10 YEARS OF UNIVERSITY RECOGNITION

20 YEARS OF ACADEMIC EXCELLENCE

REVA UNIVERSITY
Bengaluru, India

TERRALOGIC

TOP 10
WOMEN TECH LEADERS INDIA AWARDS 2023

In Association with Terralogic Inc.

3RD EDITION

REVA Academy for Corporate Excellence - RACE | race.reva.edu.in

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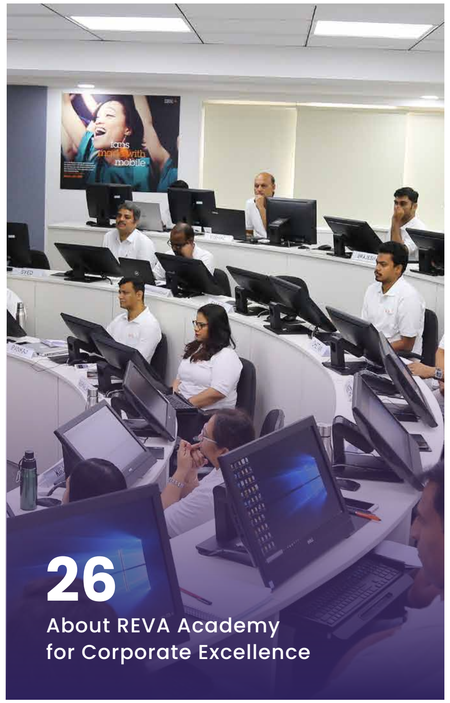

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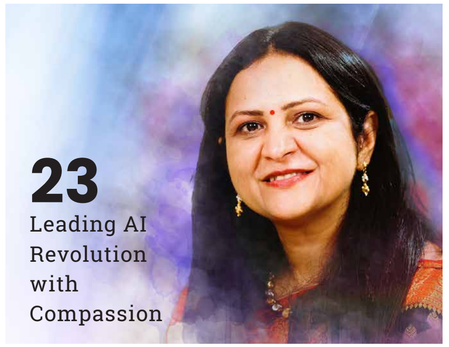

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Preface

Welcome to the 3rd edition of the Top 10 Women Tech Leaders!

In the ever-evolving landscape of technology, a quiet revolution is taking place, and it is being led by remarkable women who have defied the odds and conquered the world of innovation. This coffee table book is a tribute to the trailblazing spirit of ten extraordinary women technology leaders whose brilliance has reshaped how we live, work, and interact in this digital age.

We are delighted to see that our annual women tech leadership awards have received 100's of nominations from phenomenal women leaders this year. We had a diverse set of nominees who hold executive positions, startup founders, technocrats and social change makers.

Within these pages, you will witness their journey of inspiration, where stories of tenacity, passion, and unwavering determination unfold. Each turn of the page reveals the indomitable spirit of these visionaries who faced challenges head-on and carved their paths to success. Their stories are not just about climbing the corporate ladder but about breaking through the proverbial glass ceiling and building stairways for others to follow.

Through their ground-breaking inventions, game-changing startups, and visionary leadership, these women have demonstrated that technology knows no gender boundaries. They have shattered stereotypes, empowered communities, and brought about positive change on a global scale. Their stories serve as a beacon of hope, encouraging future generations of young women to dream big and pursue their aspirations without reservation.

This book is a celebration of their triumphs and an acknowledgement of their enduring impact on the world of technology. As you immerse yourself in their narratives, may you be inspired to forge ahead fearlessly, armed with the knowledge that the future belongs to those who dare to dream and never cease to strive. Let their journeys be a testament that greatness knows no gender and that innovation knows no bounds.

Our salute to each of the winners! May your tribe grow!

Happy Reading!
Dr. Shinu Abhi | Director, Corporate Training
REVA Academy for Corporate Excellence
REVA University

REVA University

REVA University has been established under the REVA University Act, 2012 with the vision to instill awareness, a zeal for higher learning, and inquisitiveness in the minds of students through education. We have been ranked among the top private universities in India for digital infrastructure, green campus, superlative academic delivery, and research and innovation.

The University has 15,000 plus students undergoing 100 plus programs ranging from undergraduate to doctorate programs in Engineering, Management, Science, Architecture, Law, and Humanities.

www.reva.edu.in

Leading India's Digital Transformation and Technological Advancements with NIC

Alka Misra
Deputy Director General
National Informatics Centre

Alka Misra

Alka Misra has a distinguished career with the National Informatics Centre, NIC, a premier science and technology initiative of the Government of India. As Deputy Director General, at NIC, she has spearheaded several successful digital initiatives across the nation under the 'Digital India Program'. Notable accomplishments include building a NextGen Software Defined Cloud Platform, authoring guidelines for Indian Government Websites (GIGW), leading the PM Cares project, and spearheading the technology platform for MyGov, responsible for engaging nearly 3 crore citizens. It was under her leadership that NIC launched an open data platform to release government data (nearly 6 lakhs datasets) in the open for the public good. She also led the teams for the Ministry of Home Affairs' prestigious program of Immigration, Visa and Foreigners' Registration and Tracking not only across the country but also the Indian missions abroad.

