



Sunflower

Blooming with Purpose



2025

EDITION – ONE





Like a sunflower reaching for the light, we grow with vision, resilience, and purpose. Blooming with Purpose is not just about thriving today—it's about evolving, adapting, and leading the future with intent. Standing tall, facing forward, we illuminate the path ahead with innovation, strength, and unstoppable momentum.



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Whispers from the *Editor*

Dear Beloved Community,

As we celebrate two radiant years of **We C.A.R.E** (Women Excellence – Creating A Rewarding Ecosystem), we honor more than milestones – we honor transformations nurtured together. This magazine embodies our vision in action, showcasing women uniting, lifting each other, and creating lasting change. **We C.A.R.E** transcends empowerment – it's movement, momentum, and change felt in every part of our lives.

Welcome to Sunflower: Blooming with Purpose

Like sunflowers standing tall, radiating strength, this magazine mirrors our bright journey and enduring spirit. Within these pages, discover who we are, what we stand for, and initiatives driving meaningful change – from fostering inclusion to programs uplifting women.

Our efforts, like sunflowers in bloom, stretch toward new horizons. We have only begun unfurling our petals, and the promise ahead glows. **We C.A.R.E** will deepen roots, expand reach, and cultivate workplaces where every woman feels valued, empowered, and unstoppable.

Here's to the next chapter in our journey – a chapter defined by growth, action, and making a real difference.

“

With gratitude and excitement
for blooms yet to come,

Prajna Mohanty



The We C.A.R.E Council



Prajna Mohanty
Executive Director HR
Human Resources



Kavita Panchal
Manager Events
GTC Marketing



Apeksha Bhoir
Senior Executive HRBP
Human Resources



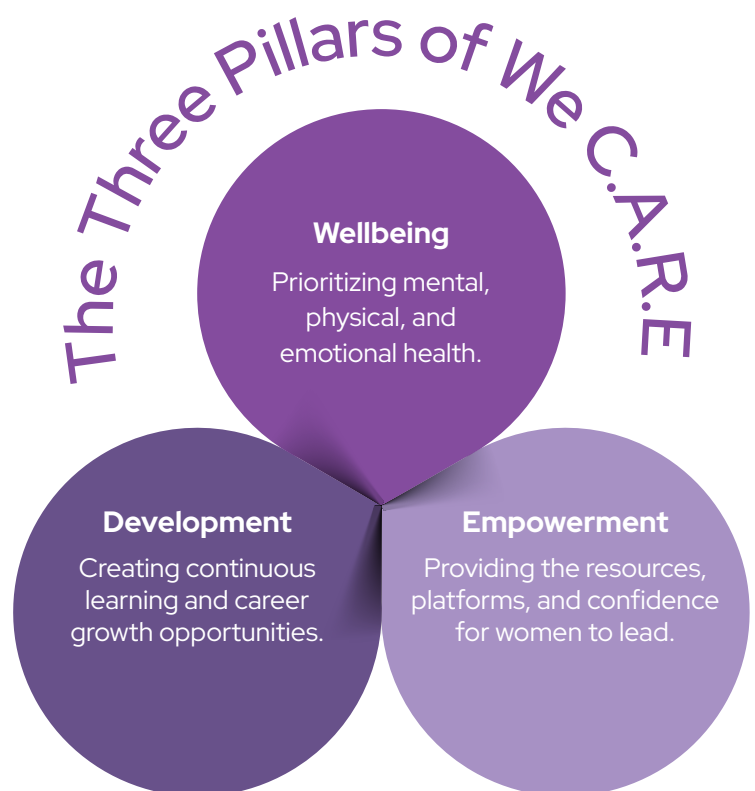
Srishti Selot
Executive HR
Human Resources

Dedicated to well-being, development, and empowerment, this team fuels progress anchored in care. Rooted in purpose, they bring happiness, positivity, and strength



The Story of We C.A.R.E Empowering Women, Creating Change

We C.A.R.E is not just an initiative—it's a movement. A bold commitment to fostering an environment where women flourish, both personally and professionally. Launched on **International Women's Day 2023**, as an expansion of WLAB, We C.A.R.E (Women Excellence – Creating A Rewarding Ecosystem) is dedicated to unlocking potential, driving growth, and building a workplace where diversity and equity thrive.





From mentorship programs to impactful wellness initiatives, every step we take strengthens our commitment to uplifting women and fostering a culture of care, support, and opportunity. We are not just talking about change—we are making it happen.

Our Vision Moving Forward

The journey of We C.A.R.E has only begun. We are pushing boundaries, breaking barriers, and ensuring that every woman in our ecosystem doesn't just survive—she thrives. Seeing the courage, growth, and resilience of the women around us is what fuels our passion and purpose.

Where women grow, the world blooms





True growth begins where comfort ends

Prajna's story on breaking barriers and building legacy

Prajna Mohanty
Executive Director HR

A brief introduction about yourself.

Growing up in a small town in Odisha, where women's dreams were often stifled, I chose to rewrite my story. Two decades ago, I left behind the comfort of family, safety, and societal expectations with nothing but determination and a burning question: Why not me?

