



Time	Agenda
09:00 am- 10:00 am	Registrations
10:00 am- 10:10am	Inaugural- Welcome Address by Ashok Pamidi, CEO, NASSCOM Foundation
10:10 am- 11:20 am	<p>Short Keynotes by Women in Tech & Leadership</p> <p>Women are gradually making their leadership presence felt in entrepreneurship, administration, education, engineering, health, etc. at regional, national, and global levels. Women are now resolved to break the traditional glass ceiling that barred them from entering leadership positions even if they possessed requisite skills and talent to occupy them. Women are constantly evolving and reaching new milestones across a wide spectrum of human activities in modern times.</p> <p>In today's world, organizations that are led by inclusive leadership teams make effective decisions that deliver better result. In the twenty-first century, the essential qualities required to lead include the ability to collaborate, connect, empathize and communicate effectively. Given that all these qualities are feminine in nature it is but natural, for women to be in sustainable and successful leadership roles. Statistics show that companies led by women have better financial results. Leadership by women is also vital to increase the pace of societal transformation, both at home and the workplace.</p> <p><u>Speakers:-</u></p> <p>➤ Mamatha Madireddy, Head of Operations, Centre Director, HSBC, GSC</p>



	<ul style="list-style-type: none"> ➤ Kamala Rai, Global Program Head, Novartis ➤ Charu Srinivasan, Partner Director of Engineering, Microsoft ➤ Balaji Srinivasan, India Center Head & D&I Lead, HSBC Technology (Organization- Success Story)
11:20 am- 11:40 pm	TEA Break
11:40 pm- 12:00 pm	SKIT by Dramaneon
12:00 pm –01:15 pm	<p>Disability Inclusion: Trends & Practices</p> <p>It is estimated that more than one billion people in this world are living with some form of disability. In 2016, the Indian Government enacted the Persons with Disabilities Act, with the aim of ensuring equality and full participation of persons with disabilities. Over the last few years, the industry has also been actively pursuing inclusion of persons with disabilities (PwDs) as well as encouraging an overall inclusive work culture.</p> <p>This session shall see presentations by two leading organizations on their Disability Inclusion practices followed by Q&A. The objective of the session is to bring forth peer practices w.r.t Disability Inclusion.</p> <p><u>Speakers:-</u></p> <ul style="list-style-type: none"> ➤ Sowmya Bhaskar, Sr Manager, StateStreet ➤ Sunil David, Regional Director (IOT), AT&T ➤ Ankit Rajiv Jindal, Marketing Advisor, NTT Data Services



01:15 pm – 02:15 pm	Networking Lunch
02:15 pm- 02:30 pm	SKIT by Dramaneon
02:30 pm- 03:30 pm	<p>Driving the LGBTQI+ Inclusion – Challenges & Practices</p> <p>Organizations across the world who want to be inclusive often find themselves wondering how to go about it more so with the inclusion of LGBTQI+ community where law and society are often at odds with the principles of Inclusion. This is even more prevalent in a country like ours where there is a fair degree of confusion in terms of where the law stands notwithstanding the clear and visible commitment from many leaders for greater inclusion of such minority communities. LGBTQI+ workforce whether out or closeted, hope for a workplace that is free from discrimination and harassment so that they could be their most productive selves without having to worry about being judged for who they are.</p> <p>This deep dive panel discussion will take every delegate through a detailed flow on LGBTQI+ primer, on interacting with the people from the community, becoming an Ally, sharing of best practices and charting out plans for an experiential learning.</p> <p><u>Speakers:-</u></p> <ul style="list-style-type: none"> ➤ Pratyusha Sharma, Sr HR Director, D&I Lead, Cognizant ➤ Anupama Subramanian, Director, Willis Towers Watson ➤ Tina Vinod, D&I Head, Thoughtworks



	Hosted by Sindhu Aravindakshan Sr Director, HR, JDA Software
03:30 pm- 03:45 pm	SKIT by Dramaneon
03:45 pm – 04:45pm	<p>Inclusive culture; Sharing experiences</p> <p>Cultural diversity arises when population differences are well represented within a group or community. These include race, ethnicity, age, ability, language, nationality, socioeconomic status, gender, religion, or sexual orientation. The group is diverse if a wide variety of individuals are represented. Cultural diversity has become a hot-button issue when applied to the workplace. For diversity to bring strength, it should be valued in the corporate philosophy. More important, it must be integrated into the organization’s practices. However, this takes time and a lot of commitment on behalf of the leaders to make it a reality.</p> <p>Any differences in interpretation can lead to miscommunication and if not addressed in a timely manner can create awkwardness and hostilities. Individuals at all levels must be willing to be open-minded and non-judgmental about the value of their cultural differences, a commitment without which can weaken a heterogeneous group.</p> <p><u>Speakers:-</u></p> <ul style="list-style-type: none"> ➤ Yogesh Malhotra, Head of India Enterprise Centre, Invesco ➤ Ravneet Bhanot- Head HR, Novartis ➤ Bhavani Balasubramanian- Partner, Deloitte



	Hosted by Sucharita Singh , Director People Practices India/Australia, Electronic Arts
04:45 pm - 05:15 pm	Next frontier of D&I – ➤ Rema Rajeshwari, IPS , Superintendent of Police, Mahbubnagar District, Telangana
05:15 pm onwards	Closing Remarks Followed by Tea/coffee

NASSCOM®

DIVERSITY & INCLUSION INITIATIVE

27th June 2019
Hotel Trident, Hyderabad

