

MANAGE South Asia

MARCH 2022



**Thriving in the New Work Ecosystem:
Flexibility and Empathy are Key**

**Strategies to Promote Gender
Parity in the Workplace**



In this Issue



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DIRECTOR, PMI SOUTH ASIA**

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VOICE YOUR OPINION-MARCH POLL

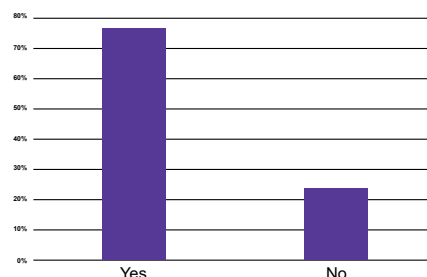
Q. The current work environment is beneficial to women.

[Click here to fill entry](#)

RESULT OF LAST POLL

**Q. The new normal is more of a boon than a
bane for the project management profession.**
Yes 77% No 23%

Voice your opinion • Last poll results



*Cast your vote today. Learn if your fellow practitioners feel the same way as you
when the results come out in the next issue of Manage South Asia.*



Dear Practitioner,

The march toward achieving gender equality has been an inspiring one. Women have been relentless in their efforts to shatter the barriers to progress and erase the boundaries set by society on what they can or cannot do. We see women changemakers in not just boardrooms and parliaments but also in everyday life, at work, at home, and in our neighborhoods.

I'm proud of the achievements of women in the project community. Do you know that women occupy 5 out of the 12 board of director positions at PMI (which is close to 50 percent)?

A noteworthy initiative that provides women project managers in this region a platform for knowledge enhancement and networking is the PMI South Asia Woman Engagement Committee (WEC), led by Komal Mathur of PMI Pearl City Chapter. On the occasion of International Women's Day (IWD) this year, PMI WEC celebrated women's achievements, while calling for action to accelerate gender parity in the workforce.

I'd like to highlight some achievements and contributions made by our women colleagues in PMI South Asia. We are truly blessed by the large number of women leaders in this region, and the active velocity they help create. At the risk of sounding immodest, I would say that for us in Region 11 (South Asia), women in leadership is a "normal"

event on a daily basis.

- In 2021, all three winners of the 'Outstanding Chapter Leadership' awards were women — Akhila Gowri Shankar, Vidya Chavan, and Suma Murthy.
- Around 22 percent of the current chapter leaders here are women. PMI Pearl City Chapter has the highest number of women volunteers in South Asia.
- Two of our chapters are led by women presidents — Annesha Ahmed (PMI Bangladesh) and Saon Sen Nandi (PMI West Bengal).
- Two of our exciting programs led by women leaders are Project Librarian, led by Akhila Gowri Shankar from PMI Kerala Chapter, to realign our legal documents to PMI's recent compliance updates, and the Chapter Xchange program, led by Priya Patra from PMI Mumbai Chapter, which is a melting pot for ideas, initiatives, and collaborations across chapters globally (around 25 global chapters are involved in this).

In this special edition to mark IWD, we are featuring a number of inspiring women who are changemakers in their field of work. Also look out for insights from our poll on 'New Work Ecosystem-Challenges and Opportunities.'

Do not miss our recently released [Global Megatrends 2022](#) report that discusses the six global megatrends and their impact on project professionals and organizations. Do read about the civil, civic, and equality movements trend that is relevant to the theme of this issue.

Nominations are open for the PMI South Asia Awards 2022 to honor excellence in the project management profession. The nominations will be open until 23 May. For details, [click here](#).

Enjoy this special edition.

Happy learning and happy volunteering!

Kind regards,

A stylized, handwritten signature in blue ink, appearing to read 'Srinivasan'.

Dr. Srinivasan
Managing Director
PMI South Asia



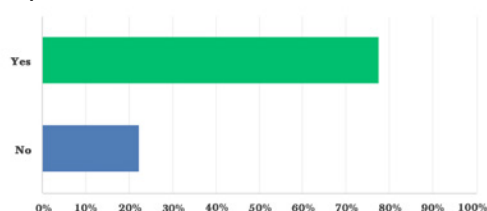
Thriving in the New Work Ecosystem: Flexibility and Empathy are Key

PMI Manage South Asia poll shows that practitioners are in favor of remote work but some changes in work culture are needed.

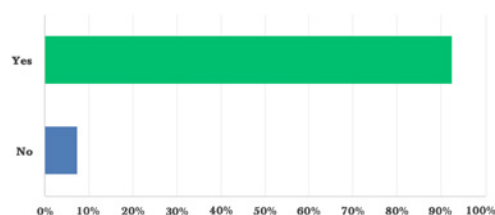
Is the current remote work environment working out well for project professionals, particularly for women employees? That is the moot question we wanted to investigate in our online poll, *The New Work Eco-System | Opportunities and Challenges*, conducted in the month of February. The results reveal how men and women view some of the common struggles and advantages that today's ways of working present.

We asked them if they found remote work to be a blessing. An overwhelming 92 percent of women respondents said they did, as against the overall 77 percent.

Do you find remote work a blessing?
From all respondents

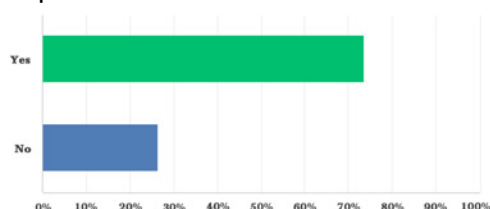


Do you find remote work a blessing?
From women respondents

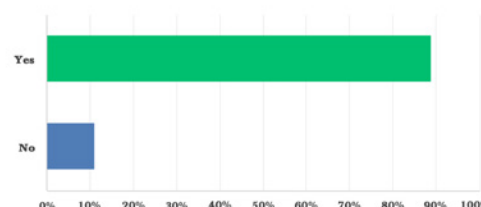


More women than men said that their productivity had gone up while working from home. Almost 9 in 10 women, as opposed to a little over 7 in 10 men, held this view.

Has your productivity gone up during work from home?
From all respondents



Has your productivity gone up during work from home?
From women respondents



However, in spite of the benefits of working from home, not everybody wants to continue with this arrangement permanently. Only 60 percent of women and 53 percent of men were willing to working from home permanently. A commonly voiced sentiment since the past two years has been the difficulties in creating a clear divide between work and home while working remotely. Our survey shows that close to 35 percent across the gender divide are struggling to set a work-life demarcation.

There is also a fear that they might fall behind their colleagues if they choose to work remotely in the long term. The fear is more pronounced among women – 52 percent – than among men, which is 40.5 percent.

The remaining two questions we asked had a similar number of respondents among men and women. Around 74 percent said they were able to effectively manage their team in a virtual setting. Over 80 percent said they had extra time to upgrade their skills, an important factor in advancing one's career today.

We also invited practitioners to suggest how organizations can address the challenges women professionals are facing in the new reality and support them at work. The most frequently expressed wish was flexibility.

One respondent said, "Women are shouldering much of the burden at home, given that school and childcare facilities are closed and there is longstanding gender inequality in unpaid work. Women also face high risks of job and income loss, and face increased risks of violence, exploitation, abuse or harassment during these times."

On the work front, the 'always on' mode is affecting women.

Says another respondent, "Most of our seniors call for meetings after work hours. They think the meeting will be more productive. But then we end up working 12-14 hours. It is hard for a woman to balance her work and personal life."

Here are some suggestions they have offered for organizations:

- Let staff work in a self-organized mode, empower them to take decisions and own their work.
- Allow women to work remotely for 3 days a week.
- Set a hybrid arrangement where employees can plan their weeks and months so they can better manage work and family responsibilities.
- Provide more benefits to employees like no meeting Fridays, regular reviews, company sponsored wellness programs.
- Allow two long 1- hour breaks with an overall longer workday.
- Define work hours and make it a rule that employees are not expected to reply to an email post 6 pm.
- Use an outcome-based model to judge performance, rather than the number of hours put in.
- Define quiet hours, collaboration hours and family hours in a company so that all are in sync.
- Reduce the commute and let women work from a business center closer to home.

