



Confederation of Indian Industry

Issue #1 May & June 2017

INDIAN WOMEN NETWORK

presents

ACCELERATE

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Message from Ms Vanitha Datla Chairwoman, IWN Southern Region

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

I am pleased to reach out to you through this first edition of "ACCELERATE" for 2017.



On a personal note, it has been wonderful to have been associated with IWN ever since its inception in 2013 and an even greater privilege to have been elected the Deputy Chairwoman for IWN Southern Region during the year 2016-17 and now as the Chairwoman, Southern Region for the period 2017-18. I take this opportunity to also congratulate my colleagues in the state leadership who will be leading IWN this year.

During this year, the focus of IWN must be on sustaining what has been built in IWN in the previous years and here I would want to request that the combined efforts of all the Regional Council members to be directed towards this cause.

Over the past three years IWN has been delivering value added services to its members through its three verticals namely - Learning & Development, Health & Wellbeing and Policy & Advocacy with the active participation of members. In addition to delivering services across the three verticals, a significant agenda of IWN during the year will be to build a broad base of qualified Women Independent Directors who could take up positions on the boards of companies. This is in the wake of the mandate set by the country's market regulator-SEBI for all listed companies in India. In this direction, IWN would continue to conduct Orientation Programmes for Independent Directors with an objective to encourage as well as equip potential leaders with the required knowledge and skills to take up independent director roles in company boards in all the Southern Region states. Further, IWN will continue work in the area of conducting awareness sessions on the POSH Act and ICC in the region.

With a continued focus on encouraging industry members to adopt good gender diversity practices, IWN will organize various initiatives to sensitize companies and institutions during the year throughout the states which will culminate in the Second Edition of the Gender Parity Conference and Awards scheduled for August 2018- a day when

companies and institutions that are champions in the area of gender parity across the region will be recognized.

Another endeavour this year will be to enhance the visibility of IWN as the premier 'Go to' organization for career women. For this purpose, IWN has identified some key people from the region to identify strategies for improving the online presence of IWN including an increased presence on various social media platforms. Towards this, we would be happy to get feedback from members on the ways by which IWN visibility can be increased.

Finally, with an objective of collaborating with international women centric organizations to create synergies with IWN and to obtain learnings on existing gender diversity practices and networking opportunities in some progressive countries, IWN would be organizing some visits and delegations to these countries as well as representation in select major international conferences.

On membership, IWN currently has a membership of 294 from the southern states. To expand its membership base, IWN has been constantly reaching out to CII member companies and higher educational institutions to nominate women who would benefit from being part of this organization formed exclusively for the advantage of career women.

The first edition of the IWN newsletter will give you an update of the new office bearers of IWN in the southern region, 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 on learning & development and health & wellbeing from the health & wellbeing partners of IWN.

I look forward to your feedback and suggestions to make IWN service you better!

Thank you.

Vanitha Datla

Chairwoman, IWN Southern Region

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&
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ELICO Ltd



MS RINA VIVEKANANDAN
Deputy Chairwoman,
&
CEO,
Vestra Benessee

IWN STATE OFFICE BEARERS ANDHRA PRADESH



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&
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&

**Professor in Business Management;
Director, School of
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Gayatri Vidya Parishad College for
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Health and Wellbeing,
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Chief Operating Officer
Aster Medcity



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Pran Fertility and Well Woman Centre

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Kosh innovations



DR NALINI RANGANATHAN
Vice- Chairwoman, &
Associate Professor,
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MS SANHITA N
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&
Company Secretary,
Eaton Power Quality Pvt. Ltd.

TAMIL NADU



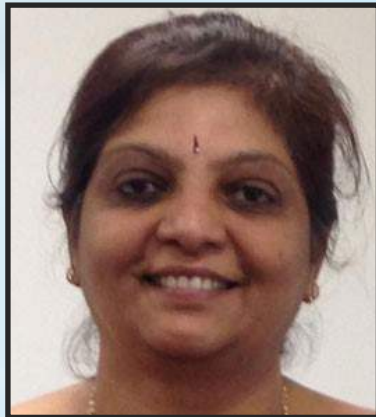
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HR - VP,
Ashok Leyland

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Learning and Development,
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**General Manager – Human Resources,
Hospira Healthcare India Pvt. Ltd-
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**Head – Human Resources and I&FM,
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**Consultant - Psychiatrist
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DR KALPANA NARENDRAN

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**Senior Medical Officer
Aravind Eye Hospital**

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Policy and Advocacy
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CUMI - Murugappa

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Learning and Development,
&
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WHISH Works

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Physiotherapist
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MS JAYANTHI TALLURI
Convenor,
Policy and Advocacy
&
Business Integrator – Legal
Call Health



MS JYOTI DAS
Co- Convenor,
Policy and Advocacy
&
Advocate,
Telangana High Court

GLIMPSES: RECAP OF OUR MILESTONES REGIONAL INITIATIVES

CII IWN GENDER PARITY AWARDS & CONFERENCE ON BRINGING PARITY AT THE WORKPLACE FOURTH IWN SOUTHERN REGION ANNUAL DAY 02 APRIL 2017; CHENNAI

CII Indian Women Network, Southern Region organised its Fourth Annual Day on 2nd April 2017 at Chennai along with the first edition of the CII IWN Gender Parity Awards & Conference on Bringing Parity at the Workplace in association with The Hindu Business Line. The initiative was organized with the aim of recognizing companies and educational institutions having best practices in the area of Gender Parity. The other key partners



were Ashok Leyland– Premium Partner for Manufacturing Sector Awards and Integra Software Services– Premium Partner for Educational Sector Awards. The Knowledge Partner was McKinsey & Company.

The key speakers at the inaugural session included **Mr Vikram Kirloskar**, Chairman, CII Southern Region and Vice Chairman, Toyota Kirloskar Motor Pvt Ltd; **Ms Suchitra Ella**, Chairwoman, IWN National and Co-Founder & Joint Managing Director, Bharat Biotech International Ltd; **Ms Anu Madgavkar**, Partner, McKinsey Global Institute (MGI) and **Ms Anu Sriram**, Chairwoman, IWN Southern Region and Co-Founder & Joint Managing Director, Integra Software Services Pvt Ltd.

Ms Anu Madgavkar stated that while parity for women is a humanitarian goal, there also lies an economic rationale for promoting gender parity. Talking about a full parity scenario that can lead to a 28 trillion dollars opportunity, she suggested that involving more women in the workforce and including them in more productive roles can help achieving

the figures. Among some of the factors that inhibit women from entering the workforce, few that were mentioned included Anytime, Anywhere Performance Model; Evaluation based on Time Commitment; Double Burden Syndrome and lack of specific company measures.