Leading with Impact

Alka is one of the board of directors of National Informatics Centre Services Incorporated, NICSI. She has been overseeing the Digital India Awards, since 2016, which honours outstanding digital initiatives across the country. She is a jury member for the DARPG e-Governance awards. She also represents NIC, Ministry of Electronics & IT in various forums for the Open Data initiative, Web Technology roll-out, and implementation of large-scale projects as a technology architect. She authored many articles and actively contributed in professional technology forums, seminars, and workshops of national and international stature.

Empowering Women

Alka Misra leads a team of 100 IT professionals, of which 20% are women. She ensures that her team has equal opportunities to work on cutting-edge technologies. The team leads many mission-critical projects, showcases their work at national and international forums. She takes a special interest in grooming the communication skills and boosting confidence of her team. She ensures no bias in her group and encourages her women colleagues to have equal access to expressing their ideas, participating in discussions, and mentoring younger colleagues.

As an active follower of the principle "With your Grace May all Prosper", she extends help to everyone in need, promoting personal happiness and health.

She has been an ideal leader for her colleagues, with a keen understanding of their situation and supports them with the right guidance. She intends to work after her superannuation for the women and child development programs/groups apart from contributing to girl child education.

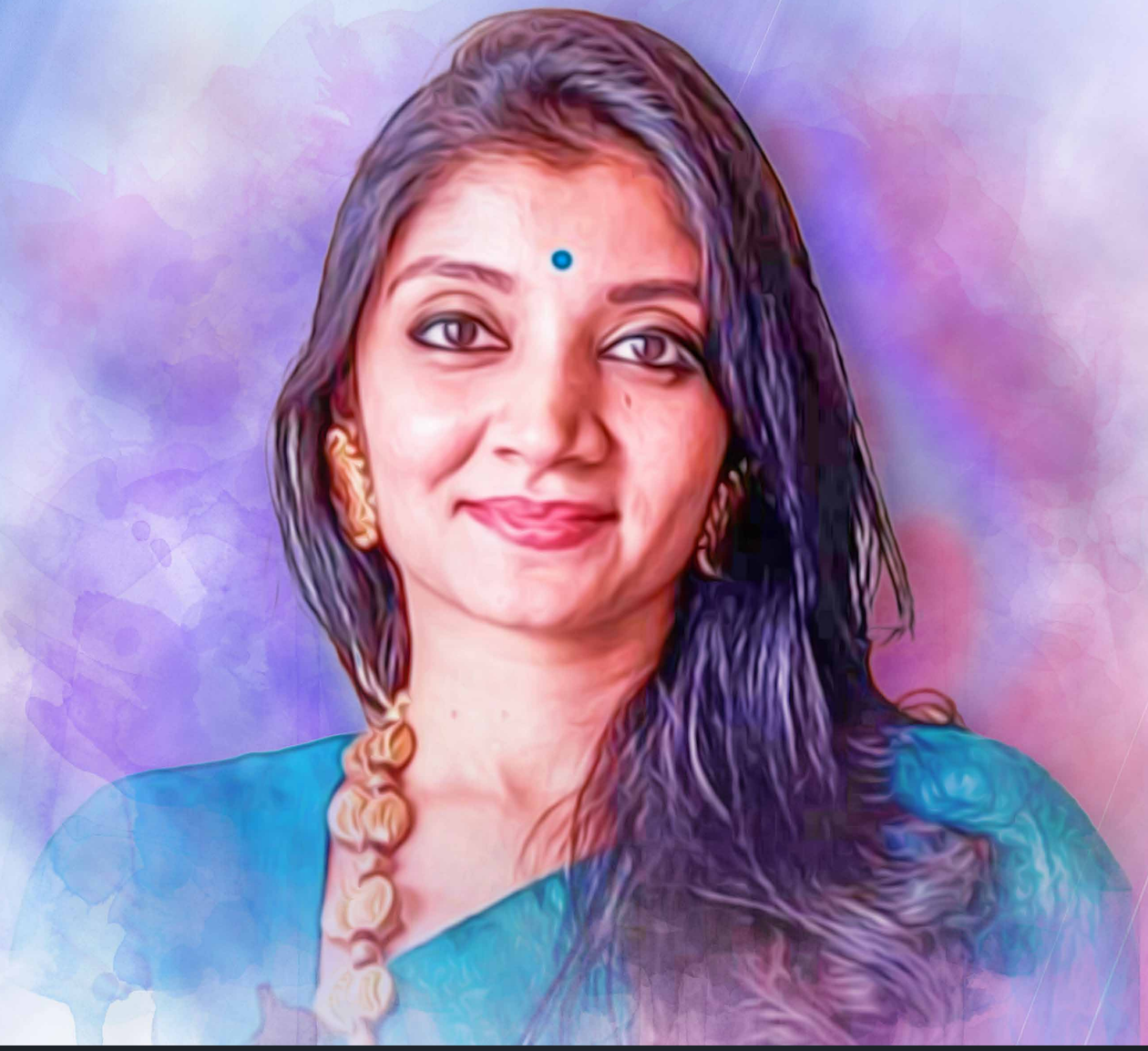
She says, "one must educate their women colleagues on financial independence, finance management, self-confidence, stress management, and health. One must also prioritise educating less privileged women on savings, education, and health while providing job opportunities and financial support for single mothers and widows."