The need to be empathetic and show concern when someone is going through a rough patch is another sentiment we saw in the responses. Below are some suggestions:

- Show more empathy when someone cannot join a meeting or wants to take off.
- Discuss the difficulties employees are facing through regular personal development chats.
- Give women time and space to deal with family challenges and issues.
- Address mental health issues and offer counselling if they are facing difficulties during work from home before jumping into conclusions.
- Offer periodical consultations about work-life balance.
- Support women in meeting their goals and stop being judgmental about their decisions.

But not every solution lies with the organization. Women need to establish some ground rules at home so others around them understand and respect their work. Some suggestions our respondents offered are :

- Follow a regular schedule with a clear balance of work and house. Only emergencies can disturb the schedule, practice this so neither the flow of work nor the flow of household will be disturbed.
- Take family support, office support is not enough.

#PMRC22 Registrations Open

Project Management Regional
Conference

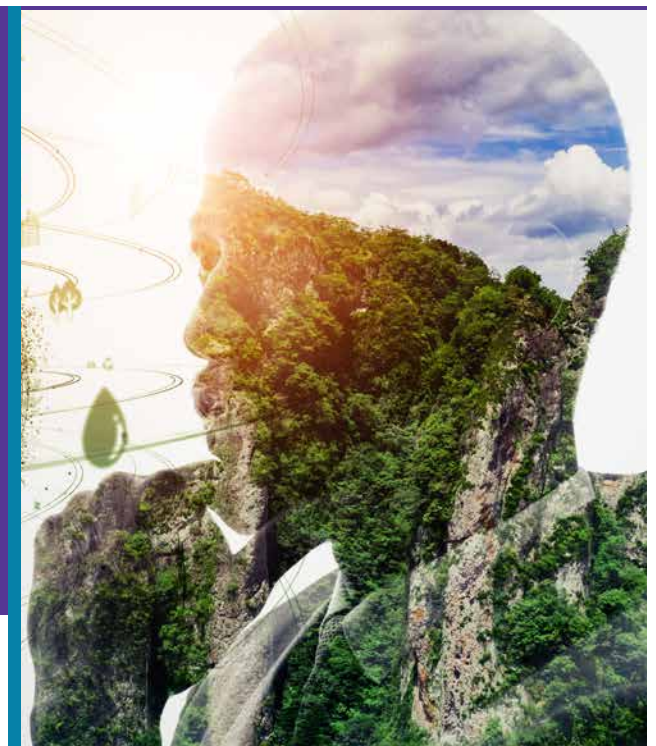
21st May, Thiruvananthapuram

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Strategies to Promote Gender Parity in the Workplace

By Potshangbam July

On the occasion of International Women's Day, Manage South Asia speaks to women changemakers from diverse industries to understand their approaches to promoting a gender-inclusive workplace with more women in leadership roles.



Women have fought biases and broken barriers at the workplace to make themselves heard, prove their value, and get recognition. Studies have shown that women bring different talents and perspectives to an organization; for instance, they pay more attention to detail, and are more results-oriented than men. Credit Suisse Research Institute studied 27,000 senior managers at more than 3,000 companies globally, and found that companies with 25 percent women in decision-making roles generate 4 percent higher average return on investment. In today's business world, the percentage of women's presentation in senior management positions (C-suite roles) is steadily increasing. The Bloomberg Gender-Equality Index reveals that women currently hold 39.2 percent of management positions, an increase of more than 10 percent since 2014.

Despite such positive developments, women remain underutilized, and there is a lot of room for improvement in their participation in the professional

sphere, including the project management industry. According to PMI's *Earning Power: Project Management Salary Survey*, male project managers in the United States earn an average of US\$11,000 more annually than women project managers.

What must organizations do to advance gender parity in the workforce? They need to do away with cultural mindsets and organizational practices that promote men as effective leaders. They should understand that gender-diverse teams are not just good for their brand but also business. Hiring more women is good for their projects as well. Women are better at assessing risk, scheduling, and budgeting projects that may improve the financial performance of organizations.

To create an inclusive and gender-balanced workplace, organizations must implement a meritocracy approach and ensure equal pay for equal work as the baseline standard for equality.

Tackling Gender Stereotypes at the Workplace



PADMA PARTHASARATHY

Senior Vice-President - Consulting and Digital Services, Tech Mahindra

For the men reading this, how many times have you asked a woman in your team to minute a meeting? Probably every time there was a woman junior in the room. The reasons vary – women are better at details, they have better handwriting, they are good at communication. But the fact remains that there is a gender stereotype at play here.

There are many such examples – be it a cake-cutting celebration, compering an event, or hosting a guest. It is always a woman colleague. Ironically, the time management and people skills that make her the natural choice for these tasks, do not seem to hold good when it comes to offering her leadership opportunities or customer-facing roles.

These stereotypes are so ingrained in all of us that even women do not question them, unless they are sensitized. All of us, regardless of gender, have biases. Our brains are wired that way.

This brings me to the important question of how to tackle these stereotypes. Here are some tips:

Awareness and analysis: The first step in addressing stereotypes or biases is to become aware of them. Analyze your actions or behavior in situations at work or elsewhere, and ask yourself, “Would I have done the same if the other person(s) involved were like me (or different from me)?” The answer will reveal the stereotypes you have and will help you to work on addressing them.

Make the unfamiliar familiar: Visualize the same situations, with a different behavior or action from yourself and the others involved. For example, visualize a presentation to the chief operating officer of an automobile company, who is a woman. Would you still use all those male-centric examples and depictions you had? Is your admin manager a woman? Visualize a man in that situation and think about whether that would change your actions or behavior with him.

Change the norms: Changing the norms in your mind in the first step to doing that in real life. The next time you face a similar situation, your brain may be rewired to go past your biases and correct them. Biases and attitudes will limit progress as long as we allow them to. ‘Our lives begin to end the day we become silent about things that matter.’ Martin Luther King Junior’s quote is as relevant to racism as it is to systemic biases and gender inequality. Let’s break the bias.

Padma Parthasarathy has been with Tech Mahindra since 2006. She currently heads the global consulting business, and is also responsible for Tech Mahindra’s digital business growth.

Learning Agility: A Key Differentiator for Career Growth



KIRTI SETH

CEO, IT-ITES Sector Skill Council, NASSCOM

Harika Damiseti holds an M.Tech in IT. But that was not enough for her to land a good job. With digital transformation sweeping across all industries today, she was being asked about emerging technologies in interviews. She realized that she did not know enough about these technologies. Employers prefer to hire talent who can demonstrate knowledge in the practical applications of technology and learning agility. This led Damiseti’s search for a learner-

friendly online platform with interactive labs for hands-on training. She chanced upon Future Skills Prime, a nationwide digital skilling platform. She found industry-validated courses on technologies such as Artificial Intelligence (AI), cybersecurity, cloud, and blockchain. After exploring a host of free curated content, she registered for a cybersecurity course. Today, she is working with a leading technology company as a cybersecurity consultant. This could be an inspirational story of every Indian looking to bag a better job or even retain her job in the new normal.

Reskilling opens up opportunities. A study by Research and Markets states that reskilling has a longer-term impact and prepares the workforce for jobs that do not exist today. Reskilling demonstrates the one skill that all employers look for – learning agility. The future world of work is going to be hybrid. This will create a massive opportunity for those who either left the workforce because they could not cope with it or could not access the right job because it required them to relocate. With the number of organizations offering flexibility for the right skill set, it is the perfect time to upskill yourself and showcase your talent.

The IT industry added 450,000 jobs last year – the highest ever. The IT

industry saw one of its highest growth rates last year. India showed the globe that it could be trusted to keep the wheels of commerce turning even when the whole world went into lockdowns. This pace is not likely to slow down soon and will lead to a continued surge in jobs. But these jobs have gone to those with the right skillset. Companies are taking reskilling seriously. Last year, 65 percent of 1.2 million who received digital skills training were trained by the companies they work for.

Reskilling is a powerful tool for retention and more cost-effective too. But it requires employees to come forward and sign up for upskilling. Even if job opportunities are not immediately available, they can become a part of the in-demand talent pool that promises the best opportunities. Today, digital literacy is essential for any domain that

you opt for - finance, hospitality, e-commerce, or healthcare. As per AWS Global Digital Skills Study, 83 percent of tech workers and 76 percent of non-tech workers experienced better employability after taking skills training. With e-learning and hybrid learning being so readily available, the onus of getting skilled is now on the learner. India has been robustly reskilling its non-tech and core tech workforce in digital skills to close the talent gap. Hence, it is a favourable time to invest in yourself and skill up. The opportunity is there before us. We just have to reach out and grab it.