Mr Vikram Kirloskar stated that from a CII members will be work more pro-key aspect of der Parity from view of national gested that go-ward, IWN a 'Vision 2022'.



loskar stated perspective, encouraged to actively on the promoting Gen-the point of growth. He sug- ing for- should consider This would pri-

marily involve what it would take to make IWN the premier 'Go to Organization' for career women that caters to the professional needs of women professionals.

Towards this, he recommended that IWN focusses on providing mentorship services and handholding for women professionals and women entrepreneurs; on policy initiatives for women concerning matters such as safety of women, second career for women and similar issues concerning women nationally and also partnering with international organizations and identifying novel ways to advance the professional growth of career women.



STATE UPDATES KARNATAKA

CII-IWN Interactive Session on “Prevention of Allergy and Allergic Asthma” 26 May 2017, Hotel Taj West End, Bengaluru

An Interactive Session on “Prevention of Allergy and Allergic Asthma” was conducted as a part of International Day of Action for Women’s Health.

The 2 hour Session was focused on the causes and symptoms of allergy and allergic asthma, tips to control allergens and medications for allergic asthma. Most people can control their asthma and live symptom-free. Some factors that can help people control their asthma include regular access to care, knowledge about how to use prescribed medications, and skills to modify the environment to reduce or eliminate exposure to allergens and irritants .



The objective of the Session was to spread awareness and educate the people about asthma as well as how to manage and treat these conditions, identify the challenges and solutions and substantially improve patients’ ability to manage their diseases. The session was attended by 20 participants. The speaker was Dr Vishwajith Murthy , Consultant Pulmonologist from Sagar Hospital.

CII-IWN Training Session on “Soft Skills”- 14 June 2017, IFIM Business School, Bengaluru

The 3 Hr Session was focused on the topic of Soft Skill which included Communication Skills, Attitude, Leadership Skill and Team Work.



Effective communication and interpersonal skills are crucial to compete successfully in the business environment. The real key to the effectiveness of professionals is their ability to put their domain knowledge into effective practice. Knowing how to get along with people – and displaying a positive attitude – are crucial for success. In this context, soft skills have a crucial role to play.

But, the importance of these soft skills is often undervalued, and there is far less training provided for them than hard skills.

The Session was addressed by Ms Aparna Athreya, Founder and CEO, Story Triangle and Kid and Parent Foundation & Ms Binita Vartak, Assistant Professor, Personality Enhancement Program (PEP), IFIM Business School, Bengaluru. There were 40 participants for the session.

KERALA

Session: Being Safe @ Online & Offline

27 May 2017: Kochi

In the context of the several issues impacting the safety of women which are on the rise today-both online and physical safety; IWN organized a session titled 'Being Safe @Online & Offline' on at UAE Exchange & Financial Services

Ltd, Kochi. The session was led by Bodhini, an NGO that works against Child Abuse and Violence against Women. The resource team by means of some very informative videos and addresses by the team

members shared extremely critical insights into the area of personal safety, travel safety and online safety etc. The session was well received by the participants which were 26 in all.



IWN-CII-Yi Yoga Day

21 June 2017: Kochi & Trivandrum

Observing the International Day for Yoga, IWN jointly with CII and Yi organized yoga sessions at Kochi and Trivandrum. In Kochi, the activity was led by Mr Rajagopal Krishnan from the Art of Living. At Trivandrum, the session was led by ISHA Foundation and held at Loyola College of Social Sciences.



The sessions reiterated on how practising yoga can contribute to one's overall positive health and wellness.

KERALA

Webinar on Hysterectomy and Hormone Replacement Therapy (HRT)

23 June 2017 : Kochi

IWN Kerala organized a Webinar on Hysterectomy and Hormone Replacement Therapy (HRT) on 23rd June 2017 live from the CII Kerala State Office with the objective of creating greater awareness about Hysterectomy and Hormone Replacement Therapy.

The faculty for the session was Dr Surya Jayaram, Senior Specialist, Dept. of Women's Health, AsterMedcity.

The session covered several aspects such as what is Hysterectomy, the need for it, its types and consequences etc. The session also helped in busting several myths about Hormone Replacement Therapy.





Indian
Women
Network
women matter.

presents

WEBINAR ON
HYSTERECTOMY AND HORMONE REPLACEMENT THERAPY (HRT)
23 June 2017 | 2:00PM - 3:00PM | Live from CII Kerala State Office

Faculty for the Session: **Dr Surya Jayaram**
Senior Specialist, Department of Women's Health, Aster Medcity

The Session would largely cover:

- What is Hysterectomy
- Need for Hysterectomy
- What is HRT
- Types of Hysterectomy
- Consequences of Hysterectomy
- Busting Myths about HRT

Delegate Fees: Rs 575/- (Inclusive of Service Tax)

For Registrations, please contact Ms Siny Skaria on 0484 4012300 | siny.skaria@cii.in

PUDUCHERRY

Session on Postural Awareness & Corrective Measures

28 June 2017: Puducherry

IWN Puducherry organized a session on Postural Awareness & Corrective Measures on 28th June 2017 to discuss on the common postural abnormalities and basic ergonomics. The faculty for the session was Prof Dr. Supriya K Vinod , Principal, Motehr Theresa Post Graduate & Research Institute of Health Sciences

Prof. Supriya through her very interactive session shared some very essential insights on the subject. The session was attended by around 30 participants.



TAMIL NADU

**An Evening to Inspire
9 June 2017: Chennai**

IWN organized a session titled– An Evening to Inspire wherein Ms Rajani Seshadri, Executive Coach & Advisor was the speaker. It was primarily a mentoring session, the scope of discussion was experience sharing and enthusing the women to tide over the challenges faced in their professional journey. The session was attended by 20 participants.



**Health Talk on Depression - Let's Talk @ TCS and Rane (Madras) Ltd, Oragadam
14 & 16 June 2017: Chennai**

A health talk was organized at TCS on 14 June 2017 and at Rane (Madras) Ltd, Oragadam on 16 June 2017 for which Dr Yamini Kannappan, Consultant Psychiatrist, Kauvery Hospital was the speaker.



Depression can happen to anyone. But according to statistics, women all around the world are more prone for depressive disorders. That being said, depression is not a normal part of being a woman. Depression is now strongly thought of as an issue needing more awareness and more should be known about this disabling unseen illness of the mind. The Health Talk took the participants through the different aspects of depressions and will also

helped to bust the common myths and misconcepts associated with the illness. The session was attended by 40 participants each at both locations.

