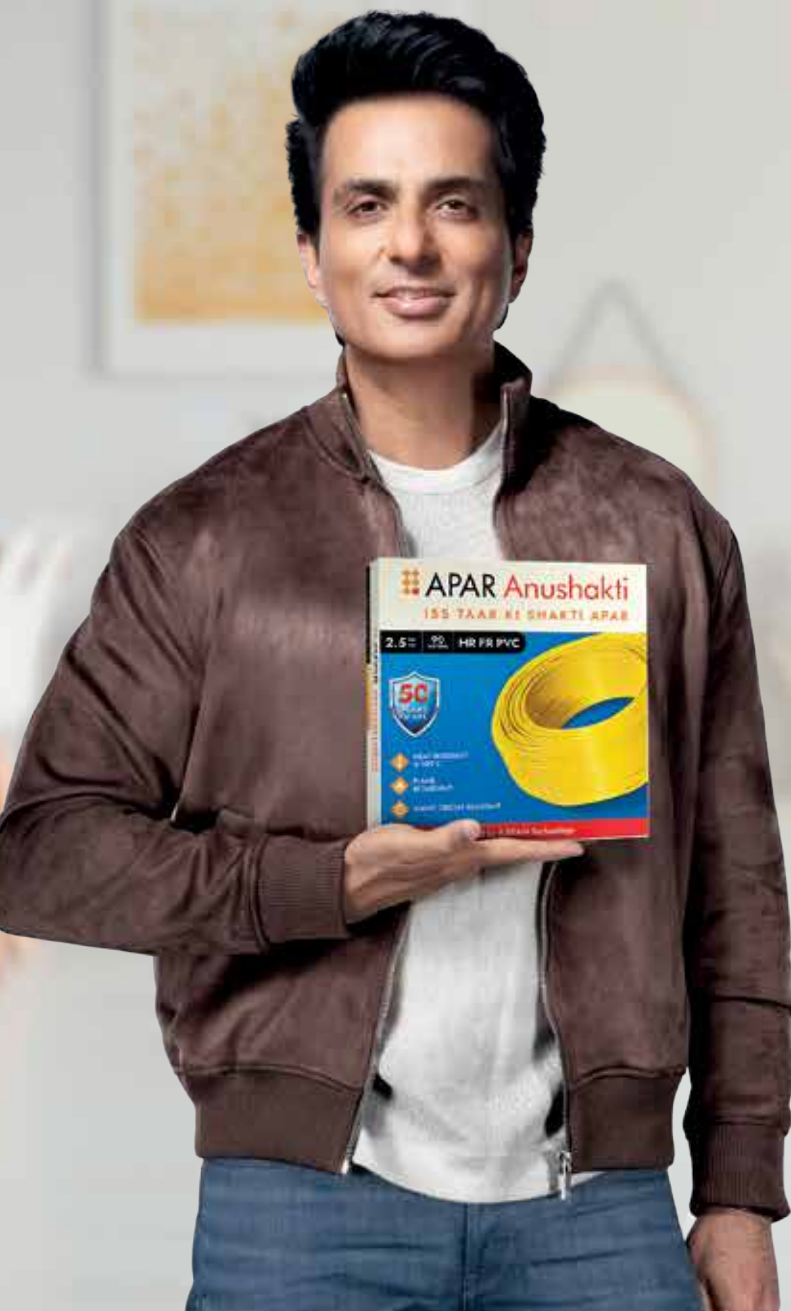


2023

family
strength confidence
support system feedback
leadership Welcome
empowerment
purpose
life changing catalyst development
supportive career academics
self-help career positive
communication personality
management collaboration
encourage emerging
technology corporate money success
Global market planning sharing presentation
tools learning motivation

Katalyst
winds of change

An initiative of Third Sector Partners



ISS TAAR KI SHAKTI APAR



HEAT-RESISTANT
@ 105° C



FLAME-RETARDANT



SHORT-CIRCUIT
RESISTANT



MELT-RESISTANT



POWERED BY
E-BEAM
TECHNOLOGY



STUDENT CON

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EVERY GOOD DEED DESERVES
A GOOD LEADER



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FROM THE DESK OF THE CEO

POORVI SHAH

Another year gone by. Another year of growth, impact, reflection and learning. Another extraordinary year!

At every Katalyst induction, I highlight the difference between ordinary and extraordinary, that little 'extra', extra effort, extra commitment, extra time to learn which can make a big difference and sets them apart to make them "extraordinary".

I take pride in saying that even Katalyst is an out of ordinary program. It is unique and with no parallel hence extraordinary.

The year gone by has had its share of challenges. On the other hand we have gained over 400 girls, 400 extraordinary girls who are excited to learn and grow. We also embarked on a major digital transformation journey, extra effort and investment to prepare us for the next round of growth and scale to achieve extraordinary outcomes.

We had an extraordinary in person

Convention last year, three years post covid. The event covered Panel discussion and break out sessions with an interesting mix of leaders, launch of Yearbook 2022, prestigious Katalyst awards, Art exhibit with artwork by students and Talent show.

We are adding another centre, Hyderabad, to our portfolio to take our extraordinary organization to the next level. We have received extraordinary responses from the colleges and some stakeholders.

Our new initiative the Alkemist program completed a year and has morphed into an extraordinary program for women in early careers equipping them with skills for managerial effectiveness and to be value driven leaders. The program is also open to corporates who would like to nominate their women.

We have an extraordinary team who are mission driven and committed. We have extraordinary support from our stakeholders who believe in our extraordinary mission.

"The difference between ordinary and extraordinary is that little extra."

~ Jimmy Johnson

It has been a year of changes and challenges, embracing them and carving out actions to move forward. Team Katalyst tirelessly works towards one goal – providing the best program to all our beneficiaries so that they are prepared for life. And with that focus, all our actions, decisions and outcomes were channelized to ensure we grow in quantity and in quality. Katalyst enrolled 434 Students and crossed 1000 Mark with 1169 currently in the program. We have a pool of 776 Mentors and are growing. We increased our reach in the existing centers and now we have students from 44 colleges across 4 cities. Initiated centralized focus on Key functions like Learning Outcomes, Mentoring and Placements. We are taking a leap towards Digitalisation, through Project TRAK (Technology Roadmap At Katalyst)

Eighteen years ago, I embarked on a life-changing journey when I joined Katalyst. Little did I know at the time that this organization would shape my life in ways I could never have imagined. Over the years, my experiences with Katalyst have been nothing short of transformative, empowering me to grow, evolve, and become the best version of myself.

When I joined Katalyst, there were only ten students all across India. We then grew by opening up centers in Mumbai and Pune. We partnered with the best institutes to identify the beneficiaries based on the selection criteria. This was an enriching experience and I enjoyed meeting the students, their humble parents and the college partners. The program was well accepted by the college partners and from there on there was no looking back. Today, we have presence in Mumbai, Pune, Bangalore, Delhi and we are about to start

and automation which will provide an exciting user journey for our beneficiaries and help us scale to new geographies. Our Assessment system is focussed towards improving key competencies of our students and keeping track of their progress. Our center teams are engaging with mentors at various levels to ensure the Mentor/Mentee journey remains result driven.

“I cannot say whether things will get better if we change; what I can say is they must change if they are to get better.” – Georg C. Lichtenberg

With this Mantra, I am looking forward to another year where we plan to expand geographies, be tech enabled and be able to impact the lives of women to become future leaders.

our fifth centre in Hyderabad. I have moved on to a new role which is Fundraising and Partnerships, fundraising has been more than just a means to support a cause, it has become a transformative experience that has shaped me into a stronger, more compassionate individual. Through the process of rallying support, engaging with donors, and working towards a shared goal, have helped me discover newfound strengths within myself. Today when I sit back and think about my journey, it has been wonderful and gratifying. Knowing that these individuals, whom I have had the privilege to support and guide, are making a difference in the world fills me with immense pride and joy. I am extremely grateful to Katalyst for making life meaningful and purposeful. I am proud to be a part of the Katalyst family and look forward to continuing this remarkable journey of growth, impact, and empowerment.



FROM THE DESK OF THE COO

SHALIMA JAIN



DIRECTOR - FUNDRAISING & PARTNERSHIPS

ANJALI HARI

FROM THE BOARD

Katalyst is undergoing a transformative journey towards becoming a technology-driven organization, embracing a geographically flexible approach and hybrid training sessions. By leveraging remote mentors and trainers, as well as implementing online attendance monitoring systems, we have redefined the way learning is delivered. Our focus on evaluating learning outcomes for online academia has yielded groundbreaking results, paving the way for scalability and broader impact.

Through digitalization, we aim to enhance efficiency, reduce cycle times, and optimize costs. Automated processes will streamline our operations, allowing us to allocate resources more effectively. This shift empowers us to reach a wider audience and make a meaningful difference in their lives.

We have also strengthened our two new programs, 'Alkemist'- enabling women in early careers to effectively navigate the complex corporate pyramid, and 'Akcelerator', for post-graduate students. These initiatives aim to empower women at different stages of their professional journey, equipping them with the necessary skills and knowledge to thrive. By providing support and guidance, we aspire to create an inclusive environment where women can excel and achieve their full potential.

Our commitment to embracing technology, fostering innovation, and empowering women remains steadfast. We are excited about the possibilities that lie ahead and the positive impact we can create through our transformative initiatives. Together, let us continue to build on this journey of growth and empowerment.

SUNIT MEHRA

Over the last few years, there has been increased awareness about diversity and inclusivity in the workplace. The government also has had great success in improving literacy and school enrolment for girls. However, the percentage of women in the workforce continues to decline. While corporates adopt policies for gender parity, there needs to be a strong effort to overcome socio-cultural barriers and motivate women into leadership positions which would lead to more women role models who can inspire and support working women.

