



Diversity Equity Inclusion Belonging

Our services

Project Inclusion
Women Leadership
Unconscious bias
Prevention of sexual harassment
Employee Assistant Program





About Ananya

Started in May 2014 (A division of MyKwest Solutions, Hyderabad), Ananya-Women@Work is a boutique Diversity, Equity, Inclusion & Belonging (DEIB) services consulting firm. We partner with organisations on their DEIB initiatives to bring about cultural transformation across the company for a more inclusive, equitable, and happy workforce with our embedded long-term or stand-alone interventions.

Coordinating and synchronizing among various stakeholders, departments, and initiatives, moving in harmony, we support organizations align their efforts toward common DEIB goals. From strategizing to implementation and post-implementation support, we move hand-in-hand with you because your organisation is unique both in its culture and its environment. Using creative approaches and adapting our strategies to address evolving challenges and cultural nuances, we can cater to your organisation's specific needs.

Project Inclusion

Diversity, Equity, Inclusion & Belonging

Achieving diversity in numbers is achievable; however, the true challenge lies in fostering an inclusive environment. Inclusion is a powerful predictor of lasting change and a driver of sustained business success.

Organizations building a culture rooted in trust, collaboration, and inclusion create a workplace where everyone feels safe, accepted, respected, and valued for their unique skills, strengths, and experiences. In such environments, employees are encouraged to speak up, actively participate, and feel fully engaged, enabling them to realize their full potential.

1) Orchestrating Inclusion: a workshop series

- a) Road to Self-Mastery: Developing Inclusive Leaders
- b) Composing the People Ensemble: Building a culture of inclusion in teams
- c) Symphony of Diversity, Inclusion, & Belonging: Program for Strategic Decision makers responsible for cultivating a culture of Inclusion and Belonging

2) Collaborative Choreography:

Our consulting model towards Becoming an Inclusive Workplace.

Our Consulting Model



Women Leadership

Ananya-Women@Work empowers your corporate environment with customized programs designed to unlock the leadership potential of women within your organization. Our journey-based approach focuses on mid-level management, addressing barriers such as 'glass ceilings' and 'broken rugs' that hinder career advancement. Through dynamic workshops, corporate women engage in self-discovery and collaborative learning, developing actionable strategies to overcome organizational challenges and become effective leaders.

A

Awareness of self

N

Non-negotiables

A

Ask and you shall receive

N

Navigating your way to success

Y

Your Executive Presence

A

Accelerate Action



Unconscious bias

Biases are our brain's automatic, unintentional, deeply ingrained stereotypes about other people. These biases, formed by a lifetime of experiences, education, and cultural environment, are a natural part of human cognition. Despite our best efforts, they can influence our decisions and actions, often in ways we're not aware of. With our brains processing only 40 bits of data consciously out of the 11 billion bits it encounters, these mental shortcuts play a significant role in interpreting and interacting with the world around us.

At Ananya-Women@Work, we're committed to building inclusive and equitable workplaces by tackling one of the most subtle yet pervasive barriers to diversity: bias. Understanding and mitigating these biases is crucial for fostering a workspace where every employee feels welcomed, valued, and understood.

Our offerings include:

- Short-term programs for raising Awareness
- Long-term intervention for behavioral change
- Specific consulting and interventions for people processes e.g. recruitment, promotions



POSH

A workplace free from discrimination and sexual harassment is not an aspirational goal but a fundamental right and essential obligation. Following the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, also known as the PoSH Act, our mission is to assist employers in nurturing a setting where such behaviours are unequivocally unacceptable.

- Represent as External Member on the Internal Committee (Retainership contract)
- Workshops - PoSH
- Support in creating &/or vetting the PoSH policy document
- Compliance Workshops
 - Training program for members of IC Team
 - Orientation program for people leaders and HR practitioners.
 - Employee awareness training.
- Other Workshops
 - Gender-specific workshops
 - Train-the-trainer for POSH



Employee Assistance Program (EAP)

Our Employee Assistance Program supports individuals in addressing personal and professional challenges through expert counseling and resources. It helps manage stress, anxiety, and other personal or professional concerns while fostering improved work-life balance.

With tools to enhance time management, reduce burnout, and assist in conflict resolution, EAPs promote healthier communication and a more harmonious work environment.

By equipping individuals with the tools to overcome challenges, our EAP fosters resilience, enhances well-being, and lays the foundation for sustained success in both personal and professional domains.



Other programs offered

Theme based short programs

1. **Health Conclave** - A game-based program to bring forth the biases in people's decisions and minimise them in the workplace
2. **Breathe Easy** - Participants learn to appreciate the limiting nature of "labels" and exploring ways to overcome them
3. **Mera Wala Purple**- The session takes the participants through instances of exclusion and supports them with tools to deal with exclusion.
4. **Halo and Horn effect**- Understanding Bias - The workshop helps participants understand the origin and nature of bias, and explore ways to minimise the impact bias in situations.
5. **Ceasing Cassandra's Curse** - helps participants explore the four levels of psychological safety and as leaders create new possibilities to enable thriving sustainable organisation

Other programs

1. Queer-inclusive workplace: Sensitization, awareness and Allyship workshops
2. Value-Based Inclusive Leadership
3. Cross Culture Connections - Cultural Intelligence
4. Emotional Intelligence
- 5....And more

Our Expert Panel



Madhujit Singh
Founder & CEO

in



Bhavana Arora
Chief Engagement Officer

in



Priya Iyengar
Corporate Lawyer

in



Hema Srinivas
Consultant

in



Keerthika Rajaram
Media Strategist

in

Our Clients (Partial list)



Connect With Us

Drop us an email or give us a call for the for the 90-minute session, Workshops or Lab for your team/s. Our contact details are:

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