TAMIL NADU

Online session on Management of Back & Neck Pain 20 June 2017: Chennai

A webinar on Management of Back & Neck Pain was conducted wherein Dr Balamurali, Head of Spine Service, Consultant Spine and Neurosurgeon from Kauvery Hospital was the speaker. Views on the best medical practices in managing this common ailment was shared in the webinar which affects 80 percent of adults at some point in their lifetimes and which has been seen as the most common cause of job-related disability and a leading contributor to missed work days. The webinar was attended by 30 participants.

Workshop on Writing with Women (WWW) 23 June 2017: Chennai

IWN Chennai organized a 'workshop on Writing with Women'. Ms Sudha Menon, Author, Columnist & Writing Coach was the speaker of the workshop. This workshop is a combina-



tion of memory mining and writing prompts to take workshop participants in parts of their life they want to capture. We had 23 Participants.

COIMBATORE ZONE

Members Meet

22 June 2017: Coimbatore

IWN Coimbatore organized a Members Meet on 22 June 2017 at the Coimbatore Office with the aim of membership engagement and to understand the requirements of the membership for planning future initiatives.

The session comprised of introduction about the state theme for the year to members present. This was followed by discussions on possible upcoming sessions that can be organized wherein members suggested topics on health related aspects as well as learning sessions.



TELANGANA

IWN-CII-Yi Yoga Day 21 June 2017: Hyderabad

With an objective of raising awareness on the benefits of Yoga and observe the International Yoga Day, Indian Women Network(IWN) in association with CII and Young Indians organized a Yoga Session on 21 June 2017 at CII Green Business, Hyderabad. The session was conducted by instructors from The Art of Living.



Webinar on “Healthy Posture & Happy Living” 28 June 2017: Hyderabad

IWN Telangana conducted a webinar on Healthy Posture & Happy Living with the aim of creating awareness on healthy postures which in turn would lead to good health. The faculty for the session was Dr Anjali Agarwal BPT, MI-AP, PGD PPHC, HCPC UK.

The session included some very practical tips and insights that one can put into regular practice to ensure relief from several very common ailments and conditions that occur due to the sedentary lifestyles that people have today.



TELANGANA

STARTREK Session By Ms. Santha John

30 June 2017: Hyderabad

IWN Telangana organized a Startrek Session with Ms Santha John, Chairman Emeritus, JWT Mindset Advertising on the topic- 'You are your Brand'.

Ms. Santha John, with over 35 years of experience and 3 International Awards to her credit is a successful serial entrepreneur and was awarded the Entrepreneur of the year by HMA (Hyderabad Management Association). She has been the President of the Advertising Club of Hyderabad twice and is currently Chairman Emeritus JWT Mindset, Advertising Private Limited. She holds a place of pride as the only woman Chairman of an Advertising Agency in India.





IN THIS EDITION

The following section features articles from CII IWN Members, Office Bearers and renowned specialists from IWN Well being partners. These writers are exceptional in their area of work and have shared their ideas on burning women issues for the benefit of all our members.

S.No	Articles
I.	Finance For Women
II.	Nurturing Symbiotic Relationships
III.	GET INSPIRED: A walk through women achiever's history
IV.	Obesity and female fertility- Are they related?
V.	Fatty Liver in Children
VI.	Types of Vascular Diseases

FINANCE FOR WOMEN



MS RATHANDEEP UMESH
HEAD- CORPORATE FINANCE
PRAKASH KOCHAR & CO



Women are of indomitable spirit and are a powerhouse of talent. It's a journey of a lifetime for women which encapsulate different

roles that she plays in her life. She plays each role with same significance and importance as

the other, be it the role of a daughter, a sister, a wife or a mother.

It makes us realise who women are and what their potential is. A homemaker or a working woman is an expert at multi-tasking. Be it managing their career, cooking, maintaining the home, taking care of the elders and the kids, the woman does it all.

But, just as the husband faces a dilemma in

the kitchen in the absence of his wife, the wife too is lost when she has to take over and be the man of the house.

This is because women of the house are unaware of how the men manage their finances and how much is saved.

Maintaining harmony in the family has always been the primary responsibility of a woman and so, she must work harder to maintain the same even after knowing of

family's financial position.

Financial literacy doesn't mean women need to transform into a numbers ninja, it means women must be aware of the financial position of the family and support the family in best ways possible by emotionally standing by her man's side through all times.



Men fear the loss of this harmony and don't reveal the status. Also, some women don't want to take charge and hence, leave the finances to men and focus on regular chores.

So, money management has primarily been a man's domain, however, the time has come for women to be aware and equipped with this knowledge.

Why should women know the family's finances?

- The families are now nuclear. Gone are the days of a joint family where there were other men in the family who took turns to fill each other's gap.
- Women can be the support system for the man who does it all by himself.
- Women have to be aware and prepared to take charge of the financial situation during unforeseen situations that require the man of the house to take a backseat or step down.

Understand the Income, Expenditure and Savings trend of your home.

Working women or homemakers must understand the income and expenditure trend of the family. Where does the family get its income from? How much of the income is fixed and variable? Is the income sufficient to meet the expenses of the month? Is there any room to save?

Women must follow and understand the monthly expenditure trends. Following ex-

penditure trends doesn't stop with your groceries' alone. Take time to learn how much of the income flows out to meet the EMI of your car, EMI of the new house that you have just bought, Electricity expenses, credit card bills, any other financial obligations etc.

Once you know the income and expenditure trend, know how the income left after meeting all expenses is saved. It is vital to know the savings of the family and how to access the same when in need. It could be beneficial at the time of a medical emergency or during any tight financial situation.

What if the man of the house has to be rushed to the hospital for an emergency? How would the lady take over and handle everything in his absence without knowing where to begin?

So the top priority in your financial or **life goals shall be the life insurance and medical insurance** so that you are assured that your family is taken care to an extent.

Savings an integral part

We have heard and seen mothers take cash out of the giant Tupperware box which stores lentils or from the cupboard between her sarees. Women have learnt to save by such interesting means since time immemorial.

Though saving systematically comes naturally to women and enables them to build a



systematic approach towards investing, studies show that most women don't start saving early.

Sabbatical knocks the women's doors frequently. Women sit in their office chairs only to be interrupted at regular intervals for wedding, pregnancy, child care. Pregnancy comes with its own joy and financial changes. Many women opt out of their career or settle down for low paying jobs to balance career and motherhood. Mothers often take a prolonged leave of absence from their careers to take care of kids, ageing parents, for health issues. Thus, families need to proactively build a fund that will help in such situations. And by being aware of the needs and priorities of the family and how such things could be met, women will contribute significantly in taking the family forward smoothly.