Katalyst has chosen to focus on women in higher education to fill this gender gap through a balanced curriculum with high touch mentoring to empower these women to not only stay on course of their professional journey but to ensure that they become leaders in their respective fields. It has been heartening to see so many of these women transform into confident, ambitious and capable young women of immense potential, who can influence so many more to dream and find their wings. Being a Katalyst board member has been an inspiring and humbling journey. The immense effort put in by the team and the mentors is both heartening and inspiring. It has been a true privilege to be a part of this journey as a board member. I am sure Katalyst will continue to scale their impact to bring about lasting change in our society.

PAULA MARIWALA

"As always, Katalyst continues to achieve new milestones, every year. From a humble beginning of enrolling 10 girls a year about 16 years back to enrolling 440 girls this year is an achievement which we all cherish.

In the year 2023, Katalyst has plans for opening a new chapter in Hyderabad. Three graduates got admission MS in US universities, a large number of them got job offers with CTC in excess of 12.00L.

Currently working on a Technology roadmap and considerable investments now planned in the next couple of years. Online learning, digitization, upgrading skills & competencies of the Team Katalyst are the next big things on the agenda. Once again, the K-Team deserves a standing ovation for their dedication & hardwork."

VIJAY MAHAJAN

I have had the privilege of being on an amazing journey with Katalyst since its early years, both as a mentor and as a board member. It has been a very enriching, inspiring and stimulating experience for me to engage with my mentees and work with Team Katalyst.

Established in 2007, the commitment of its founders — Sunit and Shital Mehra — and the tenacity of the management team lead by Poorvi Shah is rock-solid. Katalyst is growing in two ways — 1. by expanding its reach across cities and multiplying the number of students enrolled in its flagship program 2. by adding new verticals to reach out to different population of young working women with the Alkemist and Akclerator programs.

It has been fantastic to see the transformation of nervous underprivileged girl students into confident, ambitious career women. Katalyst's USP remains its strong mentorship program.

Even through the lockdown years, the program became more digitally enabled and went ahead full-steam with its online version.

It fills me with great pride to see Katalyst winning international awards and the girls bagging good placements and transforming their lives and that of their families.

Congratulations Katalyst ! May you continue to push more boundaries and touch more lives in the years to come!

NOOPUR DESAI

BOARD ADVISORS



SUNIT MEHRA

Managing Partner, Hunt Partners



VIJAY MAHAJAN

Independent Director & Management Consultant



SHITAL KAKKAR MEHRA

Founder, ISCEP



CHITRA JAIN

Senior Educator



KAMLESH SAJNANI

MD, IMS Learning Resources



NINAD KARPE

Chairman, Western Region of the Confederation of Indian Industries



NOOPUR DESAI

Educator & Philanthropist



PAULA MARIWALA

MD, Seedfund Advisors;
Co-Founder & President, Stanford Angels and Entrepreneurs India



SUNISHI GABHAWALA

Founder, Sunishi Gabhawala



SUDHANSHU VATS

Deputy MD, Pidilite Industries Ltd.

DONOR SPEAK

At NICE, it has been an absolute privilege to partner with Katalyst over the past several years. Together, we are dedicated to empowering women and helping them unlock their full potential. As a technology company, we recognize the pressing need to address the gender imbalance within our industry, particularly in leadership positions. That's why we are proud to support Katalyst's initiatives in sponsoring leadership and developmental programs for talented women students across esteemed engineering colleges in Pune and Mumbai.

Katalyst has proven to be an invaluable collaborator in achieving our shared mission. We are confident that our sponsorship is making a meaningful impact, thanks to Katalyst's well-executed interventions. Their focus on mentorship programs, industry connections, digital enablement, and leadership development demonstrates a clear vision for cultivating the leaders of tomorrow. What's more, we have witnessed firsthand the caliber of Katalyst alumni in our own workforce, further solidifying our trust in their remarkable work.

Together with Katalyst, we are actively shaping a future where women thrive in technology and assume influential roles. Our journey with Katalyst has been inspiring, and we look forward to continuing this important work together

AWAN ROY,
VP, HEAD OF INDIA CTC, NICE

I am honored by my association with Katalyst, an amazing partner delivering measurable outcomes that make a tangible difference in the lives of underprivileged girls. Making the girls confident, self-sufficient, self-reliant and self-sustaining is the motto of Katalyst!! On their visit to the HSBC office, the students exhibited remarkable professionalism, eloquence, and a grasp of real-world dynamics, leaving a lasting impression on everyone present.

I feel full of gratitude and pride to have partnered with Katalyst and look forward to continuing our collaborative efforts in empowering these girls to create brighter futures.

GIRISH BIDANI

**CENTRE HEAD - PUNE, HSBC SOFTWARE DEVELOPMENT INDIA
PRIVATE LTD.**

Globally as part of one of our Environmental social governance (ESG) goals, TomTom invests in creating social impact. One of the areas to focus is on diversity & inclusion with special attention to #womenintech.

As part of #womenintech movement initiated by TomTom globally, spearheaded by our dear Founder, Corinne Vigreux, we engage with Katalyst in varied ways. Be it taking up sponsorship for Katalyst students for entire span of education, be it our employees acting as mentors, be it conducting workshops to introduce 'map making' to students, be it engaging young minds in our 'OSM (Open Street Map) pizza parties, we engage with students of Katalyst and have fun together.

Personally, as a member of the global DEI council, we would like TomTom and Katalyst partnership to flourish and scale new heights.

DAYA OGALE,
HR HEAD & SITE LEADER, GLOBAL DEI COUNCIL & LEAD CSR,
TOMTOM INDIA PVT LTD

KATALYST CHAMPION

As SVP India, we've been very privileged and proud to have partnered with Katalyst. Our experience clearly demonstrates that the passion and commitment of the CEO and the entire leadership team is clearly top class. We are extremely impressed by the dedicated focus on the education program as well as the ability to get the individuals to have confidence in their abilities to seek employment and career building opportunities.

Talking to my fellow SVP partners on their engagement with Katalyst was really refreshing.

I heard partners talk about how they have learnt from Katalyst and enhanced their own learning journeys. I congratulate Katalyst for having built a sustainable organization, something that's going to impact the education system for girls across India.

Congratulations on having four cities and hope you can expand in many more cities in the future. We at SVP are proud to be associated with Katalyst and hope to do more in the future.

GOVIND IYER,
CHAIRPERSON, SVP INDIA

Apart from the visible passion for the cause, what sets Katalyst apart is the well-designed multidimensional intervention which truly prepares the learner for a career growth in the world of work. This multidimensional intervention facilitates development of necessary skills and mentoring. It also addresses the potential risks due to health or access to tech. From what I've seen across the sector, this is a unique approach!

Preparing girls for leadership roles in corporates is an important lever for India in so many ways. The potential which lies ahead, excites me. I'm extremely happy to have the opportunity to be involved in the transformation that Katalyst have embarked on. It's been a joy to work with the leadership team there over the last few months, look forward for the days ahead.

AMEYA VANJARI,
HEAD OF OPERATIONS, PARTNERSHIPS AND TECHNOLOGY, TATA STRIVE

ABOUT KATALYST

Katalyst was established in 2007 to support women learners from low-income households in India pursuing professional STEM education careers such as Engineering to secure jobs in various sectors that offer them strong paths for career and economic growth. Hence, in addition to addressing the skills gap, Katalyst aims to bridge the socio-economic gap experienced by women in India to create a level playing field so that these young women can aspire and excel to become transformational leaders.

VISION

Empowering Women for Equality in Opportunity and Leadership

MISSION

To accelerate the growth of young women in professional education, through developmental interventions and an enabling environment, to enhance self-belief and leadership

LEARNING OUTCOMES

Learning outcomes are of paramount importance for Katalyst. These outcomes serve as measurable indicators of the effectiveness and impact of the organization's interventions. By establishing clear learning objectives for each of our training modules, along with a competency framework that students are assessed on a semester-wise basis, Katalyst ensures that its training program meets the specific needs of the girls we serve, while also ensuring that their training is relevant, practical, and aligned with industry demands.

PREMIUM PROGRAMS

Katalyst has curated two new programs to put early career women on fastrack to catapult them into leadership positions.

Alkemist Program, is specifically designed for women in early careers with an aim to build Purpose Driven Leaders and Effective Managers. The uniquely curated program enables 'Alkemists' to become active contributors of value-driven growth for their organizations, while enhancing their personal selves. The program is offered to women with 0 - 12 years of work experience.

The Akcelerator program is designed for current students and alumni, providing them with an opportunity to pursue higher education in MBA, MS in India or abroad, as well as new-age programs such as Data Science and Data Engineering. This initiative aims to enhance their career pathway skills and improve employability prospects.

