

NASSCOM'S commitment to Gender-Diversity was the driving force to initiate a Mentoring program, to see women assume Leadership roles in their organizations. Towards this end, the Bangalore chapter initiated WIL-IT mentoring programme and enlisted 32 women in middle management from various member organizations in to the Mentoring programme.

The objective of the programme was to introduce the mentees to key capability areas such as

- Building Excellence & Driving Results
- Creating Customer Focused Culture
- Leading Change
- Managing and Enhancing Knowledge
- Nurturing Team Environment
- Demonstrating Effective and Open Communication
- Building Collaboration
- Exhibiting Strategic Perspective

The program was run over a period of several months as a series of half day capability building workshops as follows:

Topic	Facilitator
Change Management	Ms. Judith Ingalls , VP, Leadership Development, FMR India
Peer Management	Ms. Pallavi Muralidhara, Senior Manager in IP Communications Business Unit at Cisco
Building Executive Presence	Ms.Garima Verma , Head - Corporate Communications Fidelity Investments and Mr. Sunil Kunte President at FMR India
Negotiation skills	Ms. Kalpana Dube, Executive, General Business Sector at GBS Global Delivery India and Anuj Malhotra, Strategy Leader, Global Delivery, India
Gender Communication & Inclusivity	Ms.Sabita Prasad and Ms.Sudha Jayaram Co-Founders & Directors at Resonance consulting

Evaluation: Resonance Consulting, a corporate consulting and training organization, was appointed to evaluate the effectiveness of this mentoring program and have submitted their evaluation and recommendation to Nasscom on this initiative. The evaluation was based on the observation, interaction and survey undertaken by Ms.sabita Prasad and Ms.Sudha Jayaram, Co-founders of Resonance Consulting. They also facilitated the final full day workshop on Gender communication & Inclusivity.

We place on record our appreciation for M/S Resonance Consulting represented by Ms.Sabita Prasad and Ms.Sudha Jayaram, who attended all the sessions as observers and submitted the evaluation.

K. S. M.
Signature & Seal
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