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# Contents

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From the desk of the CEO .....  
From the Board.....  
About Katalyst.....  
Katalyst Reach.....  
Interventions through the Year.....  
Highlights of 2017.....  
An impactful journey.....  
Alumni Speak.....  
Partners Speak.....  
Mentors Speak.....  
Trainers Speak.....  
Katalyst Convention 2016.....  
Katalyst Convention 2017.....  
Convention Panelist 2017.....  
Honour Board 2016.....  
Sponsors.....  
Katalyst Class of 2017.....  
Connecting with Katalyst.....





*To provide an enabling environment through specific development interventions and mentors, to build women leaders who are economically and socially empowered*

Poorvi Shah, CEO

## Dreams Know No Gender

Imagine a girl from a small town entering a premier college in a big city to pursue STEM education. The ratio of girls to boys in her class might be about 1:4 or 1:3. New place, challenging circumstances and unfamiliar cultures. Now imagine this girl excelling at placement interviews and getting a job offer from a prestigious company at above average CTC and motivated to forge an upward career track.

Think it's not possible? Think again.

Katalyst sees these scenes every year! Our girls often achieve not only their goals and dreams but sometimes even the impossible. It is true that dreams know no gender.

Katalyst turns this imaginary scenario into reality by preparing girls from low-income families to take on leadership roles. This is our contribution to improving the statistics in favor of gender equity. Last year saw Katalyst enroll more students, add a center in IIT Delhi, expand its team, engage diverse training partners, involve more colleges, corporates and get support from more funders who believe in giving impetus to the Katalysts.

In February 2017, our social film "Dreams Know No Gender" won the Yes Foundation's Social Film Challenge Award. Another step towards growth coupled with efficiency was the development of end to end MIS through our corporate partner J. P. Morgan's Technology for Social Good initiative.

The year gone by was a great despite challenges and this - our 10th anniversary - will be better still. After all we have a choice to make as Beyoncé so elegantly puts it:



“ I had a choice to stand still or move forward.  
To let things happen or to Make things happen.  
Every day I wake up, I make a choice  
Not to let the world decide for me,  
I decide for me.  
I decide to get going. ”





Another year in the life of Katalyst has been a year of hard work, working towards excellence & bringing process orientation.

Katalyst's mission of inducting disengaged, full of self-doubt, unsure, mostly invisible, and leading back row of life young girls and working with them to being engaged, confident & making them be front row professionals has been spreading faster. Katalyst team has been constantly working towards making these girls leading a life of fulfillment. It has been the team's endeavour to make young Katalysts believe in

- Commitment to their dreams
- Creating their own reality
- Changing – continuous improvement
- Connecting with the outside world of professionals
- Contributing to society

*Keep on sprinting.....”*

**Vijay Mahajan**



Katalyst is very close to my heart and i feel truly rewarded When i see our girls doing exceptionally well in every sphere .Some of my mentees are married now and managing both Work and home so beautifully. Monali cleared the UPSC Exam and I feel so proud to have mentored her. Katalyst is Empowering the girl child and their contribution to our society its extremely valuable.”

**Chitra Jain**



It has been wonderful seeing the remarkable transformation in the Katalyst girls, from the time they first join the program, to their securing placements in good companies on graduation. Katalyst has provided them with a sound support system which has enabled them to do better than they could have ever imagined on their own. It has been personally very fulfilling to work with Katalyst.”

**Noopur Desai**





I have been aware of the Katalyst initiative since the idea was hatched. In a country where gender bias is so deep, providing an opportunity to girls who want to transform their lives is always laudable. In the case of Katalyst, the dual aspects of financial support along with training/mentorship are key to ensuring the girls remain committed, learn life skills and are prepared for the workplace.

The programme has been carefully crafted to be an enabler and the young women hold equal responsibility for their individual professional growth. I gained a deep understanding of the critical role the organization plays during my interactions with the Katalysts during the Goa convention 2016.

I hope to remain associated with the Programme and we can continue to make a difference to young women across India. ”

**Sunishi Gabhawala**



It's been an inspiring experience to be a part of Katalyst's mission to empower these bright, young women to soar high to achieve their dreams. As Mentors, we learn as much from these spirited minds as we hope to give and truly enjoy helping catalyse the full potential of these promising minds! ”

**Paula Mariwala**



Let me start by congratulating the Katalyst team on another fabulous year gone by and on completing a decade. A period of Ten years is indeed a significant milestone to achieve!

Kudos on setting up your footprint in Delhi with the new Centre, and starting the partnership with IIT Delhi. Look forward to this Centre growing into another full-fledged hub for Katalyst.