INTERVENTIONS

Mentorship

Proprietary Curriculum

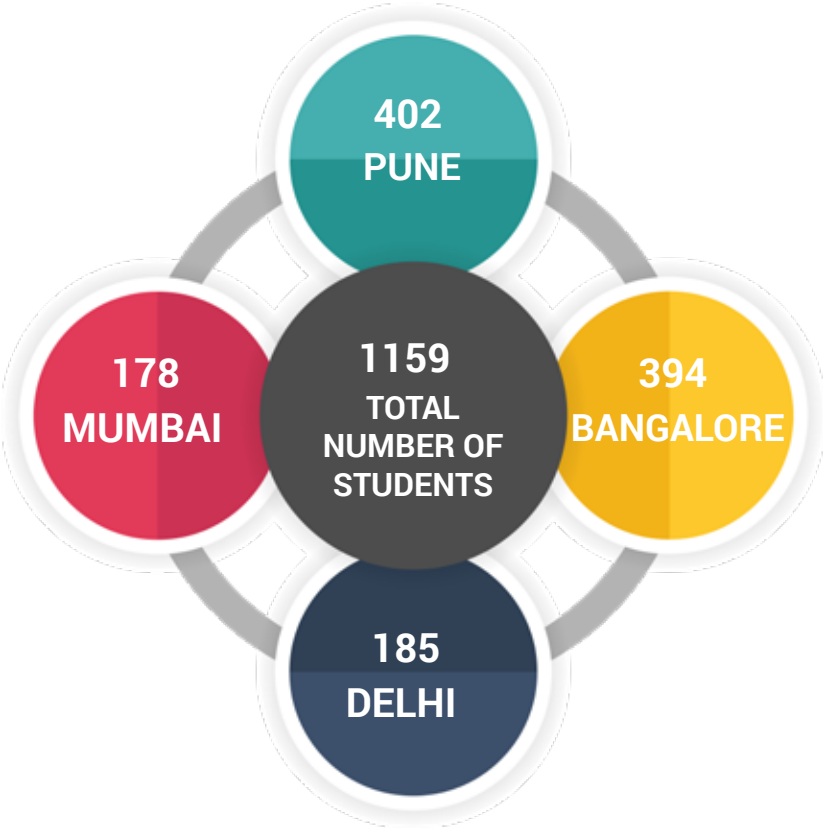
**Financial Assistance &
Medical Insurance**

Digital Enablement

**Internships & Corporate
Engagement**

Placements

KATALYST REACH



TOTAL NUMBER OF MENTORS
755

TOTAL NUMBER OF ALUMNI
1165

Training Hours conducted	65,612
Mentoring Hours	1,515
Total Payout	Rs. 84,05,869
Highest Payout	Rs. 15,840
Average starting salary	Rs. 9,80,000
Median starting salary	Rs. 8,00,000
Highest starting salary	Rs. 35,00,000



Mumbai

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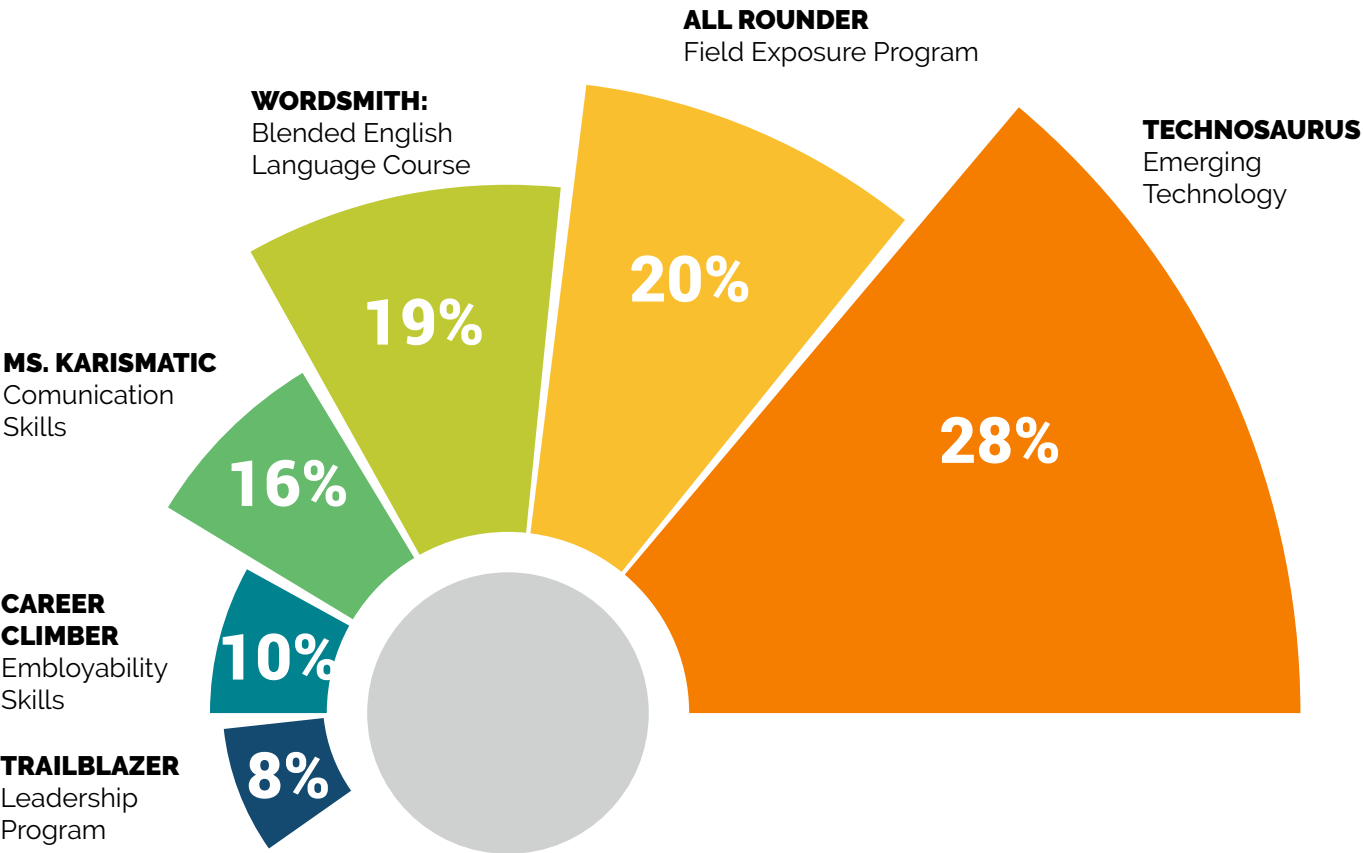
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KATALYST CURRICULUM

The 600 hour proprietary Katalyst curriculum offers our learners the competencies and skills they need to begin their careers on the front foot, providing them a combination of soft-skills and technical training delivered through our training partners. Katalyst provides its learners practical, hands-on experiential learning opportunities through collaborative classroom activities as well as corporate field visits to broaden their aspirations and give them a feel for corporate life. Katalyst also provides technical training in the latest technologies most relevant to their engineering streams, conducting hackathons and tech-fests with industry partners, providing Katalyst’s invaluable practical real-world exposure.

COURSES & % OF HOURS





Looking back is the best way to look forward.

On our fiftieth birthday, our timeline is filled with: the relationships we've formed, the trust we've honoured, the fairness we've played by, the lives we've touched, the lessons we've learned and the values we've passed on. Today, we pause and yet we keep moving on. At each step, we continue to be guided by the hands of yesterday.

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Shriram Finance
Shriram General Insurance
Shriram Life Insurance
Novac Technology Solutions



Shriram Chits
Shriram Housing Finance
Shriram Asset
Management Company
Way2Wealth
Shriram Insight Share Brokers

KATALYST IMPACT

PLACEMENT & COMPENSATION

- The highest salary received among the Katalyst Alumni is INR 25 lakhs, and the highest salary received among the non-Katalyst peers is INR 19 lakhs.
- The current average salary offered to Katalysts is INR 6.5 lakhs which is 16% more, compared to INR 5.6 lakhs average salary received by other engineering graduates.
- The median salary of the Katalyst 2022 Graduates was INR 5.5 LPA, which is 18% higher than the median salary of the Non-Katalyst Graduates which was INR 4.5 lakhs..

EMPLOYABILITY AND PERFORMANCE IN WORKSPACE

- Most of the Katalyst respondents also scored higher than their non-Katalyst peers in terms of workplace perceptions indicating corporate readiness, easily adaptiveness and at being ideal employees at their workplaces.

SELF CONFIDENCE & AWARENESS

- 87% of the Katalyst alumni strongly feel that their self-confidence and self-awareness increased post this programme.

SOCIAL EMPOWERMENT

- 98% of the Katalyst alumni feel that there has been a positive change in the moral support from family in terms of their career post this programme.
- 71% respondents significantly feel that respect towards them increased in the society post securing the job.
- 95% Katalyst Alumni' siblings/friends seek career advice and guidance from them.

MUMBAI

Katalyst has seen significant growth in the last few years, impacting the lives of hundreds of girls as each year passes. The Mumbai centre contributed to the same by increasing the college representation to fourteen and intake of girls to sixty-four into the first year of the program, making the center size to a hundred and eighty-two students.

The year was eventful with ample opportunities for students to engage and learn. The events like Kathathon and Techfest encouraged the girls to participate, hone and showcase their technical and soft skills. Corporate exposure through visit to the Salesforce office and sessions with Siemens and Amdocs helped the girls to familiarize and prepare themselves to be “employment ready”.

Outbounds to Yoga retreats at Kaivalyadham, Lonavala and Karjat resort promoted the idea of healthy lifestyle and teamwork. The girls of different colleges met with each other and made new friends.

We feel a great sense of pride for the girls who bagged good placements this year in companies like Deutsche, ICICI Securities, Siemens Digital Industries Software, Telstra and Mahindra Lifespaces.

Our pool of mentors has also increased to 165, wherein each member is dedicated towards empowering our girls. We thank them and all our other stakeholders - trainers, college partners and donors in helping us come closer to our vision.

We wish all our girls the very best and hope the new year brings them all the success and happiness.

SHWETA MATHUR,
SENIOR PROGRAM MANAGER - MUMBAI





Corporate Presence



Yoga Retreat

SKINCARE

ater on your scalp
 twice a week and massage for 5
 ndruff prone. Wash your hair
 wash your hair twice a week
 io and conditioner
 toner on the scalp
 re straightening your hair
 r Haircare:
 t oil/ Mustard oil/ coconut oil
 , curd

- Use cool water only on your face
- Exfoliate your skin at least twice-thrice a week
- Drink enough water

After Makeup:

- Cleanse your face
- Use natural toner (Rosewater) and moisturizer with an aloe-gel
- Hydrate your lips

Home Remedies for Skincare:

- Honey, curd, turmeric powder: pinch of a lemon, milk
- Cucumber, tomato, Papaya

S

D

G

B

Training

Happy International Women in Engineering Day! - 23 June 2022

K Meeting

“The key is not the will to win. Everybody has that. It is the will to prepare to win that is important”

Inculcating the importance and habit of preparation in the girls and preparing them to ‘Win’ is the core of our work at Katalyst, that we are doing diligently year on year. This year was no exception.

