



Bangalore Chamber of Industry and Commerce

# e-Synergy

Volume 10 | March 2023



**Creating impact  
in society by their  
contribution**



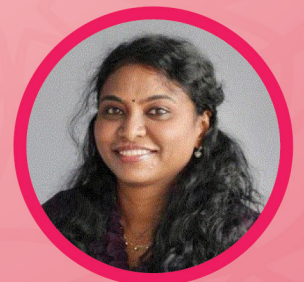
**Dr. Latha  
Devarajan**



**Dr. Manjari  
Bhatnagar**



**Ranjna Sah**



**Dr. Ramani  
Ganesh**

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# Editorial

## “The women in my life”

She's my mother from whom I was born  
She nursed me, nurtured and protected me  
She dedicated her life to ensure I had mine  
I saw my God in her, so divine was she.

She's my friend, my partner, my confidante  
She's many roles in one and she's my wife  
She completes me in all respects  
I'm so blessed to have her in my life.

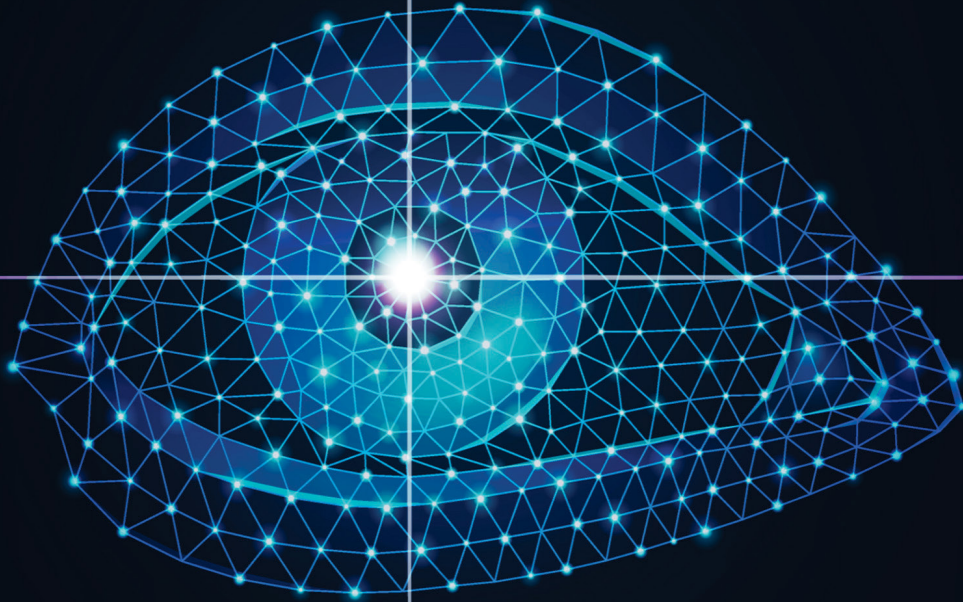
She's my daughter, so caring and strong  
She's my weakness and also my strength  
She dotes on me as my mother would've  
To bring me joy, she'll go to any length.

Women in our lives appear in many avatars  
Making their presence count in a million ways  
Their commitment & contribution in any domain  
Is deserving of respect always.

On this International Women's Day  
Let all men rise to respectfully salute  
The spirit of women and their value in society  
As only that for them will be a fitting tribute!



Vineet Verma  
Vice President - BCIC  
Director  
Brigade Hospitality Services Ltd



## MISSION

Namma Karnataka-  
Gateway to Future India

## VISION

Look Beyond

Together We Should

# BCIC Office Bearers

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Managing Director & CEO  
Wealthmax Group of Companies

**Senior Vice President**



**Dr. D Devarajan**  
Senior Vice President  
TVS Motor Company Ltd

**Vice President**



**Mr. Vineet Verma**  
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Brigade Hospitality Services Ltd.

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**Mr. K R Sekar**  
Partner  
Deloitte Touche Tohmatsu India LLP

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Partner  
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# Women's Day .... Pause & Celebrate by reimagining & reinventing yourself