Mumbai tested every ounce of that resolve. No money, no mentors, just a hunger to carve my own path. Today, with 20 years of experience across the entire spectrum of HR, I stand as the Executive Director of HR at Collabera, I have turned stigma into strength, building a career rooted in defying limits.

But my proudest legacy - My children. Every day, I strive to create a world where their dreams are celebrated, not debated - a world where choice is a right, not a privilege.

To every woman told to "settle": Your fear is valid. Leap anyway. The next generation is watching.

What do We C.A.R.E and WLAB mean to you?

Launched on International Women's Day 2023, We C.A.R.E is deeply personal to me, this initiative fuels impactful progress toward a workplace where diversity and equity flourish - and every woman's excellence shines.

Serving on the WLAB board is an immense honor and collaborating with Smadar to expand the Mentorship Program under the WLAB India Chapter of We C.A.R.E has been incredibly rewarding. This program aligns perfectly with our mission to create a thriving ecosystem for women, empowering them to grow and succeed. Witnessing the transformative impact on so many lives - seeing their courage, growth, and resilience - fills me with profound fulfillment.

These moments remind me why this journey matters and inspire me to keep pushing forward.

What motivated you to succeed, and what helped you stand out?

My relentless drive to succeed comes from “Sparking Transformation” – reshaping organizations and empowering people to thrive. For me, it’s not just about leading change; it’s about creating a movement – one where empathy fuels innovation, courage dismantles barriers, and every step forward leaves a legacy of progress.

What sets me apart? The courage to champion progress on principle and profit. I have never hesitated to challenge the status quo or dismantle stigmas, because true leadership means standing firm in your values – even when it’s difficult. Fueled by emotional intelligence, I thrive on turning friction into collaboration and resistance into momentum, driving meaningful change at every step.

Your biggest inspiration or mentor and their influence on your journey.

Every milestone I achieve whispers my mother’s legacy. She sacrificed her career to raise four children and co-build a family business – etching resilience into our DNA long before “grit” became a buzzword.

Then there’s Indra Nooyi, she taught me : Leading with heart isn’t weakness – it’s a revolutionary force.

Together, they are my North Stars, proving that strength wears many faces, and legacy is built not just by ambition, but by the footprints you leave for others to follow.

Challenges or stereotypes you’ve faced as a woman in the corporate world.

Even today, defying outdated stereotypes that box women into “capable of only this much” remains a daily battle. Motherhood penalties, invisible labor, baked-in biases – I have faced them all. But I turned “too assertive for a woman” into my leadership superpower, crushing ceilings and expectations daily – unapologetically, unstoppable.

Progress thrives when allies join the fight. The male allies at workplace or in personal life, aren’t just supporters – they’re co-architects in building workplaces / ecosystem where equity isn’t aspirational, but achievable.

Advice for young professionals aspiring to achieve similar success.

There are many struggles that young professionals today don’t have to face, and that’s a privilege.

My advice to young professionals would be this: Privilege is cozy, but growth lives in the discomfort. You want magic? Stumble. Scrap your knees. The world’s most breathtaking views exist outside the “approved” paths. (And yes, the cage is always self-built.)



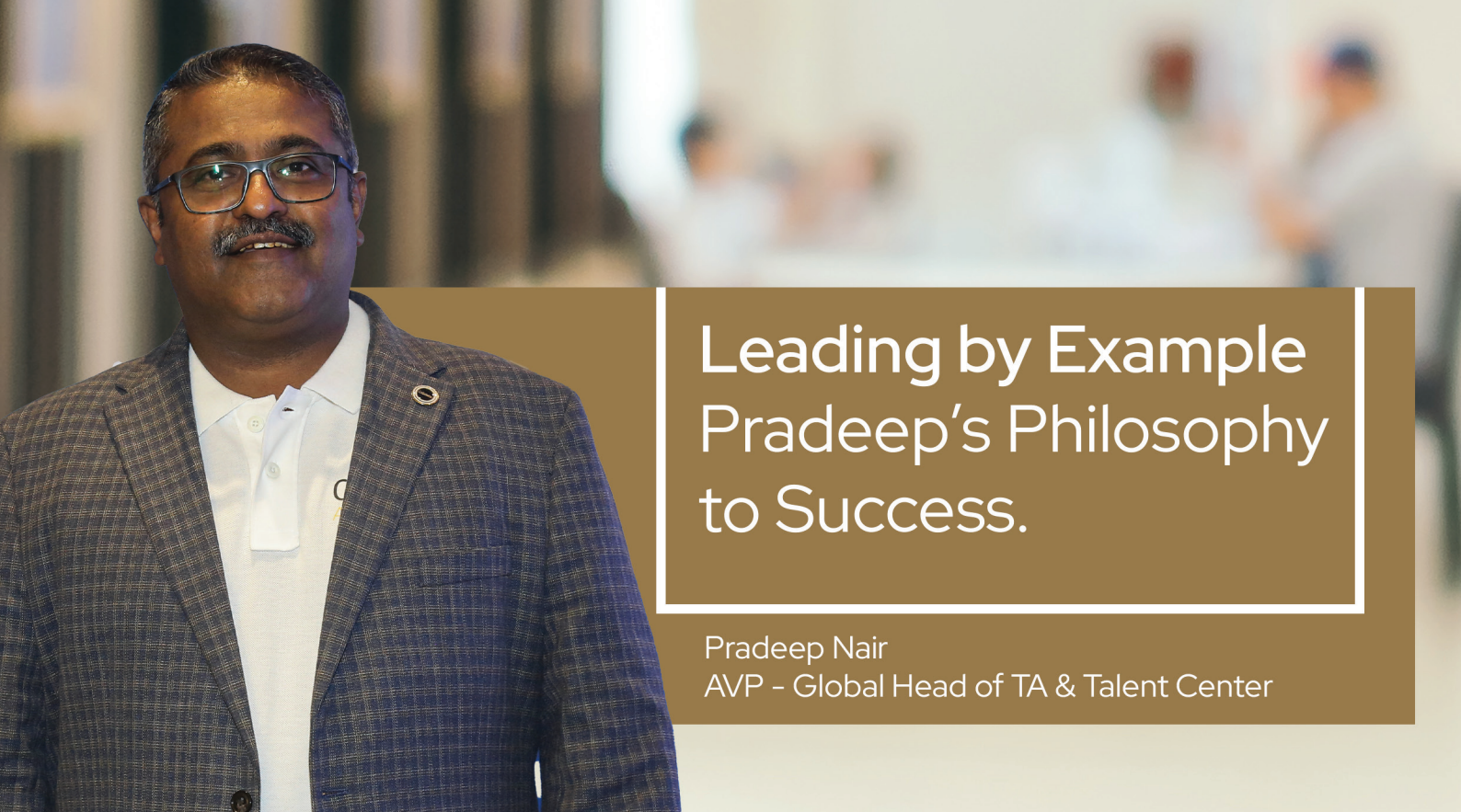
How you balance ambition with a healthy work-life balance.