A business leader with over 30 years of rich experience in entrepreneurship, management, and driving change, Kirti Seth is currently working with NASSCOM, as CEO for the IT-ITES Sector Skills Council.

Changemakers are not Charismatic Leaders but Ordinary Women



MADHURA DAS GUPTA
Founder-CEO, Aspire For Her

“It is good to see that you are distressed about women's participation in the workforce. Instead of wringing your hands in despair, why don't you actually do something about it?,” said my mother. Her words struck me and that was how ‘Aspire For Her’ was born on the Women's Day in 2020.

The state of women in the workforce in India has always been a cause of concern - whether it is the country's abysmal place in the Global Gender Gap Index or the declining percentage of women in the workforce over the last 15 odd years. The story is rather depressing.

We launched ‘Aspire For Her’ with the mission of motivating women to enter and stay in the workforce. It is powered by more than 150 women leaders who are mentors and role models.

We provide career support in the form of learning resources, and career previews and opportunities. We organize corporate interactions, hackathons, workshops, webinars, live sessions, and peer support community. Besides, our organization enables them access to 3E – Employment, Entrepreneurship, and Education.

Our dream is to add one million women to the workforce by 2025, by

utilizing the power of communities and networks. It will help to contribute \$5 billion to the country's GDP. We have more than 100,000 members, mentors, and supporters across 60 countries.

To us, changemakers are not charismatic leaders, but they are ordinary women who inspire us every day. Gurleen and Palak are 19-year-old normal girls, who came forward to help our members in smaller towns. They dedicated their Sundays to teach other girls how to write better and speak better, and impart basic knowledge of digital skills. Today, the girls are dreaming of jobs in artificial intelligence and discussing blockchain over Zoom calls.

Priti and Sanjukta are young women who lost their husbands to COVID-19. They are resilient warriors who refused to succumb to their acute grief of loss. Priti started her own enterprise, teaches 40 students every month, and supports her young children and aged parents-in-law. Sanjukta did not allow herself to wallow in self-pity after her husband's death. She decided against wearing the mourning attire and instead applied for an MBA program to educate herself and take charge of her future.

They are all part of the communities we are building – women in colleges and schools, mid-career women looking for career inspiration, technology-focused communities with Amazon and Google, women returning to the workforce, and women who have lost their primary breadwinners to COVID-19.

I am not a changemaker. I am just an individual who felt that someone should do something about this pressing problem. We welcome you to join our journey – of changing the aspirations to actions of every woman in India.

Madhura Das Gupta is the founder and CEO of Aspire For Her, a startup working to motivate young women to join the workforce. Ms. Das Gupta has been a banker for the last 25 years, holding leadership positions in IDFC, Standard Chartered, and ANZ Grindlays Bank.

Breaking Barriers to Women's Leadership



NIRANJANA BARI

AVP Program Management, Transformation Office
London Stock Exchange Group

Despite the proven benefits of gender diversity, the number of women in C-suite roles is significantly lower than men. Recent data from Korn Ferry indicates that women occupy only 25 percent of C-suite roles and a meager 6 percent of CEO roles. It takes a proactive approach, commitment, and conscious decisions to elevate women to leadership roles.

Data suggests that getting women into leadership roles will be rewarding for companies — from a healthier balance sheet to a more values-driven brand presence. Hence, it is essential that organizations fight the uphill battle and commit themselves to it.

Our industry and country are undergoing a huge transformation. Women

adopt a participative style of leadership that makes them excellent transformational leaders. Transformational change often requires a culture and mindset change, and people are key to ensuring that the change is effective. Leadership in such cases must be situational, agile, and adaptive to current needs. It also demands a leader to provide an environment that is safe to fail early and course correct. Apart from having leadership characteristics of vision, clarity, authority, and direction, other necessary traits are treating people with respect, being authentic and vulnerable, and demonstrating humane aspects without a 'know it all' attitude. And 'we as women' have a 'feminine advantage' as we can exhibit these traits naturally. Women are more adept at being inclusive, and are interpersonally sensitive, and nurturing.

So, what can we do to break the barrier to women's leadership? At London Stock Exchange, we believe in building a culture that fosters belonging. We strongly believe in inclusion and a significant change can be brought in by making men allies in this journey. We showcase women leaders in the organization and accelerate the progression of under-represented talent. We empower them through coaching programs that help in retention and career growth.

Besides, organizations must eliminate old gender stereotypes, biases, and discrimination. Let us build a strong network to support one another and lead the change.

Niranjana Bari started as a technologist in startups 22 years back. She held various leadership roles in portfolio management, technology, and service delivery in the financial, wealth management, sustainable finance, and news business.

Take up Challenges to Combat Gender Bias



NEELAM PATHAK

Director - Sourcing and Analytics, Nordex Group

When I took up mechanical engineering, I got to hear comments like 'you might not get a job' in the core industry. It's been 21 years, and I have been working in the core industry, with some of the best automotive companies in India, like Tata Motors, Mahindra & Mahindra, John Deere, and Cummins.

Such misconceptions exist even today in people's minds. But women can remove such biases by taking up challenges and executing them successfully. A diverse and inclusive workforce is important for an organization. The benefits of gender diversity have been realized by all industries.

However, having gender equality at all levels at workplaces is still a dream for organizations across the world. While efforts to hire more women are visible at the entry-level, organizations need to sustain the efforts at higher levels too.

Only hiring is not sufficient, and inclusion and flexibility are important for sustaining diversity. I remember that working from home was not an option in our industry earlier, but the pandemic has taught us that it is possible to run a business remotely. Building such flexibility helps women build their careers.

For women professionals, it is important to upgrade their skills constantly to stay relevant to market workplace and to create value. They must take on new challenges. When I took up a shop floor assignment, I had to initially convince the management that I was capable of doing it. This created openness in people's minds, and helped in removing biases for future batches.

Most of my learnings have been on the job. I have learned by taking up challenges, keeping myself abreast of industry trends, learning technical aspects of projects from the team, picking up project management lessons through execution, and successful delivery of product launches.

Women need to continuously reskill to deal with challenges head-on rather than shying away from them, and organizations need to provide a flexible work environment and policies to encourage diversity and inclusion. Nevertheless, women must be ambitious and dedicated to their careers, while balancing work and personal life.

Neelam Pathak has over 20 years of experience in the automobile and power domain. She has taken up various roles in her career, including new product development, program management, strategic sourcing, manufacturing, and analytics.

The Art of Being a Changemaker



SEETHA LAKSHMI PR

Senior Program Manager - Women in technology,
VMware

As we celebrate strong and independent women this Women's History Month with programs, talks, and events, we must not forget that a woman often faces more obstacles than a man on both personal and professional fronts.

While growing up in a small town, I had few opportunities to look up to women who overcame their inhibitions and changed their circumstances. But I admired my mother for learning how to speak, read, and write a new language so she could tutor her children.

I have been fortunate that in my 19 years in the profession, I have worked with leaders with progressive ideas. They showed me that changemaking is not reserved for a privileged few.

I would advise women to seize the opportunity they get and stand

up for what they believe in. Ordinary women can be changemakers with a little self-awareness, thoughtfulness, and empathy. If you can inspire others to be the change you want to see happen, you must possess what it takes to be a changemaker.

Surveys have shown that outdated skills were a major deterrent for women when they tried to return to work.

Women constitute only 25 percent of the workforce in India. After working for about eight years, 50 percent of women move out of core engineering roles to start families and do not return to the workforce.

To address this issue, my organization, VMware, initiated the Taara program. The program aims to help women upgrade their technical knowledge and build confidence to get back into the workforce. The program offers certifications on the latest IT solutions. It has received nearly 17,000 registrations since going live in January 2019.

Being a part of Taara has given me purpose in life. The inspiring stories from Taara challenge us to dream beyond our current reality.

I would advise women to use their voice, believe in themselves, and have a growth mindset. It will help them enhance and develop their skills, and work toward achieving their aspirations and goals.

Seetha Lakshmi PR is a program/project management & corporate social responsibility professional. She has over 19 years of experience in many education and community programs and working with multiple functional teams.