Awards and Accolades

Many of the project led by Alka has won several awards. Notable ones include.

- GovInsider Innovation Award 2019 in the category of Best Use of UI and UX design for the innovative S3WaaS (Secure, Scalable, & Sugamya website as a service) Framework.
- NIC S3WaaS awarded Gems of Digital India 2018.
- MyGov received National Award for e-Governance – Gold in the year 2017.
- Open Data Platform and the National Portal of India were both projects that received Gems of Digital India Awards 2017.
- gov.in — The National Portal of India: India's answer to single entry national portals, 2008

Driving Empowerment through Technology & Inclusion



Hima Bindu

Associate Director
Global Engineering & Adoption Programs,
Kyndryl

Hima Bindu

Hima is a Global Engineering Adoption and Communication Leader at Kyndryl Consulting with over 18 years of experience in IBM & Kyndryl. She is an advocate for women's empowerment, diversity and Inclusion, and has won numerous awards for her service in IT. Hima is an active volunteer for STEM programs and is a Co-Facilitator for Business Acumen & Advanced Communication for Technical Leaders. She is a core team member of Kyndryl Enterprise Women's Inclusion Network and a council member for WICCI (Women's Indian Chamber of Commerce & Industry).

Advocacy Self-Sufficiency

Hima has been keenly involved in various executive-level initiatives for women in technology initiatives, including speaking at internal and external summits as a Women in Tech speaker, publishing articles on women's careers in technology, navigating the corporate world, and raising awareness on single parenting and mindfulness. She has focused her efforts on the development of single mothers and now mentors and guides them in a variety of areas to help them become self-sufficient. Her active initiatives with IBM and Kyndryl for STEM Careers for girls. She is a regular speaker at various tech forums and media channels.

Building Digital Literacy for Underprivileged

Hima has started a platform called Manahprasada.org to help underprivileged groups with digital literacy and to enable women to be independent and connect with others who want to help those in need. The platform focuses on social initiatives and services to help underprivileged people, including free counselling, meal distribution, mask distribution, community feeding stray dogs, and support for artists and artisans. She volunteers with Manahprasada on free one-to-one counselling sessions to help cope with mental distress and depression.

They launched the "Let's help all breath" initiative during the pandemic to support people who were economically affected. Her initiative for the digital literacy program helped many homemakers to become independent entrepreneurs.

During the coronavirus pandemic, she and her team have helped and distributed around 1800+ free meals and masks across BBMP pourakramikas, frontline workers, construction workers, humanitarian homes, orphanages, transgender communities, Rohingya refugees, quarantine homes and villages. She has initiated programs in collaboration with dance and fitness groups to raise awareness about overall well-being. A community feeding program for 600+ stray dogs during lockdown across Bangalore for one month is another noble initiative. Her joint effort via an art campaign distributed grocery kits for transgender members across many cities in India.

Hima led a tech innovation summit in Bangalore with experts and fashion influencers to brainstorm how technology can aid weavers in remote villages. Her efforts for the weaver's livelihood resulted in availing pension schemes for weavers at Karagoan village.

Awards & Achievements

Hima is a recipient of many prestigious awards for her work in IT and Women Empowerment Initiatives. She was featured in leading newspapers and online webcasts for her contribution to women empowerment initiatives & STEM for girls' initiatives. She is a winner of Corporate Diva – Bangalore Chapter for Women in Leadership. She has been a recipient of the 'India Inspirational Women Award', 'FISA Super Woman Awards', and 'Woman of Excellence Award' and more.

She has been running various initiatives for self-sufficiency among single working women with evolving technologies like cloud and artificial intelligence through awareness programs, building enabling ecosystems, publishing, and outreach programs.

Driving Strategic Growth with Continuous Learning

Nidhi Garg
Vice President & Head of Global IT,
Aristocrat

Nidhi Garg

Nidhi Garg is a result-oriented technology leader with over 22 years of experience providing leadership to achieve corporate strategies, build a coalition to support business growth, and implement and manage change to drive organisational performance. She has extensive experience working with C-level executives and Leadership Teams to develop IT strategies, roadmaps, program implementation plans, and their supporting budgets.

Nidhi is a lifelong learner and holds several certifications that demonstrate her commitment to professional development. She has been a Certified Project Management Professional (PMP) from PMI, USA, since 2007, a Certified Agile Leader (CAL-I) from Scrum Alliance, a Certified ITIL 2011 Foundation professional, a Certified Scrum Master (CSM) from Scrum Alliance, and a Certified Scrum Product Owner (CSPO) from Scrum Alliance. She has completed the Complete Machine Learning and Data Science Bootcamp from Udemy in 2022, the Mastering Finance Fundamentals course from The Wharton School (Online) in 2022, and the Design-Led Strategy course offered by The University of Sydney through Coursera in May 2021. She is currently pursuing a Management development program from The Wharton, University of Pennsylvania, USA.