My work weeks are often packed to the brim, but when the weekend rolls around, it's all about recharging. Whether it's a bike ride or a car ride with my favorite songs on loop, I find myself revitalized by the simple joys. Singing my heart out along the way always puts me in a good mood, and on the best days, I even surprise myself with what I can cook. It's in these moments of joy and creativity that I recharge, ready to take on whatever comes next.



A quote or mantra Prajna lives by.

I would rather say "oops" and fail than say
"what if" without trying.



Leading by Example Pradeep's Philosophy to Success.

Pradeep Nair
AVP - Global Head of TA & Talent Center

A brief introduction about yourself.

I have had the privilege of leading as the Center Head for Collabera GTC & Head of Talent Acquisition for Collabera, I oversee multiple critical functions, including recruitment, delivery, sales, CTA, operations, employee relations, and corporate support teams. With a passion for people, leadership, and business strategy, I am committed to fostering an environment of growth, collaboration, and innovation. My journey has been one of continuous learning, embracing challenges, and leading with impact.

What do WLAB and We C.A.R.E mean to you?

To me, WLAB and We C.A.R.E symbolize empowerment, inclusion, and leadership in action. These initiatives provide a platform for voices to be heard, careers to be shaped, and meaningful change to take place. Supporting women leaders and aspiring professionals aligns deeply with my values of fostering talent, mentoring the next generation, and ensuring that workplaces are equitable, diverse, and opportunity-driven.

What has driven your success, and what do you think sets you apart as a leader?

My success is driven by three key principles

- a. People First: Prioritizing people, their development, and their well-being has always been at the core of my leadership.
- b. Resilience & Adaptability: The staffing industry is ever-evolving, and staying ahead requires agility, data-driven decision-making, and embracing change.
- c. Leading by Example: I believe in inspiring, rather than instructing. By setting high standards, staying hands-on, and fostering a culture of excellence, I strive to bring out the best in my teams.

Have you encountered challenges or biases in your professional journey? If so, how did you overcome them?

Like many professionals, I have encountered challenges, biases, and moments of self-doubt. The key to overcoming them has been staying focused, demonstrating results, and letting performance speak louder than perceptions.

I have learned to challenge the status quo, ensure that diverse voices are heard, and empower teams to thrive in meritocratic environments.

Mentorship and sponsorship have played a crucial role in navigating barriers and breaking stereotypes, and I actively strive to do the same for others.

Who has been your biggest inspiration or mentor, and how have they shaped your leadership style?

I have been fortunate to have mentors and leaders who have shaped my journey. The greatest lesson I've learned is that leadership is not about authority it's about influence, trust, and enabling success in others.

Advice for young professionals striving to grow in their careers and make an impact.

To young professionals, my message is simple

- a. Be proactive—Opportunities don't come knocking; you create them through initiative.
- b. Stay curious—Continuous learning is your biggest asset.
- c. Embrace challenges—They shape your resilience and character.

Network & seek mentorship—Success is never a solo journey; learn from those who have walked the path before you.

**Be proactive—Opportunities
don't come knocking;
You create them through
initiative.**

How do you balance leadership responsibilities with personal growth and maintaining a healthy work-life balance?