I would like to take this opportunity to welcome the new team members who have joined Katalyst this year along with thanking all the existing team members for their passion, dedication and confidence in this programme. It's also quite reassuring to observe that the programme is moving towards enforcement of systems and process strengthening to ensure quality and accountability.

Last, but not the least, a hearty congratulation to Poorvi for being recognized by the CEO magazine as one of the 25 most influential women leaders in India, alongside other luminaries, from the business world. Look forward to many more such laurels being won as we continue to grow and blossom.

Third Sector Partners and I personally take great pride in being associated with Katalyst. We remain committed to our continuous support to Katalyst, for the brilliant job that you are doing, by touching so many lives through this program.

Wish you the very best for the coming year and always. ”

**Poulomee Ghosh**



Katalyst started a decade ago with the intent of empowering women from low income communities pursuing professional education. Katalyst does this through specific development interventions such as skill enhancement, mentorship, assistance with internship and exposure to various sectors over four years their graduation. Katalyst, thus, prepares young women for leadership roles, creating a wider talent pool for India Inc and bridging the gender diversity gap at leadership level.

Set up in 2007, Katalyst has chapters in Mumbai, Pune, Bangalore and Delhi and has impacted over 700 girls. Katalyst Alumni are occupying various positions in prestigious companies both in India and abroad and even in Civil Services.

### **Primary Objectives:**

- To encourage and empower talented girls to take on roles of leadership and innovation and participate in the process of community building
- To enhance employability of the students thereby marking their footprints in the managerial cadre of India Inc.
- To increase the management bandwidth of corporate India through the talent pool thus created, giving India Inc. access to an untapped talent base.
- To raise their capacity to command a higher annual salary.



**Katalyst achieves its objectives through various program interventions given below through the undergraduate degree or professional course years of its beneficiaries.**



The Katalyst Annual Convention in Goa - a chance to bond with Katalysts from other centres as well as an opportunity to hear and interact with leaders from various sectors through panel discussions and programme supporters



**Country Inn & Suites By Carlson, Goa Candolim**, is a chic hotel styled in Indo-Portuguese architecture.

The hotel is a short walk from Goa's famous beaches, local markets and attractions.

The hotel boasts of its large swimming pool, 2800sqft pillarless banquet hall, fully equipped fitness centre, free high-speed WiFi, the on-site 24 hours Global Cuisine Mosaic Restaurant, Pool Bar & BBQ Restaurant and stylish rooms featuring sophisticated furnishings.

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**COUNTRY**  
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359



Pune **117** Bangalore **174**

Mumbai **53** Delhi **15**

317



Alumni

512



Training Hours-

**128** hours/ annum

247



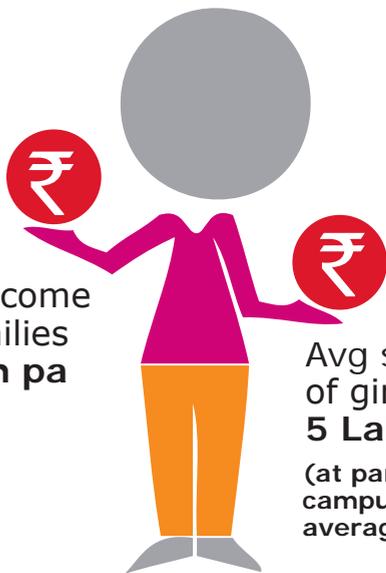
Mentors

₹ **58.4** Lakhs

Payout - (FY 2016-2017)

Every Katalyst is given a financial payout which is based on the scorecard that tracks her attendance in training programmes, mentor interaction, academic performance and leadership and volunteering initiatives. This has to be linked with the Payout only not income

Avg income of families **1 lakh pa**



Avg salary of girls **5 Lakhs pa**

(at par with College campus placement average)



## Bangalore

“ The Bangalore center has grown tremendously in the past year from the Katalyst Tech Fest 2016 hosted by Siemens and BMS College of Engineering as venue partner, to the Residential Camp organized for the students in Mysore. Our journey has been great- and watching our katalysts grow and mature through this year has been the utmost joy for us! ”

### Vijaya Thilakam

Katalyst Program Director,  
Bangalore



Visit to Siemens, Bangalore | Outbound organised by International Volunteers Trust



Interventions Through The Year



Personality Development training



Farewell to the Graduating Students



Winners of the Tech fest



Katalyst explaining her project during Tech Fest 2016



Yoga at the Residential Camp in Mysore



Quarterly Meeting





## Mumbai

“ Our Katalysts never fail to brighten up my day by bringing a smile to my face and warmth to my heart. Watching them excel in all their endeavors is what we wish for our students. Over this year Katalysts have participated in Standard Chartered Mumbai Marathon, celebrated Republic Day by planting trees and attended an Interview and Grooming session at Sofitel Hotel. These power-packed girls have also participated in the Case Study Challenge at JP Morgan.