Inviting article submissions



Calling all PMI/Chapter Members and credential holders to submit their original writings on the topic of project management. Earn PDUs for your published article!

Submission deadline for the next issue – **April 30, 2022**

Email your article along with your recent photograph to
editor.manageindia@pmi-india.org

We speak to two women in Region 11 who are at the driver's seat of their chapter.

Women Possess Inborn Characteristics of a Good Manager



ANNESHA AHMED

President, PMI Bangladesh Chapter | Director - Strategy and Business Development, Diesel Power Services Limited

Do women get equal opportunities in the project management industry?

It depends on the industry. Some industries, like the energy sector that I work in, are male dominant. I have created opportunities for myself by demonstrating business results.

What must an organization do to bring more women to leadership roles?

An organization must give recognition to an individual's work, regardless of the person's gender. I feel women have great management skills and

possess innate leadership traits. I'd tell an organization to focus on how efficiently someone works and meets their goals today. Do not speculate on future constraints that a woman may face, such as family pressures later in life. If organizations go beyond such a paternalistic mindset, there is a good chance that there will be more woman leaders on board.

What is your advice to a woman project leader?

Be a go-getter. Stay vocal, visible, and show the results. Actions always speak louder than words.

Why should more women join PMI chapters and volunteer? What is your advice as a chapter leader?

Women have inborn traits of being a fantastic manager. We can create a great deal of impact on the community. With PMI's strong initiatives on Diversity, Equity, and Inclusion (DEI), the chapters are working hard to encourage more women to get involved and inspire one another. 'Be the change that you wish to see in the world' — This quote by Mahatma Gandhi always inspires me. So start the change with ourselves first. Be super confident and show it to the world.

Annesha Ahmed has more than 15 years of experience in business development strategy, project management, marketing, business research, and consultancy in the IT-enabled services and power generation industries.

Support Mid-Level Women Professionals to Take on Leadership Roles



SAON SEN NANDI

President, PMI West Bengal Chapter | Associate Partner, IBM

Do women get equal opportunities in the project management industry?

While biases still remain in pockets, today women professionals do get equal opportunities in the project management industry. I am glad to say that the picture looks positive, though we still have a long way to go. With the pandemic, unfortunately, we have noticed that many women are leaving the workforce. The project management profession has also borne the brunt of it. Hence, we need to be extra vigilant and look for opportunities to bring those women back into the workforce over the next few years.

What must an organization do to bring more women to leadership roles?

Today, most organizations have a diversity and inclusion (D&I) agenda. Yet, the diversity index is skewed in men's favour when it comes to leadership roles. While we see a sizeable number of women joining the workforce at the entry-level, the gender diversity percentage goes southwards as we move up the leadership ranks.

Organizations need to focus on mentoring women at the mid-level and help them with policies and programs. It could be a part-time or flexi-time job, or support for child

and elderly care. This will enable women to juggle their professional and personal commitments. There is definitely time in a woman's life when elderly parents or young kids need additional care. This is also the time when she needs to put more focus on career development. Clearly it is not an easy task. There is no doubt that support and motivation from family and friends go a long way for mid-level women professionals to move forward into leadership roles, while still doing their bit on personal commitments.

What is your advice to a woman project leader?

Be ambitious and do your best to translate your dream into reality. Do not try to be a super-woman. Seek help and support from your family and friends as needed. Grab every challenge that is thrown at you, however difficult, and turn that into an opportunity. Trust your mentors — one can never achieve excellence without the guidance of a mentor who traverses the career journey along with us. Lastly, keep yourself upskilled and relevant — there is no shortcut to success. Unless you can create an impact, your voice will not be heard.

Why should more women join PMI chapters and volunteer? What is your advice as a chapter leader?

I strongly believe that while keeping yourself relevant through self-development and experience is essential, the journey of career growth cannot be traversed alone. Effective networking with a larger professional community helps immensely in this matter. PMI helps us not only in getting connected to a wider project management community, but it also enriches us with knowledge, helps us understand the nuances of the project management profession across industries, and facilitates us to build our own eminence beyond our organizations. As we move into leadership roles, PMI also provides a wonderful platform for us to give back to the profession and create impact through social projects and other PM advocacy programs.

Saon Sen Nandi is a passionate project management professional, and has led and delivered multiple large transformation and complex system integration projects for her clients across various geographies.

PMI KERALA CHAPTER

LESSONS ON NAVIGATING TURBULENCE



PMI Kerala Chapter hosted the 11th edition of its annual project management conference, titled 'WAVES 2021,' on 2-3 October 2021. Based on the theme 'Navigating to Future through Turbulence', the event saw more than 500 participants from various parts of the globe.

Dileep Viswanathan, conference director and vice president-professional development of PMI Kerala Chapter, gave the welcome address, while Jayakishore S. R., president of PMI Kerala Chapter, delivered the presidential

address. In his inaugural address, Dr. Srinivasan, regional managing director of PMI South Asia, highlighted that project managers should identify and be equipped with the skills and capabilities needed to navigate and thrive in turbulence.

On the first day, keynote addresses were given by Jessy Jacob, founder, Fit the Soul; Dr. Praveen K.S, head of neurosurgery, Trustwell Hospital; and Matt Tomlinson, director of PMI.

On the second day, Harikuttan K, vice president-operations of PMI Kerala Chapter, spoke about the chapter activities. The keynote speakers were Sudhansu Mani, retired general manager, Integral Coach

Factory (ICF); K.C. Eapen, co-producer of the Malayalam movie *Aadujeevitham*; Joy Sebastian, creator of Vconsole and CEO and co-founder of Techgentsia; and Kamala Srinivasan, managing director of global affairs at AnitaB.org.

Asha Ravindran, associate vice president-Professional Development of PMI Kerala Chapter, discussed with Lakshmi Menon, a social entrepreneur, how to use every adversity to create innovative products that help mankind.

AWARDS WON

PMI Kerala Chapter received the "Chapter Recognition Award of Nurturing - Determination" from PMI. It honors chapters that are closely connected with their members and ensure that they get value in return for their membership.

In February 2022, PMI Kerala Chapter was identified as a winner in the Asia-Pacific and South Asia challenge Tier I category for achieving its membership and retention goals.

Akhila Gowri Shankar, vice president-finance of PMI Kerala Chapter, received the PMI South Asia Chapter



MR. HARIKUTTAN K
FINALIST AT THE INDIA
PMO LEADER OF THE
YEAR AWARD 2021
BY
PMO GLOBAL ALLIANCE

Leadership Award 2021 for her selfless contribution to the project management profession and upholding the volunteer spirit. Harikuttan K, vice president-operations, was among the top three finalists at the India PMO Leader of the Year Award 2021. The PMO India Award recognizes the excellence and performance of PMOs and PMO leaders in India.

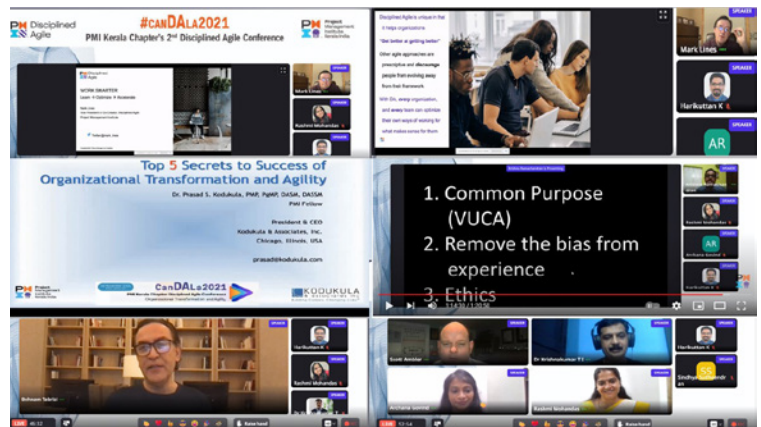
CONFERENCE ON DISCIPLINED AGILE

PMI Kerala Chapter organized the second edition of its Disciplined Agile™ (DA) conference, titled 'CanDALa2021' on 28 November 2021. The theme of the conference was 'Organizational Transformation and Agility.'

Chapter President Jayakishore S. R. kicked off the conference with a welcome note, followed by an address by Dr. Srinivasan, regional managing director, PMI South Asia.