Balancing leadership with personal well-being is an ongoing journey. Some key practices that help me include

- a. Prioritization—Not everything is urgent; focusing on what truly matters makes a difference.
- b. Delegation—Empowering teams is essential for sustainable success.
- c. Self-care—Finding time for fitness, mindfulness, and family helps maintain long-term productivity.



A quote or mantra Pradeep lives by.

Great leaders don't set out to be leaders; they set out to make a difference. It's never about the role it's always about the goal.





Parag's Path to Purposeful Leadership

Parag Potdar
President-Enterprise & Delivery - Executive

A brief introduction about yourself.

I am someone who thrives on building connections both personally and professionally. As a father to an amazing teenager and a husband who has been married for 21 years, I enjoy exploring different countries, and my goal is to reach 50 countries by 50. Professionally, I like building dynamic teams and helping people reach their full potential. At Collabera, I serve the GTC/Delivery, Non-regional, and Business Development teams led by incredible leaders.

What do WLAB and We C.A.R.E mean to you?

As a son to an amazing mom and husband to an incredible wife, I've experienced how superhuman women are in my personal life. I am what I am due to these two women in my life. WLAB & We C.A.R.E is a platform for me to ensure every female employee at Collabera has equal opportunities as their male counterparts. Every opportunity here at Collabera should be available to our women employees, and I will consider the initiatives of WLAB and We C.A.R.E successful when we have a Women leaders across all functions of Collabera and someday I women leader is in my role.

What has driven your success, and what do you think sets you apart as a leader?

I've read somewhere Co-Worker time is significant - Find Energy. It's the people I work with who have driven my success. Nothing has set me apart. I am just a typical day-to-day person that thrives on listening and help

Have you encountered challenges or biases in your professional journey? If so, how did you overcome them?

My professional journey has had plenty of challenges/biases at many levels. Challenges when I was switching roles to prejudice around specific roles to be only performed by specific individuals

I've always stayed true to myself and my commitments. For me, it's not essential how well-liked I am. It's more meaningful if I am respected.

Who has been your biggest inspiration or mentor, and how have they shaped your leadership style?

Sham Patel, hands down. He is a mentor, leader, and an institution in himself. He has shaped me to be an avid listener. I really wasn't earlier in my career

Advice for young professionals striving to grow in their careers and make an impact.

Stay true to yourself. Never abandon or change yourself. Don't let early success get into your head, and stay humble. A long career has many twists and turns. Make mistakes and continue to thrive

How do you balance leadership responsibilities with personal growth and maintaining a healthy work-life balance?

I wasn't good at this early in my career until recently, and I've learned this the hard way as my health deteriorates. We all chase success and money, but I've realized that a career is significant with money for everyone. Still, family, friends, partners, co-workers, and alone time are all important in different phases of life. Please prioritize.



A quote or mantra Parag lives by.
Be Kind. It Cost nothing.



Smadar's Pursuit of Limitless Possibilities and Lasting Impact

Smadar Yehudaioff
Vice President - Operations

A brief introduction about yourself.

I was born in Israel to a low-income, religious family with traditional expectations for women—graduate, marry, have children, and focus on domestic duties. However, I was curious and independent from a young age, always wanting more from life. After high school, I joined the Israeli Defense Forces, serving as a Behavioral and Skill Assessment Specialist in the Air Force. I later earned a Political Science and Criminology degree from Bar Ilan University.

When a police job didn't work, I transitioned to managing a print shop in Tel Aviv, where I discovered my passion for team and project management. This role allowed me to live independently and led me to meet my Jewish-American husband. After seven months of dating, we got engaged and moved to the United States.

My first job in the U.S. was as a Sales Associate at Lord & Taylor, followed by a nine-month payroll role at Paychex. At Taratec, I established my knowledge of

compliance and best practices, laying the foundation for my leadership roles that followed. From my first Director position at Forbes magazine, my focus has been on business optimization, operational excellence, and building high-performing teams.

Currently, I am Vice President of Operations and Employee Experience at Collabera. In addition, I co-lead WLAB and Sponsor the India Mentorship Program under We C.A.R.E. I'm also pursuing an Executive master's in human resources management at Cornell. My daughter, Jasmine, who shares my passion for academic and social impact, is pursuing a bachelor's in human resources management. Watching her grow into a strong, independent woman has been incredibly rewarding. She inspires me to push forward, embrace new opportunities, and strive to excel as a mother and a leader.

What do WLAB and We C.A.R.E mean to you?

WLAB and We C.A.R.E hold a special place in my heart—words can hardly capture their significance. Being part of WLAB has been transformative, both personally and professionally. It has shaped me into an inspiring leader, broadened my horizons, and pushed me beyond my comfort zone. Through WLAB, I've discovered skills I didn't realize I had, gained invaluable visibility, and built connections that have expanded my network. I had the privilege of having a formal mentor for the first time. People across the organization came to recognize me as the head of the mentoring committee, an experience that was both humbling and empowering.

We C.A.R.E holds a warm and lasting significance for me. It took months of hard work and countless meetings to bring it to life, and the outcome has been truly remarkable. I am incredibly proud of the dedication and exceptional work done by Prajna, the board, and the We C.A.R.E mentors to design a program that specifically addresses the unique challenges faced by women in Baroda. The impact has been inspiring, and I feel privileged to have been part of it.