It is priceless to see them grow in confidence as compared to when they first enrolled in the program. With the strong support of our kind-hearted mentors and training partners, we are certain to see our girls grow through the cutting-edge women empowerment!”



### Manali Ghaghda

Katalyst Program Manager,  
Mumbai



Standard Chartered Mumbai Marathon 2017





Training on Financial Freedom



Alumni Meet



Mentor Workshop



Training on Conflict Resolution and Interpersonal Skills



JPMC Case Study Challenge



Interview and Grooming Skills



**Pune**

“ Our Katalysts are a constant inspiration to me and it is always a pleasure to work with such brilliant girls who are extremely hard-working and are determined to fulfill their dreams. Be it at the Pinkathon or at the Symantec Global Service Week, the enthusiasm and caliber of these young girls are quite evident. The industrial visit to CISCO Global gave the girls an opportunity to participate in a floor walk of the lab. Also, Katalysts thoroughly enjoyed the Outbound at Magic Bus, which was a fun packed experiential learning program. It feels great to see our Katalysts growing confidently, with better skills and attitudes that will mould them into future women leaders.”

**Megha Verma**

Program Manager,  
Katalyst Pune



**Alumni Meet**



**Dance Movement Workshop**



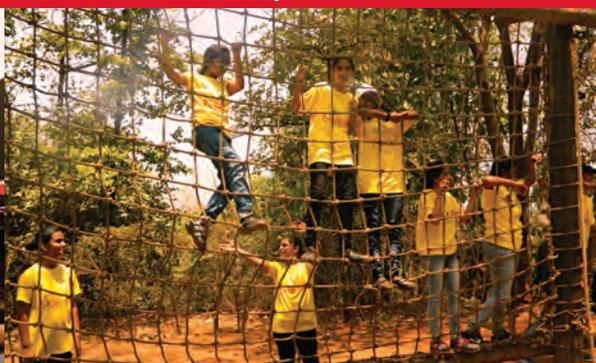
Mentor Workshop



Motivation and Interpersonal Skills



Outbound at Magic Bus



Syantec Global Service Week



Outbound at Avanti Kalagram with Graduating Students

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## DELHI - NEW Center Launch

Katalyst launched its new centre in Delhi by inducting students from IIT Delhi. It was a pleasure to have Mr. P. K. Joseph, Program Director, DLF Foundation, Misha Kohli, Founder & CEO, Learnosophy, and Anurag Bansal and Saima Ahmed from Career Launchers, at the event.



## Yes Foundation Social Film Challenge Award

Katalyst is thrilled to announce that a 3 minute film made by Aayush Saxena on women empowerment with Katalyst as the change agent and Katalyst Alumna, Kavita Khandekar as the protagonist WON the Yes I am the Change, Social Film Challenge Award by Yes Foundation! The video carried a powerful message – DREAMS KNOW NO GENDER.



“ My and Katalyst's vision is to see more women in the workplace especially at the leadership level. To achieve this we would like to scale up to create a replicable and sustainable model which can be taken pan India and even overseas. According to a study published by Grant Thornton in 2016, India ranks third lowest in the proportion of Business leadership roles held by women for the second year consecutively with only 16% of women in senior management. Katalyst would like to change that by enhancing the competencies of these women and increasing the talent pool for India.”

### Poorvi Shah

An excerpt from the interview covered by CEO Magazine featuring the 25 Most Influential Women in India - 2017

# Powering Ahead



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**Sapna Salunke**  
Sr. Product  
Engineer, Cummins  
India Pvt. Ltd

Sapna, the eldest amongst three siblings, was always a bright and ambitious student throughout school. But the turning point in her life was in 2005, when she lost her father due to a sudden heart attack. It was a shock for the family. Her father always wanted her to be a doctor. But since there was no one to guide or fund her education, Sapna dropped the idea of pursuing medicine.

But the ambitious girl did not give up on herself. Sapna knew that she was now responsible for her family. She moved to Pune and lived with a relative who supported her. She secured a seat in College of Engineering Pune for Mechanical Engineering and was soon introduced to Katalyst by a friend. This was a major turnaround point in her life. Sapna believes that the Katalyst program accelerated her growth. Training sessions on etiquette, personality development, preparing for placements and sessions on email writing by Katalyst really helped her sharpen her skills tremendously.

Sapna also credits the mentorship program with helping her through the difficult times in life. She reminisces how her mentor Ulka Shirotri helped her accept and overcome her difficulties and encouraged her to believe in herself. Till date, Sapna remembers Ulka advising her that success is very individualistic and that success can always be found in small things. Sapna lives by this piece of advice till today.