Leadership skills

As Vice President & Head of Global IT, Aristocrat at a leading gaming company, Nidhi is responsible for leading the Global IT teams comprising Enterprise Applications, Infrastructure Engineering, Information Security, Service Delivery, and Global Data, overseeing IT delivery and operations for a leading gaming company with around 5.5 billion revenues, reporting to Global Chief Information Officer (CIO) and responsible for providing strategic direction across business growth, operations management, technology delivery, budgeting & financial control, people management.

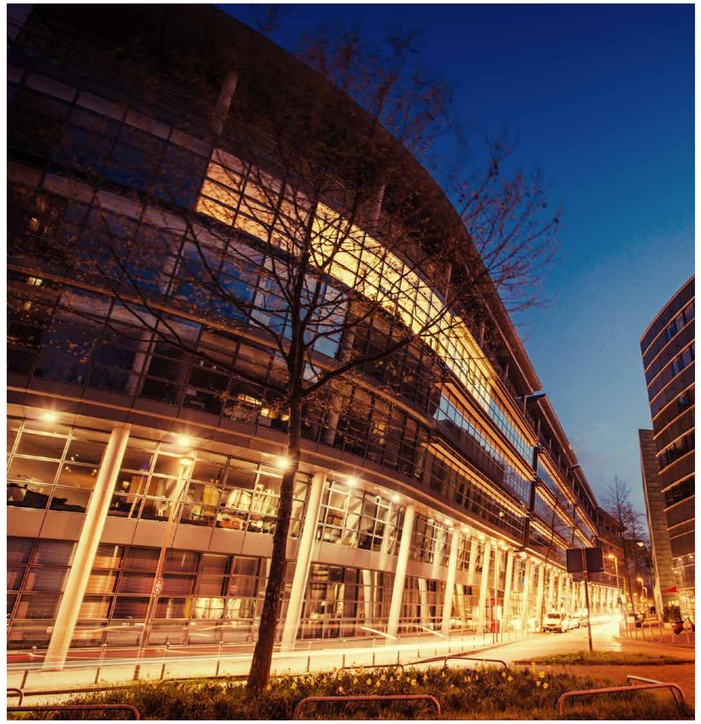
Awards and Accolades

Nidhi's notable achievements include winning the CIO Axis 2023 – Most Promising Category, the 'Innovative 100' award at CIO100 2022 by Foundry Group, the 'Digital Genius award' at CIO Crown 2022 by Core Media Group, and the NEXT100 award by 9.9 Group. She has also been featured in CIO News.

Nidhi is an executive sponsor of EIG 'Shakti' in her organisation, with a focus on creating a diverse, equitable, and inclusive environment for women. She actively participates and contributes to global DEI events and symposiums in the organisation and organisation and has successfully created a platform and run a virtual Lean In group for women to come together to share, learn, and promote sisterhood. She has also engaged in the Leading with Pride program to mentor a transgender person over a period.

Future plans

Looking to the future, Nidhi's plans for women's empowerment include launching an in-person learning group as the next phase of the program and working on initiatives to improve financial and health awareness among women and promote actions in these spaces. She remains committed to continuing her long-term programs and initiatives aimed at promoting diversity, equity, and inclusion in the workplace.



Building an Intellectual, Innovative & Incredible India with Robotex

Payal Manan Rajpal
Director
Robotex India

Payal Rajpal

Payal Rajpal is a distinguished professional who has made significant contributions to education, innovation, and entrepreneurship. After relocating to India from the United Kingdom in 2010, she was determined to bridge the gap between industry and academia and set up innovation centres to improve employability success rates.

Her vision is to provide advanced digital skills to children from every village in India to build an Intellectual, Innovative & Incredible India. Her initiative, Robotex International, creates young talent for future careers in employable and entrepreneurial skills, with the goal of educating 2 million government school students with employable skills. Under the Robotex India program, over 40,000 government school students have been coached, and initiatives such as “Girls who build robots” and “Robotex for Rural” have been launched.

Social impact

Payal Rajpal’s impact on society extends beyond education. During the COVID-19 pandemic, she founded Hack the Crisis, India, which mobilised the top 50 solutions globally. This initiative concluded two successful COVID-19 solution-finding Hackathons in April 2020 – “Hack the Crisis – India,” the largest in India with 15,000 participants, and “Global Hack,” the first digital initiative with the Ministry of Electronics and IT India, MyGov India, and Digital India. In association with MEITY Start-up Hub, she also formed the Resilience Accelerator to assist startups affected by the pandemic.

Awards & Achievements

Payal Rajpal is a staunch advocate of women’s empowerment. As the vertical head for Ficci Flo Pune, she has empowered and impacted the lives of over 10,000 women through various skilling projects and initiatives by raising INR 10 million since 2015. She is an advisory board member of ‘Lets Do It, India’, and ‘Ambitious Africa’.

Her achievements in this area have earned her various accolades, such as Women in Business Rising Star, Top Women in Technology, and Top 100 Global Influencers.

