



**INDIAN INSTITUTE OF MATERIALS MANAGEMENT  
BANGALORE BRANCH**



**WORLD TRADE CENTER®  
BENGALURU**

**Indian Institute of Materials Management, Bangalore Branch in association with WTC, Bengaluru organized Women Leadership Round-Table Meet, with a series of events through out the year.**

## **Women Leadership Round Table meet 2024**

**21st May 2024 2.00 pm to 4.30 pm Virtual**



For Your Participation Click on the Link  
<https://forms.gle/5HHHx1tBuapmyFfh6>

**Indian Institute of Materials Management**

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## Women Leadership Round Table meet 2024 SCM & Logistics



Supply Chain and Manufacturing have traditionally been male-dominated, but changing towards better inclusion. A survey by Gartner in 2018 pointed to an increased participation of women in supply chain roles from 35% to 41% during 2016 to 2021 and percent women in SCM leadership has seen an increase from 9% to 17%.

With increased eCommerce, women are in various supply chain roles including forecasting, planning, sourcing, contracting, vendor management, inventory management, manufacturing, distribution, logistics and returns in addition to digital and technologies enabling supply chains.

Key topics in supply chain discipline today include Supply Chain transparency and visibility, Supply Chain Resiliency and Partnerships. SC Risk handling, SC digitization and Skills, Circular Supply Chain, Green Supply Chain & Sustainability, Supply chain costs, among others.

The new logistics policy, launched in 2022 aimed to bring logistics cost down to 10% from current 14% of GDP to make Indian good more competitive. With this, logistics optimization and competitiveness has assumed greater importance.

**The key themes we are going to cover include**

### 1. Latest topics in supply chain management and SCM and adjacent roles.

- Artificial Intelligence and Automation
- Increased Focus on Speed of NPI
- Customization
- The Internet of Things
- Digitization
- Strengthened Relationships
- Risk Management and Resiliency
- Increased Visibility

### 2. Enabling Technologies in Supply Chains and Services

Facing globalization, increased product complexity, and heightened customer demands, companies are taking up advanced technologies to transform their supply chain from a pure operations hub into the epicentre of business innovation. Using sensors and ever-improving internet connectivity, forward-thinking companies are collecting data at every checkpoint, from the status of raw materials flow to the condition and location of finished goods.

Machine learning, artificial intelligence (AI), and advanced analytics help drive automation and deliver insights that promote efficiencies — making on-the-fly route changes to accelerate product delivery, for example, or swapping out materials to take advantage of better pricing or availability.

### 3. Why women are the best suited and featuring women role models.

Women, with their resilience, intelligence, and unwavering determination, are indeed remarkably suited for leadership roles and as role models.

- Empathy and Emotional Intelligence
- Adaptability and Flexibility
- Inclusive Leadership
- Resilience and Grit



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### 4. Best practices to attracting and retaining women talent to this disciple.

Attracting and retaining women talent in the field of supply chain management (SCM) is crucial for fostering diversity, innovation, and organizational success.

- **Recruitment:**  
Recruitment of more women is the first step toward building a diverse workforce. Partner with supply chain programs at business universities that have at least 40% female participation.
- **Offer Employee Benefits:**  
Both men and women prioritize factors such as a competitive salary, a good benefits package, and opportunities for growth when considering a new job. Ensure that organization provides attractive benefits that appeal to women talent.
- **Implement Mentorship Programs:**  
Mentorship and sponsorship programs are essential for career development. Encourage senior leaders to mentor and sponsor women in supply chain roles. These programs provide opportunities for learning, skill development, and networking.
- **Upscale Resources and Reintroduce Them:**  
Identify talented women within your organization and intentionally upscale their skills. Provide training and support to help them climb the corporate ladder. Reintroduce them into the organization with enhanced capabilities.

### 5. Recommendations on better gender balance in supply chain roles.

Understand that gender is an issue that cuts across all ETI Base Code clauses, which states that no discrimination based on gender should be practiced.

Integrate gender equality as a strategic part of your ethical trade programme. This entails securing the highest level of commitment and buy-in and developing gender policies and/or strategies that aim to tackle the root causes of inequality in the supply chain.

Conduct your due diligence and supply chain mapping with a gender lens. This will help you to understand the differential needs of women and men workers, and the extent to which their rights can be protected. It will also help to inform strategic actions and programmes to enhance women workers rights.