After graduating in 2012, Sapna got placed in Cummins India Ltd and became not just the first person from her family to graduate college but also the first engineer in her family. Sapna today is working as a Senior Product engineer in Cummins India. She participates in CSR activities of the company and is also an active member of the Pune Alumni Group. She has also volunteered to be a buddy mentor to one of our current Katalysts.

Finally Sapna says, "I feel education has been the most powerful tool to change my life, and Katalyst is doing the wonderful work of fueling this education ride".



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**Priyanka Dake**

Co- Founder,  
CollarCamp

**M**y journey with Katalyst began in 2005, when I was pursuing my Engineering in Production from Veermata Jijabai Technological Institute (VJTI) in Mumbai. I am one of the first Katalysts from the Mumbai centre.

Coming from a financially challenged background, choosing a career was hard. But Katalyst taught me about sustaining a career and doing my best in it. They have always provided an invaluable helping hand, be it with payment of college fees, providing computer with Internet facility or personality development and MBA classes. Most importantly, Katalyst provided me with supportive mentors, Chitra Ma'am and Gopal Sir, who have been motivating and guiding me till date. I consider them my beacons who inspire me to reach greater heights. The interactions with Chitra Ma'am taught me many lessons that I still remember and treasure. Also, I will always cherish the memories of the Goa convention, the Mumbai Marathon and the various valuable trainings that have helped me grow.

Thanks to these experiences, I was able to get a placement with Larsen and Toubro Ltd. where I worked for 3 years, as a Senior Engineer. Thereafter, I pursued my MBA in Operations from Welingkar Institute of Management. I took up an opportunity to work with Sunjewels International Pvt. Ltd where I worked for 3 years as a project Manager.

Today I am a proud owner of a startup named CollarCamp. It is a short term rental aggregator, providing co-living, co-studying and co-working space on rent. I am proud to be associated with Katalyst; each little lesson has certainly helped me reach where I am today.

Many wishes to Katalyst!





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I am Reshma and hail from Uppinakudru, Karnataka. My father is a daily wage worker and my mother is a housewife. I am the second out of three daughters. Currently, I work for Google as a Software Test Engineer. My life journey from a Kannada medium government school in a small village to college in Bangalore and finally working in one of the best companies in the world is thanks to people who have been helpful and supportive. Katalyst is one such organization to which I am forever grateful.

I always enjoyed studying and wanted to become an engineer. My teachers were very supportive, even helping me financially when I was unable to pay fees. I was able to go to a reputed college for my 11th and 12th on merit. I worked small jobs to save some money. Coming from a Kannada medium school, I was not very conversant in English and following lectures was difficult at first. But I persisted and scored well in my exams leading to admission in an engineering college in Bangalore.

My family was very supportive and took an education loan for me that helped me settle in and adjust from a small village to a big city. There were so many unknowns and I rarely saw my family as traveling was expensive. But the support from my family kept me going.

I was introduced to Katalyst in my second year and that changed my life. I had always been conscious of my communication skills in English. Katalyst helped me discover the best version of me- gave me the confidence to meet people, make friends, rediscover my interests. The soft skills classes, mentoring, group discussions and company visits were very helpful. What I appreciate a lot was the platform given to discuss topics which are otherwise considered 'taboo' such as being independent, dressing to boost confidence and having a doctor discuss pregnancy. All of these are immensely empowering.

After a lot of struggle, I bagged the campus placement with Apigee Corporation. My hard-work paid off when I was able to financially support my family. Today, I feel blessed to be working in Google- my Dream company. To conclude, I would like to say, we need to face our fears and think positive. Thank you, Katalyst for giving me the courage and confidence to do so.



**Reshma Devadiga**

Software Test  
Engineer, Google





---

**Shraddha Gajjewar**

Software Engineer  
at Rakuten Crimson  
House, Tokyo

“Katalyst has always been close to my heart. It has been the wind beneath my wings and brought about a whirlwind of change in my life, helping me reach where I am today. I joined Katalyst in 2012, when I was pursuing my first year of Electrical Engineering from College of Engineering Pune. The training provided by Katalyst which covered all the aspects of personality development made me a confident person and helped me understand corporate life even before I entered it. And now, because of Katalyst, I can work and confidently interact with people from different countries and cultures. Katalyst is and always will be a mentor and friend to me. Thanks a ton Katalyst!!!”



---

**Shraddha Shanbhag**

Consultant at  
Genpact- Headstrong,  
Bangalore

“I have been associated with Katalyst since 2011 when I joined the programme while pursuing Engineering in Electronics and Telecommunication from College of Engineering, Pune. Katalyst programs have played a vital role in helping me achieve my goals. It not only gave me financial help but also contributed immensely in building my confidence which has enriched my professional life. Currently I am working at Headstrong-Bangalore as a consultant, but posted to BNP Paribas, Mumbai (Client Location). I am very thankful to Anjali Ma’am and the Katalyst team.”