Our interventions like Mentoring, Soft skills & Technical trainings, events like corporate visits Hackathons, Tech-Fests help students to be fully prepared for their future career

Placements of 2023 saw the highest salary being bagged by a Pune student. This year we extended our partnership with a new college BVCOEW and fostered relationships with existing colleges such as COEP, Cummins, PICT, VIT, VIIT, DY PATIL, PCCOE and Modern to scale up further.

We organized Industrial visits at esteemed companies like HSBC, NICE and TomTom. We also did our first offline Techfest post COVID. It turned out to be a great platform where the Katalyst girls exhibited their leadership skills, learnt problem solving and developed a great amount of confidence

It feels great working with these girls and seeing them growing in their career paths. We, the Pune team, would like to express our gratitude to all our stakeholders for supporting us.

**SARANGA POPHALE,
PROGRAM MANAGER - PUNE**





Corporate Presence



Yoga Retreat



Training



K Meeting

BANGALORE

Our program emphasizes the transformative power of training, mentorship interaction, and exposure programs in fostering holistic development. In a rapidly changing world providing our students with the necessary tools and experiences to thrive.

Training forms the bedrock of personal growth. It equips our students with essential skills and knowledge, enabling them to adapt and excel in their chosen fields. But training alone is not enough. Mentorship interaction is vital in shaping individuals into confident and well-rounded professionals. The guidance, wisdom and the unwavering support of our mentors serve as guiding lights, empowering our students to navigate challenges and uncover their true potential.

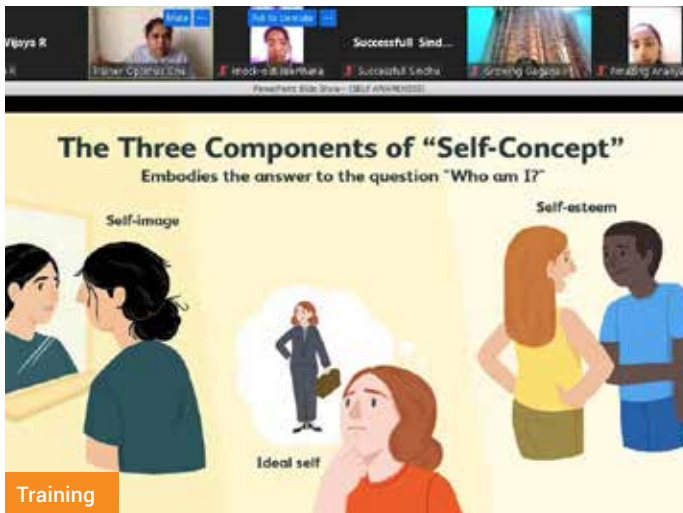
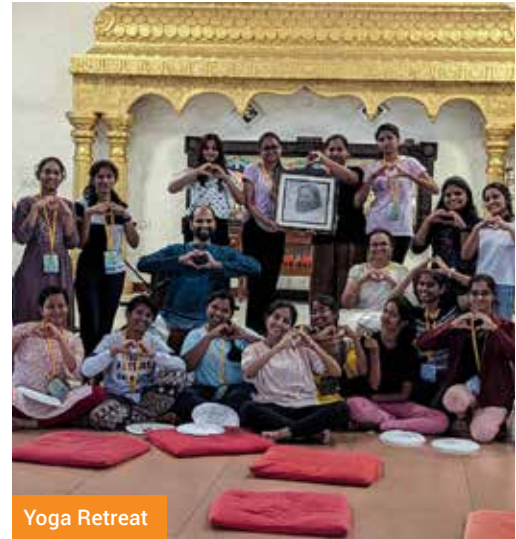
Exposure programs such as Hackathon, Tech Fest, Corporate visit, Outbounds and internships offer invaluable opportunities to apply classroom learning in real-world settings to gain practical insights, expand their horizons, and develop a global perspective. These experiences foster creativity, adaptability, and problem-solving skills, preparing our students to excel in diverse professional landscapes.

Ultimately, the true culmination of these endeavors lies in our students securing meaningful placements. Internships and exposure programs pave the way for future careers, providing a stepping stone towards success. We at Katalyst invest in this transformative journey; empowering girls to unleash their potential and contribute meaningfully to society.

All this was possible with the unwavering commitment and dedication of our college partners, volunteer mentors, placement partners and the Bangalore team, Steffi, Shravanthi, and Shalini, that have made this program a roaring success.

VIJAYA RANGASWAMY, SENIOR PROGRAM MANAGER - BANGALORE





"The journey is always more memorable than the destination". As 2022 comes to an end, I would like to take a moment to thank our college partners and donors for their continuous support. The past year has been truly uplifting and humbling.

The Delhi centre today stands at 191 students and 11 college partners. This year we empanelled Indira Gandhi Delhi Technical University for Women (IGDTUW). The students have gone through extensive training in soft skills and Technical Skills.

Students are undergoing IMS training sessions which will prepare them for Placements. They also attended 2 nights and 3 days Yes+ Program at Art of Living, Kosi.

Through this experiential Yoga they will learn to be more focused on their goal. Students were taken for a day Leadership Outbound. As part of their curriculum, they were taken for Corporate Exposure to JLL, India to make them understand the ethics, culture, and expectations from fresh graduates at the workplace.

The students are mentored by experienced individuals who are helping in their holistic development. The commitment of all our mentors has been commendable and we look forward to their continued support.

Looking forward to an exciting year ahead with more achievements.

**AYESHA KHAN,
PROGRAM MANAGER - DELHI**





Corporate Presence



Yoga Retreat



Training



K Meeting

HIGHLIGHTS OF THE YEAR 2022-2023

YOGA RETREAT

Our Katalyst students across centers attended a two-day Yoga Program at Kaivalyadham Yoga Institute and Art of Living that introduced them to yoga, meditation, wellness, time management and goal setting.

REIMAGINE EDUCATION AWARDS

Katalyst was recognized as a finalist on the prestigious 2022 the Wharton-QS Reimagine Education Awards for the 'Nurturing Employability' category. The program selected over 1100 applications received across the globe. The award event was attended by a global audience which comprised Deans, academic faculty, Chief Learning Officers, policymakers, CIO's, EdTech entrepreneurs, investors, and leading graduate employers.

KATATHON 2022

Katalyst hosted its 2nd virtual Hackathon which was powered by Accolite and sponsored by Salesforce. The event was held on the 17th and 18th of December for the third and final year students. 45 teams registered, 30 teams submitted their SOPs and 9 Teams made it to the final event. There were mentors and judges from across various corporations who volunteered to mentor the teams participating. Looking forward to Katathon 3.0 in 2023.

TECH FEST

An exciting Katalyst Tech Event where Katalyst students from all years took part in several tech competitions and put all their learning from the program to use. The competitions were judged by professionals from various domains and tech industries. An event where our students put their best foot forward and got to interact with judges, mentors, team and their peers. It was fun -filled and full of learning.

INDUCTION

Welcoming over 450 young women in STEM to the Katalyst program, the induction ceremony was conducted for three interactive sessions where students logged in from their homes to get a closer look at what their four-year journey with Katalyst will look like, including an overview of the program, and insights from mentors and alumni.

COMMENCEMENT

The graduating batch of 2023 attended the Commencement Ceremony which was organized in person by the four different centers. The students shared their memories and expressed their gratitude for the program and its people.

TEAM OUTBOUND

The 2022-2023 annual outbound for the Human Capital For Third Sector Partners was held in the verdant financial capital of Kerala - Kochi. It was an excellent team-building event featuring various games and sessions meant to engage and educate the team. In addition to sharing our experiences and learning with each other, the team also enjoyed sight-seeing trips and delicious Malayali cuisine, thus creating indelible memories of time well-spent.



ALKEMIST

VISION: Elevating Women to Lead a Purposeful Life and Leap to Leadership

ABOUT ALKEMIST

Specifically designed for women in early careers, The Alkemist Program seeks to build Purpose Driven Leaders and Effective Managers. The uniquely curated program enables our 'Alkemists' to become active contributors of value driven growth for their organisations, while enhancing their personal self.

Through the medium of Trust Groups, Professional Coaching, contextual Masterclasses and timely Counselling, the program creates a support system that results in enhanced self belief, aspirations, managerial practice and social consciousness.

PROGRAM DESIGN:

Each level is of 3 years which is divided into 2 phases
(1.5 years each)

Foundation level (0 - 4 years of experience)

Intermediate Level (5 - 8 years of experience)

Advanced Level (9 - 12 years of experience)

INTERVENTION

Trust Group

Professional Coaching

Workshops

Speaker Series

Leadership Outbound

Personal Counseling

LEARNING APPROACH

The program follows a holistic learning approach called SCOPE to make them lifelong learners.



CURRICULUM - FRAMEWORK FOR SUCCESS

We have meticulously crafted an enhanced proprietary curriculum based on an in-depth need analysis of aspiring women leaders.



MANAGERIAL EFFECTIVENESS

Achieve desired goals by effectively managing self and team



EXECUTIVE PRESENCE

Lead with confidence and credibility



CAREER GROWTH

Accelerate value driven growth



SELF RELIANCE

Find your purpose and make informed choices



HIGHER SELF ESTEEM

Develop a sense of well-being and belief in your abilities



PAY IT FORWARD

Give back to the society and become a global changemaker



OUTCOME



TO APPLY
FOR
PROGRAM,
SCAN
HERE

The second year of Alkemist program has achieved remarkable progress. Following the successful enrollment of 60 participants in the first batch, we've introduced a second batch of 30, resulting in a total of 90 participants. The enrollment for the third batch is currently ongoing, with 50 applications already received. We have also extended the opportunity to corporates, enabling them to nominate their female employees.

Our curriculum, now in its 2.0 version, is meticulously tailored to cater to the specific needs of aspiring women leaders. We've curated a holistic learning methodology SCOPE, incorporating Self-learning, Classroom learning, On-the-job experiences, Peer learning and, Experiential learning, to foster lifelong learning within participants.

