportunities and guide them through career options. The Speaker Ms s Malarvizhi, Convenor IWN and Managing Trustee, Sri Krishna Institutions addressed on Successful Business Journey .

The session was very interactive and informative and was attended by 150 members with Faculty and students.



Diabetes Screening Camp at ELGI Equipments Ltd; 21 July, 2015, Coimbatore



A one day Diabetes Screening Camp was organized by IWN at ELGI Equipments Ltd in association with Kovai Diabetes Speciality Centre and Hospital. The objective of the camp was to create awareness among the working professionals on Diabetes prevention and improving Blood Sugar control.

The Medical Team did the screening on Blood Sugar, BP, weight, diet counseling and doctor consulting etc. Around 415 employees participated in the screening.

Membership Road Show & Session on Diet and Nutrition for Women; 4 August, 2015, Coimbatore

A road show on IWN was done at PSGR Krishnammal College for women, to enable participants to network, learn, share and seek better opportunities and guide them through career options; and also to provide them an opportunity to be mentored by successful women achievers who have climbed up the professional ladder in their respective careers. Ms Cynthia Rajiv, chief dietician, KMCH, addressed on the topic 'Diet and Nutrition for Women'.

The objective of the session was to make faculty and students aware of their nutritional needs and was very interactive. It was attended by 150 participants.



Session on "The Role of Parents in Sports" ; 14 August, 2015, Coimbatore

As an Initiative of Coimbatore Zone, there was a session on "The Role of Parents in Sports" led by Ms Nirupama Vaidyanathan, Tennis Player and author, at Hotel Taj Viavanta by Surya. The main objective of the session was to develop and support children in the area of Sports. Ms Vaidyanathan addressed on the effective strategy in adopting sports, guidelines for parents, how sports can help gain success etc. The session was an interactive one, with the many members among delegates taking active part in the session. It was attended by 120 members including parents, sports coaches, sports association members, young entrepreneurs and faculty members.





MADURAI

Session on 'Be Inspired' and "Be Inspiring; 17 July, 2015, Madurai

IWN Madurai Zone, under Learning and development horizon organized a motivational session on “BE INSPIRED” & “BE INSPIRING”. The special address was delivered by Ms Savinthana, National Pistol Shooter. The main objective of the session was to motivate and inspire the budding management students to overcome any hardships and focus only to win back and attain success.

Ms Savinthana being the motivational speaker shared her own life experiences and the

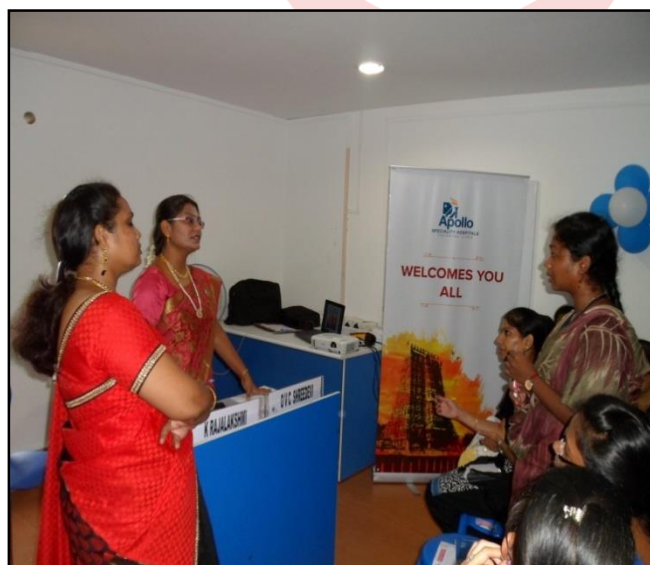


struggles she faced in shaping her career. She always follows a tagline known as “Be Inspired” & “Be Inspiring”.

She also highlighted some of the interesting happenings which she experienced in her life along with the hardships she faced and how she came out triumphant in the end, achieving her dream of becoming a National Pistol Shooter. The session was attended by 50 female students.