## Dr. Latha Devarajan

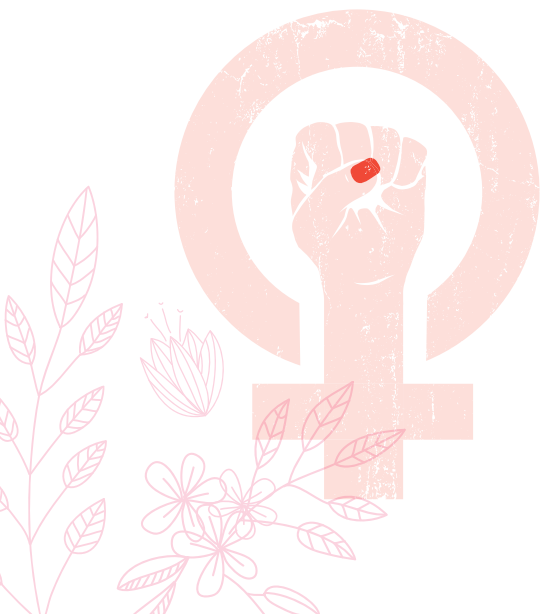
Consultant Homoeopathic Physician  
Positive Healthcare Centre - Specialized on Holistic Healthcare  
Coordinator Research for MLDMHI and Research Fellow - Ayush, Govt of India Working for Rural Health and Government School Projects

“ Woman who achieves a state of balance has learnt to be dependent on herself.  
- Sudha Murthy ”

Why not examine this further by asking what would we like to reinvent on this day by looking within ourselves. The changing generation has created a change in role playing for woman- From being a daughter, daughter in law, wife, colleague, to creating success stories at work and changing the world towards gender equality . Truly this has also ensured a mind and body that was designed for a certain role playing has now pushed its boundaries and achieved success too.

Now it becomes interesting to take a pause and look within our thinking feeling action – behavior and the results and ripples it creates. Thoughts and feelings are forces that have form substance and character, Each of us have an undivided potential that gives us no peace no rest till its achieved. However the paradox is , are we as woman only focusing on our role playing's at family,

work, society?, Will it keep us happy and healthy always? Will we remain satisfied always? This mystery often hits us when it's a little late. Why not look now within ourselves for answers. For this to happen, it is important to slow down and ask, have we identified a purpose beyond these existences. Before we find out the means to answer this question, let us pay attention to the difficulties we face when we get caught in our routine mundane existences which invariably are our desires, ambitions, wishes and self boosting mechanisms. These will invariably be challenged by the external environment and often result in disappointments, as expectations often get mismatched. The anxiety, stress, hurt, anger and the myriad of emotions we go through will invariably have a psyche and soma effect causing many illnesses that can range from simple skin



diseases and deficiency, headaches to complex deeper glandular and auto immune disorders like asthma, arthritis, ovarian, uterine, thyroid and pancreatic (Diabetes) disorders or may be mental health issues too. This is when we must pay attention to our body talking through the psycho-neuro-endocrine and immunity axis to find the root cause of our problems from how, what, why, who, when, where is this stemming from (six honest men that serve you when in silence and when our chattering dies)

Some of the areas that these questions will answer for us as woman is to learn to nurture our self, take care of our diet at different epochs like adolescence, pregnancy, menopause, exercises that are age appropriate. learning an art,

reading, spending me time, travel, experience grace gratitude and blessings moment to moment and find a path to channelize our innate sensitivity, reactivity, compassion and unconditional love that we have been naturally gifted with. Can we add in a purpose to look beyond and also to look inward to encompass many suffering souls and projects that beckon these qualities and see the miracle and meaning of our existences redefined. So when do we pause ??????. WELL !!! HERE IS A SMALL CHECKLIST !!! It is only a beginning, keep adding and let the miracle of alertness, awakesness and staying centered and being happy inward and positive with a purpose ,being expansive, empathetic and for a cause beyond self unfold