Our current participants are actively acquiring strategies to effectively navigate challenges and capitalize on opportunities within the corporate realm through engaging workshops and professional coaching. The first batch got an opportunity to engage in a transformative 3-day leadership outbound, unveiling novel leadership experiences.

As we eagerly anticipate the forthcoming year, I am excited about the future trajectory of the program.

MEGHA VERMA,
ASSOCIATE DIRECTOR



AKCELERATOR

Katalyst aims to accelerate professional growth of its students and alumni by providing opportunities to pursue higher education and new age technology courses. In collaboration with experts in higher education, we focus on creating women professionals who have pursued post-graduation in Master of Business Administration (MBA), Master of Science (MS) in India or abroad and new age programs such as Data Science, and Data Engineering to enhance their career pathways skills thereby employability.

After completing their new age technology course, four of our students were successfully placed in more promising career opportunities last year



We're thrilled to announce that three of Katalyst's alumni are venturing abroad for their postgraduate studies in the United States.



NIKITA MANDAL
Northeastern University,
MS in Electrical and
Computer Engineering



PRIYANKA P
University of South Florida
MS in Business Analytics &
Information System



AMRITA SHAH
Northeastern University,
MS in Engineering Management

AN IMPACTFUL JOURNEY



**PALLAVI
WANKHADE**

**SOFTWARE TEST
ENGINEER,**

**SCHINDLER INDIA
PVT. LTD**

As rightly said, “With determination, guidance, and the right support, dreams could indeed become a reality.”

I am the first generation of my family who came outside for higher education in city like Pune.

When I joined my college, COEP it was a mix of bitterness and happiness. It's natural to feel a bit apprehensive about stepping into the unknown and adjusting to a new environment.

After one month of joining college, I came across the Katalyst scholarship program. The Katalyst scholarship turned out to be a life-changing opportunity for me. It not only relieved my financial burden but also provided incredible technical, professional, moral support through mentoring. I was grateful for every aspect of the scholarship, especially the outbound activities, organizational visit and the engaging group activities that expanded my horizons to grow up professionally.

Transformative and enriching the mentor-mentee program introduces me to my mentor Ramona Parsani. I found a guiding light in her, who generously shared knowledge, experiences, and invaluable advice. This mentorship has helped me to navigate challenges, grow as an individual, and excel in my career.

During my 3rd year of graduation, I got the opportunity for Internship in Schindler India Pvt. Ltd. through Katalyst India which gave me industrial exposure. Now, I am currently working with Schindler India as a software test engineer.

The Katalyst journey doesn't stop here, I enrolled for the Alkemist program. Where I met my coach Ashwin Pasricha, whose guidance and coaching sessions boosted my ability to face challenges, adapt to setbacks, and continue pursuing goals despite obstacles. Katalyst has undoubtedly played a crucial role in shaping my future.

AN IMPACTFUL JOURNEY



**YUGANDHARA
BHOSALE**

**DOCTORAL
STUDENT, INDIAN
INSTITUTE OF
TECHNOLOGY,
BOMBAY**

“Being a small-town girl with big dreams and aspirations, I came to “Pune-the Oxford of the east” and joined the College of Engineering Pune (COEP) for my undergrad in mechanical engineering. Very soon, I felt overwhelmed by city vibes—how people carried themselves, how they communicated their ideas so confidently, and started feeling like an imposter. That’s when I got introduced to the Katalyst program.

Katalyst gave me perspective and made me believe in myself again. It helped me discover myself, my strengths, and my weaknesses. Along the way, I became more self-aware. I can proudly say that Katalyst became the wind beneath my wings.

After graduation, I joined BOSCH in Bangalore. I always wanted to pursue higher education in the technical field, so now I am pursuing my Ph.D. at the Indian Institute of Technology, Bombay, in mechanical engineering. My topic for research is a heavy lift manned drone. Recently, I got awarded the Ph.D. Industrial Exposure Fellowship (PIEF) by Indo-German Science and Technology Centre (IGSTC). IGSTC is a bilateral institution of the Government of India and the Federal Government of Germany. As a part of this fellowship, I have got the opportunity to work in Airbus, Munich, Germany, for six months, as an extension of my research work.

If life is giving you harder challenges along the way, believe me; it is preparing you for something bigger. Katalyst helped me a lot to be prepared.”

AN IMPACTFUL JOURNEY



**MANASI
GHODAKE**
PROGRAM
ANALYST
WELLS FARGO

“The secret to getting ahead is getting started – Mark Twain”

I come from a small village named Murgud in Maharashtra. My parents always wished for me to become an Engineer. They worked hard to give me the opportunity to have a good and fulfilling education. Their sacrifices were one of the things that kept me going whenever things got hard.

I was in my second year of B. Tech, when I joined Katalyst. Katalyst came into my life when I needed it the most. It has helped me navigate my Engineering journey with the help of technical and soft skills training. It also gave me a chance to see how the real-world corporate life works by arranging company visits and giving me an opportunity for an internship.

Katalyst has helped me transform from a shy and under confident girl to a confident girl who was ready to take on any challenge. In Katalyst, it doesn't matter where you come from, what matters is if you have the passion to learn.

My mentor, Meenakshi Hardikar is one of the best things that Katalyst has given me. She taught me “You get what you negotiate for, not what you deserve”. This lesson helped me when I started my professional

career. She helped me understand that it's okay to not be good at everything but to be the best at atleast one thing.

After my Graduation, I was fortunate to be a part of the Katalyst family again through the 'Alkemist Program'.

Alkemist is built on the principle to up-skill and empower working women and to help them achieve success in their respective field. I completed my PGP-DE program from Praxis business school under the Alkemist program and secured a campus placement in Wells Fargo.

If you ask me what my major takeaway from Katalyst is?

It's “Everything is a skill and hence can be mastered”. You just need to put focused efforts there.



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ALUMNI SPEAK



ROMY KUMARI
CLOUD ENGINEER,
AMAZON

My name is Romy Kumari, and I am currently working as a Cloud Engineer at Amazon. I completed my B.Tech in Computer Science and Engineering from Bharti Vidyapeeth College of Engineering in 2017. However, driven by my deep interest in Sociology, I decided to pursue a master's degree in the field.

Soon after joining college, I became a proud member of the Katalyst family, a community that has had a profound impact on my life. It provided me with numerous opportunities to connect with students from different colleges, attend valuable training sessions, and truly become a part of something special.

During my journey, I was fortunate to have two incredible mentors. Gopali Ma'am played a pivotal role in supporting me and sharing her insights into the world of machine learning. Her guidance not only helped me discover relevant learning resources but also prepared me for the challenges of the corporate world. Subhash sir, on the other hand, focused on enhancing my communication skills, which proved invaluable during job interviews and placements.

Thanks to the Katalyst programs, I gained the confidence to explore new horizons. This drove me to take on part-time roles during my college days, including serving as a Subject Matter Expert at startups like Pojo Software and Intellify. Additionally, I had the privilege of working as a Technical Content Writer for the prestigious organization "GeeksforGeeks," where I published over 100 technical articles.

I am proud to say that Katalyst has played a significant role in shaping me into the best version of myself.

ALUMNI SPEAK



NEHA BURHADE
SOFTWARE QUALITY
ASSURANCE
ENGINEER
GRADE B, VERITAS
TECHNOLOGY LLC

Growing up in a middle-class family from Ahmednagar, pursuing higher education in Pune posed several obstacles that required me to make difficult choices. In order to fulfill my dreams, I made the decision to take an educational loan, which enabled me to secure admission at VIT Pune based on my commendable ranking.

The overwhelming joy I felt upon being accepted into such a prestigious institution, came alongside a profound realization. I soon discovered that excelling academically was only a fraction of what it took to truly flourish. I came to understand the importance of possessing effective communication skills, unwavering confidence, and a diverse array of technical and non-technical competencies. It became evident to me that true success is not only dependent on financial resources, but also on the development of these integral qualities.

I was incredibly lucky to become a part of the Katalyst team. They provided me with invaluable guidance, not only helping me enhance my skills but also extending financial assistance during times of need. It was through their unwavering support that I secured a summer internship at Mphasis, where I gained practical corporate experience that proved invaluable during my college career placement.

Following my graduation, while I navigated the professional world, I enrolled in the transformative Alkemist program. It was within this program that I was fortunate enough to receive guidance from Dr. Laxmi, an exceptional coach. Her wisdom and advice not only helped me overcome personal and professional challenges but also provided me with valuable insights on how to work more effectively and prioritize my goals, both short and long term. The Alkemist program's transformative outbound activities played a significant role in building my strength, instilling unwavering confidence, and nurturing my independence as a leader.

Despite the demands of my job, I remained committed to pursuing a postgraduate course in IT Project Management at Welinkar Institute in Matunga. The successful completion of this program in June 2023 filled me with a sense of accomplishment. I consider myself incredibly fortunate to have had the opportunity to connect with the vibrant and supportive Katalyst and Alkemist teams, eagerly anticipating the day when we can finally meet in person and share our collective experiences.

Beyond my professional pursuits, I find immense joy in food blogging, which I passionately pursue through my page [@foodie_soul29](#). Additionally, I am an active participant in various social circles, constantly seeking to explore new places and broaden my horizons.



Sometimes we win,
Sometimes we learn

-DR. JOHN MAXWELL

MENTOR SPEAK

Mentoring is a great experience. I look forward to our weekly interaction. It has made me learn a few things along as I dig for topics to help them in their daily life. A closer view into their life, moments of happiness, challenges, inspiration, and struggles has inspired me to find innovative ways to create more value in our meetings. I think it's a great platform for both mentors and mentees to grow together and create success stories. Through this program, I also happened to attend the Tech Fest organized by Katalyst for these students. It was impressive and made me realize how much-needed such activities are and with little support from people like us it can make a huge difference in the lives of these students. All the best to the entire Katalyst team for great success.