Nurturing Women Entrepreneurs

Looking ahead, Payal Rajpal plans to continue supporting employability and entrepreneurship in early education, mentor and reskill college students, and create incubators and accelerators for women entrepreneurs. Through her dedication and vision, she hopes to make a lasting impact on society by empowering and educating individuals to become agents of change.

A Distinguished Innovator & Researcher with a Global Outreachk

Rajeshwari Ganesan

Distinguished Technologist,
Infosys

Rajeshwari Ganesan

Rajeshwari Ganesan is a first of Distinguished Technologist at Infosys with close to 27 years of IT industry experience as an entrepreneur, researcher, and product innovator. Her original contributions to artificial intelligence and machine learning, particularly in cloud dependability and applications in performance engineering, have earned her international acclaim. Rajeshwari has authored over 30 published works, including journal articles, conference papers, magazine articles, and a book, and has been invited to give keynote speeches at scientific conferences around the world. She has served in critical roles and is the first Distinguished Technologist of Infosys. It has been in those roles that she has initiated and implemented some of the most impactful software innovations in recent years. Rajeshwari has sustained national and international acclaim, and her outstanding achievements have been widely recognised in her field.

Impactful Social Initiatives

Rajeshwari actively works with various NGOs, such as Tomorrow's Foundation in Reproductive Health (including myths and misconceptions of menstruation) for girls in remedial schools. She has continued her social initiatives of focusing on women and menstrual hygiene since 2010.

Rajeshwari believes that women are grossly underrepresented in computing in all leadership positions. She periodically shares her knowledge and skills with other women through internal and external forums, including internal Women Tech Cohere sessions or lectures in various universities in the US. Rajeshwari offers emotional support and encouragement to other women in her field, celebrates their successes, and provides support when they face challenges or setbacks.

Awards and Accolades

One of Rajeshwari's significant achievements is her contribution to intellectual property (IP) and thought leadership at Infosys over the last 27 years. She has been granted eight patents and has filed four more. As head of product engineering and responsible for its P&L, she incubated and scaled XtractEdge Contracts Analysis & Vision to generate revenues of 25 million from several Fortune 100 customers. Rajeshwari has also presented her work in several international sessions, including JavaOne 2000, Tutorial in ICSE 2014 (#1 in the world), Tutorial in IIT Kanpur 2012, Keynotes address ML in IEEE CCEM (2014, 2015, 2016), and Lecture for Ph.D. Students in Mayo Clinic (2021). She has the highest number of IEEE papers worldwide in 2012-13 in SaaS Cloud, and several international publications with A*/A ratings. She received two national awards (India) – Innovator of the Year in Technology in 2017 & 2018 by IWLF and ICC.

Mentoring Life-skills

Rajeshwari actively mentors women and junior colleagues in STEM research and always looks for opportunities to advance and support budding technologists. She has provided opportunities to develop innovation and product creation skills through involvement in hackathons, conferences, and individual publications. She coached several product teams to participate in national and international tech Hackathons, including the InMobi Hackathon (2014, 2015), Amazon re: Invent (2014), and Intel Hacks (2014, 2015).

Transforming Health Care Management for all

Sharmila Devadoss
Founder & Managing Director,
MedIoTek Health Systems

Sharmila Devadoss

Sharmila Devadoss is a serial technopreneur with 25+ years of experience in semiconductor IP, IoT, and MedTech. She has founded three companies and led the development of India's first 32-bit RISC CPU and a full-stack mobile health technology platform. Sharmila is a renowned thought leader in digital health, pioneering the use of cloud computing and bioinformatics in the medical field.

Through her organisation, MedIoTek Health Systems, Sharmila has enabled a powerful digital health ecosystem with over 12 players ranging from NGOs, to private and public entities. Her team is working on data-centric AI and edge ML based on deep neural networks for remote patient monitoring. MedIoTek has made a mark in occupational and public health spaces and received a prestigious grant for public health from BIRAC recently.

Sharmila has also made a significant contribution to women's empowerment in the technology industry. MedIoTek has trained over 150 Women Health Volunteers and staff nurses in Madurai Corporation UPHCs to use the VinCense mHealth platform for non-communicable disease screening. This project has improved the quality and reach of healthcare services in underserved areas and has provided women with the skills and tools to make a meaningful impact in their communities.

Social causes

Sharmila Devadoss has made significant contributions to various social causes through her leadership and participation in several non-profit organisations. As the President of Friends of Heritage Sites (FoHS), she has worked to create awareness and interest in preserving heritage and the environment. She is also the Co-Convenor of INTACH Tamil Nadu chapter, which is dedicated to heritage awareness and conservation in India. Sharmila is an ardent volunteer in preserving artefacts and historical monuments and is leading the Vichitrachitta project for reviving Pallava art by FoHS.