Where should you start when you want to save?

Firstly, understand the financial scenario of your home. Savings, be it small or big is immaterial. The desire to save and take



necessary actions, matters. An annual goal for savings needs to be decided by the family.

Families have different income patterns.

Some families earn salaried income while some may earn business income. In the case of the latter, income flows are variable and the scope and the pattern of the saving are bound to change accordingly. So, it is wise for women to be aware of savings made depending on the income pattern and the yearly target that the family wants to achieve.

It'd be more prudent to look at savings as **Income - Savings = Expenditure**. In other words, considering the current times, it is wise to save a portion first from your income and then use the remaining amount to meet your expenses. This way you're not only controlling your spend but also contributing to savings.



Making the move from saving to investing

Today's women have more earning potential than women of previous generations. Even stay at home women are taking up their hobby as some form of economic activity. With this potential, comes the ability to save more.

Saving is the act of setting aside a part of your income for future use. This future use could be short term or long term goals. These can be your children's educations, dependents' health care, Children's marriage and other related responsibilities

and your own retirement and health care, personal asset goals and travel dreams.

The saved money needs to be invested for multiplying and creating your wealth to achieve the family goals. There are plenty of short term and long term investment plans that are available now. Short term investment plans could be helpful when you want to buy a new car or when you want to go on an overseas tour. Long term investments are schemes that help you in covering your retirement plans or when you want to fund your children's college tuition fee.

Here I would like to share a valuable info about "power of compounding".

Year	FD Amt	Interest rate	Total
1	5,000	7%	5,350
5	6,554	7%	7,013
10	9,192	7%	9,836

Say you have Rs.5000 and you have created an FD with it which yields 7% interest.

As you can see in the above table, in the first year you get a small interest of Rs. 350/ and thereby increasing your FD amount to 5350. The same FD at the end of the 5th year would have increased to Rs. 7013 and would have reaped you interest of Rs. 2013 at the end of 5 years. And at the end of 10th year, your FD would have increased to 9,836 and you would have earned total interest of Rs 4836 in the ten years. In ten years, with

no additional investments, your FD has grown from Rs. 5000 to Rs. 9836. This is the power of compounding and small things add up and make big numbers.

How do you save? How to invest? Where to start?

With financial inclusion, almost everyone has a bank account. If not we can start with investing in chit, gold and savings through our family members. However, sooner or later we need to get accustomed to the banking channel. So to start with

1. Bank Accounts

With nearly 175 million bank accounts opening in India in the past three years, India has taken a big step towards financial inclusion when it made opening a bank account almost mandatory

With government launching BHIM and our rapid progress towards digitalization, it wouldn't be surprising if we are expected to digitise our everyday transactions sooner or later.

This would mean women should know how to operate a bank account, both via a branch and an ATM. Almost every one of us use smartphone which means it is necessary for us to get comfortable with online banking, mobile banking etc. Knowledge of basic payment transactions via mobiles would be an advantage.

2. Small Savings

Initially, start small. Learn to put the saved money into a bank account. If you're saving every month, then never let the money remain idle in your bank account. Take a portion of your savings and invest in Fixed Deposits, Recurring Deposits, Chit funds, Gold savings scheme or Post Office Deposit Schemes etc.

3. Investments

As a family identify the objective before you invest. Set a realistic financial objective, such as starting a business, wanting to travel overseas, building a fund for children's wedding, reducing the burden of tax, retirement plan, life insurance, etc.

When preparing the plan to invest consider factors such as time horizons, risk factors and type of investments.

Building some form of contingency plan is vital so that savings could continue even when unforeseen circumstances bring us to a standstill. Once you invest, to ensure that you stay on course, review them in line with increased income or expense.

Investments can be short term and long term. It is always wise to have a portion of your savings readily accessible for any emergencies that the family might have to face before investing in savings. Short term plans should definitely include the

liquid options like gold, fixed deposits and recurring deposits. Long term investment schemes aim mainly at retirement schemes. These schemes take into account the expenditure increase after a particular number of years and aim to help the families maintain the lifestyle even after the retirement of the man and the woman.

A brief guide on timelines and investment options is given in the table below:

Particulars	Investment Options
Must do	Medical Insurance, Life Insurance, contingency fund
Short term	FD, RD, Chit funds, Gold Savings Scheme, PPF, NSC etc.
Long term	Real Estate, Mutual Funds, Equity, Bonds

A combination of any investment option can serve your purpose. Know how your peers save and invest their money. Before investing, do your homework and understand about the option where you are investing, ask questions and get your doubts clarified. Do not worry if your investment decisions turn out to be less fruitful than imagined. Learn from your mistakes and move on.

Money is power, and that power extends not just to earning money but managing it, investing it. This kind of power is something that's transferred not when some-

one who has it gives it away, but when someone who doesn't have it steps up and acquires it. We might not know it all but by being aware we can influence the decisions that our family takes.

It requires perseverance, communication and staying power to convince the family the need and the timing of savings. Some may accept your proposal, some may consider in a while, some may pay heed to it in years and for some, it could be an uphill task with the spendthrift family pattern.

All this need to be done while maintaining the harmony of the family. For all the money has no use without harmony. A woman is always by the side of the family and guides them time and again. She is true "Lakshmi" in all sense.

To conclude, we may not be perfect but the safest hands to rely on are still our own. So, ladies, continue to dream about your goals, step up your game and learn about finance. General awareness of the way money flows and how it can support us in times of emergency must definitely be known. After all, wouldn't we all like to breathe a sigh of relief when we know we are protected even during our desperate times?

NURTURING SYMBIOTIC RELATIONSHIPS



MS MEERA HARIDAS
VICE PRESIDENT
AYURVAID HOSPITAL

Entrepreneurship is like parenthood. No successful women entrepreneurs learn to classroom training or books can teach or manage. Unlike their male counterparts train to offer the best or right solutions. women intrinsically tend to strike a balance. As an entrepreneur one's role evolves and grows along with one's baby (business) and the rules of the game needs to be defined by the entrepreneur herself.

Very often we read about women on top of their professions with awe and wonder. Their tryst with business and corporate life is a labyrinth of obstacle race. If moving up as a professional needs to be nurtured by the individual with an attitude for self-development, women entrepreneurs need to combine attitude with fortitude and make it a part of everyday life.