-MADHU KANDHARI

Corporate Communications, CNH Industrial

MENTOR SPEAK

Katalyst is an organization that believes in community effort to raise children. As a mentor, I have learned a lot from my mentees and helped them develop skills in communication, personal development, and professional readiness. Our meetings have been interactive and have allowed me to better understand the younger generation's mindset. This experience has helped me improve my parenting skills. I consider my mentees my family and look forward to continuing to learn from them.

Over the past two years, I have mentored two girls who come from technical backgrounds. I have helped them improve their technical skills, including communication in English or Hindi, and build their confidence as individuals. I believe that my impact on these girls has been significant. They are bright, motivated, and driven to make a difference in their lives while remaining focused. Our discussions range from new skill sets to technological advancements, small daily habits that can improve study practices, and the latest technologies from around the world. Mentoring these girls has been an enriching and pleasurable experience, and I look forward to continuing to work with them and help them become the most confident young women out there, ready to face the world's numerous challenges.

-SHASHANK SHROTRIYA
Vice President, Bandhan Mutual fund

I am proud to be associated with the Katalyst initiative. It is a great platform to contribute towards the growth of some early stage professionals through our past experience. I have been part of this program for over a year and it has been an amazing journey for me.

All of the sessions have been very interactive with my mentees and I have always been amazed to hear the thoughts of these young minds. Indeed I have got some good learnings from various interactions understanding how these young generations have the zeal to learn various aspects within a short term. I would like to congratulate the Katalyst team for building this platform and hope more professionals will come forward to support more young minds under this program.

-SUNIT ARYA
Energy Resource & Growth, Oxford Policy Management

I have been associated with Katalyst since Mar 2022 and have been fortunate to have the opportunity to mentor Ruchitha Gowda. Ruchitha is a very talented, intelligent, independent and well-mannered person.

It has been an enriching and fulfilling experience guiding a bright child in career and life. I have learnt many things from her too; she has inspired me to constantly work towards perfection, find opportunities to learn and grow, find time to nurture extracurricular activities and work on physical and mental health.

While discussing her career, and studies, we also talk about savings and investments (sorry, being an investment service professional, habits die hard!!), and she has been learning and inculcating savings.

My family and I caught up with Ruchitha over lunch recently, and we all had a good time and great bonding.

I thank Katalyst for giving me the joy of being of help to a bright child and the opportunity to learn.

-SHIRSHENDU BASU
Head- Products, Bandhan AMC Limited

COLLEGE SPEAK

Jamia Millia Islamia (Central University), New Delhi, has been associated with Katalyst for a long time. In their endeavor to help both academically and professionally the underprivileged girls of the technical courses, they outstand all others. Their grooming has helped to bring out very balanced, intelligent and mature young women who are making their alma mater proud of them. The excellent work that Katalyst is doing by providing opportunities to needy girls is a much needed investment for a better future of India, since women empowerment is a key agenda for the development of our nation. I am honored to be part of their aspirations and my good wishes to the whole team. Continue with the good work.

-PROF SABAH KHAN

**Hony Deputy Director, University Placement Cell
Jamia Millia Islamia University**

I am honored to share my gratitude for Katalyst, an exceptional organization dedicated to empowering women. Katalyst employs a holistic approach, offering education, skill development, mentorship, and advocacy to help women overcome societal barriers. Their interactive workshops, trips, and training sessions instill confidence and inspire women to pursue their dreams fearlessly. I highly recommend Katalyst for their remarkable work in creating a more equitable and inclusive society. Their impact extends beyond the women they work with, creating a positive ripple effect in communities and society.

-MANISH KAUSHIK

DSW Head (Noida Institute of Engineering and Technology, Gr. Noida)

I am feeling fortunate that students from our college got an opportunity to be a part of Katalyst. It has helped our students to develop a positive attitude towards life. The overall coordination between the students and the team of Katalyst was best during the various activities. The students from the Katalyst become more positive towards their college as well as their career. At the time of training in Katalyst students become more confident in every activity they do. They realize that to be a better human being in both social and economic life is equally important. Katalyst offers limitless opportunities for growth from Internship to Placement. Katalyst takes students out for a corporate and industrial visit, Outbound for recreational activities, etc. It has helped them to become financially independent by disbursing payout twice in a year. To be financially independent in the student life is the best part for students. It gives them experience and helps them to become versatile. The payout is earned by the student by attending training, Mentor Interaction meetings, and actively participating in college events. In this manner Katalyst not only helps in their career but to become a better person by improving their abilities. My sincere thanks to everyone at Katalyst for being there for the students.

-DR KALYANI R JOSHI

Principal, PES's Modern College of Engineering, Pune

Higher Education and Economic Empowerment are the two important aspects of social and economic growth. Every girl should be financially independent and to improve their social status, professional education is needed to bring a significant change in the life of girls. Katalyst is working quite well in this direction by empowering girls from the low-income community to pursue their dreams. It gives me immense pleasure to share that I am seeing a significant change in the confidence level of these girls. Girls are taken for Corporate and Industrial Visits to have an overview of their functioning. Katalyst is making girls financially independent by disbursing payout twice a year. I wish a bright future to all the students who were a part of Katalyst along with the girls.

-DR (MRS) VRISHALI U EDLABADKAR

**Associate Professor, Department of Mathematics
PES's Modern COE, Pune**



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TRAINER SPEAK

Out of 'Pardas' to real life screen... Lights, Camera, Action. I am blessed and consider myself privileged to get this lifetime experience to be part of the Katalyst which gave me a platform to be myself and share my ideas, knowledge to empower today's women and get them in the fast lane of the highways of life, making them self equipped to face tomorrow's world.

The task of enhancing and increasing women's economic, legal, social, status is the mantra. Gender equality and empowering all women is the goal because empowering women equals empowering the entire globe, because when educating a woman you educate the world. I believe that every woman's success should be an inspiration to another. This gave me a unique opportunity to interact with the underprivileged of the society through the platform of Champion English Language. While imparting knowledge through the sessions and learning through the experience of other women it added pages to my book of life. The students had so much hunger to learn and thirst for knowledge, which gave me a lot of zeal to look forward to the next sessions.

Learning and teaching created a small world around us as we shared experiences with each student while covering the syllabus and building threads of trust and respect for each other which bound us closer and gave us more road to the path of creating successful stories in their lives through the stage of Katalyst .

Today I look forward to having more such experiences and interactions which helps me develop into a complete and perfect person and empowers me to be a total new woman of this era.

Thank you !!

- DR.SUJATA UMESH BOLAKE

Optimus Learning Solutions

Hello, I'm Munira Qamri. I work with Optimus Learning Solutions as a facilitator and one of our clients is Katalyst who provide learning opportunities to female students in engineering colleges and help them grow in personal and professional life. My work as a trainer for Katalyst students is unique since there are girl students from different colleges with different backgrounds and expectations with something in common- they want to learn and get successful. They ask questions if they are engaged and participate if challenged creatively. Personally, I am intrigued by the freshness of their thought. They have so much to share. They just need a little encouragement and stimulation. I hope I continue to be a medium of doing that.

-MUNIRA QAMRI

Optimus Learning Solutions

LESSONS FROM LEADER

FIRESIDE CHAT WITH INDRA NOOYI LEAD BY EXAMPLE



We had the privilege of hosting a session for our stakeholders with Ms. Indra Nooyi, one of the most influential women in business. The session was moderated by our co-Founder, Sunit Mehra. Ms. Nooyi's passion for her work and her dedication to inspire women was truly evident in every word she spoke. As a role model for so many of us including our young women on the path of leadership, Ms. Nooyi's words of encouragement will stay with us as we navigate our own journey.

Her insights on leadership, managerial skills, and work-life balance were truly inspiring.

Some of the key takeaways from the session include:

- Deliver your job with quality and no excuses.
- Take on more challenging roles and be open to new opportunities.
- Don't come unprepared for meetings.
- The need for leaders to avoid complacency and embrace change and innovation.

KATALYST CONVENTION 2022

Katalyst India 12th Annual Convention was held in Hilton Garden Inn, Bangalore. The event was the first in-person event of this scale post covid where we saw 200+ students and 70+ partners attending the convention. The theme for this year “If you want the rainbow, you got to put up with the rain” resonated during the entire event. It was a power packed 2 day itinerary where we witnessed an exciting and enlightening Panel discussion with panelists **Ms Subha Iyer, Managing Director, Goldman Sachs, Mr. Vijaykrishnan Venkatesan, Managing Director, Kennametal India Limited and APAC Infrastructure Business at Kennametal, Dr. Meenu Bhambhani, VP and Head of Global Inclusion, Diversity and Equity and Corporate Citizenship, APAC at State Street , Phanindra Sama, Phanindra Sama, Advisor at Westbridge Capital and Founder RedBus and Ms Aditi Mutatkar, – Program Head, Athlete and Women Initiatives and Former International Badminton Player. Mr Sunit Mehra, Co-founder Hunt Partners and Katalyst moderated the panel discussion and ensured the audience was enthralled by the questions and responses from the panellists.** Katalyst Annual Awards, which has always been one of the most exciting parts of the event, we all were proud of our students’ success stories and how they stood against all odds to achieve their goals. Breakout sessions post lunch were a huge success where our students could interact with the speakers and get their answers for any questions they had related to their career or personal development. We were also entertained by our students who showcased their talents in dancing, singing and drama which culminated the event perfectly. Memories created to be cherished forever...



KATALYST WINNERS 2022



MISS UNIVERSE - AARTI YADAV

Aarti Yadav, a graduate from Cummins College in Pune, secured a placement as a software engineer at Walmart. She has been a dedicated supporter during Katalyst events, actively participating in technical training sessions and mentoring her juniors. Aarti has successfully completed a 5-week internship focused on web design and has also excelled in the National Engineering Olympiad Exam. She is committed to giving her utmost effort in every task she takes on and expresses gratitude for Katalyst's invaluable direction and guidance, which have contributed to her personal and professional growth throughout the years.