Session Women Nutrition & Health Care ; 28 August, 2015, Madurai

A Session on Women Nutrition & Health Care was organized by IWN. The special address was delivered by Dr O V C Shreedevi MD (Obs& Gynaec), Consultant Obstetrician & Gynaecologist, Apollo Speciality Hospitals, Madurai. The main objective of the session was to provide an understanding among women about the need for proper intake of nutrients and how can they can be healthy.



Dr Shreedevi stated that essential vitamins and minerals in the diet are vital to boost immunity and healthy development. Vitamin A, zinc, iron, and iodine deficiencies are primary public-health concerns. She also said that nutritional problems in adolescents start during childhood and continue into adult life, and that anemia is a key nutritional issue in adolescent girls. She concluded by sharing some facts such as preventing early pregnancies and assuring adequate intake of essential nutrients in developing girls can reduce subsequent

maternal and child deaths and stop the cycle of malnutrition from one generation to the next.



WOMEN FOCUS

The following section features articles from resource persons - who are great, powerful people from various professional backgrounds.



"Comfort Zone to Magic Zone " - By Mr R.R.Krishna



Prevention of Monsoon Illnesses - By Dr V. Hema Malini Prasad

"COMFORT ZONE TO MAGIC ZONE"



Article contributed by:

**Mr. R R Krishna
CEO, Potential Genesis HR
services LLP**

INTACT

While intact is an English word meaning not altered, broken or impaired, here I have deliberately and purposeful coined the word from key challenges people face – intention and action. Many of us start a personal change with good intentions to get better, but we simply fail to take action or stay consistent with action. We may prefer to stay “INTACT,” meaning they want to maintain status quo.

A deep look into the cause for why people stay INTACT reveals an interesting formula:

D= EB²

Where D=Dynamism, E=Enthusiasm, B=Buoyancy and B=Binder.

Let us explore each component:

Dynamism is the sum of an individual's ability to be vigorous, competitive, achieving and decisive.

- Vigor is the client's ability to be action oriented vs. inert. Inertia can set in when the people sees the development journey as long and requiring a lot of change. We have to remember our brain does not like uncertainty.
- Some people would like to achieve their goals because they are competitive, while others may be very subdued and may fear competing.
- Achievement is the need to see end results; some clients enjoy seeing the end results and they may set ambitious goals, while others may just be happy trying and would be happy to set smaller goals.
- Decisiveness is the ability to take a key decision that will move oneself along in the path of goal achievement.

The word **enthusiasm** has its root in Greek; literally it means “the God (entheo) inside (iasm).” The etymology of

the word thus points at its divine origin. Enthusiasm can be seen in the twinkling of people's eyes, the determination in his/her step, the power in his/her hands, and the irresistible energy to pull of what he or she has decided to create. It is here the goal and the vision statement becomes of paramount importance. Could a person be very enthusiastic if he is low in the four components of dynamism?

Buoyancy is the upward force that a person feels from the within. When compared to the "achievability" of the goal, it is what makes a person float, sink, or remain neutrally buoyant in the situation. When the person is in flow, the upward buoyant force exerted by the goal is greater than the downward force of the people low dynamism, enthusiasm and binder. Buoyancy is impacted by enthusiasm (and vice versa) and will impact dynamism.

Binder is synonymous with commitment. I have chosen to use the word binder as it "binds" buoyancy and enthusiasm. It is the high or low ability to bind that has positive or less positive impact on dynamism.

Improvising on the concept of organization commitment developed by John Meyer and Natalie Allen, it can be affection for the peoples goals (affective commitment), fear of loss of not attaining goal (continuance commitment) and lastly sense of obligation to stay INTACT

(normative commitment) that keeps a person from moving forward in personal development..

MINING THE MAGIC ZONE

The main role of a coach is to help the coachee realize their current state of mind and move the coachee from his current comfort zone to recognize their fullest potential by traversing the path of learning zone. That is why all of us need trained and experienced coaches. The coachee hits the learning zone when he moves from being "less skilled and less willed to less skilled and more willed" and eventually moves to the "magic zone" by acquiring more skill and will.