Over exercising and fasting for the perfect figure – **PAUSE.**

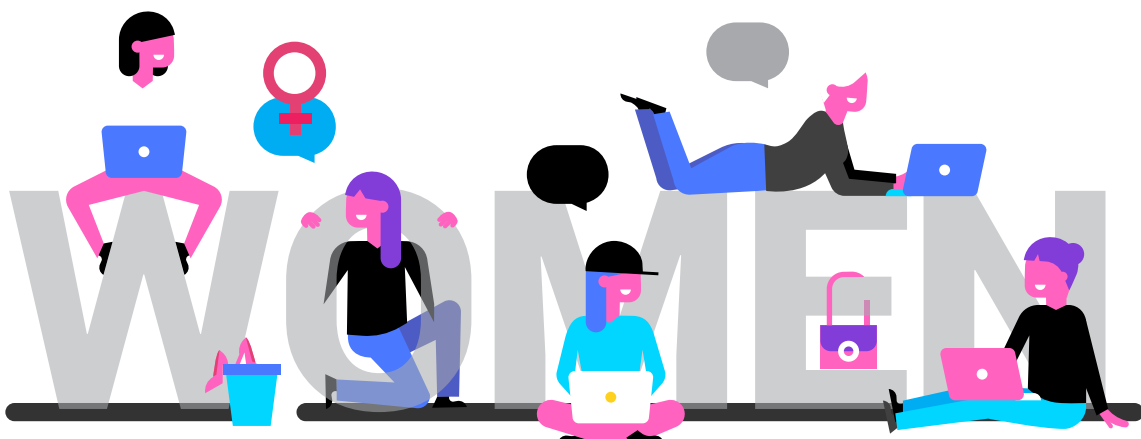
Worried on our children's exams, future etc **PAUSE.**

Running behind promotions, success, recognition **PAUSE.**

Overplanning our travels trips tours **PAUSE.**

Not paying attention to our mental, physical and spiritual health **PAUSE**  
and the list continues

Let us Reinvent, Reimagine, Explore, Share and Learn from each other !!!!



## Leadership Approach - Success Mantra



### Ranjna Sah

Project Manager - Digital Enterprise Solution  
Tata Technologies – Bangalore

#### Q. Your Professional background and Experience

**A.** A strong industry leader with 26+ years of working experience in successfully managing and leading Customer Engagement and people development. Experience with working with domestic and global customers for multiple projects and team – simultaneously in different time zones and Onsite and offshore model of project execution and delivery. I worked for business transformation for the Industries that includes Automotive, Heavy Machinery, Retail and Energy by adoption of digital technologies blend with its domain.

I am B. Tech from National Institute of Technologies – Patna in the stream of Electronics and Telecommunication. To meet the pace of industry, need, Last year I completed M. Tech in Data Science and Engineering from Birla Institute of Technologies – Pilani. Upskilling is helping to build solution for customer with adoption of technologies that creates new value proposition for our customer.

#### Q. Your leadership approach/Success Mantra

**A.** I believe and follow to build a positive work culture, building trust, transparency and clear communication with right and frequent connect among team members and empower them taking decisions. It helps in achieving a challenging goal with ownership. Additionally, I work to create a culture of continuous learning and upskilling for new skills and domain in the era of digital transformation. It not only helps and motivate growth of individual but also be part of and support growth of our customers in adoption of domain and technologies for accelerated growth.

The most important thing of my mantra for success is to believe in yourself. I formulate the vision of myself to really figure out what I really want to achieve, that helps to plan and strategize to achieve that.

#### Q. Your biggest Challenge experienced in the journey and how did you overcome?

**A.** To just to share, biggest challenge was faced during 2nd wave of COVID, when my team had to work from office everyday as we were supporting our customer who was an emergency service provider to community. It was very

challenging to manage team members, because some of the team members were getting infected with COVID as well. Following the strict guidelines, learning more from COVID warriors who were supporting to the community and support from our family, kept us motivating to support customer and kept us going without disturbing the emergency services of our customers.

#### Q. what is your inspiration of growth?

**A.** I am very fortunate to be surrounded by talented people – who with a clear vision, worked hard to reach greater heights and became very successful – at office and at home. I have seen people rising, falling and then rising again to an even greater height. All these people are my role models and I get inspired from them.

#### Q. Describe your personality in a sentence

A poet by heart, an engineer by profession, I am a person who is strong, confident and is never afraid of taking challenges.

#### Q. Your message to BCIC members and readers

**A.** Always put yourself in others shoes to understand their pain areas and behavior. Try keep on doing good work - as there is always someone somewhere who is getting inspired from you.

#### Q. How do you utilize your free time?

**A.** Reading a book, listening songs, learning a new skill are some ways in which I utilize my free time

#### Q. How do you see yourself in next 5 years?

**A.** I want to work for society specifically for children and women. I want to mentor them to develop skills and confidence they need to succeed.

“ The most important thing of my mantra for success is to believe in yourself.  
- Ranjna Sah ”

## Life comes round in a full circle: Women are reclaiming their rightful place in society



### **Dr. Manjari Bhatnagar**

Director, Samiksha Foundation  
Caring for Children with Cancer

It is often said that life comes round in a full circle. It is my belief that the position of women in society has also followed a similar cycle.