What motivated you to succeed, and what helped you stand out?

Whenever there's an opportunity to improve, I'm energized by the challenge. For me, it's not just about fixing what's broken; it's about transforming and elevating functions to strategic levels. I'm driven by the chance to inspire my team to embrace change and witness how our collective mindset evolves toward greater success.

Achievement fuels me. I thrive on driving meaningful change and seeing firsthand how people's perspectives shift when implementing new

strategies and insights. The excitement of seeing others embrace the positive transformations we create together is truly rewarding. strategies and insights. The excitement of seeing others embrace the positive transformations we create together is truly rewarding.

My passion, discipline, resilience, determination, and the need to achieve have consistently set me apart.

Challenges or stereotypes you've faced as a woman in the corporate world.

As a woman in the corporate world, one of the biggest challenges I've faced is the constant need to prove myself despite having achieved significant success and being rated as an exceptional performer. A common stereotype I've encountered is that assertiveness, often seen as a strength in leadership, is viewed negatively when exhibited by women.

Your biggest inspiration or mentor and their influence on your journey.

My mom is my greatest inspiration. Despite having only three years of elementary school education and facing various constraints, she returned to night school to learn English, changed her job, lived independently, and positively changed her life. My mom is a strong, independent woman who has always been determined to do things her way and overcome obstacles.



Advice for young professionals aspiring to achieve similar success.

Discipline and resilience are essential for success. Don't wait for your work to speak for you—share your story authentically. Step outside your comfort zone. Sometimes, you must 'fake it until you make it.' Find a mentor, seek feedback, and raise your hand for opportunities beyond your role. These actions will help you grow and broaden your horizons.

How you balance ambition with a healthy work-life balance.

I make time for my family, cherishing activities like cooking, traveling, and having one-on-one conversations with intention. I focus on healthy eating during the workweek, allowing myself to "cheat" on the weekends. Staying active is a priority, whether taking my dog on long walks or hitting the gym to unwind and stay energized.



A quote or mantra Smadar lives by.

At the beginning of my career, I lived by "Fake it until you become it." Today, I live by "Dare to dream, speak authentically, and let go of the negativity that limits your potential."



Driving Success with Purpose Dhar's Leadership Story

Dhar Patadia
Chief Information Officer - Executive

A brief introduction about yourself

As a Co-Founder and long-time leader at Collabera, my journey has always been about more than just technology—it's about building a strong foundation, fostering a culture of excellence, and creating opportunities for people to thrive. My passion lies in innovation—not just in how we leverage technology but in how we collaborate, grow, and evolve as an organization.

At my core, I believe that success is driven by a clear vision, strong execution, and an unwavering commitment to people. Whether it's enabling teams, optimizing processes, or creating new solutions, my focus has always been on driving meaningful impact. Looking ahead, I remain dedicated to leading with purpose, championing innovation, and empowering our people to achieve their highest potential.

What do WLAB and We C.A.R.E mean to you, and how do they align with our values? How can people leverage this program to incorporate our values?

True leadership transcends gender, background, or bias—it is reflected in actions, character, and results. Programs like WLAB and We C.A.R.E are critical in providing a platform for talent to shine, ensuring that every individual has the opportunity to grow, lead, and contribute meaningfully.

Our core values—Care, Passion, Responsiveness, Integrity, and Discipline—align perfectly with the spirit of these initiatives. A great leader embodies care for their teams, passion for their work, responsiveness to challenges, integrity in every decision, and discipline in execution. By truly living these values, individuals can not only advance their careers but also elevate those around them, helping to create a workplace where leadership is earned through merit, vision, and impact.

Have you encountered challenges or biases in your professional journey? How did you overcome them?

Challenges and biases are a part of life, but how we choose to respond defines our growth. My approach has always been to focus on a simple principle:

“Control what you can change, and don’t waste energy on what you can’t.”

By applying this mindset, I’ve been able to channel my energy into solutions rather than frustrations. Overcoming challenges requires a willingness to self-reflect, an openness to feedback, and the discipline to continuously improve. Many obstacles can be addressed through clear communication, aligning stakeholders, and ensuring that progress remains the ultimate goal. By staying focused, adaptable, and committed to growth, I’ve learned to turn challenges into stepping stones for success.

Who has been your biggest inspiration or mentor, and how have they shaped your leadership style?

One of my greatest mentors has been one of my founding partners, whose ability to step back and assess situations objectively has been invaluable to my leadership journey. This has taught me the importance of removing ego from decision-making—focusing on the greater good rather than personal validation.

Another key lesson has been the art of unfiltered listening. Too often, we hear things through our own biases, shaping conclusions before fully understanding the perspectives of others. Great leaders listen without judgment, without assumption, and with a genuine intent to learn—even when the truth may be difficult to hear. This approach has helped me build trust, make informed decisions, and foster an environment where diverse voices are valued.

Advice for young professionals striving to grow in their careers and make an impact.