Promoting Digital Health

With her passion for innovation and dedication to her work, Sharmila Devadoss has been recognised and awarded for her contributions to the healthcare industry. Sharmila is dedicated to mentoring and grooming women employees to take on leadership roles. She plans to do this by providing training programs, paper presentations at key conferences, and opportunities to meet top women leaders. She also plans to contribute to leadership development programs for women during her term in the State Council for CII, Tamil Nadu. Additionally, as a pioneer in digital health, plans to enhance the skill development of women health workers through workshops and training programs.

Award & Recognitions

Sharmila Devadoss has received several innovation awards and accolades for her work. She was awarded the "Best Woman Entrepreneur Award 2023" by Holy Cross College, Tiruchirappalli as part of their centennial celebration for Women's Day. She also won the IP Award at the 5th ICT ASSOCHAM Awards 2022 and was shortlisted in GE Healthcare's Edison X Accelerator Program 2020.

In 2020, her company, MedIoTek, won the prestigious "2020 AABI Excellency Award for Mitigating COVID-19" at the Asia level. She was also selected as a Week-2 star by the Covid-19 Innovation Deployment Accelerator (CIDA) conducted by C-CAMP, a BIRAC initiative. Additionally, she was one of the seven finalists in the Unnati Healthcare Innovation Challenge 2019 and was in the top 10 as part of the GoI Startups against Covid 19 program by Niti Aayog.

Other awards won by Sharmila Devadoss include the Best Startup award in CAHOTECH 2018, being in the top 10 in PWC's 'Level Nxt Competition 2017' and being a finalist in 'Medicall Healthcare Innovation Awards 2017'. She also applied for a patent titled "Method and System and Apparatus for Patient Data Collection and Monitoring" in 2016. In addition, she was awarded the 'Women Engineers Award' at the Indian Engineering Congress 2012.

Designing Actionable Data Privacy with Intelligence

Shivangi Nadkarni
Co-founder & CEO
Arrka

Shivangi Nadkarni

Shivangi Nadkarni is the Co-Founder and CEO of Arrka Infosec Pvt Ltd, a data privacy organisation. She has an impressive educational background, with a BE (EEE) from BITS, Pilani and a PGDM from IIM Calcutta. Nadkarni built her career in cybersecurity and data privacy, spending the first decade with SIFY where she helped establish the company as India's first ISP and led the initiative to set up India's first licensed Certifying Authority (Safescrypt) in collaboration with VeriSign. Subsequently, she ran the Global Application Security Practice at Wipro before turning into an entrepreneur and building a successful data privacy business at Arrka.

Data Privacy Advocate

Nadkarni's impactful leadership in Arrka has resulted in several achievements, including building India's first and only Privacy Management Platform, setting up India's first specialist Privacy lab, launching the Arrka Annual Privacy Study (now in its 6th edition) – that provides a glimpse into the state of Privacy in India, and establishing Arrkademy – a specialist Data Privacy training academy. Working in the domain of data privacy meant there were no path or examples to follow, and Nadkarni had to chart a new course herself. In an industry where the gender ratio is heavily skewed towards men, Nadkarni has made a significant contribution to women empowerment with technology by ensuring 70% of Arrka's employees are women and implementing initiatives such as "Wind Beneath my Wings" for returning women professionals and a culture of respect for time and boundaries.

Awards and Accolades

Nadkarni has led Arrka to be a winner in the Deloitte India Tech Fast 50 award two years in a row (2019 and 2020) & served the Jury for Dynamic CISO's annual Security Awards for the last seven years. She has actively contributed to the Privacy Profession over the last decade via the International Association of Privacy Professionals (IAPP) and the Data Security Council of India (DSCI) – a NASSCOM Body. Nadkarni has authored the first textbook for Privacy in India – the Privacy Book of Knowledge (PBOK) for DCPP – for DSCI. She has won various citations and awards, including the Assocham Award for Leadership in Cyber, 21 Women in 2021 by Sipping Thoughts, V-WA Award from Vedika Women's Alliance, Cyber Warrior citation by Dynamic CISO, and more. She has been featured in the book 'Pilani Pioneers' – that features 25 success stories from BITS, Pilani.

Evangelizing Cybersecurity awareness

Shubhangee Shelke

Vice President,
JPMorgan Chase & Co.

Shubhangee Shelke

Shubhangee Shelke is a renowned banking and cybersecurity professional working with global banks and clients. She holds several professional degrees and certifications, such as an MBA, Diploma in Cyber Law, CISA, CCA, PMP, ITIL v3, CEH, CSM, AWS CCP, CCIO and CPEW. Shubhangee is an ISAC ambassador for women in cybersecurity and is dedicated to raising awareness and encouraging women to pursue cybersecurity roles. Interestingly, she is also a successful professional bodybuilder who qualified for the ICN International bodybuilding competition representing team India with several titles in regional and national competitions!

Shubhangee has led the process of audit issue validation management across the line of businesses to identify and close the issue remediation plan within timelines and budget resulting in saving huge many hours and thus cost savings. She has crafted and implemented a successful campus internship program, where fresh postgraduate students from technical programs from premier institutes were hired and trained with the end goal of making them industry ready.

