

iLEAD Activities summary - Q1 and Q2



Fireside chat with Women Leaders



Focus on Positive Mental Health
and Thought Leadership


Team iLEAD




Heidi Mannelin
Delivery Executive,
Industry and Commercial
Tietoevry Tech Services

Wednesday, May 31, 2023
4:00 PM – 4:45 PM IST
Q&A - 15 mins

Fireside Chat with Heidi Mannelin,
Tech Services, Tietoevry –
31st May 2023



Fostering working across divides
with Thought Leadership



Irene Blesvik
Head of Transformation
Tietoevry

Friday, March 10, 2023
3:00 PM – 4:00 PM IST
Q&A - 15 mins

Fireside chat with Irene Blesvik,
Head of Transformation, Tietoevry –
10th March 2023

Virtual Sessions

Impact of Gender Fluidity on Posh Policy - on
30th March - 3pm (Virtual Program – By
Interweave consulting)

Understanding and Leveraging Multigenerational
Differences - 27th April - 3pm (Virtual Program – By
Interweave consulting)

THOUGHT
LEADERSHIP
SERIES

Interweave Consulting

Impact of Gender Fluidity on Posh Policy

Gender fluidity and inclusivity becoming the norm in the current work environment, a sexual harassment policy that looks at protecting only women at the workplace is not enough. Organisations are increasingly reviewing their internal posh policy to make it gender fluid. In this session, we will talk about how organisations can take a gender fluid approach while implementing the internal posh policy and adopt strategies that make all employees irrespective of the gender feel safe at the workplace

www.interweave.in

Interweave

Veena Gopalakrishnan
Partner - Employment Law
Trilegal

Nirmala Menon
Founder and CEO
Interweave Consulting

In Conversation with...

Thursday, 30th March 2023
3.00 PM - 4.00 PM

Register now

Block your seat by scanning the QR code



THOUGHT
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SERIES

Interweave Consulting

Understanding and Leveraging Multigenerational Differences

Explore the challenges and opportunities presented by generational diversity in the workplace. Working side-by-side, embracing the unique perspectives and experiences of each generational group is essential for creating a collaborative workplace culture. Understand generational differences and learn strategies for effectively managing and communicating with individuals of different age groups

www.interweave.in

Interweave

Smitha Chellappan
Head Diversity Equity Inclusion
Interweave Consulting

Shillpa S Chabria
Director Human Resources, OSHE,
CSR and Administration
thyssenkrupp Industries India

Aastha Thomas
Consultant DEI
Interweave Consulting

In Conversation with...

Thursday, 27th April 2023
3.00 PM - 4.00 PM

Register now

Block your seat by scanning the QR code



Mental wellness Month - May 2023


May 2023 was dedicated to Mental Health.


As part of the campaign to build awareness on 'Mental Health' – We created posters about on how to recognize and navigate through difficult situations

Mental Awareness Month – May 2023

A few essential traits that can help your mental health:

- Be aware** – Recognize the changes in your state of mind and work towards a better understanding on the triggers
- Ask for Help** – When things are not going well – seek support or help, this can prevent burn out and stress
- Start a healthy lifestyle** – studies have shown that a little boost of energy from any form of exercise can help elevate better mental health
- Be kind to yourself and to others** – Build a network of people who treat you with respect and give a safer space to express oneself.

 Team LEAD



Importance of awareness
on Mental Health

Mental awareness Month – May 2023

Here are a few important ways to address Mental Health:

- Understanding Mental Illness** – Speak to qualified professionals, learn about mental health – we now have various sources like Audio/videos/books and articles that speak extensively about it with authentic information.
- Address the 'Elephant in the room'** – Navigate the constant 'stigma' around the topic of 'Mental health' and normalize the concept of openly speaking about it.
- Intervene at the right time** – Between the onset of mental health symptoms and the decision to seek care/help for treatments are always longer. Work towards early diagnosis for better care outcomes.
- Be an ambassador for mental health** – Find forums or campaigns that support and provide help for the cause and promote positive mental health.

 Team ILIAD



How to address Mental Health
and related issues

Mental awareness Month – May 2023

What you can do to someone struggling with Mental Health:

- Be supportive!** Show willingness and support for someone who is struggling with mental health and who thinks needs help.
- Do not Judge!** Unlike a physical disease, mental illness is rarely visible. It is always good to check on and find any help if it need be than make quick assumptions.
- Pay attention to your language!** If you know someone is struggling words can have a deep impact on a person's mental health. Especially words with negative connotations such as 'crazy', 'psycho', 'get over it', 'it's only in your head', 'you are ungrateful', 'loner', 'attention seeker' should be avoided.
- Be their safe place and HelpLine!** Encourage conversations around mental health, connect with professionals, help raise awareness on the stigma, and engage in platforms that build a support system for mental health causes and make it a safe place to share and build positivity.