- Live with passion. Find what excites you and pursue it relentlessly.
- Act with integrity. Success without integrity is short-lived.
- Listen without bias. Be open to ideas and perspectives different from your own.
- Be proactive. Growth doesn’t happen by waiting—take initiative, seek opportunities, and push beyond your comfort zone.

Success isn’t about luck—it’s about the choices you make every day. Stay disciplined, be adaptable, and never stop learning.

What has driven your success, and what sets you apart as a leader?

My success has been fueled by passion and integrity—two qualities that are at the core of everything I do. My passion extends beyond technology—it is about empowering people, driving innovation, and fostering a culture of continuous growth. Whether in technology, GBS, sales, or recruitment, I approach every challenge with energy, commitment, and an unwavering belief in excellence.

Integrity is equally important—it means standing by my commitments, making the right choices even when they are difficult, and leading with transparency and trust. Every day, I strive to bring this mindset into my work, ensuring that I stay true to my values while inspiring and enabling those around me.

How do you balance leadership responsibilities with personal growth and maintaining a healthy work-life balance?

Balance is about intention and boundaries. Just as we nurture professional relationships, we must also nurture our personal relationships and well-being.

There will always be times when work demands extra effort, but that should be the exception, not the rule. True balance comes from being present in the moment—fully engaged at work, and fully engaged in personal time. Setting clear priorities, managing time effectively, and respecting the boundaries between work and life are key to long-term success.

The goal isn't perfection—it's sustainability. A balanced life fuels better decision-making, stronger leadership, and a more fulfilling career and personal journey.



Quotes or mantras Dhar lives by.

"Live to learn, listen, guide, and be guided." Growth is continuous, and the best leaders remain both teachers and students.

"Be flexible in your approach but steadfast in your outcomes." Adaptability is key, but your core principles and goals should never waver.

"Have humility and be humble in your growth, as true success requires the help of others." Leadership is never a solo journey—it's built through collaboration, mentorship, and shared success.

We C.A.R.E Initiatives



Never Be Caught Off Guard Comfort at Your Fingertips!



Sanitary Napkin Vending Machine

Every woman has been there – the dreaded moment when Aunt Flo unexpectedly makes her entrance, and suddenly, you realize you're not prepared. The search for a store, the awkwardness, the panic. It's a familiar story for many, but at Collabera, we decided it was time to rewrite that narrative.

In 2022-23, we introduced sanitary napkin vending machines across our office, making sure every woman has access to comfort when she needs it most. No more frantic searching or worrying. And the best part? They're completely free.

With a 100% utilization rate, it's clear this small gesture has made a big impact. High-quality napkins, always available, because you deserve to feel cared for—no matter what your day throws at you.

Your comfort, our priority, always.

Expanding Our Maternity Benefits Because We C.A.R.E!



Starting a family is one of life's most beautiful milestones – a journey filled with love, excitement, and a little bit of chaos. But the one thing it shouldn't bring is added financial stress. At Collabera, we're all about making your journey into parenthood as smooth as possible, which is why we've expanded our maternity benefits to give you even more support when you need it the most.

Bigger & Better Coverage!

Starting a family is one of life's most beautiful milestones – a journey filled with love, excitement, and a little bit of chaos. But the one thing it shouldn't bring is added financial stress. At Collabera, we're all about making your journey into parenthood as smooth as possible, which is why we've expanded our maternity benefits to give you even more support when you need it the most.

Newborn Baby Coverage – Right From Day 1!

From the moment your baby takes their first breath, we've got them covered too. Thanks to our family floater sum insured, you can rest easy knowing your bundle of joy is cared for from day one. "Every child begins the world anew, and so does the joy of parenthood – we're with you every step of the way."

Club & Claim – Because Two is Always Better Than One!

If both you and your spouse have maternity coverage, we're giving you the option to combine and claim benefits from both policies. More benefits, more support! And if your spouse happens to be a homemaker? No problem! You can claim the entire maternity limit under this policy.

"It takes a village to raise a child, and we're proud to be part of yours."

This is just one more way we're making Collabera a place that truly cares – where we celebrate both your career milestones and your personal ones. We're here for you, every step of the way, because when it comes to taking care of you and your growing family, – Always!

Mandatory POSH Training Twice a Year

Prevention > reaction, every time.

Why Do We Need Mandatory POSH Training Twice a Year?

Because respect isn't seasonal—it's a commitment!

Stay in the Know: Twice a year keeps everyone on their toes, making sure we are all up to date on what's right, what's wrong, and how to keep things respectful. Knowledge is Power!

Empowerment at Its Best: We want everyone to feel confident in recognizing and addressing inappropriate behavior. No more second-guessing, just clear boundaries and strong voices.

Legal Savvy: It's not just about being nice—it's about being compliant! Regular training helps us avoid legal hiccups and ensures We are always playing by the book.

Creating a Culture of Respect: POSH training isn't just a box to check. It's about building a workplace where respect is the rule, not the exception.

Proactive Prevention: Training keeps harassment on the radar and helps us catch issues before they become problems.

So, let's keep it fresh, fun, and focused on what matters—respect, safety, and a whole lot of confidence!