When mankind lived in caves, the roles of the male and females fell into place automatically, with the males donning the role of hunter-gatherer and the females performing the role of carer-nurturer.

However, once mankind moved out of caves and adopted an agrarian life style, the *raison d'être* for such segregation ceased to exist.

As civilisation progressed, women took their place as equals in society. Our ancient texts, are replete with instances where women were accorded equal status and accorded respect as intellectual equals.

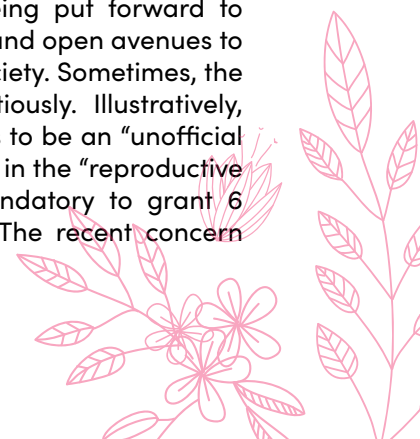
The Rig Veda mentions rishikas who contributed to the composition of our scriptures standing shoulder to shoulder with the Rishis. Names like Apala, Devyani, Ghosha, Indrani, Lopamudra, among many others have been mentioned. Several other works depict women playing a significant role in society at large, being well educated and contributing in all spheres of life. The practice of Swayamwar, allowed women to select their own life partner freely. According to the Apastamba Gruhyasutra, an ancient treatise, a woman could even choose her own husband in Gandharva marriage and consent to live together, quite akin to contemporary live-in relationships.

This was a time when women were given their due place in society, treated and respected as equals, without any positive discrimination.

Unfortunately, from those heights the wheel turned and gradually women were deprived of even basic necessities like education, right for self-determination and generally contributing in a productive manner to society. The deprivation of education was the unkindest cut, because as civilisation progressed, this lacuna deprived women of many opportunities that they would, otherwise, have shined like legal, medicine, public policy, governance etc. This also led to the creation of pernicious practices like child marriage, sati etc.

While there were sporadic islands of progress prior to the 20th century, the wheel of progress and equality really started coming round, after centuries of neglect and deprivation in the mid-20th century, catalysed to a large extent by World War 2.

There is no doubt that currently there is a lot of awareness and effort being put forward to provide equal opportunities and open avenues to take their rightful place in society. Sometimes, the old biases emerge surreptitiously. Illustratively, two examples, there appears to be an “unofficial go slow” in recruiting women in the “reproductive age” because now it is mandatory to grant 6 months of maternity leave. The recent concern





expressed in the Supreme Court by women that if menstrual leave is formally approved, it could lead to insidious discrimination by steering clear of recruiting women.

I truly believe that barring such minor aberrations, women are seeking and achieving same levels of education and boldly stepping into uncharted territories like pilots, sports professionals, mountaineers, armed forces, academics, doctors, lawyers, business entrepreneur etc. But and this is a big but, centuries of mental conditioning continue to make women feel challenged and even guilty if they have to choose between their professional career and handling the home front, specially at times of crisis child care, looking after the sick, elderly family members etc. Many women face challenges and frequently have to take a step back in their profession, when they re-join work after a break.

I would like to take the opportunity to share my personal experience and also my approach to handling challenges that I faced in my career. I can't even call it professional career, because I have changed so many professions !!

I completed my PhD in Statistics, which itself took approx. 6 years because of temporary cessations which included marriage and the arrival of my first child. But my personal determination and family support enabled me to complete this. For example, I travelled from Hyderabad to Varanasi with my 3-month-old daughter for my pre-submission viva voce and then a year later for my final viva voce. As luck would have it, my husband wasn't able to get leave to accompany me and my mother-in-law stepped into the breach to provide support.

Then my journey of working and changing professions started, changing tracks every 2 to 3 years because my husband's job was transferable. I had a choice of resigning myself to a pedestrian existence and tag along with my husband, taking care of both my children and the elders in the family, who needed periodic assistance. However, I took this opportunity to learn and educate myself in different fields which were very diverse from each other, and pursued a "different career" with every move that we made. In hindsight, I think this variety made me a better and more rounded person.