The monetary investment is only a small function of the entire business. The true challenge for women entrepreneurs is investment in terms of time and availability 24X7 particularly in the incubation and early gestation period. Let's say as a business woman you have decided the location, the type of business and been lucky to get capital / finance, manpower and re-

Very often we read about women on top of their professions with awe and wonder. Their tryst with business and corporate life is a labyrinth of obstacle race. If moving up as a professional needs to be nurtured by the individual with an attitude for self-development, women entrepreneurs need to combine attitude with fortitude and make it a part of everyday life.

sources at your disposal. What next? Surely then it's an easy ride ahead!

The real challenge for an entrepreneur is managing all these resources at your disposal. Assuming one has got the right grip on the business model one has entered into, moving forward the daily dose of growth can be driven by one's own attitude/ motivation. Typically your team rides on the confidence of the leadership you provide them daily. Your mood and level of motivation reflects directly on your team's motivation. It is here that women entrepreneurs need to gear up to.

It's a lonely walk as an entrepreneur. There are no friends at work place since you are the employer and boss. It's easy to feel one knows it all since the business is one's own concept and sweat. However, at times the decisions one takes may not be right even if taken with all the relevant inputs and best interest. Moreover, even when some of your employees may see a wrong decision, they may hesitate to come up and tell the Boss.

As the key face of your business the good and challenges are thrown back to you.

Mature leaders differ. They keep their doors open to employees for receiving suggestions. This helps to see different perspectives for better decision making. While no B-school or course can offer solutions for the entrepreneurial journey, it is the trust of your employees and network of partners (bankers/ vendors/ chartered accountant / competitors/ customers) that can help drive your success.

One may wonder why competitors? Business thrives best when there is competition. Competitors helps drive innovation, sparks ones thinking and triggers idea-tion. Entrepreneurs are best when it comes to giving ideas. Hence, connecting with counterparts in the similar line of business would help to "share and learn".

Typically research shows women are emotional and task oriented who do not invest enough in networking and seeking support thereon. They are typically shy of sharing their achievements and often underplay their strengths. Today the core of business is an outcome of symbiotic relationship with its various stakeholders. Hence women entrepreneurs need to

move away from the emotional stance and invest in networking to nurture relationship with its various stakeholders. Becoming a part of industry forums and associations help to connect with like-minded persons and share and grow. It also helps to validate ones strategies and actionable for better outcomes and business growth.

The advantage of the emotional stance is the “genuine commitment” as Dale Carnegie said which is required to nurture long term relationships. Leveraging on this would thus become the stepping stone to long term success. Therefore, while marching up this lonely aisle, women entrepreneurs need to make a conscious and consistent effort to participate at least 3-4 times in relevant industry groups/ training programs / forums/ making it a meaningful “me time” session for rejuvenation and self-development.

GET INSPIRED: A walk through women achiever's history

Frances Perkins was the first female to serve in the U.S. presidential cabinet. Frances was born in 1880, in Boston, Massachusetts. She graduated with her Masters from Columbia University in 1910. In 1929, Franklin D. Roosevelt, governor at the time, made her the state's labor commissioner. With her extensive experience in public service, Perkins made history in 1933 when President pointed her to be the U.S. Sec- women to hold a U.S. cabinet the creation of the New Deal As the first female cabinet hard to improve the country's an important role in the devel- Deal programs. Perkins fought wages, pensions, unemploy- on child labor practices and



Franklin D. Roosevelt ap- retary of Labor, the first position. Perkins helped in and Social Security programs. member, Perkins worked labor conditions and played opment of Roosevelt's New for laws to set minimum ment insurance, restrictions contributed to the creation of

the Social Security system serving on the President's Committee on Economic Security. Perkins stayed in her position until 1945 and then joined the U.S. Civil Service Commission. France died in May of 1965 at the age of 85.

OBESITY AND FEMALE FERTILITY- ARE THEY RELATED?



DR. ANUPAMA. R
DIRECTOR AND CHIEF CONSULTANT
REPRODUCTIVE MEDICINE
PRAN FERTILITY CENTRE

Obesity is a known risk factor for ovulation problems, but it also contributes to infertility in women who ovulate normally, new research shows. Women in the study who were severely obese were 43% less likely to achieve pregnancy than normal-weight women or women who were considered overweight but not obese during the year long study.

Obesity and Infertility

Van der Steeg and colleagues followed 3,029 couples who were having trouble conceiving on their own. All the couples had spent a year or more trying to conceive, and none had obvious reasons for fertility problems -- the women were ovulating and had at least one functioning fallopian tube, and the men had normal semen analyses. The couples were followed until pregnancy was achieved or until they started fertility treatments.

In addition to a fertility history, the women's weight, height, and smoking status were measured at study entry. The wom-

en were classified as underweight, normal weight, overweight, or obese based on their body mass index (BMI). As measured by the BMI, a 5-foot 6-inch woman who weighs 115 to 154 pounds is considered normal weight (BMI of 18.5 to 24.9). If she weighs between 155 to 185 pounds she is considered overweight (BMI of 25 to 29.9), and she would be considered obese at a weight of 186 or more (BMI of 30+). The vast majority of the study participants (86%) were either normal weight or overweight. An additional 10% were obese, with BMIs of 30 or more. These women had the most trouble conceiving during the yearlong observation. For example, a woman with a BMI of 35 was found to be 26% less likely to achieve a spontaneous pregnancy than women who were normal weight or overweight but not obese. A woman with a BMI of 40 or more was 43% less likely to get pregnant.

Role of Obesity Is Complex

It is not clear how obesity affects fertility in women who ovulate normally. Van der Steeg suggests that disruptions in the hormone leptin, which regulates appetite and energy expenditure, may prevent successful fertilization. Obesity results in an increased production of estrogen; this hormonal imbalance in turn interferes with ovulation, which of course, is the basis of successful conception. Ovulatory disorders are the leading cause of female infertility, resulting in the disruption of hormones, menstrual cycles, and conception. Approximately 15% of such disorders are linked to weight disorders, mainly being overweight and obese. High estrogen levels associated with obesity can also result in pre-cancerous transformations (usually reversible) in the uterus. According to several studies, women whose obesity could be traced back to their childhood (childhood obesity) had a greater risk of amenorrhea, a condition in which menstrual cycles are absent. Women who are overweight or obese are less likely to respond to fertility drugs, because excess weight interferes with the proper absorption of a variety of drugs used in infertility treatment. Obesi-

ty is a characteristic of polycystic ovary syndrome (PCOS); obesity can also affect male fertility.