The conference saw insightful presentations delivered by keynote speakers, including Tony Appleby, chair – Board of Directors, PMI; Mark Lines, Vice President & co-creator, Disciplined Agile; Krishna Ramachandran, managing director at Accenture; Prasad Kodukula, Eric Jennet Award winner; and Behnam Tabrizi, world-renowned transformation strategist.

An interactive session titled 'Close Encounter with DA' with Scott Ambler, founder and chief scientist at Disciplined Agile, brought out insights on the applications of DA across industries. The session was anchored by Dr. Krishna Kumar, the former president of PMI Kerala Chapter.



At a pre-conference networking event held on 21 November, chapter volunteers unveiled a white paper on 'Agile Practices in Core Industries.' It was followed by a motivational session by Lee Lambert, the founder of PMP, and round table discussions on multiple topics. PMI Kerala Chapter volunteer and music composer Ramanujam presented a session titled 'Mugulity: Agile Practices in the Music Industry.'

PMI PEARL CITY CHAPTER

VILLAGE DEVELOPMENT PLAN

The social impact team of PMI Pearl City Chapter (PMIPCC) is set to build a model village development plan. Different committees, including health, education, infrastructure, social, sanitation, and agriculture, were formed in Dirsampally Gram Panchayat with the help of village representatives and Youth and Social Impact (YSI) volunteers.

Naga Saujanya Yelisetty, director of YSI, PMIPCC, and social impact volunteers Jaganadasharma and Praveen Chinthala, supported village youth committees by conducting activity-based sessions. The team also initiated the formation of a single committee to liaison between different institutes for providing training to over 1,000 unemployed youth in the village under the United Nations Sustainable Development Goals (UNSDG) - No Poverty (1), and Good Health and Well-Being (3).

To create a better Gram Panchayat Development Plan (GPDP), it is important to understand the execution and



proceedings of the Gram Sabha. Saujanya Yelisetty and G Rajeshwari, volunteer program manager, visited the village during Gram Sabha. They addressed the problems with a few solutions and helped them prioritize their problems. They also provided inputs based on the vision created by elected representatives of the village with the help of the PMI PCC YSI team. The finalized Gram Sabha resolutions will be included in the GPDP submission.

EMPOWERING UNDERPRIVILEGED CHILDREN



PMIPCC launched an initiative called 'Helping Hands' to empower underprivileged children at orphanages. It will focus on knowledge-sharing and delve into various issues, such as life skills, values, ethics, time management, and student leadership.

The program was officially inaugurated on 10 December 2021 at Ashray and Spurti homes, in which around 30 children in the age group of 9 to 15

years participated. The initiative was designed by Saujanya Yelisetty, with the help of youth volunteers G.Rajeshwari, Janaki Vani, Kasyap Kompella, and Bhaskar Rao.

It is a bi-weekly program, which is in tune with UNSDG 4 - quality education. So far, six sessions have been completed successfully with the help of the chapter's active volunteers.

Meanwhile, the chapter distributed seedballs and seeds to the chapter members to encourage plantation UNSDG 15 - Life on Land.

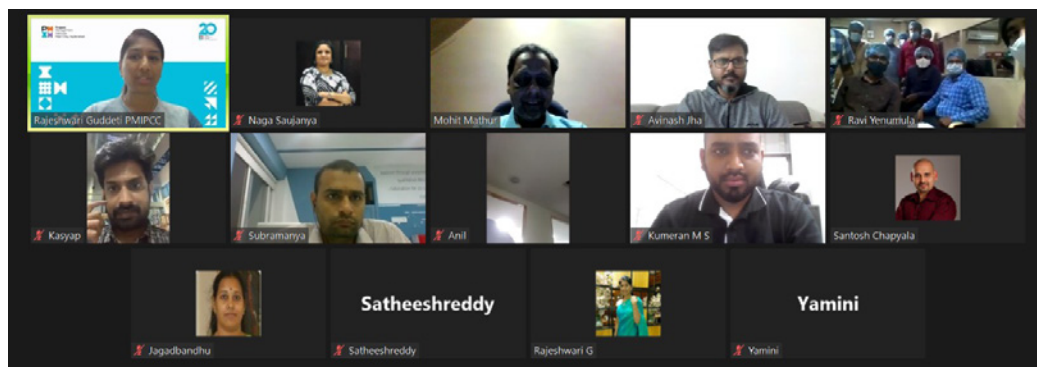
FREE STREET LIBRARY IN VILLAGES

PMIPCC, in collaboration with the Arunachal Pradesh-based Ngurang Learning Institute, has stepped in to create a free street library, and bring sources of knowledge closer to students, youth, and children in villages. It started with 100 books in different genres and languages.

As part of the YSI initiative, Madhav Reddy, former president of PMIPCC, volunteered for this initiative along with Grameen library volunteers.



PROJECT MANAGEMENT KNOWLEDGE IN MSMEs



PMIPCC introduced an initiative titled 'Accelerate' to improve the planning process and productivity for MSMEs. It also addressed the wrong perception that project management is beneficial only for software and project-related industries.

Saujanya Yelisetty spearheaded the initiative to highlight the importance of knowledge about project management in MSMEs. Youth Volunteer Program Manager G.Rajeshwari and volunteers Adil Warasi, Avinashi,

and Kasyap Kompella also contributed to the initiative. It received an encouraging response from organizations like Pulse Pharma, Jagisa, and HYSOP.

PMIPCC President Venkat Reddy Chirla inaugurated the program on 31 December 2021 with 35 participants from five different industries. Senior volunteer, Mohit Mathur, PMP, conducted a session on the basics of project management for participants in the age group of 22-35 years.

OBSERVING INTERNATIONAL STUDENT LEADERSHIP DAY

To foster leadership skills among the youth, PMIPCC observed the International Student Leadership Day (ISLD) on 3 February every year. It was celebrated with various activities throughout the month this year.

The ISLD conference, held on 12 February, witnessed an overwhelming participation of around 500 students from various prestigious institutions.

PMIPCC President Venkata Reddy Chirla set the context for the event in his welcome note. V. Srinivasa Rao, co-founding member of PMIPCC and ISLD initiator, delivered the opening keynote address.

M. Nagaraju, a Guinness World Record holder and recipient of the International President's Leadership, spoke about the importance of student leadership.

Conference director Saujanya Yelisetty moderated a panel discussion on 'The Taste of Failure' with various industry leaders, including V. Srinivasa Rao, former chapter president; Visukumar Gopal, R11 YSI regional adviser;

Rajesh Kumar Nalla, managing director at Techimax IT Services and future 50 Leader; and Deepa Prabha, coordinator of Project Management Student Forum at NIT Rourkela.

Co-conference director Vishnu Vinjamuri conducted 'Visionary Student Talks' sessions with students from different colleges. The event was coordinated by Rajeshwari Guddeti, program manager of YSI, with support from volunteers of YSI.



PMI BANGALORE INDIA CHAPTER

KNOWLEDGE-SHARING SESSIONS

PMI Bangalore India Chapter organized a monthly knowledge-sharing webinar called 'PM Footprints.'

The following sessions were conducted during the webinar:

On 8 January, Rajesh Rathi, managing director of Control Infotech, India and US, delivered a session on 'Industrial Automation Project Management'. He spoke about the challenges of integration of plant operation to achieve a superior performance via different building blocks.

He further highlighted the limitations of minimal testing possibilities.

On 12 February, a session on 'AI in Health-Tech' was presented by Pradeepta Mishra, head of AI, Fosfor, L&T Infotech. Mishra shared insights into integrating the health industry with modern technologies like AI, saying that it will help in health monitoring, diagnostics and prevention, and disease prevention and management to a great degree with R & D and logistic readiness.

SESSION ON ENGINEERING AND CONSTRUCTION

PMI Bangalore India Chapter organized a monthly knowledge-sharing webinar called 'Engineering and Construction (E&C) PM Footprints.'

On 8 January, Shobha Regunathan, founder of Build ED, delivered a session on 'Need for Integration of People and Process for effective PM.' Regunathan explained how leadership and communication go hand in hand for aligning the team on common goals. She also explored the application of emotional intelligence in performance

management decisions.

On 12 February, Lt. Col. L. Shri Harsha (Retd), PgMP, PMP, DASSM, COO at Sankalp Construction, presented a session on 'Occupational Safety and Health (OSH) Code 2020-A Practitioner's Perspective.' He explained that the construction industry is going to change for the better with progressive rules and regulations. It will improve workers' welfare and create more opportunities for female employees.