For example, while in Kolkata I had the privilege of working with Dr. Devi Shetty, as his Research Assistant. After a couple of years, when we moved to Kochi I explored and took up twin roles, one being a model coordinator for one of the largest saree chains in Kerala and also taught Maths to students preparing for their MBA entrance exams.

Thereafter, we moved to Mumbai, the showbiz capital of the country. I stepped up and joined a theatre group and started helping them back stage and on the production side. This led to an opportunity to work in a musical called "My Fair Lady", which was directed by Alyque Padamsee and Shamak Davar's troop performed. Though I had minor role but it gave me the inspiration and confidence to perform on stage. Subsequently, I did full-fledged theatre performances in Chennai and Bangalore, during our postings there.

It is said that small things occasionally lead to larger things. My stint in theatre opened the doors to the film world for me. I auditioned successfully for a film starring Waheeda Rahman and Girish Karnad and had a wonderful experience working with such personalities. Unfortunately, the film did not see a commercial release at all. Nevertheless, this helped me "graduate" to becoming an executive producer with Siddesh Films and G V Films, an opportunity to act in "Malgudi Days".

All the while, I continued to remain in touch with my core subjects viz., Maths and Statistics, which enabled me to successfully take exams and get certified as a Financial Consultant.

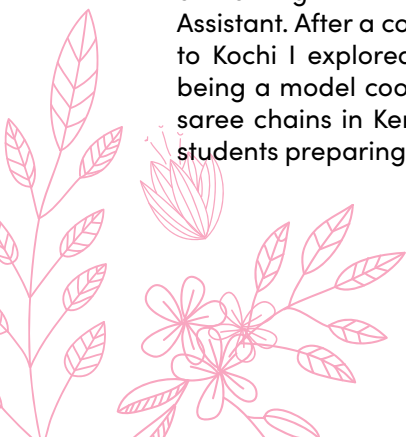
Apart from the Financial Advisor role I also run an NGO called "Samiksha Foundation Caring for Children with Cancer", which my friend and I started in 2009. We run schools for children with Cancer in the hospitals itself.

Looking back, I feel as a woman metamorphosing into different roles of a daughter, sister, wife, daughter-in-law, mother, mother-in-law and grandmother, was challenging. I feel blessed that over the years, while I faced and overcame multiple challenges, I was able to emerge a winner, enhancing qualities of experience, patience, empathy, resilience, and confidence. This has not only helped me grow and mature but above all, it gives me tremendous happiness in what I do.

Finally in conclusion, it is only fitting to acknowledge that all of this would not have been possible without the huge support from my husband and family, parents, in-laws and children.

“ Barring few minor aberrations, women are seeking and achieving same levels of education and boldly stepping into uncharted territories

- Dr. Manjari Bhatnagar ”



# Inspiration for Growth



## Dr. Ramani Ganesh

Senior Vice President-  
Human Resources, Hirect India

### Q. Your professional background and experience

A. A proactive and business-focused HR leader with a dynamic 15-year career, I have been engaged in steering organizations through complex transitions and building an empowered and talented workforce in cross-cultural environments. I was awarded for "Implementing Best Practices in HR" and have also published a paper on "Employee Engagement" in Journal etc.

### Q. Your leadership approach / Success mantra

A. Along with strategic planning, my leadership approach is to focus on change and I believe that leadership is more about empowering others rather than wielding authority. My success mantra is to lead with empathy, humility, and conviction.

### Q. Your biggest challenge experienced in the journey and how did you overcome

A. One of the biggest challenges experienced in my journey was balancing work, home, and completing my Ph.D. Apart from the whole-hearted support from my family, my boss/colleagues at work were my approaches to tackling challenges in life. Taking a step back to observe the situation gave me greater clarity and objectivity. It also encouraged me to prioritize tasks as required.

### Q. What is your inspiration for growth?

A. I believe in bringing change and empowering people while providing them with opportunities. The belief that one person can make a ripple effect is what inspired my growth.

### Q. Describe your personality in a sentence

A. A never say die attitude, dependability, and thirst for knowledge describe my personality the best.

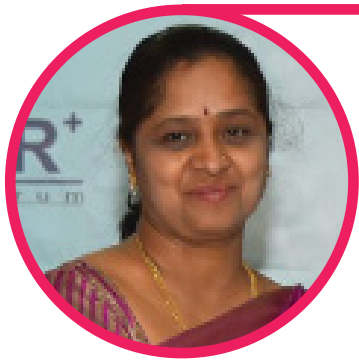
### Q. Your message to BCIC members and readers

A. Now this post-pandemic, my message to the members and readers is to continue leading with empathy, humility, and optimism.