We C.A.R.E Donation Drive



As part of Collabera's We C.A.R.E initiative, employees united for a donation drive at Happy Faces of Vadodara, a welfare organization supporting those in need. Employees came together to donate and personally distribute essentials like clothing, hygiene products, and sanitary napkins—small contributions that brought meaningful comfort to many.

This wasn't just a donation drive, but a powerful reminder of the impact women create when they lead with empathy and compassion. Through teamwork and collective kindness, Collabera employees showcased how leadership extends beyond titles—it's about uplifting communities and making a real difference.

We C.A.R.E

Wellness Sessions

At We C.A.R.E, we prioritize the well-being of our female employees. Recently, we hosted two insightful health and hygiene sessions aimed at providing valuable knowledge on women's health, hygiene, and lifestyle.

Session 1: Healthy Habits, Healthy You: From PCOS to Proper Hygiene

Dr. Simran Lakhani is a leading expert in women's health with years of experience in guiding women through various health challenges. Her approachable style and deep understanding of issues like UTIs, PCOD, and PCOS made this session engaging and insightful. Dr. Lakhani's practical advice on hydration, stress management, and hygiene practices empowered participants to take control of their health.

Session 2: Beyond the Basics: Expert Tips for Better Health & Self-Care

Dr. Reshmi Banarjee, an Obstetrician and Gynecologist, is known for her compassionate approach to women's health, especially in tackling sensitive topics like HIV and sexual health. She provided valuable insights into prevention and safe practices while ensuring a comfortable space for open conversation. Dr. Neha Shaikh, a skilled Dietician, specializes in nutrition for night shift workers. With a focus on maintaining a balanced diet and healthy habits, Dr. Shaikh offered expert advice on how to sustain energy levels, enhance metabolism, and prioritize sleep for overall wellness.



Health Conversations that Sparked Change

- a. 100+ female employees attended each session, making it a highly successful initiative.
- b. Attendees showed enthusiasm for more health-focused sessions on topics like fitness and mental health.
- c. Both sessions fostered a sense of community, with women exchanging knowledge and experiences.

These wellness sessions were a huge success, and with the positive response, We C.A.R.E will continue offering support to help our female employees lead healthier, happier lives.



We C.A.R.E Mentorship Program: Empowering Future Female Leaders

At We C.A.R.E, our mission is to help women unlock their full potential, guiding them toward career milestones and personal satisfaction. Central to this mission is our Mentorship Program, designed to connect aspiring female leaders with experienced mentors who are passionate about nurturing growth.

Launched under the We C.A.R.E initiative in India, the program allows leaders to nominate talented female employees, pairing them with mentors who provide guidance across various professional challenges. To ensure unbiased support, mentors are chosen from different departments, promoting open and honest communication.

The mentorship's core philosophy is empowerment, focusing on helping mentees develop the confidence and skills to navigate obstacles and make informed decisions. It's not just about career advancement but fostering self-confidence, leadership, and personal growth.

By facilitating open discussions and personalized guidance, we aim to create a community of strong, empowered women ready to lead with confidence and make a lasting impact.



Meet the Mentors



Prajna Mohanty

Executive Director HR



Sipika Pabby

Associate Director
Employee Relations



Santosh Mahor

Associate Director-Strategic
Initiatives and Operations



Rupali Bhattacharya

Manager - Sales



Kavita Panchal

Manager - Events



Himaxi Solanki

Manager - Talent
Acquisition



Sneha Gupta

Manager - Talent
Acquisition



Rajeshwariba Jadeja

Manager Talent
Acquisition



Shanu Sharma

Associate Manager
Talent



Palak Shah

Senior Account
Manager



Ankita Sharma

Manager Business
Analyst



Bhumika Patel

Manager Talent Acquisition
Direct Hire



Parul Sharma

Manager - Talent Acquisition
& Project Management



Girl, Stop Apologizing by Rachel Hollis

Stop Shrinking Yourself

No more apologizing for your dreams. Dream big, dream bold. It's your life, your goals!

Set Big, Bold Goals

Don't settle for small. Go after what scares you. Audacity is the key to success.

Fear Doesn't Hold Power

Fear is just a feeling, not a rule. Push through it, take action, and watch it lose its power.

Perfect? Never. Progress, Always.

Perfection is the enemy of progress. Start messy, learn as you go, and keep going.

Own Your Actions

No more waiting for permission. Be accountable for your choices. Take the reins.

Daily Habits = Big Wins

Consistency beats talent every time. Build the right habits, one day at a time.

Stop Playing Small

You were born for greatness. Step up and own your space, unapologetically.

Cheer for Yourself

Be your own hype squad. No one else will champion your dreams as fiercely as you can.

Action > Overthinking

Stop waiting for everything to be perfect. Action is the game-changer. Move, even when you're unsure.

Fail, Learn, Repeat

Failures aren't defeats, they're lessons. Get up, learn, and take another shot.

The Bottom Line Rachel Hollis shows you how to stop holding yourself back and start owning your journey. No excuses, no apologies, just action and growth. Ready to go after what you want? Let's go!