**Kavya Kumari**  
Software Engineer,  
SAP

I am Kavya, the third daughter of my parents. My father works in a petrol bunk and has always emphasised on good education for his girls. He had taken loans to finance the education of my sisters. I wanted to pursue engineering but was apprehensive about yet another loan. However, my family supported me by taking another loan. At that time I was not confident about my communication abilities and suffered from an inferiority complex. Then Katalyst came into my life as a real catalyst and propelled my life journey forward.

They supported my sister and me financially and were a huge motivating factor. Every experience in Katalyst was unique and beautiful. I treasure the time spent in Goa as it was the first time I had experienced the ambience of a five star hotel. My mentor helped me improve my communication skills and boosted my confidence. I attended and enjoyed the classes and workshops but the Aptitude class was my favourite. This assisted me in my campus placements.

I got placed with SAP labs and this has changed my life completely. I am very active in intra company events and also with an NGO called 'A Little Dream'. I mentor my junior Katalysts and I am grateful for being recognised as the Best Alumni (2015).

Katalyst is with me every step of the way. When I recently went to Greece for a customer visit- my first time flying and being on site- I was nervous and lonely. But the confidence gained at Katalyst helped me talk to people and enjoy my visit. Thank you!"



With  
Best Compliments  
from a  
Well Wisher

## The Hans Foundation Sponsor

We, at the The Hans Foundation, are proud to support 'Katalyst', a much needed initiative to help unleash the potential of bright young girl students from the less privileged backgrounds, pursuing professional degree courses. 'Katalyst' is unique in its blend of thoughtfully crafted components that provide a holistic support system, creating a cadre of informed and empowered women professionals.

Our best wishes to the 'Katalyst' team in taking this program to greater heights.

- **Lt. Gen SM Mehta (Retd.) AVSM, SM, VSM and Bar  
Chief Executive Officer**

## Veer mata Jijabai Technological Institute (VJTI) College Partner

I have been in academic field for more than 25 years. I have seen that students coming from middle or lower income group families may be intelligently bright but always lack in self-confidence and remain in background in any group activity. This is observed more so in case of students, that too girl students coming from villages or small towns. Katalyst seems to be working for the right cause by picking up some these girl students and mentoring them for all round development to transform them into confident leaders of tomorrow. Katalyst trains the girl students in areas like business ethics, leadership skills, personality development and some technical skills like programming as and when necessary. Unlike some other trusts who provide only financial help, Katalyst through their mentoring and internship programs see to it that the girl students acquire the necessary skillset to not only survive in the field but to become torchbearers for a generation to come.

– **Dr Vinay Topkar, Deputy Director**

"I was introduced to Katalyst by Poorvi and found the concept very engaging. Since I had never done something like this before, I was a little intimidated at first but when I met my mentee , Gowthami, all my apprehensions flew out of the window. She was a shy young girl , in her second year of engineering. Academically diligent, she was a little low on confidence. We used to meet at coffee shops, ice cream parlours, the mall, at my home, and chatted about family , college, friends, jobs- anything and everything really!

I have seen her grow in confidence over time and am proud of her achievements in college. I hope she is able to realize her dreams and live her life on her own terms. She will always be a part of my life, welcome in my home and I hope to be a part of hers.

Thank you Katalyst for giving me this opportunity. It has been truly enriching!"

**- Aradhana Batabyal, Teacher**

"The phrase 'Tomorrow belongs to those who prepare for it today' succinctly captures Katalyst's endeavor to empower young students. Katalyst works relentlessly to cultivate the essential interpersonal skills in these students that are vital for employability in today's corporate world. By organizing mentoring sessions and industry tours for the students, Katalyst is helping them to be competent with their counterparts, thereby opening doors for them in the job market."

**- Alexander Tetarbe, M.Eng - International Automotive Engineering,  
Technische Hochschule Ingolstadt**

"The Katalyst Mentor programme is a valuable addition in the lives of not just the mentees but the mentors as well. It helps us give back to the society and especially contribute to women's empowerment. I have been very impressed by the mentees who are very sincere in attending the Mentor-Mentee meetings. I have observed them to be very eager to learn and appreciative of the inputs being provided by the experienced mentors. The overall personality enrichment of the students is bolstered by the mentor programmer as well as the various soft-skill inputs and computer skills trainings being provided by Katalyst. I believe that together in this journey, we are contributing to nation building. Thanks to all at Katalyst."