 Team ILIAD



Effective ways to support and help
anyone affected by Mental Health
related issues. With additional links
to Cornerstone training platform

Events and Participation

Anitha Lakshmiopathy, AVP, Healthcare, was part of the Women Leaders - 'Power Coffee Women Health Networking event' during HIMSS conference, Chicago, 2023



Poonam Jain, Neha Barman, Sarang Dewaikar were part of NASSCOM Diversity, Equity and Inclusion Leaders Meet at BNY Mellon in Pune on 24th May 2023, along with other colleagues from Tietoevry India.

THE NASSCOM INCLUSION SUMMIT 2023, BENGALURU, INDIA - 26th and 27th June

The two day event had an interesting line up of workshops and activities with the theme of Diversity and Inclusion in the real world – workplace scenario. The event was led by Anitha Lakshmiopathy, iLEAD chairperson, Namitha Sudarshan, Mala Chandrashekar and Vibha Mishra from Tietoevry India.

The team was fortunate to meet and exchange ideas with some of the DEI Industry leaders and representatives who spoke and shared their knowledge and experience to make efforts and initiatives that can be resourceful to make our workspace truly inclusive.

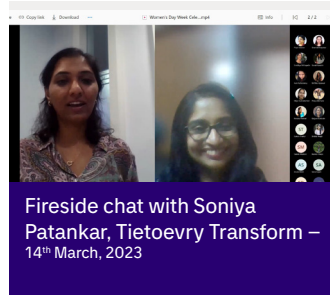
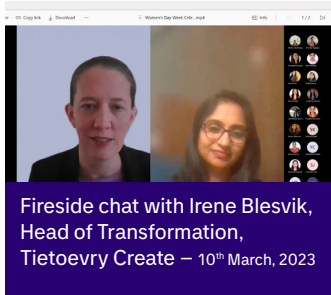
The event saw prominent speakers from across the DEI spectrum come and present their perspective and ideas on making conscious changes and investing in efforts that propose an equitable workplace for all communities.

EMBRACEEQUITY



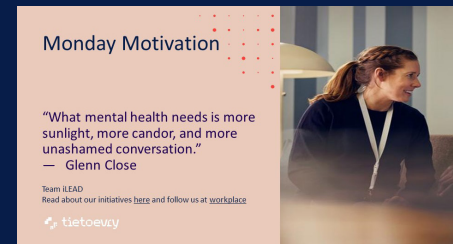
Women's day celebration with 'Embrace Equity' as a theme, which highlighted awareness, everyday motivation and celebration of women's day, along with fun activities followed by a strong message from TeamNgage

Notable Sessions



We had Fireside chat sessions, Wellness Sessions, Virtual engagement and fun activities through the week celebrating and engaging women across India locations in supporting the week long celebration for International Women's Day, 2023 and special thanks to Vinu Sekhar, HR Head, Tietoevry India, Anitha Lakshmi pathy, iLEAD Chairperson, Gautam Bhattacharjee, Site HR Head, Pune.

Monday Motivational Mailers - inspiring quotes to motivate everyone at the start of the week - An initiative by Promotion and Communications team, iLEAD



iLEAD Focus Areas 2023-24



Welfare activity







Education for girl child: We continue the association with Prasanna Jyothi Trust to provide education for girl children for primary school



Tietoevry India Diversity & Inclusion, iLEAD committee formation 2023

A committee has been formed for 2023, with Anitha Lakshmi pathy as the Chairperson, to plan and execute iLEAD programs and initiatives. The committee consists of a diverse set of talented people who will be driving forward the iLEAD agenda this year and will work towards engaging all women professionals at Tietoevry India.

Core Team members: Vibha Mishra, Shashi Singh, Namita Kulkarni , Mala Chandrashekar, Poonam Jain, Namitha Sudarshan

iLEAD COMMITTEE					
Anitha Lakshmi pathy CHAIRPERSON					
					
Strategy and New Initiatives	Approvals and Program Management	Wellness and Execution	Promotions and Communication	Training and Fireside Chats	SharePoint and Calendar Management
<ul style="list-style-type: none">• Vibha Mishra• Sidhartha Panda• Seema Shivannagowda• Pooja Gawle	<ul style="list-style-type: none">• Shashi Singh• Sargam Chauhan• Richa Chauhan• Gauri Kacherikar	<ul style="list-style-type: none">• Namita Kulkarni• Santosh Arasappa• Ruchira Rokade• Sumith Sidhardhan• Madhura Deshmukh	<ul style="list-style-type: none">• Mala Chandrashekar• Neha Barman• Kritika Agrawal• Shikha Mohta	<ul style="list-style-type: none">• Poonam Jain• Aasiya Anand• Sakshi Walia• Shruti Wagh• Sreshtha Shetty	<ul style="list-style-type: none">• Namitha Sudarshan• Rajan Sankpal• Kundan Kumar• Munira Gawande



For queries and suggestions – please reach us at ‘iLEAD@tietoenvry.com’