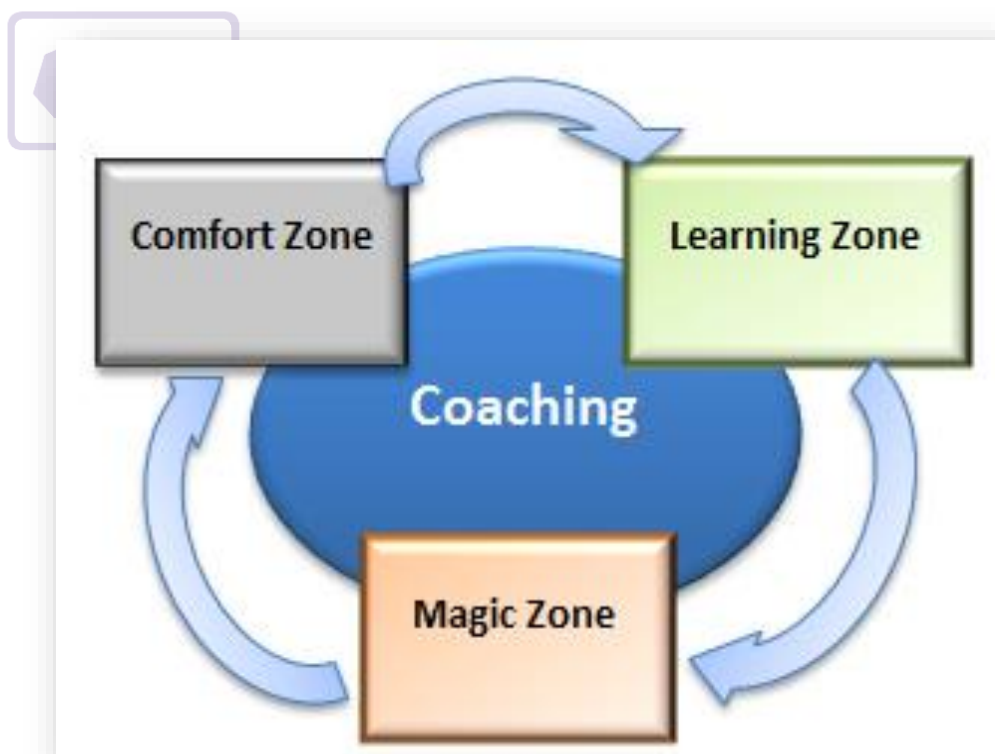
Comfort zone – This zone represents a safe, comfortable, familiar, secured zone in which the coachee has acquired competence. The coachee is unaware of his lack of skills and will in the unfamiliar areas/areas of incompetence.

"Less skilled and less willed"—The coachee becomes aware of his lack of skills and feels insecure, hence less willed. This state is also called conscious incompetence.