PMI BANGLADESH CHAPTER

PROJECT MANAGEMENT SYMPOSIUM AND AWARDS

PMI Bangladesh Chapter hosted the 'Bangladesh Project Management Symposium & Excellence Awards 2021' on 5-6 November 2021. The theme of the event was 'Project Strategy, Disruptive Technologies, and Sustainable Growth.'

Muhammad Abdul Mannan, MP, Minister of Ministry of Planning, inaugurated the event, which saw project management professionals and experts from diverse industries sharing their valuable insights. Among them were Shibli Rubayat UI Islam, chairman, Bangladesh Securities and Exchange Commission (BSEC); Tony Appleby, chairman, PMI Board of Directors; Dr. Srinivasan, regional managing director, PMI South Asia; Shamima Begum, president, Strategic Transformation Consultants (Bangladesh and California, USA), and Tom Wujec, founder, Wujec Group.

The two-day event featured engaging panel discussions. On the first day, a discussion on the topic 'How disruptive technology is transforming the financial Industry,' saw the participants brainstorming about mobile financing, the collaborative outcome of fintech and banking institutions, and customer security concerns. Day two saw the discussion on the theme 'How disruptive technology is transforming the government sector.' It analyzed the

importance of disruptive technologies, such as the Internet of Things, blockchain, augmented reality, virtual reality, cloud computing, and artificial intelligence, that can be utilized in various government sectors to enhance public services.

This year, five projects and one project management office were awarded for their excellent delivery following the PMI standards.

ACKNOWLEDGING CONTRIBUTIONS

PMI Bangladesh Chapter organized its first physical gathering on 27 November 2021. It was held to celebrate the contributions made by chapter volunteers, jury members, and award winners of the Bangladesh Project Management Symposium and Excellence Awards 2021 that took place virtually.



Bangladesh Project Management Symposium and Excellence Awards 2021
5-6 November 2021



Muhammad Abdul Mannan MP
Minister
Ministry of Planning
Government of the People's
Republic of Bangladesh



Professor Shibli Rubayat UI Islam
Chairman
Bangladesh Securities and Exchange
Commission (BSEC)



Tony Appleby
Chairman of the Board
Project Management Institute



Dr. Srinivasan
Managing Director
PMI South Asia



Ulla Rashid
Executive Director (P&C)
Bangladesh Bank



Syed R. K. Hossain
Managing Director & CEO
Wujec Bank Limited



Sybil H. Khandaker
Managing Director & CEO
Wujec



Hossain Chowdhury
Regional Trade Export
Ministry of Commerce



Muhammad Erfan Shaukat
Additional Secretary
Secretary Member Planning &
Development
Bangladesh Economic Zones Authority
(BEZA)



Md. Sakur Ali
Joint Secretary
Ministry of Finance



Md. Sahar Hossain
DMD & COO
BSEC Bank Limited



Md. Farhad Zaidi Sheikh
Chief & Revenue Strategist
40, 42, 44, 46, 48, 50, 52, 54, 56, 58, 60, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 92, 94, 96, 98, 100, 102, 104, 106, 108, 110, 112, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 134, 136, 138, 140, 142, 144, 146, 148, 150, 152, 154, 156, 158, 160, 162, 164, 166, 168, 170, 172, 174, 176, 178, 180, 182, 184, 186, 188, 190, 192, 194, 196, 198, 200, 202, 204, 206, 208, 210, 212, 214, 216, 218, 220, 222, 224, 226, 228, 230, 232, 234, 236, 238, 240, 242, 244, 246, 248, 250, 252, 254, 256, 258, 260, 262, 264, 266, 268, 270, 272, 274, 276, 278, 280, 282, 284, 286, 288, 290, 292, 294, 296, 298, 300, 302, 304, 306, 308, 310, 312, 314, 316, 318, 320, 322, 324, 326, 328, 330, 332, 334, 336, 338, 340, 342, 344, 346, 348, 350, 352, 354, 356, 358, 360, 362, 364, 366, 368, 370, 372, 374, 376, 378, 380, 382, 384, 386, 388, 390, 392, 394, 396, 398, 400, 402, 404, 406, 408, 410, 412, 414, 416, 418, 420, 422, 424, 426, 428, 430, 432, 434, 436, 438, 440, 442, 444, 446, 448, 450, 452, 454, 456, 458, 460, 462, 464, 466, 468, 470, 472, 474, 476, 478, 480, 482, 484, 486, 488, 490, 492, 494, 496, 498, 500, 502, 504, 506, 508, 510, 512, 514, 516, 518, 520, 522, 524, 526, 528, 530, 532, 534, 536, 538, 540, 542, 544, 546, 548, 550, 552, 554, 556, 558, 560, 562, 564, 566, 568, 570, 572, 574, 576, 578, 580, 582, 584, 586, 588, 590, 592, 594, 596, 598, 600, 602, 604, 606, 608, 610, 612, 614, 616, 618, 620, 622, 624, 626, 628, 630, 632, 634, 636, 638, 640, 642, 644, 646, 648, 650, 652, 654, 656, 658, 660, 662, 664, 666, 668, 670, 672, 674, 676, 678, 680, 682, 684, 686, 688, 690, 692, 694, 696, 698, 700, 702, 704, 706, 708, 710, 712, 714, 716, 718, 720, 722, 724, 726, 728, 730, 732, 734, 736, 738, 740, 742, 744, 746, 748, 750, 752, 754, 756, 758, 760, 762, 764, 766, 768, 770, 772, 774, 776, 778, 780, 782, 784, 786, 788, 790, 792, 794, 796, 798, 800, 802, 804, 806, 808, 810, 812, 814, 816, 818, 820, 822, 824, 826, 828, 830, 832, 834, 836, 838, 840, 842, 844, 846, 848, 850, 852, 854, 856, 858, 860, 862, 864, 866, 868, 870, 872, 874, 876, 878, 880, 882, 884, 886, 888, 890, 892, 894, 896, 898, 900, 902, 904, 906, 908, 910, 912, 914, 916, 918, 920, 922, 924, 926, 928, 930, 932, 934, 936, 938, 940, 942, 944, 946, 948, 950, 952, 954, 956, 958, 960, 962, 964, 966, 968, 970, 972, 974, 976, 978, 980, 982, 984, 986, 988, 990, 992, 994, 996, 998, 1000



Syed Abdul Mannan
DMD & Head of BSEC
BSEC Bank Limited



Tom Wujec
Founder
The Wujec Group



Shamima Begum
President
Strategic Transformation
Consultants



Gaur Rahman
Managing Director & Lead
Coach
MindMayer Bangladesh



Dr. Farouk Siddique
Bank, Chief Executive
Consultant
Founder, Dr. Siddique &
Associates



Anwarul Haque
President
PMI Bangladesh



Muhammad Zahidul Islam
Director
PMI Bangladesh



SA. Nurunnabi
Director
PMI Bangladesh



Farhana Islam
Director
PMI Bangladesh



Naveed Karim
Director
PMI Bangladesh



Muhammad Shahadat Kabir
Director
PMI Bangladesh

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#pmibdsym21



PMI CHENNAI CHAPTER

ANNUAL CONFERENCE AND AWARDS

PMI Chennai Chapter organized the 10th edition of its annual project management conference on 20-21 November 2021. Titled 'Sangamam21,' it saw the participation of eminent speakers and experts from different domains and attendees from many countries.

Sivaram Athmakuri, conference director and vice president – certification, PMI Chennai Chapter, kicked off the conference with a welcome address. On day one, many informative sessions were conducted. Siva Nadarajah, president and co-founder, JOGO Health (USA), talked about the startups and project management practices in the medical industry. Vikram Kapur, IAS, additional chief secretary - Planning and Development, Government of Tamil Nadu, spoke about infrastructure projects and the best project management practices related to engineering, procurement, and construction sectors.