Treating Obesity

There are many options available in treating obesity, such as:

- Altering your diet. Avoid foods that are high in saturated or Trans fats or that are high in sugar. Enrich your diet with whole grains, vegetables, fruits and lean sources of protein.

Infertility Diet

Seeds, nuts, curd and cottage cheese.

Physical debility and functional faults of organic nature can be cured by simple and effective methods of natural treatment, of which optimum nutrition is an essential part. Fasting is the best remedy for the treatment of disorders resulting from toxins in the system. A short fast of two or three day should be undertaken at regular intervals by women who are unable to bear children. Diet is an important factor in the treatment of infertility. It should contain seeds, nuts, grains, vegetables, and fruits. These foods should be supplemented with milk, vegetable oils,

and honey. Curd and cottage cheese are also recommended. About seventy to eighty per cent of the diet should consist of foods in their natural uncooked state, because cooking destroys much of the nutritional value of most foods. Sprouting is an excellent way of consuming seeds, beans, and grains in their raw form, as in the process of sprouting, the nutritional value is multiplied, new vitamins are created and the protein quality is improved.

Food to be avoided

Excessive fat, spicy foods, strong tea, coffee, white sugar, white flour, refined cereals, flesh foods, greasy or fried foods should all be avoided.

- Exercise regularly. Even moderate forms of exercise, such as walking or low-impact aerobics, can lead to healthy weight loss
- Gastric bypass surgery. Many people who are obese turn to surgery in order to reduce their appetites.

Numerous studies have indicated that obesity causes infertility in both men and women and losing weight may restore your fertility. Obesity especially adolescent obesity is an alarming problem in society. So measures to reduce weight or to maintain ideal weight can play wonders.

FATTY LIVER IN CHILDREN



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AsterMedcity
We'll Treat You Well™

1. What is fatty liver? Is it common in children?

Fatty liver is the term given to a condition where there is increased fat in the liver. Earlier, this was a condition that we associated with adults. However, it is now found increasingly in both adults and children. Today, in the West, around 20% of the children are obese. Of these, 60-70% have fatty liver.

2. How serious is a fatty liver in children?

Fatty liver essentially means an increase in the fat content of the liver. This by itself is not alarming. However research has shown that if this fatty liver persists for many years, say 15-20 years, it can progress to cirrhosis and produce liver failure.

3. Why are we seeing more of this problem now than fifteen- twenty years ago?

Basically the reason for this is globalization and a change in our lifestyle. Today many families eat junk food for breakfast, lunch and dinner for various reasons- convenience, lack of time, easy availability, better tasting food etc. An occasional consumption is not a problem but regular intake of junk food can result in unhealthy and excessive calorie intake which over a period of time converts to fat. If this is also accompanied by little or no exercise, then the family and the child will slowly become obese.

4. Is this a lifestyle disease?

Yes, it is. By lifestyle disease we mean diseases that are brought on by adopting an unhealthy lifestyle. Too much fatty food intake and high sugar intake compounded by lack of exercise can result in children becoming overweight and obese.

5. If a child has a fatty liver, what is to be done?

On finding a fatty liver in a child, initially, the doctor performs some tests to look for the functioning of the liver. If this is abnormal, we must take it seriously and actively work towards reversing the fatty liver. Some additional tests are required to look for other causes of fatty liver. If no other cause is found, a structured regime must be given to the family, with a goal to reducing the child's weight in a healthy way.

6. Is fatty liver reversible?

Yes, in the initial stages, it can be reversed. However, it is a slow process and will take some time- even years. Once the fatty liver progresses to the next stage of fibrosis, the chances of reversibility are less.

7. Are there any medicines for this condition?

Medicines have a limited role and are used only if the liver enzymes are abnormal. Weight reduction is the most important step. This is easier said than done. To achieve this goal, firstly a specific plan must be made. A combination of diet and exercise is essential. Diet planning should be done in such a way that it should be sustainable in the long run. Preferably, all members of the family should adopt this diet and

maintain a healthy lifestyle. Though many children start the treatment enthusiastically, after a few months their motivation wanes. This can be avoided by having periodic breaks in diet and having reasonable and achievable goals.

8. Is it safe for young children to diet?

By diet we mean- a structured pattern of eating – not fasting. I would not advocate that any child should fast. However the quantity and the quality of food should be calculated in such a way that the nutrient and vitamin intake is not compromised. All unhealthy foods like maida, excessive sugar or fructose in diet, polyunsaturated fat etc. must be cut off and replaced with healthier alternatives.

9. Why do some obese children have fatty liver while some do not?

The actual reason for this is not known but genes and other risk factors may be responsible.

10. Can children younger than 8-10 yrs also develop fatty liver?

Yes, but this is uncommon. Fatty liver in children less than 10 years especially if they are not overweight, should be investigated more thoroughly. There are some metabolic conditions which can result in a fat-

ty liver and this needs to be evaluated.

11. What are the misconceptions regarding weight among parents?

Generally in our country an overweight is considered healthy and lean children are considered unhealthy. The reverse is actually true. Excessive eating is encouraged in Indian families. This attitude is not healthy. Just like how an underweight child is encouraged or compelled to finish his breakfast, an overweight child should be told to stop eating once he is almost full. He should never be told to eat the leftovers or excess food just because we do not want to waste it.

Normally by 3-4 yrs of age a child is able to express his need for food and is also able to indicate when he is full. It is important to stop feeding the young child when he is satisfied. However, in Indian households, excessive eating is actively promoted. If you continuously force feed a young child beyond a point, either the child loses touch with his satiety centre and eats excessively or develops an aversion to food and throws up.

Once children become overweight and obese, they are unable to do any prolonged physical activity and this increases their weight further. The body image of the child gets affect-

ed, it undermines his confidence, makes him insecure and introverted. Losing weight, and more importantly losing the fat, improves the child's confidence and energy levels and results in all round improvement in academic and sports.

12. What can parents do to prevent obesity?

In today's world, it is easier to prevent obesity than treat it. From an early age, children should be exposed to a healthy lifestyle and healthy food habits. If these are taught in early life, it becomes ingrained in the child and he/she will follow this lifestyle. Eating out should be the exception and not the rule. Eating high calorie junk foods should be limited to once in 1-2 months since it is almost impossible to avoid altogether. All the family members should follow this lifestyle. If not, the children will not be inclined to do so. Also family outdoor activities like walking, swimming, cycling, playing badminton etc. encourage the child to be physically active.