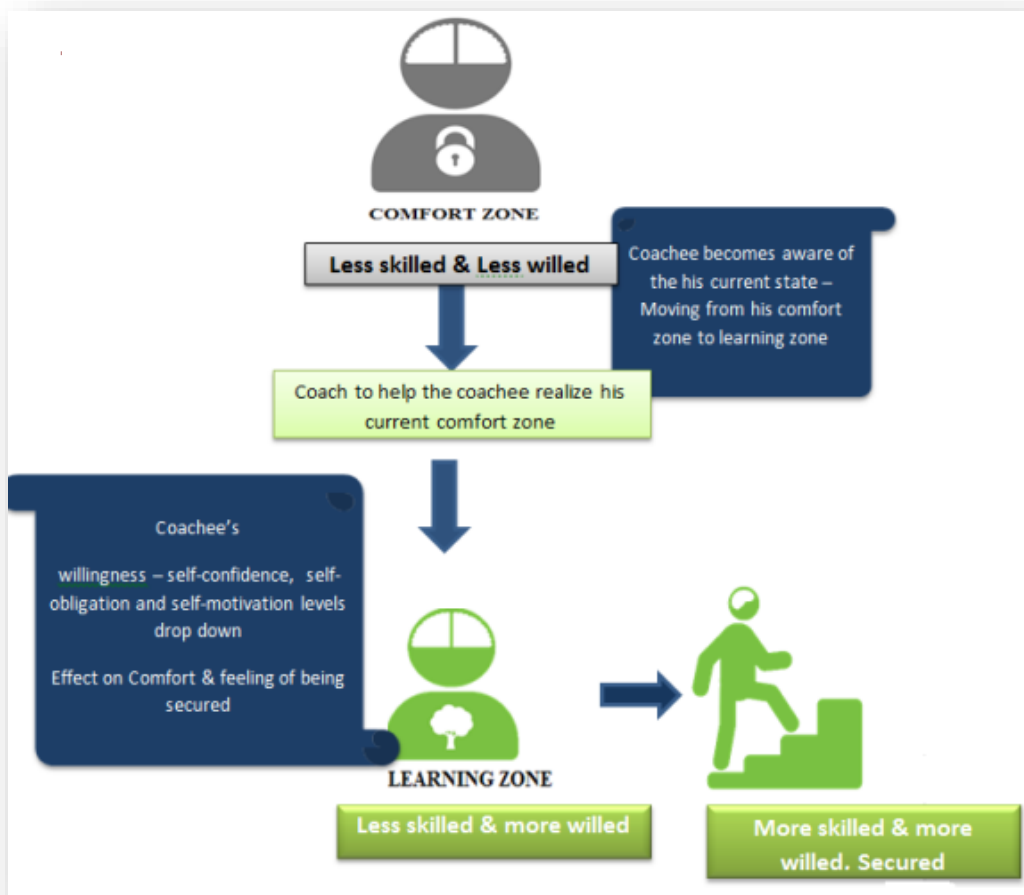
Learning Zone—In this zone the coachee is in the state of mindfulness, open to learn, and more confident, otherwise known as "*less skilled and more willed.*"

Magic Zone–This zone represents a state in which the coachee has acquired the skills and is fully competent and hence feeling secured and willing: *“more skilled*

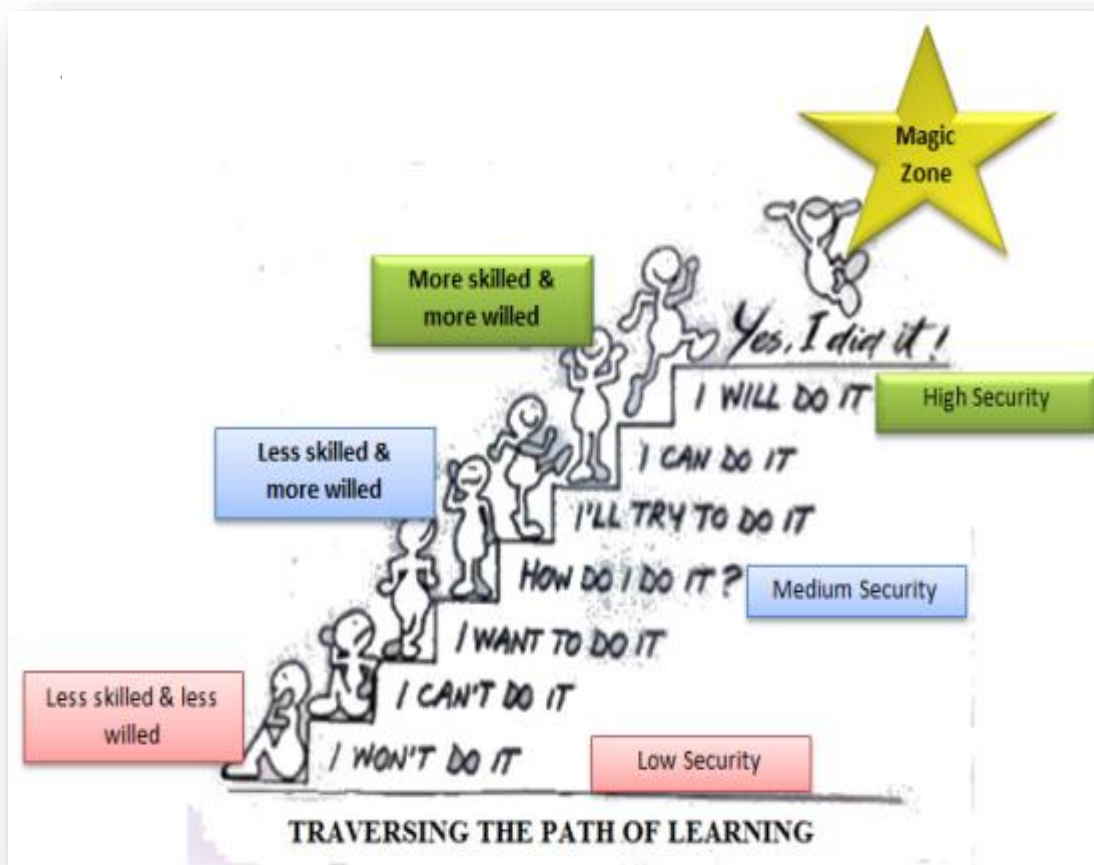
and more willed.” The Magic Zone is a place where the coachee has gone through insight leading to “aha” effects and realizing his potential.