Major Achievements

She is an ISAC ambassador for outreach and awareness in motivating women to join the cybersecurity field. She is also a qualified Cybercrime Intervention Officer and has assisted cybercrime victims in getting the necessary help and support. In addition, she evangelises professional ethics at the workplace and spreads awareness on prevention of financial fraud, hate crimes, workplace harassment and creating an ethical workforce. She conducts seminars, webinars, and awareness sessions, creates awareness through n social media, and helps mentor people for cyber and tech roles, including job opportunities. As an active speaker and influencer for cyber security & she spearheads various activities to promote cyber awareness through mentoring sessions to women and fresh graduates to help them achieve their best.

About success

Endeavour to give your best consistently in whatever you pursue on professional and personal front, she is greatly influenced by the Bhagwat Geeta: as it quotes, “you are only entitled to the action, never to its fruits”. She believes: continuous learning and upgrading oneself is very important to keep pace with rapid changes technology. On job learning we do during our day job, off job, one can learn via self-study attending external training and conferences and obtain professional credentials. Also, as part of giving back to community, you can conduct knowledge sharing sessions, webinars etc.

Fitness is for everyone

In order to take care of others, one should be fit and fine by oneself. For professionals, on the work life balance front, the more you sweat in peace, the less you bleed in war.

Her sayings Let’s do math :) 1 hour of workout out of 24 hours is 4% of your day. Managing that 1 hour for yourself, is the best form of self-love and happiness!

For most of us, balancing a full time successful corporate career with fitness regime is a definitely challenge, highly demanding passion of bodybuilding hasn’t been easy. However, focused approach, healthy life style and believing in oneself makes it work through the time, and then when you look at yourself in mirror as your improved version, that sense of achievement adds to motivation!

Nurturing women CEOs for a Balanced Future

Supria Dhanda
Executive Board Member,
ABS India Pvt. Ltd.

Supria Dhanda

Supria Dhanda is a seasoned business leader with over 25 years of experience in technology companies such as Western Digital, SanDisk, Alcatel-Lucent, and General Electric. She has held executive leadership roles in business and people functions, anchored mergers and acquisitions, and has been an entrepreneur. Her expertise lies in driving high-performance culture and strong growth through a fusion of Business Acumen, Corporate Strategy, and Organizational Development.

Social commitment

Among the many social causes, a few are noteworthy. During her tenure, She has supported various scholarship programs for deserving and underprivileged women to pursue the Vedica Fellowship program and be absorbed in leading corporates. She has sponsored OSAAT programs for creating schools for underprivileged girls and boys. She has been a regular sponsor for SOS homes during her corporate tenure. She is a founding member of Rise Against Hunger, India chapter and has supported many a fundraising for mid-day meal schemes.

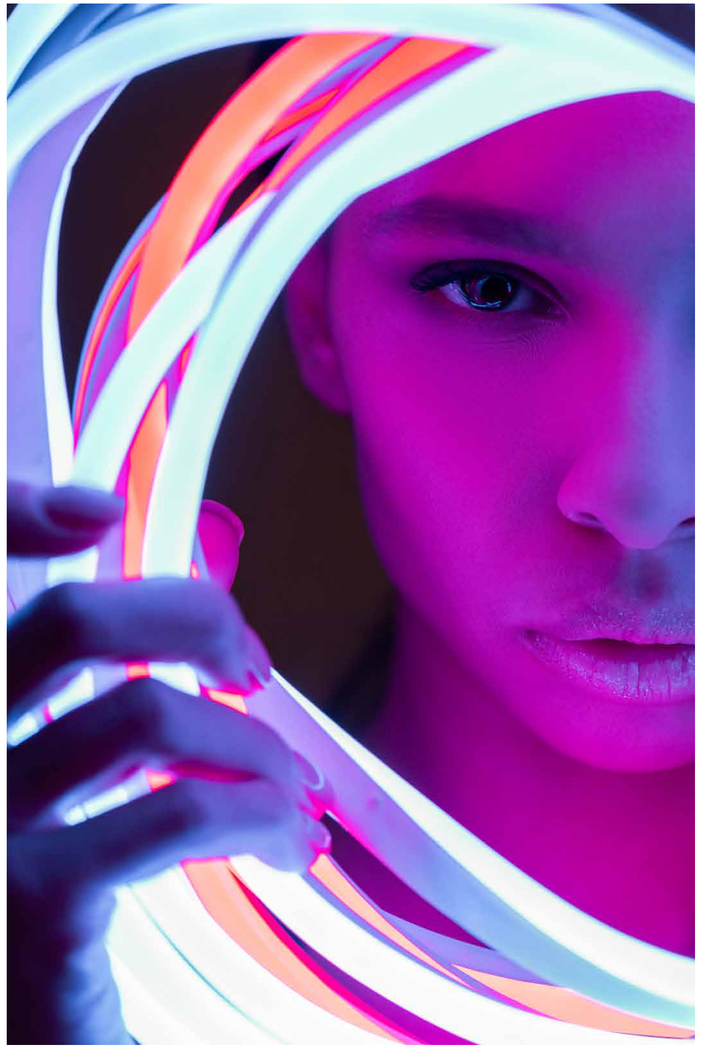
Supria is passionate about technology and believes in nurturing relationships and forming win-win partnerships. She is equally passionate about working with tech start-ups and catalysing the start-up ecosystem in India. She is a TEDX speaker and co-author of 'Wiley Innovation Black Book Enterprise 4.0' with a chapter on 'Unleashing the Transformative Power of Innovation: A Perspective on GCCs'.