Engage with suppliers from the start. Bring them along on the journey with you and support them in developing and implementing robust workplace policies based on equal treatment of all workers, ensuring that the voices of women workers, are heard. Work with them to build the skills and capacities of women workers such that they can progress towards supervisory and higher paid roles.

**With a maiden effort in May 2023 to host women in SCM Round-Tables; IIMM Bangalore in sponsorship of Manhattan Associates is launching series of events through the 2024, including:**

- ◆ **Curtain Raiser (Virtual) : May 2024: Contemporary Themes in India's Supply Chains and Women's Role in it.**
- ◆ **1 day Conference: Aug 2024: "Women in India's Supply Chains" Main Conference and Sessions (Across key themes mentioned above)**
- ◆ **Round-Table (Virtual): Nov 2024 "2024, The Year that was.. Highlighting the latest in global supply Chains"**



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### Curtain Raiser (Virtual): 21st May 2024 2.00 pm to 4.30 pm : Contemporary Themes in India's Supply Chains

1. Launching the IIMM special focus group; Vision, Mission, and Setting short and long term goals.  
**Mrs Ushasri T Executive V.P and G.M. Manhattan Associates**
2. Enabling Supply Chains to be Resilient  
**Dr Renu Rajani, Sr IT industry leader & books author**
3. Trends in Sourcing and inbound Supply Chains:  
**Sudha Padmakumar, Associate Vice President– South Flomic Group**
4. Customer Experience in B2C eCommerce – Last Mile Delivery, building customer loyalty with effective handling of moments of truth:  
**Swati Biswas, Terrago Logistics**
5. Learning and Development Pathways for Supply Chain Professionals:  
**Dr Bhargavi VR Professor & Director Seshadripuram College and Shahwar Banu Director - HR Tietoevry**

### Speakers of Women Leadership Round-Table May 2024

#### **Ushasri T Executive Vice President and G.M. Manhattan Associates**

Ushasri T.S. is the Senior Vice President and General Manager for Manhattan Associates in India. In this role, she is responsible for Manhattan Associates' strategic direction, growth, and development in India. Manhattan Associates' India operations play an instrumental role, alongside the company's Atlanta-based R&D unit, in developing leading-edge integrated supply chain technology platform solutions.

#### **Dr Renu Rajani, Sr IT industry leader & books author**

Dr Renu Rajani is the Vice President in Technology at leading international bank. She has recently achieved her Certification in Sustainability and Climate Risk (SCR) from GARP. Prior to this she was VP and Delivery Head in Financial Services at Infosys; VP at Capgemini responsible for delivery, revenue growth, Pre-sales/Solutioning, transformation through automation and digital services levers, cost optimization, and operations for a large portfolio of customers spanning across geographies, for 1-billion-dollar revenue service line.

#### **Sudha Padmakumar, Associate Vice President– South, Flomic Group**

Sudha Padmakumar is the Associate Vice President– South at Flomic Group. She is expertise in managing entire freight (Air & Ocean) operations with key focus on top/ bottom line profitability by ensuring optimal utilization of resources, Proficient in Business Development, Operations and Sales activities.

#### **Swati Biswas, CA, Terrago Logistics**

Swati Biswas is a Chartered Accountant with experience of over 23 years, in Multiple Industries like FMCG, Paints, Media/ Entertainment, Management Consulting, Medical Devices/ Healthcare, Telecommunication, Hospitality & E-Commerce. Heading Finance for multiple Businesses, across geographies, in best of the MNCs.



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### **Dr Bhargavi VR Professor & Director, Seshadripuram College**

Dr Bhargavi V.R. is an academican with over 20 years of experience in the field of Higher Education. She is currently the Professor and Director, Seshadripuram College, Postgraduate Department, Bengaluru. She also heads the Centre for Global Excellence and has been instrumental in partnering with various institutions and Universities across the globe. She has professional affiliation with (NHRDN), Indian Commerce Association, Indian Accounting Association, MTC Global, Gandhi Peace Foundation, Youth Hostels Association of India, United Religions Initiative (URI), U.S.A., Indian Red Cross Society.

### **Shahwar Banu Director - HR Tietoevry**

Shahwar Banu is a Director at Tietoevry and Symbiosis International University, Shahwar worked all areas of HR (recruitment, on-boarding & all the HR activities) for the organisation.

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**For more details and registration please contact below mentioned Secretariat**

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