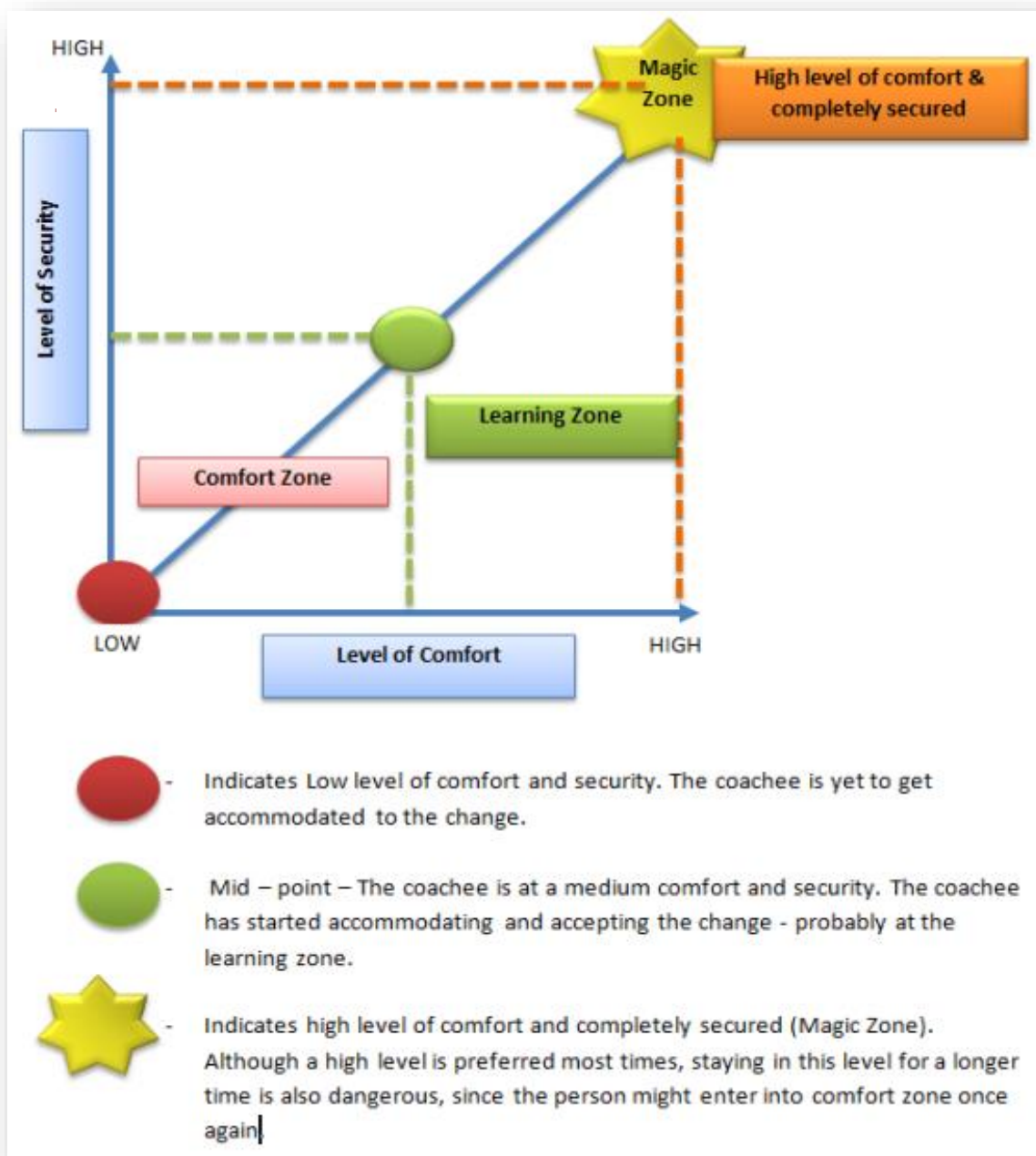
In this process of crossing the learning zone, the coachee becomes aware of his current state of comfort zone (“less skilled and less willed”) because of the new skill/behavior that the coachee has to adopt. Having realized the required skill and will at the new level (conscious incompetence), the coachee is bound to feel insecure, which in turn will affect the coachee’s self-confidence, self-obligation and self-motivation levels.