**- Sanjay Limaye, Freelance Trainer Consultant**



"The Katalyst Mentor program gives me a wonderful opportunity to work with bright, eager soon-to-be professionals. I strongly support the program and the feedback I receive indicates the program provides a great advantage in preparing students for life. Every year I find out how much I have to learn from the mentees themselves."

**- Ramona Parsani, Chief Digital Officer, Investronaut - Vishwakarma Group.**

"I have been a Katalyst mentor for several years, and I love the concept of learning and growing with the girls in this important juncture of their lives as they lay their professional foundations and strengthen their academic qualifications.

I am most delighted when the girls share all the different kinds of things they are doing, their exposure to various activities and their curiosity to learn. I have tried several different styles of engaging with them, using case studies and assignments and I believe this has worked well. I find it very exciting when I am able to share some of the interesting things that I am continuously learning in IT (my field).

All the best to the entire Katalyst team."

**- Shwetha Gupta, Digital Vidya, Vice President, Technology Vertical**

"Mentoring two young engineering students throughout the course of this year has been a learning experience all around, for my mentees and especially for me. Their enthusiasm to meet and discuss their busy lives reinforces my commitment to help in every way I can as they develop their unique leadership styles. It is indeed a pleasure and a privilege to partner with Katalyst in shaping these young minds." - Deepa Navani  
I have been involved in mentoring 3 Katalyst students for the last few months and I have found them to be very intelligent. I see their potential to become future women leaders. I also appreciate the curriculum design by Katalyst that imparts relevant and valuable skills and value systems to the students. I am confident that in coming years Katalyst students will have a strong representation in Corporate Board Rooms in India and abroad and I wish them great success in all their future endeavors.

**- Amit Khanzode, Deputy General Manager - Sales & Account Management  
Tata, Communications Payment Solutions Limited**



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I met Poorvi at a dinner in Delhi and by the end of the evening I had no doubt that I wanted to be involved with Katalyst. The mentoring role gives me the opportunity to use my skills and experience to help raise the performance and profile of young women. This is my first formal role as a mentor and within the first few minutes of my first session with my mentee I was immediately aware of the enormity of the responsibility and opportunity to make a difference. After the mutual introductions and brief sharing of life stories (Aditi's was clearly more interesting than mine), it was obvious that it was my job to find a topic of real interest to her, one which has real meaning in her new life. This was not easy and something I suggest mentors think through before the first meeting with their mentees. Once we struck upon the topic, the remainder of the session, and the subsequent one, were great. We were both fully engaged and I felt that I could be of some real help as she prepares to make important decisions.

- Shiv Dayal, CEO & Managing Director, Langham Capital



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“All round exposure, creating a niche and excelling existing standards is what Katalyst provides these bright young girls. I see them becoming more confident and expressive with each training and that makes me see a bright young India.”

**- Reema Shah,  
Trainer, Workshop and Visiting Faculty BSE**

“I have been a mentor and a trainer with Katalyst for a few years now. The programme – including the selection of students and the way it is managed – gives me a lot of hope. The quality of students in the programme is exceptional and the way they respond to training and mentoring is heartening. The girls take the inputs given to them very seriously and strive to work towards improvement. The programme makes a marked difference to the awareness and confidence levels of the girls and one can see them making life choices that they otherwise would not have made on their own. Katalyst is hugely empowering for all the stakeholders involved in it.”

**- Rukmini Iyer,  
Director, Exult! Solutions**



“I have been coming here for nearly 2 years now and have conducted trainings on multiple topics and environments. These young minds have so much to offer but are limited in their surroundings. Katalyst seems to have taken care of that problem, as we can see the energy and commitment in these young women has borne fruit in terms of development and placement. Despite challenges in terms of attendance and exams, the students passion never ceases to impress me. Katalyst Bangalore has climbed the summit, all that is left is for its team to hoist the flag. What Katalyst does should be implemented on a larger scale.”

**- Norman Nicholas,  
International Volunteers Trust**

“I have been associated with Katalyst sponsored Training programs like Public speaking, technical interview sessions for almost a year now. I must say, through these programs Katalyst is doing a great Job in bridging the gap between the “Curriculum” and the real skills required to be successful in the career for the engineering girl students. I always experienced the commitment, dedication and above all a genuine bonding of the students with Katalyst. Its indeed my pleasure to be associated with such a great team of passionate, caring Katalyst Family.”

**- Anand Popale,  
Communications and Behavioural Trainer**



# Katalyst Convention 2016



# "Dreams Know No Gender"

Katalyst believes that exposure to inspiring leaders who have gone through the trials and tribulations to achieve their goals would motivate the Katalysts to relentlessly work towards their own personal and professional goals.