“The belief that one person can make a ripple effect is what inspired my growth.”  
- Dr. Ramani Ganesh



# Kshmaya Dharitri: Having Patience Like Mother Earth



**Roopa**  
Secretary - BCIC

Yes! MOTHER EARTH is the epitome of patience to the core.

Why is that a Women compared to Mother Earth which embodies tolerance and patience?

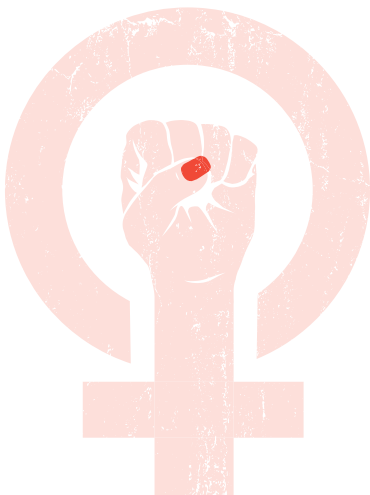
Patience, as you all know, is a virtue only a few admire and is one of the core values one must inculcate to be successful. It makes one a better listener, better evaluator of situations and more be empathetic.

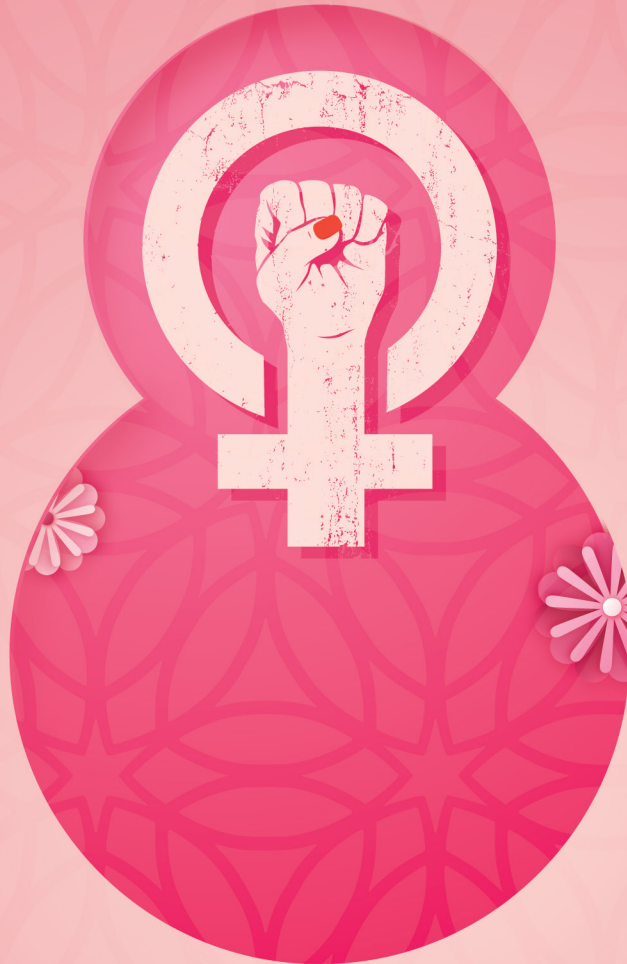
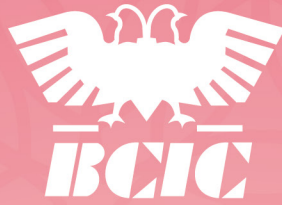
The undercurrent that Women have to go through both in the family and in professional front on a daily basis creates enough turmoil to overwhelm you, yet they come out of these situations better and stronger and in process becoming the very essence of tolerance and patience.

With these traits in their kitty, women find it very easy to multi-task and are able to accomplish the work without compromising on values and priorities, thus not only leaving an indelible impression in everyone's life but in the process enriching the lives of others around.

Women are smashing the stereotypes and are venturing out in to areas hitherto unheard off and are making a mark.

“Let's celebrate for all those women who have made it big and also for those who are dreaming to make it big.”





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**START-UP AND INCUBATION CENTER,** MG Road, Bangalore

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