Empowering Women Leaders

She is also leading Women@Work, a KDEM initiative for the Government of Karnataka, and is an ICF certified PCC level Executive Coach who has completed her Master's level certification (MCLC) in this field and helps CXOs and senior women leaders develop future inclusive leadership for a balanced world. In her next chapter of life, she would like to serve the cause of women through her foundation – BAGGGEL foundation – which stands for creating women leaders of tomorrow and empowering them across generations and geographies.

Awards and Accolades

Supria is a Board Member for ABS India, a leading System Integrator in the Telecommunications Industry. In addition, she is a Ph.D. doctoral student at XLRI and an ESEMP fellow with AIB (Academy of International Business). Her research focus is on Entrepreneurial Strategy and International Business, particularly on new, young, and innovative born Global Firms and their post-entry performance in emerging markets. She is a thought leader in the Engineering R&D industry of India and serves on the NASSCOM Engineering R&D Council, NASSCOM Regional Council for Karnataka, and is a TIE Charter member for Delhi NCR. At Western Digital, she was instrumental in increasing the number of women from a mere 10 in 2012 to almost 400 plus by 2020.



Leading AI Revolution with Compassion

Dr. Swati Jain

Vice President, Analytics
EXL

Dr. Swati Jain

Dr. Swati Jain is a highly accomplished professional with extensive analytics and consulting experience across multiple sectors, including financial services, retail, media, and healthcare. She is currently the Vice President of Decision Analytics at EXL Service, where she provides AI/ML services to several Fortune 500 organisations. Dr. Swati is responsible for leading the India business for EXL Analytics and select global accounts in the financial services and retail domains. In addition, she also leads analytics talent acquisition for the India and APAC region.

Dr. Swati's expertise in data analytics, business intelligence, and consulting has been honed over several years at top firms such as Cognizant, Pipal Research (CRISIL), and EY. She has been instrumental in the development of innovative AI solutions, the propagation of newer business models, and the democratisation of AI in client organisations. Dr. Swati has been regularly featured in leading technology publications on top data science / ML trends, AI adoption, women in technology etc. She has been a speaker at various forums including TieCon, NASSCOM, PHDCCI, Economic Times, Dataquest, IIMs and AI / Data Science associations. Dr. Swati is a member of the leader's council of select well-known AI forums and has been closely associated with NASSCOM's data science and AI CoE. She played an active role in the development and rollout of NASSCOM's AI Maturity Assessment Framework and has participated in NASSCOM initiatives on AIaaS and MLOps.

Dr. Swati holds a Ph.D. in Economics from the Indian Institute of Technology (IIT), Delhi, and a Master's in Business Economics from Delhi University.

Global Sustainability with Diversity

Dr. Swati has made significant contributions to women's empowerment in the technology industry. She is passionate about role of women in sustainable global development and has shared her journey via several published interviews and sessions organised for technology women at national and international level. Dr. Swati is part of EXL's Diversity and Inclusion Council and has been active in several women initiatives in the organisation, including women fire side chats and book review sessions aimed at inspiring and empowering. Over the years, Dr. Swati has groomed several women in her team, some of whom have received industry recognition for their contributions in analytics. Dr. Swati has been part of multiple mentorship forums, mentoring women in AI/Analytics, career, and leadership.

Spiritual Intelligence

Dr. Swati is also passionate about contributing to society in other areas beyond AI. She has participated in EXL's CSR initiatives, including "Skills to Win", which focuses on holistic career development of youth. She has also participated in other initiatives related to education and fun for primary schools and has volunteered as an online yoga and meditation instructor during Covid times. Dr. Swati has been a mentor and conducted numerous webinars for young professionals in areas of technology, analytics, and artificial intelligence, as well as women, careers, and leadership. She has been a jury member for various contests organised by NASSCOM and AI associations.

Furthermore, Dr. Swati has been running a spiritual forum for over five years, which has conducted more than 100 sessions on topics such as mindfulness, karma and self-development. She believes in contributing to society through artificial intelligence and spiritual intelligence, and she strives to do so on a regular basis.

Awards & Recognitions

Dr. Swati has been recognised as one of the "Top 11 Women AI leaders in India" and awarded the "Women in AI Leadership Award" by a leading Indian publication in Analytics. In 2021, she was featured in "21 women in 21" by INDIAai, the national AI portal of India, and was named among the 50 most influential AI leaders in India by Analytics India Magazine. Dr. Swati has been associated with 3AI, one of India's largest platforms for Analytics and AI professionals, since its inception and has received multiple awards for her contributions, including the Women in Analytics, AI Makers 100, Exemplary thought leader, and 3AI President's Award.

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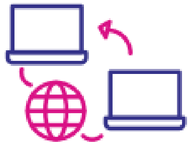

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