The coach will have to recognize the conscious incompetence stage of the coachee and will have to facilitate to quickly move the coachee from “less skilled and less willed” to “less skilled and more willed.” This will have a direct impact on the coachee’s feelings of willingness as well as security levels. Having moved the coachee from “less skilled and less willed” to “less skilled and more willed,” the coach now has to help the coachee move to be “more skilled and more willed.”



Although the previous section talks about moving the coachee from less skilled and less willed (the comfort zone) to more skilled and more willed (having traversed the path of learning zone), this is an ideal scenario. In a real time, the coachee may be at different points between skill and will and the corresponding effect will be seen in their security levels. I.e. the coachee will be at different levels of comfort and security in his travel of moving from “comfort zone to learning zone” and eventually reaching the “magic zone.” The magic zone is a place where the coachee has gone through insight leading to “aha” effects and realizing his potential. However staying in this “magic zone” for a longer time will move back the coachee to his comfort zone, since the skill acquired becomes routine and can be performed without too much challenge. Hence it is the job of the coach to help the coachee to traverse the path of learning zone frequently.



Having reached the magic zone, the coachee has to stretch further to explore more of his potential in order to achieve his self-actualization need. The process of growth is learning to step down from the magic zone to learning zone while being aware of the impact that it will have on the coachee's skill, will and security.

PREVENTION OF MONSOON ILLNESSES



Article contributed by:
Dr V. Hema Malini Prasad
Convenor, Health and Well-being Task Force
IWN Andhra Pradesh &
Director- Operation, Lotus Hospital

This monsoon season, protect your little ones and yourselves too from a whole spectrum of illnesses which can play havoc with health! The following piece offers tips on how to prevent Malaria, Dengue Fever, Hepatitis, Gastroenteritis, Cholera & H1N1 Influenza – Swine Flu.

Malaria & Dengue Fever

- Outbreaks of Malaria including the severe forms of Malaria and Dengue Fever are common during the monsoons Spread of these two diseases occurs through mosquito bite.
- Measures to prevent mosquito bites (personal protection, use of repellants, and prevention of stagnant water in and around the premises) are effective and minimize risk of transmission.

Malaria and Dengue Fever do not spread from person to person through close contact! Spread is through mosquito bites.

Recognition: Fever of high grades, body aches, headaches, rashes.

Take your child/children to hospital if: Fever is more than 102 F, occurring more than twice in 24 hours, the child looks weak and tired, is unable to drink or eat normally.