Day two began with PMI India updates and announcement of Sangamam Awards 2021. It was followed by keynote sessions delivered by thought leaders. Abhishek Sharma, chapter partner - PMI South Asia, talked about PMI's evolving products, such as PMI Citizen Develop program, Micro-credentials, and PMI



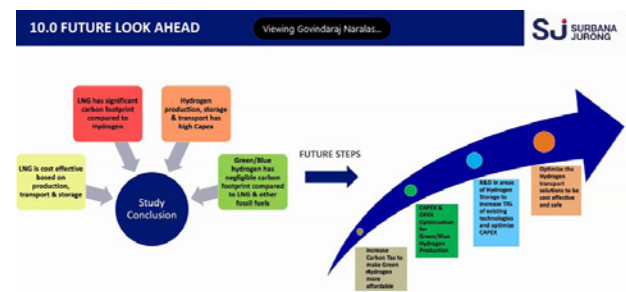
Study Hall. Ganesh Radhakrishnan, chief executive officer, Wharfedale Technologies Inc., highlighted the importance of digital skills, and the top six skills for rapid project delivery.

Other keynote speakers included Dr. Mylswamy Annadurai, former director, ISRO Satellite Centre (ISAC); Naveen Narayanan, managing director, SSA International LLC; Prasanna Parthasarathy, associate vice president and business head - Japan, Motherson Sumi Infotech & Designs Ltd.; and Janani Raju, PMI Future 50 Global Leader 2021 and technical project manager at Bosch.

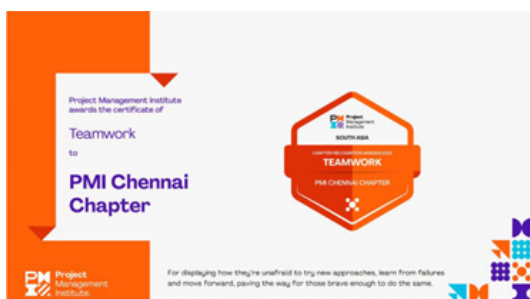
SESSION ON FUTURE ENERGY

The Engineering & Construction Forum of PMI Chennai Chapter conducted a live webinar on 11 December 2021. Govindaraj Naralasetti, director (Energy & Industrial) at Surbana Jurong Group, spoke on 'Hydrogen – Future of Energy' and addressed the audience in the knowledge-sharing session.

The chapter also conducted an activity-based workshop on 'Microsoft Project Plan' on 12 December 2021.



CHAPTER RECOGNITION AWARD



PMI South Asia recognized PMI Chennai Chapter for its positive approach toward innovations and paving new paths. The chapter was conferred the 'Chapter Recognition Award 2021 for Teamwork' at the Project Management South Asia Conference 2021.

PMI MUMBAI CHAPTER

INITIATIVE ON GLOBAL VIRTUAL COLLABORATION

PMI Chapter Xchange, a chapter outreach initiative, came into existence when the entire world went into lockdown in April 2020.

Here is a recap as the initiative enters its season 3:

- It provides a global virtual collaboration platform for chapter leaders and members to connect, collaborate, and co-create.
- It seeks to forge cross-chapter collaboration and encourage cultural diversity.
- It comprises 24 chapters spanning across Asia, Africa, Europe, the Middle East, Latin America, and North America.
- It includes chapters spread from New Zealand to Alaska, and all other continents and time zones in between.
- It organizes monthly meetings with thought leaders from across the globe who deliberate on one topic.

VP -Outreach

Anchor



PMI NORTH INDIA CHAPTER

TALK SERIES

Instagram **LIVE**
 FITMynd

**International
WOMEN'S DAY 2022**
MARCH 5 - MARCH 8, 7:00 PM
LIVE ON INSTAGRAM, FITMynd

FITMyND
presents

Break The Bias Series
A path-breaking conversation on Gender Equality & Impact on Mental Health

A PMI NORTH INDIA CHAPTER PRESENTATION

March 5, Sat - Swati Jain , Head Karyashala Foundation
March 6, Sun - Wng. Cmdr. Namrita Chandi, Aviation, Helicopter Pilot, Chief Ambassador "The Successful Woman", Leadership, Speaker, Best Seller Author
March 7, Mon - Gurmoor Behl, Personal Brand Specialist & Sumukhi, Tarot Healer
March 8, Tues - Mohita Singh, Somatic & Expressive Movement Facilitator & Chhavi Singh

HOSTED BY ARSHPREET KAUR

To mark International Women's Day (IWD), PMI North India Chapter (NIC), in collaboration with FITMyND, presented a talk series from 5-8 March. The event centered on this year's IWD theme, 'Break the Bias.'

Hosted by Arshpreet Kaur, vice president-finance, PMI-NIC, the event aimed to bring into focus gender stereotypes, both conscious and unconscious, that exist within our environment. It highlighted the importance of adopting a fair approach to level the playing field for men and women.

The event saw four sessions presented by eminent personalities. The speakers included Swati Jain, head at Karyashala Foundation; Wing Commander Namrita Chandi (Retd.); and Mohita Singh, founder of Movement Matters.

REIMAGINE THE LANDSCAPE FOR WOMEN IN LEADERSHIP

PMI South Asia Chapter's Woman Engagement Committee (PMI WEC) celebrated its annual International Women's Day on 8 March. The event brought together all the PMI chapters in the region to promote a culture of inclusion, and drive women's engagement in chapter boards, volunteering, and membership.

The theme of International Women's Day 2022 was 'Women in Leadership,' celebrating the tremendous efforts contributed by women around the world in shaping a more equal future. The event saw more than 180 participants from different parts of the world.

Komal Mathur, chair of PMI WEC, welcomed the speakers and participants. She highlighted the ongoing efforts and success of the committee, and the challenges and contributions made by women leaders from the chapters. She also called for action to 'Break the Bias' — this year's IWD theme globally — in our communities, workplaces, colleges, and universities.

Speaking about the representation of women in leadership, Dr. Srinivasa, regional managing director of PMI South Asia, emphasized that PMI Region 11 has been blessed with strong women leadership, with 22 percent of chapters being led by women. He said, "Women in leadership positions are normal because we are used to it. We want to see more women in leadership roles."

In the opening keynote address, Agnieszka Maria Gasperini, board of directors, PMI, spoke about the impact of diversity, equity, and inclusion on enterprise and project success. She stressed that women should exercise power skills, such as empathy, communication, and collaboration, to help navigate challenges and project success.

Tejas Sura, board of directors, PMI, highlighted that organizations need diverse talent and must empower everyone, regardless of their background, to accelerate change.

Manisha Saboo, development center head, Infosys, spoke about the importance of having clarity of goal, building a

strong support system, and taking up more responsibilities to propel one's career. Ms. Saboo suggested investing time and appreciating ourselves for big achievements.

Dr. Senjuti Saha, director and scientist, Child Health Research Foundation, explained that diversity is important as each individual approaches problems differently. Therefore, organizations must ensure to have a gender balance of 50-50 to bring best practices and new solutions.

In closing remarks, Prasanna Sampath Kumar, regional mentor, PMI South Asia, highlighted that women tend to be better than men in transformational leadership, and are able to foster team performance level, productivity, and success.

The event saw various fun activities between keynote sessions to boost the engagement level of participants. It provided great learning opportunities from renowned speakers from India and abroad, and facilitated e-networking among delegates.

International Women's Day Celebration 2022

Empower Women in Project Management
An Initiative of PMI South Asia Chapters

Project Management Institute

Theme: Women in Leadership

Tuesday, 8th March
06:00 PM to 07:30 PM IST
08:30 PM to 09:00 PM BST

Virtual Event
Free Registration

1.5 PDUs

SPEAKERS

Agnieszka Gasperini
Board Director, PMI

Dr. Srinivasa
Regional MD, PMI South Asia

Tejas Sura
Board Director, PMI

Manisha Saboo
Dev Center Head, Infosys Hyderabad

Dr. Senjuti Saha
Director & Scientist, Child Health Research Foundation Bangladesh

Komal Mathur
Chair PMI South Asia Women Engagement Committee

Prasanna Sampathkumar
Region Mentor, PMI South Asia

#BREAKTHEBIAS #IWD2022 #WOMENINPM #ENGAGETOEMPOWER #PMISOUTHASIA

Chapter news contributors: Sujata Kanchan, PMP; Priya Batra, PfMP, PMP; Sharat Rajan, PMP; Balaji Viswanath, PMP; Naga Saujanya Yelisetty; Dileep Viswanathan, PMP, PgMP; Akhila Gowri Shankar, PMP; A.N.M. Shibly Sadique, PMP; Priya Patra, PgMP; Aparna Grandhi, PMP; Latha Vishwanath, PMP

STAR VOLUNTEERS

In this column, we shine the spotlight on our star volunteers from PMI South Asia chapters who have made immense contributions through their dedication and passion. This is your opportunity to know a bit about these remarkable men and women from our practitioner community.



