Archana Joshi
Building An Ecosystem For Women To Excel
No time to learn

Kids, Family

Whom do I talk to

No flexibility

Festivities

I think I will quit
Safe transport to and from work

Break in career for family needs

Managing changes in working patterns and parental leave

Conflict with need to juggle personal and professional commitments

Based on Women and IT Scorecard – India – Nasscom 2018

36%  45%  60%  71%

55%  53%  27%  18%

2%  2%  4%  2%

Uniquely attributed to female employees

Equally attributed to male & female employees

Uniquely attributed to male employees
#1

Societal & Time-zone pressures: Uneven distribution of women in teams due to societal needs and time zone issues
Monica
Monica
FIREWALL RULES
What we did

To & from travel company wide policies
Career counselling across all levels

Security and firewall updates
Flex working options
#2 Forums: Insufficient avenues for women to open-up and express their views
2014

Retail client
New technologies
UX MVP – 5 months

Pair programming
Collaborative workspace
What we did
#3  Skills: Adapting to core engineering work
#Walk in the past

#Then

#Now
Top skills for the top 5 emerging jobs India by Linkedin – Sep 2018
What we did

ASK BRIDGE
Ask your query by joining the bridge

#HookedToHackFSE
Share your <Hack>/FSE experience and get featured

24*7 MENTORS
A Mentor available for you

COLLAB COVE
Lab set up@ your location. Come Code and get certified on spot

SheInspires
Celebrating Women racing the Digital Era

WORLD CAFÉ
We are wiser together than we are alone

DEBi
A Dashboard to know your learning progress

WEBINARS WORK
Technical sessions, Time Management, Sharing is Caring sessions

LISTEN, LEARN, LEAD
The Leaders Speak motivation

WEEKEND LEARNING
Weekend Mentor support to finish faster
“Title: As a digital team, we want to upgrade our cloud and devOps engineering skills this quarter so that we are better positioned to serve our client needs

Acceptance Criteria: 20% of team members have undergone the full stack engineering enablement program

Type of Epic: People
Priority: High
Number of Associated User Stories: 4
Status: In Progress”
To Summarize ....

#1  Client / Partners

#2  Survey

#3  Focused Skill building
Thank You

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