Hence, every year Katalyst organises a national convention in Goa, where Katalysts from all the centers get an opportunity to interact with each other, with leaders from the industry who are invited for the panel discussion and with the mentors and supporters who attend the convention. During this convention, the prestigious Katalyst awards are presented and the Katalysts also get to showcase their talent through the cultural performance.

## 8th Annual Convention

**Date:** 29th July    **Venue:** Country Inn & Suites, Goa

### Agenda:

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Panel Discussion

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Katalyst Awards Ceremony

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Katalyst Talent show

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Gala Dinner

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**For this convention, the following leaders from various sectors have been invited to share their journey, comprising challenges and success, with the budding women leaders.**

**Gen S. M. Mehta**  
CEO, The Hans Foundation

Lt. Gen. Mehta, AVSM, SM, VSM and Bar has had an illustrious career spanning four decades in the army before joining The Hans Foundation. He is an alumnus of Punjab Engineering College with M-Tech and MBA in HR from Symbiosis University of Pune. The General officer has been a distinguished Engineer, a visionary and a scholar. He is highly decorated soldier and he has been conferred Ati Vishisht Seva Medal and Sena medal by the Honorable President of India. After his retirement he has been at the helm of affairs of The Hans Foundation as CEO and steering its course with great leadership and vision. He is a fellow member of The Institution of Electronics and Telecommunication Engineers (IETE), The Indian Institution of Plant Engineers (IIPE) and a member of The Indian Institution of Engineers (IIE).

**Debjani Ghosh**  
Former MD Intel South Asia

Ms. Debjani Ghosh is former VP SMG Intel and MD Intel South Asia. She started with Intel in 1996 and has held numerous leadership roles over her 21-year career with the company. She currently serves as Additional Non Exec Director on the Board of Yes Bank and is a member of Cisco's India Advisory Board. She is also a trustee of NASSCOM Foundation and co-chair of FICCI's Innovation Committee. She has served in many industry forums like NASSCOM, MAIT, FICCI to strengthen industry advocacy for Digital India and increase the urgency on action. She was also the first woman Intel India Country Head and the first woman President of MAIT. She has been ranked by Fortune India as one of the top 20 Most Powerful Women in Business in India for 5 consecutive years since 2012. In 2017 Fortune India ranked her the 11th most powerful woman in business in India.



## **Shaheen Mistri**

Founder of Teach For India and Akanksha Foundation

Shaheen Mistri founded the Akanksha Foundation in 1991 and is the Founder and CEO of Teach For India. Akanksha educates 5000 children in 15 schools - equipping them with the education, skills and character they need to lead empowered lives. Teach For India educates 30,000 children across 7 cities & is building, in parallel, a force of leaders who will be committed to demonstrating, inspiring and catalysing systemic change - until the day comes when all children across India attain an excellent education. Shaheen has a Master's Degree in Education from the University of Manchester, England. She is an Ashoka Fellow 2001, a Global Leader for Tomorrow at the World Economic Forum 2002, an Asia Society 21 Leader 2006 and serves on the boards of Akanksha, Ummeed, and the Thermax Social Initiatives Foundation. She also serves as a committee member for the National Council for Teacher Education

## **Anjali Bansal**

Former Global partner & MD TPG Pvt Equity

Anjali Bansal is a former global Partner and MD with TPG Private Equity and a strategy consultant with McKinsey & Company in New York and Mumbai. She founded and ran Spencer Stuart's India practice growing it to a highly reputed pan-India platform. She was also a global partner and co-led their Asia Pacific Board & CEO practice. She serves as an independent non executive director on various public boards. She is on the Advisory Board of the Columbia University Global Centers, South Asia. Previously, she chaired the India board of Women's World Banking, a leading global livelihood-promoting institution. She is a charter member of TiE, serves on the managing committee of the Indian Venture Capital Association, angel investor and mentor to young entrepreneurs and companies including the SAHA Fund, Female Founders Fund and others. Anjali is an advisor to SEWA and Grameen Foundation. Anjali co-founded and chaired the FICCI Center for Corporate Governance program for Women on Corporate Boards. She serves on the managing committee of the Bombay Chamber of Commerce and Industry and is part of the CII Directors Guild. She is a member of the Young Presidents' Organization. She has been listed as one of the "Most Powerful Women in Indian Business" by Business Today, and as one of the "Most Powerful Women in Business" by Fortune India. She has a bachelors in Computer Engineering from Gujarat University and a Masters in International Affairs, Finance and Business from Columbia University





### **Miss Universe - Best Katalyst Award –Anees Fatima**

Anees Fathima has secured a CPGA of more than 8 and has been placed in Infinera Technologies Pvt. Ltd as a software Engineer. Her excellent leadership qualities led her to be the student representative for the computer science department at the biggest annual Intra collegiate cultural fest "Milagro" in 2016. She also organized an event called "Textoholic Hunt" for her college's first technical fest "Inspiron" in 2013. She has set an example to other students by securing the 22nd rank in the All India IEEE Programming League Competition. She also has a heart of serving and has been actively involved at 'Fund a Child' in India since two years as a volunteer.