Hepatitis, Acute Gastroenteritis & Cholera

- Infections of the Liver and Gastroenteritis including cholera are spread through the consumption of contaminated food and drinking water and through improper cooking hygiene.
- Prevent these diseases by being careful of where you eat when not at home! Ensure there is proper hygiene and consume only hot and freshly cooked food and clean drinking water. Boiling drinking water prior to consumption prevents spread of these diseases.
- Follow meticulous hand hygiene every time you use the toilet with proper handwashing using soap and water.

Recognition: Fever, vomiting, loose motions (watery in cholera), jaundice, yellow colored urine

Take your child/children to Hospital if: fever is of high grade, the vomiting and loose motions is severe (occurring more than 4 times a day, your child looks tired and weak and is refusing to drink water and fluids and eat, develops jaundice.

H1N1 Influenza – Swine Flu

- DO NOT PANIC over the current media frenzy about the H1N1 infection / deaths.
- There is no evidence that H1N1 infection / deaths anywhere in India are more severe or more fatal than with seasonal influenza which we experience every year.

- The most effective way to minimize the risk of infection and limit the spread of the virus is to practice effective personal hygiene.
- Contain the virus by limiting the contact of infected persons with those not infected.
- Pregnant women and young children need to be more cautious Those with pre-existing heart disease, or long standing lung conditions, or those with immunodeficiency of any kind (HIV patients, those on steroids for extended periods of time for any medical condition, Tuberculosis, etc) need to be extra cautious as they are likely to suffer from more serious illness!

Recognition: Fever, cough with severe cold, watery runny eyes and nose, breathing difficulty or persistent cough, vomiting and/or loose stools.

Take your child/children to Hospital if: the fever is not settling after three days, is of high grade type, the cough is persistent with breathing difficulty or breathlessness, your child is refusing to eat or drink and looks weak.

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FORTHCOMING ACTIVITIES IN THE SOUTHERN STATES

S.No	Event Date	Name of the Event	Event Location	Contact details of IWN Staff
1	September, 2015	STARTREK Program	Hyderabad, Telangana	Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
2	September, 2015	Mentorship Program	Hyderabad, Telangana	Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
3	September, 2015	Session on Personal Branding	Vijayawada, Andhra Pradesh	Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
4	September, 2015	Session on Self Examination	Telanagana & Andhra Pradesh	Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
5	October, 2015	Session on 'Office Yoga'		Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
6	October, 2015	Session on 'How to manage your online Life'		Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
7	October, 2015	Session on Networking		Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
8	October, 2015	Webinar on '5 ways to cope with stress and anxiety without medication'	Telanagana & Andhra Pradesh	Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964

9	October, 2015	Webinar on 'A fuller life: 10 useful Yoga tips for the working woman'	Telanagana & Andhra Pradesh	Gauri Mahendra gauri.mahendra@cii.in/ 040 27765964
10	September, 2015	Session "Secret of Success for young Entrepreneur" with Ms Hema Annamalai	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
11	September, 2015	Session on Organic Terrace Gardening	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
12	15 October, 2015	World Hand Washing Day at ALG School	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
13	October, 2015	Personality Development for Post Graduate Students	Coimbatore	Saranyalakshmi R; iwn.cbe@cii.in/ 0422 4044555
14	September, 2015	Session on Self Grooming	Madurai	Vijayalakshmi S; iwn.mdr@cii.in/ 0452 4391434
15	September, 2015	Blood Donation Camp	Madurai	Vijayalakshmi S; iwn.mdr@cii.in/ 0452 4391434
16	September, 2015	Session on Self Defense	Madurai	Vijayalakshmi S; iwn.mdr@cii.in/ 0452 4391434
17	September, 2015	Session on Gender Sensitization	Madurai	Vijayalakshmi S; iwn.mdr@cii.in/ 0452 4391434
18	7 September, 2015	"Session on Effective Communication" Membership Road show at Surana College	Bengaluru, Karnataka	Shruthi Devaraj; shruthi.devaraj@cii.in/ 080 42889595

