



THE ECONOMIC TIMES

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WOMEN  
2023

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## DE&I vision

We are striving to create a culture that values and respects the diversity of our associates, regardless of their gender, geography, cultural background, or heritage. We focus on promoting a sense of global citizenship and actively work to eliminate unconscious biases. Our aim is to foster an environment where all associates feel seen, heard, and valued for who they are. Our DEI Vision statement captures the same.



“We will work together to build a future diverse workforce where all associates feel respected and included. Nurture a safe space where every associate adds different shades of color, making it a vibrant, beautiful, and comfortable place for all of us.”  
#AllColors ...As every color matters!

### ALIGNING WITH

## DE&I vision

Infocepts is focussed on bridging the gap between the worlds of business and analytics. The biggest challenge in our industry today is generating meaningful and actionable insights.

A diverse workforce with its multiple perspectives is critical for achieving our vision. We believe in actions that help create a space where our associates are able to leverage their full potential.

In the gender space, we have seen our women associates grow in numbers and seamlessly move across roles becoming truly cross-skilled. This also aligns to our organizational principle of ‘Continuous Learning and Curiosity’. Similarly, our principle around ‘Caring for our communities’ makes us work towards building a more inclusive workforce.

## Policies Driving

## DE&I Agenda

Even before the pandemic caused a change in working culture especially in the tech space, we had a policy of work from home. We have hired across the globe and close to 2% of our workforce works from home permanently.

We also have a robust Internal movement process which gives flexibility to move work profiles, domains and opportunities for our associates to widen their skill sets and expertise. This has been widely used by our women associates to meet their career aspirations within Infocepts.

Our sabbatical and part-time work policies are gender neutral and



empower both men and women to take out time beyond the parental leaves to take care of their families as needed. We have welcomed back our senior women associates post career breaks.

Mentoring our future women leaders is another initiative that has a 100% backing from the management.

## women-to-men ratio @ Workplace

We have seen a steady increase in the ratio of women to men over the past five years and are currently at 35:65. Our percentage of women in leadership role has improved from 1% to 14% in the same period. We are particularly proud to have added a woman leader to our CXO team last year, and in less than a year have seen a transformation in our practices and the way our associates looked at the leadership team. Adding a female role model in the top layer has inspired many of our female associates and we see more aspirations in the company now to move up to leadership roles.

In line with our vision of #AllColors, we are focused on not just improving women representation within Infocepts but across all facets.

We have created, All Colors, The Diversity & Inclusion Ally Group, within Infocepts. All colors is a team of Infoceptians who would play a key role in achieving the organization's vision to achieve diversity.

For women, specifically our target is to increase the women in leadership roles to 25%. For the same our focus will be on creating awareness about women in leadership roles, creating fellowships, focused leadership development and mentoring our future women leaders.



**SHASHANK GARG**

CEO Infocepts

## CEO's Desk

**D**iversity is beyond gender. Diversity is to provide a culture of care and giving where everyone feels comfortable being themselves. For me, inclusion refers to a workplace where everyone feels their voice is heard, and there are no barriers to grabbing the opportunities they seek or the growth they deserve.

Creating a diverse workforce requires more than just recruitment efforts. It's about creating awareness, fellowships, leadership

development, mentoring, and more. In other words, it's about developing a multi-faceted strategy that invests in diversity as a strategic asset.

Don't just view diversity as a checkbox but as an integral part of your business success. Plan it, manage it, and measure it. Diversity in business is essential for companies to thrive and succeed in today's world.

## TESTIMONIAL



Six years and counting—Infocepts has been my home away from home. From delivery management to advisory to solutions to GTM enablement & now marketing - I've had the freedom, mentorship and trust of leadership that has enabled my incredible growth journey here! As a woman professional and mother of 2, life can be intricate at times and am thankful that Infocepts provided me the flexibility when needed.

**SHANTHI SRINIVASAN**

D&A Advisor & Marketing Head, Infocepts.

As a proud woman married to the Olive Green, it wasn't easy to balance my ongoing IT career and be an army wife. We get postings in the country's remotest areas and work from home was the only option left! While the other organizations blatantly denied work from home, Infocepts opened its arms for me to join and pursue my career. Now I have a perfect combination of growth and a work-life balance.



**KAVITA S. RADHAKRISHNAN**

Business Consulting, Global Practices, Infocepts



I was working full time as a drums instructor in Singapore, and I was passionate about pursuing a career in IT. Because of my background of teaching music, I had difficulties breaking into the industry. Infocepts saw my passion and took a big leap of faith in me. Trainings at Infocepts helped me skill myself for my current role of a data analyst and I have been helping

our clients in Singapore harness the power of their data since then.

**SYDNI NG**

Data Analyst, Infocepts

I joined Infocepts directly out of my college campus and it's been 10 + years now! Infocepts allowed me to cross-skill when it was needed, and I had an opportunity to work for some well-known clients across various domains. Infocepts has been supportive during my pregnancy and allowed me to work part-time and also allowed me to work from home after my maternity leave.



**KETKI DAKHOLE**

Business Intelligence Head, Infocepts



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**Infocepts named  
Best Organization for Women  
in 2023 by The Economic Times**