TYPES OF VASCULAR DISEASES

The Vascular System

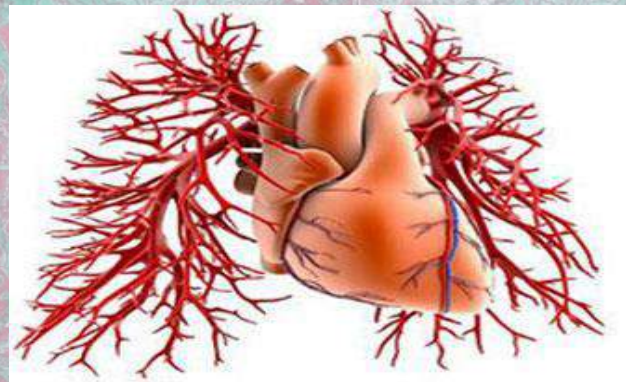
The vascular system or the circulatory system in the human body comprises of a network of flexible tubes or blood vessels, which include the arteries, veins, the capillaries, and Lymph vessels and nodes. The arteries carry blood away from the heart, while the veins carry blood to the heart. The lymph vessels and nodes are part of the cleaning system that clears the waste products from our body and help prevent such diseases as cancer. The term vascular comes from a Latin word that means "hollow containers". The disorders that affect the arteries, the veins and the lymph system are known as vascular disease.

Types of Vascular Diseases

- Aneurysms
- Atherosclerosis and Peripheral Artery Diseases (PAD)
- Blood Clotting Disorders
- Blood Clots in Veins (VTE)
- Buerger's Disease
- Lymphedema
- Peripheral Venous Disease
- Raynaud's Disease or Syndrom

Causes and Symptoms

Aneurysms - a bulge in any of the walls of the blood vessels is called an aneurysm. Most commonly occurring area for an aneurysm is the aorta (aortic aneurysm) or in the abdomen. Small aneurysms create risks for other disorders to occur. Aneurysms could grow larger and press on the nearby organs causing pain, or since the wall is stretched thin due to the bulge, it could burst, which could lead to dire consequences.



Atherosclerosis and Peripheral Artery Disease (PAD) - Arteries that supply blood to the muscles of the heart are known as Coronary Arteries. The peripheral arteries that carry blood to the tissues and organs (other than the heart) in the human body, over a period of time develop plaque on the inner walls of the arteries. Deposits of fat, cholesterol and

other substances are known as plaque. As the plaque builds up the passage for the blood to flow through becomes narrower. This results in less blood supply to the tissues or organs. The symptoms and disorders due to PAD are varied and different. Some examples:

1. Any blockage in the coronary arteries causes chest pain or a heart attack.
2. Any blockage in the arteries (carotid arteries) that supply the brain with blood, can result in a stroke or transient ischemic attack.
3. Any blockage to the kidneys could lead to high blood pressure, heart failure and dysfunctional kidneys.
4. Claudication refers to a blockage in the legs and this can lead to pain in the legs when active, change in skin colour, development of sores or ulcers and a feeling of tiredness in the legs.

When sufficient blood flow is not there to the tissues or organs then the tissues or organs will die.

Blood Clotting Disorders - Sometimes some illnesses may cause blood clots or it could be a birth disorder. The possible disorders include:

- Higher than normal levels of prothrombin, fibrinogen and factor 8, which help form blood clots
- Insufficient anticoagulants (blood thinning proteins), antithrombin, protein C and S

- Issues in breaking down of fibrin
- Damage to the endothelium (the lining of the blood vessel)

Blood Clots in Veins (VTE) - When a blood clot in the vein, which is in the muscle occurs it mostly occurs in the lower extremities, pelvic or thigh region. If this clot travels to the lungs it becomes a pulmonary embolism and clots in the veins are called venous thromboembolisms (VTE). Causes include:

- Any condition that causes the blood to flow slowly or thickens the blood such as congestive heart failure and tumors of a certain type
- Genetic disorders that cause blood to clot
- Valves in the veins that are damaged
- Veins that are damaged due to infection or injury
- Hormones such as estrogen due to a pregnancy or birth control pills
- Long-term bed rest and inability to move
- Surgery - such as procedures on the hips and legs

DVT or damaged vein valves can cause long-term pooling of blood and swelling in the legs. This is called chronic venous insufficiency. If no action is taken then the fluid will filter into the tissues in the ankles and feet, eventually wearing the skin away.

Buerger's Disease - A very rare disease

that affects the small and medium-sized arteries and veins that are in the arms and legs. Blood supply is cut off to the fingers, toes, hands and feet, causing swelling and constant pain. Though the direct causes are unknown, this disease is associated with the use of tobacco, chewing tobacco, cigars and secondary smoke. People with this disease may also have Raynaud's disease.

Lymphedema - Unlike the circulatory system the lymph vessels do not have pumps to circulate the lymph. The lymph vessels depend on the valves in the vessels and the muscles to contract to circulate the fluid. Consequently, when the vessels or nodes are missing or are not working well, the lymph can build up and cause swelling, which is mostly in the arm or leg regions. This condition is called Lymphedema. Primary Lymphedema is rare and occurs only when lymph vessels are missing or there is a disorder with the tubes, themselves.

Peripheral Venous Disease and Varicose Veins - The veins have valves which open and close with every muscle contraction and relaxation. This keeps the blood moving in one direction. When the valves are damaged, then the blood flow happens in both directions causing the blood to pool.

Raynaud's Disease or Syndrome - When the human body feels cold or is in an excited condition, sometimes the small arteries in the fingers or toes may twitch or cramp.

This is due to a temporary shutdown of blood supply resulting in the digits looking white or bluish, a feeling of being cold and creating a sensation of numbness. The underlying causes for the occurrence of this disease can be brought on by certain jobs or due to certain medical conditions like lupus, rheumatoid arthritis, and scleroderma.

Treatment Options include medications and surgery, such as angioplasty, surgical clipping or coiling of aneurysms and so on.

IWN “ACHIEVERS”

Ms Lekha Sishta, Co-Convener, Learning & Development, IWN Telangana and Senior VP Talent, WHISH Works, was awarded the **Most Influential HR Leader in India** award at the World HRD Congress in Mumbai in February 2017.



Ms Hufriez Wadia, Convenor, Policy & Advocacy, IWN Tamil Nadu and Partner, Kochhar & Co, was named as **Mentor for this year and one of the ‘Power Panel’** for the **‘She Leads’ Campaign** organised by The British Deputy High Commission in

Chennai in association with Madras Chamber of Commerce and Industry (MCCI) and Women of Worth (WoW) as a young women leadership summit in February 2017 in Chennai.