### **Miss World - Best Katalyst runner up –Chaithra B**

Chaithra is an extremely talented girl who has endured several challenges. She is placed at Siemens as an Electronics Engineer. She has also won the zonal level competition of Swarm Robotics and has represented her college in national level Robotics. Being blessed with excellent leadership qualities, was elected as the joint secretary for her college cultural fest – "CHIGURU – 2016".

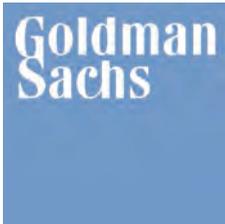
### **Miss India – Best Katalyst second runner up –Kanchan Dhonnar**

Kanchan has a BE in Mechanical from College of Engineering, Pune. She was an active student with highest training attendance and mentor meetings with her mentor, Capt. Dilip Dani. She possess good leadership skills. She was also selected for F1 car racing team, received scholarship for Jagriti Yatra and was awarded a Gold medal in Chess through college. She is currently working as Design Engineer in Tata Technologies

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## Individuals

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Harkirat Singh

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Nina Mehra

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Noopur Desai

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Poulomee Ghosh

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Sudhanshu Chabra

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Sudhanshu Vats

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Sunil Thomas

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Vijay Kakkar

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<b>Name of students</b>	<b>College</b>	<b>Company name</b>	<b>Designation</b>	<b>CTC (Rs. Lakhs p.a)</b>
Damini Parsewar	COEP	Bharat Petroleum Corporation Ltd	Management Trainee	14.00
Savita Pingale	COEP	Credit Suisse	Developer	10.60
Sayli Lande	COEP	Vedanta resources	Graduate Engineering Trainee	9.45
Prerana Holani	COEP	Oracle	Application Developer	6.17
Bhavya M	RVCE	Wipro	Project Engineer	6.00
Kalpana Thite	COEP	Bosch	Technical Management Trainee	5.75
Pranali Mahajan	VJTI	Mahindra & Mahindra, Chennai	Researcher	5.60
Sayali Baviskar	COEP	ABB Ltd.	Graduate Engineering Trainee	5.50
Alisha Pawar	COEP	Sunpharma	Graduate Engineering Trainee	5.12
Komal Kudale	COEP	Vodafone	Graduate Engineering Trainee	5.00
Sandhya Gutte	COEP	Crompton Greaves	Graduate Engineering Trainee	4.50
Tejashwini N A	UVCE	Vodafone	Graduate Engineer Trainee	4.35

<b>Name of students</b>	<b>College</b>	<b>Company name</b>	<b>Designation</b>	<b>CTC (Rs. Lakhs p.a)</b>
Sheetal Shinde	VJTI	Varroc	Graduate Engineer Trainee	4.00
Rucha Patil	COEP	Alfa Laval	Graduate Engineering Trainee	3.50
Kirthan RC	Sir MVIT	Accenture	Project engineer	3.50
Shubha L	UVCE	Accenture	Software Analyst Trainee	3.50
Srilekha K N	UVCE	Accenture	Software Analyst	3.50
Kusuma K M	RVCE	Accenture	Software Developer	3.50
Mahalakshmi B S	UVCE	Liquid hub	Software Engineer Trainee	3.50
AartiKhatale	VJTI	Voltas Ltd	Graduate Jr. Engineer	3.50
Pourima Bandgar	RGIT	L & T Infotech	Associate Engineer	3.50
Sathya N	BMSCE	Tata Consultancy Services	Assistant System Engineer	3.36
Lakshmi S	Sir MVIT	Mind Tree	Trainee Engineer	3.25
Shreeja H N	UVCE	Infosys	System Engineer	3.25
Darshana Sonawane	COEP	PAS project	Research associate	2.40



### **TO ENROLL AS A KATALYST**

Meritorious girl students who are pursuing professional degrees like Engineering and Architecture and have a family income of less than 2.5 lakhs per annum are eligible to join.

### **TO BE A MENTOR**

The mentor program offers Katalysts an opportunity to interact with mature, educated individuals with varied professional experience outside their communities who can guide them and expose them to a new set of experiences and perspectives.

### **TO BE A COLLEGE PARTNER**

Katalyst seeks to partner with pedigree professional colleges with a pool of girls from low income communities

### **TO BE A CORPORATE PARTNER OR DONOR**

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