MISS WORLD - PRAGATI KATE

Pragati Kate has graduated from VIT Pune, with a CGPA of 8.1. Pragati has secured a position as a Graduate Engineer Trainee at ElectroMech Material Handling. Throughout her time in Katalyst, she actively engaged as a dedicated member of her batch, enthusiastically participating in various events. Alongside her academic pursuits, Pragati showcased her passion for cricket, creative writing, and social service. She acknowledges her time at Katalyst as a transformative period in her life, attributing the organization for sharpening her organizational and time management skills, among other valuable abilities. Motivated and focused, she diligently pursues her personal and professional goals while seizing each opportunity that comes her way.

MISS INDIA - SRUSHTI RANE

Srushti Rane graduated from Xaviers Institute of Engineering, Mumbai, with a CGPA of 9.73, with a placement at Brillo as a Developer. In addition to actively volunteering for Katalyst events, Srushti served as the Event Head for the Literary Committee for three consecutive years and assumed the role of team leader for her Year 3 Project. Reflecting on her journey at Katalyst, Srushti emphasizes how the experience has fostered her openness to learning new things, provided inspiration, and instilled a deep sense of dedication towards any task she undertakes.

KATALYST WINNERS 2021

MISS UNIVERSE - YADNYI DESHPANDE

Yadnyi Deshpande has graduated from COEP, Pune and is currently working with Mastercard as a Software Development Engineer. Her involvement in a diverse range of Katalyst events, including the Tech Fest and various Advanced Trainings, showcases her deep interest and active participation. She is part of the core team for various organizations and fests such as the Society of Women Engineers as well as multiple cultural events. With a profound passion for music, Yadnyi's talent has been recognized through accolades such as the People's Choice Award. She consistently seizes every opportunity encountered through Katalyst, leveraging her learnings to continually evolve into the best version of herself.

MISS WORLD - NIDHI JAIN

Nidhi Jitendra Jain has graduated from VESIT, Mumbai and is currently working with Accenture as an Associate Software Engineer. Nidhi's interests span various fields, including sports, art, and cooking. Alongside her diverse passions, she has also taken on leadership roles in multiple projects, showcasing her ability to drive initiatives forward. Nidhi actively volunteered for significant Katalyst events such as the Orientation, Tech Fest, and various training sessions. Through her participation in Katalyst, she has gained a deeper understanding of her interests, enabling her to maintain dedication and focus throughout her journey. Nidhi credits her time at Katalyst for fostering a positive mindset shift and constant self-improvement. She believes that without the support and opportunities provided by Katalyst, such personal growth and development would not have been possible.

MISS INDIA - MOHINI BATRA

Mohini Batra has graduated from VESIT, Mumbai with a CGPA of 9.69 and a placement at Deloitte as a Technology Analyst with a CTC of 7 LPA. She has consistently volunteered for Katalyst events such as the Tech Fest, Industry Visits and induction programs, as well as various online and offline training sessions. Mohini assumed various leadership roles and was awarded for the same along with the Shri Ram Keswani Pratishtha Puraskar for Academic and extracurricular excellence. She believes herself to be a positive person, who, with the help of Katalyst, has grown immensely during her time here. She aspires to be a leader of the future, someone who is self-aware and empathetic, and is driven to create a change.

MISS INDIA - ROMY KUMARI

Romy Kumari, graduated from BVP, Delhi, with a CGPA of 9, a placement at TCS as a Software Engineer and a CTC of 7 LPA. She was a volunteer at Katalyst events such as the Induction and training sessions. She was a core member of the Alumni Team at BVP and also the recipient of the Grace Hopper Scholarship, from one of Asia's most regarded Technical Conferences, AnitaB.org. Romy believes that her motivated and hardworking nature will help her succeed at any task she undertakes, and is grateful for the academic and extracurricular opportunities provided by Katalyst, which have helped her grow into the driven individual she is today.



PANELISTS



MS SUBHA IYER, MANAGING DIRECTOR, GOLDMAN SACHS

Shubha is the chief operating officer for Bengaluru and Hyderabad Engineering and leads Resilience Engineering globally. She is a member of the India Strategic Locations. Executive Council and serves as a co-sponsor for the Women's India Network at Goldman Sachs. Shubha joined Goldman Sachs as a consultant in 2005 in New York and became a vice president in 2010. She relocated to Bengaluru in 2011 and was named managing director in 2015.

Prior to joining the firm, Shubha worked at TVS Electronics in Bengaluru, Freddie Mac and Siebel Systems. Shubha earned a BSc from Bengaluru University in 1995 and an MBA from the Robert H. Smith School of Business at the University of Maryland in 2004.



MR. VIJAYKRISHNAN VENKATESAN, MANAGING DIRECTOR, KENNAMETAL INDIA LIMITED AND APAC INFRASTRUCTURE BUSINESS

Vijay is the Managing Director of Kennametal India Limited (KIL) and the Asia Pacific head of Kennametal's Infrastructure business. Vijay is also the Vice Chairman of the Confederation of Indian Industries (CII), Karnataka State Council and Executive Committee Member of Indian Machine Tool Manufacturers' Association (IMTMA). Vijay has over 25 years of experience in strategic leadership roles both in India and globally. Vijay holds a degree in Mechanical Engineering from Madras University and an MBA with specialization in Marketing.



PHANINDRA SAMA, PHANINDRA SAMA, ADVISOR AT WESTBRIDGE CAPITAL AND FOUNDER REDBUS.

Phanindra Sama (Phani), is an Advisor at Westbridge Capital, and is based in Bangalore, India. Phani founded redBus.com, the world's largest online bus ticketing company with operations in 6 countries. After exiting redBus, Phani Co-Founded Kakatiya Sandbox, a social impact venture based in his hometown Nizamabad that scaled to 300+ full time staff. In his latest role, he served the Government as the Chief Innovation Officer, Govt. of Telangana. Phani is a Young Global Leader (YGL) at the World Economic Forum. He received the Fortune 40 under 40 award twice and the BITSAA 30 under 30 award. Phani serves on the board of T-Works, India's largest hardware prototyping center. Phani holds a B.E (Hons) with distinction from BITS-Pilani. He received the Chevening Standard Chartered Financial Services Fellowship from King's College, London. He earned proficiency in Computer Networks, Sustainable Leadership, and Economics & Psychology from IISC, Swedish Institute, and Stanford University respectively.



**DR. MEENU BHAMBHANI, VP AND HEAD OF GLOBAL INCLUSION,
DIVERSITY AND EQUITY AND CORPORATE CITIZENSHIP, APAC AT STATE STREET**

Dr Meenu Bhambhani is CSR and D&I professional with over 2 decades of experience in the area of human development with specialization in social policy. She started her career as a faculty teaching English Literature, and moved to work as Assistant Commissioner - Disabilities with Government of Rajasthan. Currently, Meenu heads Corporate Citizenship and Global Inclusion Diversity and Equity (GIDE) for State Street Corporation in APAC. Prior to joining State Street Meenu spent over a decade at Mphasis, a global IT conglomerate where she was instrumental in creating opportunities that provided high profile recognition for their programs especially around addressing systemic challenges to disability inclusion. Her early career was spent working with the World Bank and non-profit sector on research and disability advocacy.

A scholar of International Ford Foundation Fellowships Program, she also has a Master's in Disability and Human Development from University of Illinois at Chicago. She strongly self-identifies herself at many intersections of disability – professional, woman and South Asian origin Indian with a disability.



**MS ADITI MUTATKAR, – PROGRAM HEAD, ATHLETE AND WOMEN INITIATIVES
AND FORMER INTERNATIONAL BADMINTON PLAYER**

Aditi Mutatkar is a former international Badminton player and has represented India in all major events including Asian Games, Commonwealth Games, and World Championships. She is a Commonwealth Games silver medalist and was ranked 27 in the world in the year 2008 in women's singles. She also is amongst only four women athletes in the country who holds the record of being a national champion in every age category in Badminton

After her retirement in sports she enrolled in the Master's in Public Affairs program in UT Dallas with a specialization in Nonprofit management. She was inducted in Pi Alpha honor society during her course and graduated in December 2017. After her Masters, Aditi moved back to India to follow her passion of building a robust grassroots level sports ecosystem in India. In her quest she worked with Art of Play Foundation for two years, where she helped the organization in curating a grade specific curriculum and assessment structure for physical education, fundraising and managed a program of 1500 students in three government schools in New Delhi. In her time in AOPF Aditi helped the organization give thousands of government school students access to organized sports. Aditi, is currently heading the 'Athlete and Women' initiative in Simply Sports Foundation. The organization's mission is to empower grassroots athletes in sports and life. In two years since the inception of the organization, Aditi, has helped the organization impact thousands of athletes through their various programs.

