

## Work-home balance key to professional success, say leading women corporates

**A**t a panel discussion on 'Rising Power of Women in the Corporate Sector: The Journey, Issues and Challenges' organised by FICCI Ladies Organisation in New Delhi on April 30, 2014, three leading ladies of the corporate world – Naina Lal Kidwai, Manisha Girotra and Dipali Goenka – felt that in order to carve a niche in a male-dominated corporate world, women need to work out and maintain a work-home balance where they are able to collaborate with peers and their family members in a gender-neutral environment.

Flexible work culture, quota in manufacturing and marketing companies to encourage women employees to take up leadership roles, a supportive family structure and the use of technology advancement, were highlighted as some of the essentials for women to be successful in the corporate world.

Naina Lal Kidwai, Immediate Past President, FICCI, Executive Director

on the Board of HSBC & Country Head HSBC India, said that her organisation formulates policies which are gender neutral to avoid discrimination. For instance, HSBC offers the alternative of working in flexible hours to both men and women.

In Indian society, a woman is expected to be a perfect homemaker and a thorough professional at work. To achieve this, Manisha Girotra, India Head, Moelis Investment Bank, said one needs to create and develop a good successor and a team which can take on responsibilities in one's absence.

- Dipali Goenka, Managing Director, Welspun Global Brands Ltd., considers women as natural managers, as they have the ability to multitask and are determined in their approach towards work. To succeed in a corporate world, according to her, women need to take ownership and become accountable for their work. However, she added, sectors such

as manufacturing and other technical fields still have very few women and this needs to be changed.

In her opening remarks, Neeta Boochra, President of FLO, said that today while a majority of the companies have made it a priority to encourage women into leadership roles, a massive gender gap still remains when it comes to those positions at the top. Women currently hold only 4.6 per cent of Fortune 500 CEO positions globally. There is ample scope for enhancing and enlarging women participation.

The session moderator was Sonia Golani, Author of Corporate Divas and the vote of thanks was presented by Archana Garodia Gupta, Senior Vice President, FLO. ■

*Panelists at a discussion on 'Rising Power of Women in the Corporate Sector: The Journey, Issues and Challenges' organised by FICCI Ladies Organisation.*