IWN "ACHIEVERS"

IWN Puducherry in March 2017 organized the first of its kind initiative titled '**Women of Puducherry**' to honour and recognize the tireless efforts of women from different fields in Puducherry who have risen to stardom. The 15 women who were felicitated during the awards ceremony were shortlisted by a jury committee through several steps as those who have truly set new paths for others to follow and whose works have been inspirational for other women. A compendium too was released with the profile and work of these 15 women.



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spirational for other women. A compendium too was released with the profile and work of these 15 women.



IWN "ACHIEVERS"

IWN Telangana during its **Annual Women's Leadership Conclave** in March 2017 felicitated 5 women unsung heroes who came from diverse fields and have made significant contributions in their respective areas of work.



WELCOME NEW MEMBERS!

Industry

Gamesa Renewable Pvt Ltd	Tamil Nadu
Dr. Reddy's Laboratories Limited	Telangana

Academia

DC School of Management & Technology	Kerala
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Individuals

Ms Keerthi J S	Karnataka
Ms Champa B N	Karnataka
Ms Vidya Pawar	Karnataka
Ms Pratima Narayan	Karnataka
Ms Meera Pyarelal	Kerala
Ms Beena Melbin	Kerala
Ms Lakshmi Harikrishnan	Kerala
Ms Jayalakshmi NS	Tamil Nadu
Ms Nupur Pavan Bang	Telangana
Ms Jayanthi Talluri	Telangana
Ms Sadhana Singh	Telangana
Ms Pooja Gupta	Telangana
Ms Sruthi Jalagam	Telangana

EVENTS IN JULY AND AUGUST 2017

Event Date	Name of Event	Event Location	Contact details of IWN Staff
21 Jul 2017	Session: Follow your Passion to truly Succeed- don't settle for Mediocrity	Vizag	Ms Siny Skaria- siny.skaria@cii.in
3 Aug 2017	Membership Roadshow	Tirupati	Ms Siny Skaria- siny.skaria@cii.in
5 Jul 2017	Conference on Diversity & Inclusion	Bangalore	Ms Madhusmriti Sharmama- dhusmriti.sharma@cii.in
2 Aug 2017	Session on Power of Mindful Breathing to Live Healthy	Bangalore	Ms Madhusmriti Sharmama- dhusmriti.sharma@cii.in
14 Jul 2017	Health Session on 'Fitness at the Work-place	Kochi	Ms Siny Skaria- siny.skaria@cii.in
26 Jul 2017	Online Session on Fatty Liver	Kochi	Ms Siny Skaria- siny.skaria@cii.in
28 Jul 2017	Members Meet and Session on Importance of Female health (Sitting postures) and hygiene	Trivandrum	Ms Siny Skaria siny.skaria@cii.in
16 Aug 2017	Startrek Session	Kochi	Ms Siny Skaria siny.skaria@cii.in
7 Jul 2017	Session on Kaizen Journey by Manatec Electronics Pvt. Ltd	Puducherry	Ms K Sudhamathi K.sudhamathi@cii.in
11 Jul 2017	Program on Neuro Linguistic Programme	Puducherry	Ms K Sudhamathi K.sudhamathi@cii.in
25 Jul 2017	Meditation -spiritual session & Raksha Bandhan Celebration	Puducherry	Ms K Sudhamathi K.sudhamathi@cii.in
3 Aug 2017	Session on Opportunities & Challenges in CSR	Puducherry	Ms K Sudhamathi K.sudhamathi@cii.in
4 Jul 2017	Health Talk on Management of Neck and Back Pain	Chennai	Ms R Divya priya iwn.tn@cii.in
14 Jul 2017	Roadshow @ Caterpillar	Chennai	Ms R Divya priya iwn.tn@cii.in
18 Jul 2017	Online Session on Care for your kidneys : know how...now!	Chennai	Ms R Divya priya iwn.tn@cii.in

EVENTS IN JULY AND AUGUST 2017

Event Date	Name of Event	Event Location	Contact details of IWN Staff
21 Jul 2017	Session on surviving and thriving in VUCA world	Chennai	Ms R Divya priya iwn.tn@cii.in
28 Jul 2017	Café Session - Head, Heart and Guts -A Leadership Framework	Chennai	Ms R Divya priya iwn.tn@cii.in
10 Aug 2017	"Session on Coffee With Entrepreneurs & IWN Salem Chapter Launch"	Chennai	Ms R Divya priya iwn.tn@cii.in
12 Jul 2017	Session on Zumba- Let It Move You	Coimbatore	Ms Annie Sweetha L iwn.cbe@cii.in
12 Jul 2017	Members Meet	Coimbatore	Ms Annie Sweetha L iwn.cbe@cii.in
29 Jul 2017	Session on Healthy Nutritional Cooking	Coimbatore	Ms Annie Sweetha L iwn.cbe@cii.in
Aug 2017	Industrial Visit to Kirloskar Pumps	Coimbatore	Ms Annie Sweetha L iwn.cbe@cii.in
Aug 2017	Members Meet	Coimbatore	Ms Annie Sweetha L iwn.cbe@cii.in
7 Jul 2017	Attitude & Success	Hyderabad	Ms Prathyusha Koneti prathyusha.k@cii.in
12 Jul 2017	Leadership Development & High Performance Teams in VUCA World	Hyderabad	Ms Prathyusha Koneti prathyusha.k@cii.in
21 Jul 2017	Nutrition for employees spending long hours seated at their desk and indoors	Hyderabad	Ms Prathyusha Koneti prathyusha.k@cii.in
Aug 2017	Session on POSH Act	Hyderabad	Ms Prathyusha Koneti prathyusha.k@cii.in
Aug 2017	Workshop on Entrepreneurship	Hyderabad	Ms Prathyusha Koneti prathyusha.k@cii.in
Aug 2017	Health & Well-being Session	Hyderabad	Ms Prathyusha Koneti prathyusha.k@cii.in



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 8,300 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 200,000 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.

The CII theme for 2017-18, **India Together: Inclusive. Ahead. Responsible** emphasizes Industry's role in partnering Government to accelerate India's growth and development. The focus will be on key enablers such as job creation; skill development and training; affirmative action; women parity; new models of development; sustainability; corporate social responsibility, governance and transparency.

With 66 offices, including 9 Centres of Excellence, in India, and 10 overseas offices in Australia, Bahrain, China, Egypt, France, Germany, Singapore, South Africa, UK, and USA, as well as institutional partnerships with 344 counterpart organizations in 129 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 e-newsletter, please contact:

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