19	9 September, 2015	Session on “Personality Development” Membership Roadshow at Jyothi Nivas College	Bengaluru, Karnataka	Shruthi Devaraj shruthi.devaraj@cii.in/ 080 42889595
20	22 September, 2015	Session on “Personal Branding” by Ms Jessie Paul, CEO at Paul writer and Mr Sachin Muley, Brand Head, Wipro at Dell	Bengaluru, Karnataka	Shruthi Devaraj shruthi.devaraj@cii.in/ 080 42889595
21	29- 30 September, 2015	Proto type Work Shop on “ Next Steps to Business Decision Making” at Welingkar College	Bengaluru, Karnataka	Shruthi Devaraj; shruthi.devaraj@cii.in/ 080 42889595
22	9 September, 2015	Session for young mothers: Work Life post maternity	Trivandrum, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
23	September, 2015	Session on Cyber Security at Assumption College	Changanacherry, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
24	September, 2015	Session at Conspi Academy of Management Studies	Trivandrum, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
25	17 September 2015	IWN Members Meet and an Awards Programme to honor pioneering achievers	Cochin, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300

26	17 September, 2015	IWN Roadshow at Mannapuram Finance Ltd	Thrissur, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
27	September, 2015	IWN Roadshow at NUALS College	Cochin, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
28	September, 2015	Webinar on Stress and Fibromyalgia	Cochin, Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
29	September, 2015	'Beyond Textbooks'	Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
30	October, 2015	'Powerful Presentations'	Kerala	Siny Maria Skaria; siny.skaria@cii.in/ 0484 4012300
31	1 September, 2015	Session on Make Life- A Celebration	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
32	4 September, 2015	Session on Make Life- A Celebration	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
33	5 September, 2015	Session on Grooming for employment	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
34	15 September, 2015	Webinar- "Bridging the gap – Moving towards gender equal workplaces"	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
35	September, 2015	Industrial Visit for IWN students	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201

36	October, 2015	IWN Members Visit to Cooper Bussmann India Pvt.Ltd.	Puducherry	K Sudhamathi; k.sudhamathi@cii.in/ 0413 2226201
37	October, 2015	IWN Leadership Development for Senior Level Management	Chennai, Tamil Nadu	K Savitha; savitha@cii.in/ 044 42444555



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Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, playing a proactive role in India's development process. Founded in 1895, India's premier business association has over 7400 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 100,000 enterprises from around 250 national and regional sectoral industry bodies.

CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, healthcare, education, livelihood, diversity management, skill development, empowerment of women, and water, to name a few.

In its 120th year of service to the nation, the CII theme of **'Build India- Invest in Development, A Shared Responsibility'** reiterates Industry's role and responsibility as a partner in national development. The focus is on four key enablers: Facilitating Growth and Competitiveness, Promoting Infrastructure Investments, Developing Human Capital, and Encouraging Social Development.

With 64 offices, including 9 Centres of Excellence, in India, and 7 overseas offices in Australia, China, Egypt, France, Singapore, UK, and USA, as well as institutional partnerships with 300 counterpart organizations in 106 countries, CII serves as a reference point for Indian industry and the international business community.

Confederation of Indian Industry

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CII launched the Indian Women Network (IWN) for Career Women. The Indian Women Network is that engaging and effective networking model that all professional women are always looking to be part of. IWN works towards enabling women become better professionals and achievers in their respective fields of expertise. Today's business demands require not only core competence but also continuous and comprehensive learning, adapting to worldwide best practices, cater to domestic markets with global standards and competition. IWN also recognizes the national importance of nurturing women's health and well-being in a holistic manner to bring about a "good work-life balance" thereby contributing to social inclusiveness, economic growth & development of the country.

On the whole IWN is that one platform that will provide learning and knowledge enhancement programmes, training, skills development, mentorship & networking opportunities. It is an environment of likeminded career women to share experiences, overcome challenges and provide solutions.

www.indianwomennetwork.in

For feedback/ advertisements in this enewsletter, please contact:

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Deputy Director CII's Indian Women Network,
Email: hema.james@cii.in
Phone: 044 42444555**