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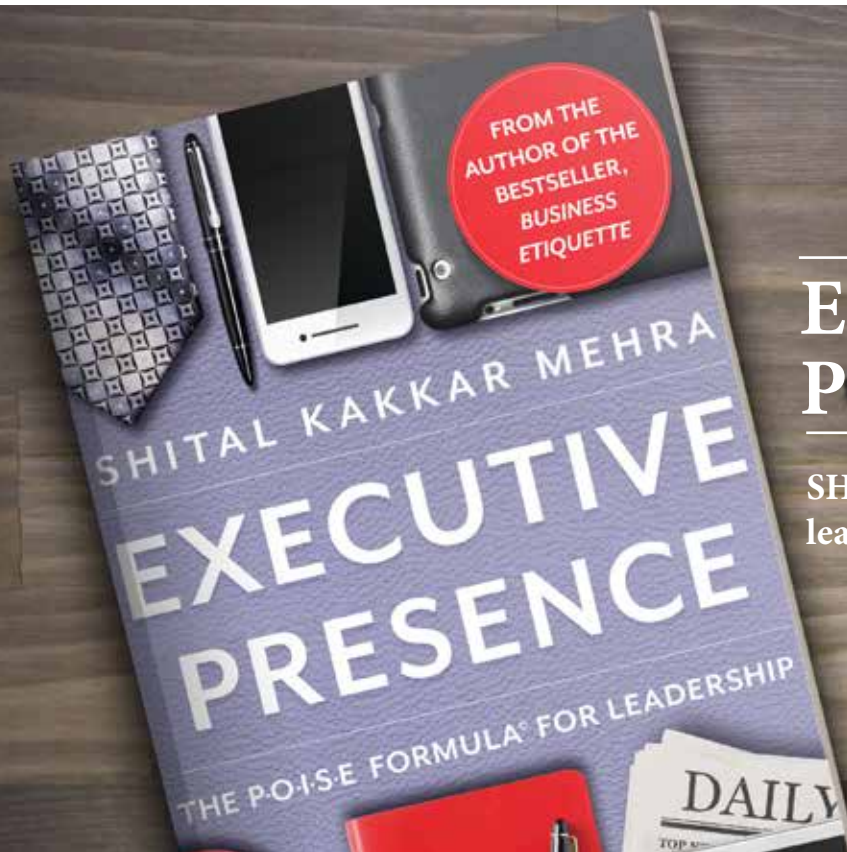
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HONOR ROLL

NAME	PLACEMENT COMPANY	DESIGNATION	CTC IN (LPA)
Surya Sachan	Enphase Energy	Hardware Engineer	35.0
Nishchitha YR	SAP Labs	Associate Developer Engineer	24.5
Shraddha Wakchaure	Adobe InC	Member of Technical Staff (MTS)	23.0
Manisha Chaudhary	JIO	Software Engineer	23.0
Ronak Chaudhary	JIO	Mumbai	21.5
Pooja Pawar	Deutsche Bank	Graduate Analyst	19.6
Pooja Gulhane	Deutsche Bank	Graduate analyst (software domain)	19.6
Prapti Kawthekar	Deutsche Bank	Graduate Analyst	19.6
Nisha Singh	Air India	Data analyst	19.6
Aishwarya Alamad	Deutsche Bank	Graduate Analyst	19.0
Akshita Jain	Deutsche Bank	Pune	19.0
Diksha Sharma	Providence	Software Engineer	18.0
Namrata Rankhamb	Citibank company	Application developer	18.0
Ashwini Nagare	JP Morgan Chase & Co.	Software development engineer	17.8
Ranjana Burange	JP Morgan Chase & Co.	Software Engineer	17.8
Nazreen Sheikh	JP Morgan Chase & Co.	Software Developer	17.8
Sneha Dubey	JP Morgan Chase & Co.	Software Engineer	17.8
Pratiksha Jagtap	Schlumberger	Software Developer	17.4
Priyanka Dahikamble	Veritas	Associate Software Engineer	16.0
Shrushti Bhattad	Morgan Stanley	Software Analyst	16.0
Sneha GK	Synopsys	Application Engineer 1	16.0
Kritika Kumari	Accenture	Delivery Associate	16.0
Rutuja Walvekar	Citibank company	-	13.7
Pratiksha Patil	Credit Suisse	Technical Analyst	13.6
Divya Gaygol	Mastercard	Software Engineer	13.4

NAME	PLACEMENT COMPANY	DESIGNATION	CTC IN (LPA)
Gayatri Patki	Mastercard	Technical Program Management analyst	13.4
Neha Patil	Barclays	Software Developer	13.0
Sakshi Badhan	Bajaj Finserv	SDE1	12.8
Rashi Khandelwal	Bajaj Finserv	React Developer	12.8
Anu Raghav	Accenture	Application Engineer	12.5
Megha Mule	Barclays	Graduate Analyst	12.3
Arti Chaudhary	Expedia Groups	Software Development Engineer 1	12.1
Kahkasha Khan	Expedia groups	SDE 1	12.1
Aditi Gajbhiye	Expedia	Software Engineer developer 1	12.0
Mugdha Dhopade	Expedia	SDE 1	12.0
Samruddhi Patil	Bgauss	Software engineer	12.0
Siddhi Mukkawar	Barclays	BA3	12.0
Daksha Kurhade	Bluekactus	Software Engineer	12.0
Ruby Minz	Kokotree	Research scientist AI	12.0
Achlesha Varshney	Expedia Groups	Software Developer Engineer	12.0
Ritu Gupta	Thoughtworks	Application developer and consultant	11.1
Leena Patil	ICICI Securities	Software Developer	11.0
Sanjana Chavan	Siemens softwares	Graduate Engineer Trainee (GET)	11.0
Vaibhavi Mhaiskar	Aditya Birla Capital	Trainee	11.0
Vaidehi Zade	Siemens DISW	Graduate trainee engineer	11.0
Kamiya Garg	Enkash	Quality assessment manager	11.0
Shalini Nareliya	Nineleaps technology pvt limited	Bangalore	11.0
Saritha AC	Tektronix	Software engineer	10.6
Anjali Selokar	ICICI Prudential Life Insurance	Management Associate	10.0
Vyshnavi M	Daimler Truck	Daimler Truck	10.0

NAME	PLACEMENT COMPANY	DESIGNATION	CTC IN (LPA)
Vaishnavi Jasutkar	Schneider electric	Electrical and automation	9.5
Prachi Parvate	PwC India	Technology consultant	9.1
Shruti Deshmukh	Dell technologies	Software Engineer	9.0
Nalina N	Intellipaart	BDA(bussiness development assistant)	9.0
Vinutha V	Intellipaart	Buisness Development Analyst	9.0
Pooja Randhare	Telstra	Software engineer	8.7
Meghana KS	Ellucian	Engineer	8.5
Thanusha M S	Ellucian	Technical intern/Software Developer	8.5
Shifa Islam	Jio	Gte	8.5
Anjali Nawkar	Hero Motocorp	R&D	8.0
ANKITA BHARSAKLE	Infogen labs	Junior software engineer	8.0
Ankita Kurhekar	KPIT Technologies	Not yet got	8.0
Nivedita Bhagwat	JSW Coated steel	GET	8.0
Diksha Garje	Jubilant	Graduate Engineer Trainee	8.0
Preeti Patil	Microchip technologies	Software engineer 1	8.0
Hamsaja J	JLL/T	Data engineer	7.8
Pragati Sahu	Tata communications	Product Management	7.7
Tanishka Mule	Deloitte	Analyst	7.6
Varshitha V	Alshaya Groups India	Software Engineer	7.6
Divya Pardeshi	Fractal	Not alloted yet	7.5
Gayatree Borul	Danfoss	design engineer (Electronic)	7.0
Vrushali Agate	Veras Retail	Trainee Software engineer	7.0
Anshika Bhardwaj	Robert Bosch	Trainee	7.0
Anshica Singh	Robert Bosch	Not known	7.0
Chitra Sharma	Robert Bosch	Software Engineer	7.0
Pooja Giri	Bank of America	Sr tech associate	6.5

NAME	PLACEMENT COMPANY	DESIGNATION	CTC IN (LPA)
Preeti Abnave	Bank of America	Not yet conveyed	6.5
Saicharitha Yalpi	Academor	Education counselor	6.5
Kajal Sharma	MakeMyTrip	QA Engineer	6.5
Komal Jogdand	TE Connectivity	Bangalore	6.3
Gautami Silivery	Godrej and Boyce	GET	6.2
Ranjita Shastri	Vtiger	Software developer	6.2
Bhavana Megharajani	Mahindra Lifespaces Developers Ltd.	Graduate Engineer Trainee (GET)	6.0
Ridham Bheda	Ingram Micro	Graduate Engineer Trainee	6.0
Shital Yadav	APAC Financial Services Pvt Ltd	Engineer trainee	6.0
Ankita Pawar	Mahindra Lifespaces	Pune	6.0
Mayuri Bajbalkar	Amdocs	Developer	6.0
Sayali Zade	Mahindra lifespaces	Graduate engineer trainee	6.0
Bhavana Doddabasappanavar	Valtech	Software developer	6.0
Kavya Mallikarjuna	Arcadis	GET	6.0
Kusumanjali HL	Arcadis	Graduate engineer	6.0
Meghana N	Hacklab solutions	Internship	6.0
Monika M	Valtech India Systems Pvt. Ltd.	Associate Software developer	6.0
Shreya BG	Valtech	Bangalore	6.0
Ramya H S HS	Valtech	Associate Software Developer	6.0
Shweta Patil	Delta Electronics	Application Engineer	6.0
Soundarya Gubbi	Iron mountain	Workday intern	6.0
Sushmita Chougala	Delta electronics	Embedded system	6.0
Vandana Laxman	Campalin	No update from company	6.0
Ankitha R	Brillio	Associate engineer	6.0
Anushka Dube	Adp	Application Developer	6.0



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Assistant Manager, Program - Pune



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Senior Executive, Program - Pune



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I would like to express my heartfelt gratitude to IMS for their invaluable support, both financially and throughout the entire visa application process. I am especially thankful to Dipti Mam and Hetal Mam, whose exceptional assistance proved instrumental in resolving all my queries during this study abroad journey. My introduction to IMS came through the Katalyst organisation, which champions women in STEM fields. I am truly privileged and thankful for the opportunity to be affiliated with these two remarkable organisations.



I promise to seize this opportunity with utmost dedication and determination, and I will always carry their support with me as a reminder of the impact that can be made through kindness.

PRIYANKA P.

IELTS 7.5 Band, University of South Florida



I was introduced to IMS by Katalyst as I am a member of their Alkemist program. The GRE coaching session at IMS is quite efficient and flexible as they offer online and offline live classes along with providing the recording of these sessions for later reference. We were even provided with study material as well as mock tests. What helped a lot was the session they took after each mock test to understand and evaluate the questions we got wrong. IMS gave me the confidence to get better at my tests and as a result achieve my career dream.



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