CHANKIT JAIN, PMP

Engineering Technical
Lead – Electrical, Dover
Corporation

Volunteer, PMI Bangalore
India Chapter

Been a PMI member since: September 2020

The biggest hurdles I face as a project manager: Dealing with lack of accountability and improper communication between teams

The top skills I have learned through PMI: Team motivation skill, and new project management tools and techniques

My new success mantra as a project manager: Prepare for the future and be an innovator in digital-age project management

The big takeaway for me from volunteering: Volunteering is a learning experience for developing new skills, discovering new passions, and gaining new insights about yourself and the world around you

The future is... Developing digital-age project management skills to thrive in disruptive times



**PRAVEEN CHINTALA,
PMI-ACP, PMP, DASSM**

Senior Manager, OpenText

Volunteer, PMI Pearl City Chapter

Been a PMI member since: August 2011

The biggest hurdles I face as a project manager: Managing customer escalations without taking a hit on the team or project margins

The top skills I have learned through PMI: Scoping and risk management

My new success mantra as a project manager: To embrace agile approach and implement situational leadership

The big takeaway for me from volunteering: Be humble, transparent, and gain trust of others

The future is... Making the PM community much more resilient and open to dynamic changes and new challenges



MONOJIT SHIL, PMP

Project Manager, Brain Station-23

Volunteer, PMI Bangladesh
Chapter

Been a PMI member since: September 2020

The biggest hurdles I face as a project manager: Availability of qualified resources

The top skills I have learned through PMI: Patience and polite communication

My new success mantra as a project manager: Be an active listener, and focus on work

The big takeaway for me from volunteering: Effective communication can resolve half of the complaints

The future is... Adopting an agile and strategic approach to project management and doing away with contemporary methodologies



SAZZAD A. R. RAHMAN, PMP

Project Manager, Fintech Solutions Ltd.
Volunteer, PMI Bangladesh Chapter

Been a PMI member since: October 2020

The biggest hurdles I face as a project manager: To complete a project on schedule

The top skills I have learned through PMI: Enhanced negotiation skills

My new success mantra as a project manager: Right communication with the right people at the right time

The big takeaway for me from volunteering: It boosts my professional network

The future is...Ours if we can make the right decisions



ASHA RAVINDRAN, PMP

Project Manager, EY
Volunteer (AVP Professional Development), PMI Kerala Chapter

Been a PMI member since: 2018

The biggest hurdles I face as a project manager: Changing scope and meeting unrealistic deadlines

The top skills I have learned through PMI: Developing and sharpening leadership, collaboration, and team building skills

My new success mantra as a project manager: Never give up on yourself

The big takeaway for me from volunteering: Improve interpersonal and collaboration skills that add value to my profession, community, and personal life

The future is...Leading projects that will have a great impact on society and serve a social purpose



BHUVANA SUNDAR SOORAPPAIAH, PMP, PMI-ACP, PMI-PBA, PMI-CAPM

Project Manager, (Automotive), Robert Bosch Engineering and Business Solutions

Volunteer, Training, PMI West Bengal Chapter

Been a PMI member since: April 2013

What attracted me to PMI: To stay connected with the project management community and give something back

My dream project as a project manager: Creating future leaders by bringing their best versions out

A life lesson I learned as a volunteer: Keep doing your thing even if nobody is watching

I am looking forward to... Make PMI's benefits accessible to all corners of society

We ask two women practitioners who have made notable contributions to the community on their journey and their advice to others.

Share Best Practices and Build a Community



GITIKA SINHA, PMP, PMI-ACP
PMI SOUTH ASIA CHAMPION
MANAGER, PROFESSIONAL SERVICES DELIVERY
(PMO HEAD, PROFESSIONAL SERVICES INDIA)
VMWARE

HOW HAS THE CHAMPION PROGRAM HELPED YOU IN YOUR CAREER?

I have been part of the PMI South Asia Champion Program since 2016. I have been a passionate volunteer in my professional as well as personal capacity. After I got my PMP certification in 2016, I enrolled as a volunteer for the PMI Champion program for the advocacy of the project management profession. I have learned about PMI offerings that are suitable for various business needs. I have guided over 100 project managers and aspirants on project management in my organization and other organizations. In my previous organization, I co-founded a “PM Connect” initiative for over 300 project management professionals and organized various activities for the annual Project Management Day, including knowledge-sharing sessions with subject matter experts. The program has immensely helped me to be well-connected with the

best minds in the project management profession, learn from their knowledge and experiences, and share mine too. Due to these contributions, PMI sponsored me for the PMI National Conference in Hyderabad in 2019.

WHAT WOULD YOU ADVISE WOMEN WHO WANT TO MAKE A CAREER IN PROJECT MANAGEMENT?

I would advise women who want to explore project management as a career to understand the nuances of project management and build their skill sets. Women need to be courageous and not get intimidated by any challenges. In my opinion, three skills stand out to be successful in this profession – communication, understanding people, and business. Be clear and concise in your communication.

Management guru Simon Sinek elucidates the importance of an understanding of stakeholders and business, saying, “100% of employees are people. 100% of customers are people. 100% of investors are people. If you don’t understand people, you don’t understand business.” This sums up how understanding stakeholders helps us understand the challenges and the risks proactively. It is important to understand why we are doing a project and what business value we are delivering to customers.

THERE ARE VERY FEW WOMEN IN LEADERSHIP ROLES. WHAT MUST ORGANIZATIONS DO TO IMPROVE THEIR DIVERSITY QUOTIENT?

Organizations are taking significant steps to improve the percentage of women leaders in their organization. In VMware, diversity and inclusion are core values that we continue to pursue daily. Our leaders are driving initiatives to grow diversity, equity, and inclusion in our organizations. The VMware Taara program encourages women to return to work after a gap of more than five years and upskill themselves. VMware Nirmaan engages with women leaders in the technology industry. It provides a platform for women to come together to learn, share best practices, discuss, and build a community. With such women-centric initiatives, I am confident that many women will be in leadership roles and board rooms in the coming years.

Support Gender Parity at the Leadership Level



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DELIVERY MANAGER, UST

HOW HAS THE CHAMPION PROGRAM HELPED YOU IN YOUR CAREER?

Medicom chair Karen Blackett once said, “It’s important to have someone who knows what you are capable of and will talk about your capabilities in the circles you cannot access yet.” The Champion Program has helped me to identify, mentor, and elevate many individuals who just need a little support in moving forward in their careers. This in turn helped me build a strong bonding within my network.

I have been associated with PMP for almost a decade, and have been part of the Champion Program for over five years now. Looking back at my journey, I cherish the knowledge and value that I have gained from the program. It has changed my approach toward dealing with people and situations.

Being a champion has helped me understand how I can influence others. I became a more approachable person whom my colleagues and mentees can walk up to for any support or advice - be it for a project or personal challenges. It has advanced my career growth not just as a project manager but also a people manager.

WHAT WOULD YOU ADVISE WOMEN WHO WANT TO MAKE A CAREER IN PROJECT MANAGEMENT?

My biggest advice is to take a bold step and move forward. Never give up even if you could not be 100 percent successful in your first attempt. Studies show that women constitute only 20-30 percent of project management staff worldwide. However, the good news is that the percentage of women is increasing.

One should learn the art of prioritizing - be it work or personal tasks. You always have a choice. Make that choice and do not regret things you could not complete or achieve. There is no “Wonder Woman” out there. Things do fall apart, mistakes do happen, but we always have a second chance to fix and rise.

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The percentage of women employees sometimes overtakes men in junior roles but as they move up the career ladder, many women drop out. Organizations must work toward improving gender diversity. They should bring in gender parity at the leadership level and standardize every policy within the organization. Besides, organizations need to identify, train, and mentor women from an early stage. They must promote empathy and flexibility to adapt to women’s personal preferences without impacting the organizational business goals.

Organizations need to ensure that gender diversity is not about having an equal number of women employees but also guaranteeing equal pay for equal work.



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If you have been part of such a project, send us the details. Soon.

AWARD DETAILS

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