About the Author Rachel Hollis is a bestselling author, motivational speaker, and entrepreneur. She's the founder of The Hollis Company and a passionate advocate for personal development, especially for women. With her bold approach to self-help, she's committed to helping women break free from societal expectations and chase their wildest dreams. Hollis is also known for her hit books *Girl, Wash Your Face* and *Girl, Stop Apologizing*, which have inspired millions to embrace their authentic selves.



By Women,

Becoming by Michelle Obama

A memoir that takes readers through Michelle Obama's life story, from her childhood in Chicago to her time as First Lady of the United States. It's an inspiring read on overcoming obstacles and empowering others.

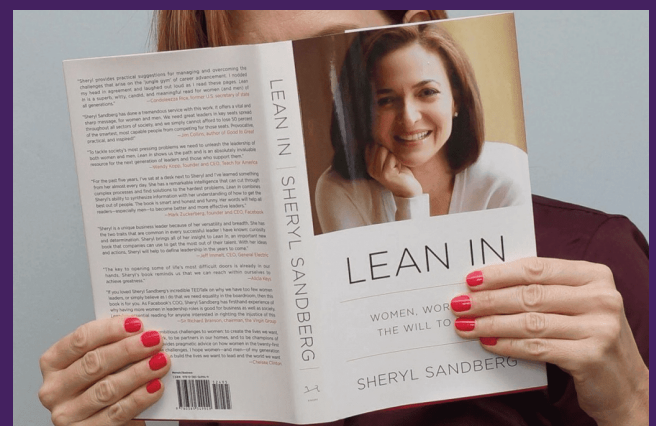


Lady Bird Greta Gerwig

Directed by Greta Gerwig, Lady Bird is a coming-of-age film that beautifully captures the relationship between a mother and daughter, and the power of a woman's journey toward

Lean In by Sheryl Sandberg

Lean In by Sheryl Sandberg is a powerful call to action for women to step up in their careers, overcome self-doubt, and challenge workplace biases. Blending research with personal insights, Sandberg empowers women to lead with confidence and ambition.

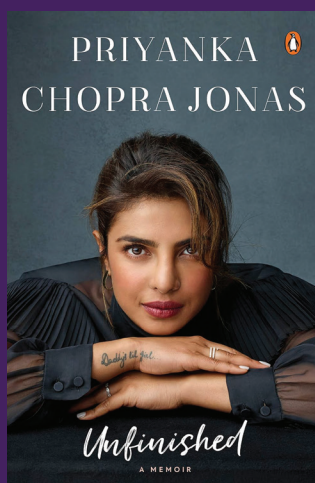


For Women

Refinery29

Money Diaries

Focus: Personal finance, career growth, and modern womanhood. Why Follow: It's an empowering space where women share their career journeys, financial stories, and personal experiences, focusing on financial independence and smart career choices.



Unfinished by Priyanka Chopra

Unfinished by Priyanka Chopra Jonas is a deeply personal memoir that traces her journey from a small-town girl in India to a global icon. With honesty and humor, she shares her struggles, triumphs, and the lessons that shaped her resilience and success.

Your Body Language Shapes Who You Are

Amy Cuddy

Amy Cuddy explores how body language impacts self-perception, confidence, and success, encouraging women to "fake it 'til you become it."



SHEro

SHEro



ANAND UPADHYAY

SHEro

Rajeshwariba Jadeja
Relation – Spouse

In a world that often feels overwhelming, it's rare to find someone who not only manages their responsibilities with grace but does so day in and day out, without ever asking for anything in return. Rajeshwari, my wife, is one such person.

I've always admired those who go above and beyond in their daily lives, but when I think of someone who embodies this spirit fully, it's Rajeshwari. She doesn't just balance her life—she conquers it. With a quiet strength and resilience that leaves me in awe, she tackles every challenge that comes her way, and she does it with a level of poise that most of us could only hope to muster.

As a new mom, the demands on her are already immense, and yet, she manages to stay up until 4 a.m. caring for our baby. I've seen her in those late hours, her dedication unwavering, her heart overflowing with love. While I return home after a long day, exhausted and ready for rest, Rajeshwari is still there, selflessly tending to our child's needs. It's a kind of devotion that's hard to put into words—she does it all without complaint or hesitation.

But it doesn't end there. By 8:30 a.m., she's already up and preparing for the day ahead. The office awaits her by 11 a.m., and yet, by that time, she's already handled a morning of baby duties, household chores, and carved out time for herself—all with such grace and efficiency. It's as if she's a magician, somehow making the impossible look effortless. Watching her juggle it all, I often find myself in awe of how she maintains a delicate balance between her family life, her professional commitments, and her personal well-being.

es

What amazes me most is that Rajeshwari doesn't seek recognition for all that she does. She doesn't ask for praise or applause; she just keeps going. But as her husband, I've come to realize that the world needs more people like her—people who quietly shoulder their responsibilities, who make the impossible seem possible, and who continue to give and give, no matter what. To me, Rajeshwari is the very definition of a true hero. Not because of grand gestures, but because of the countless little things she does every day with love, patience, and grace.

Through her actions, she's taught me what true resilience looks like. She's shown me that no matter how many challenges life throws at us, we can meet them with unwavering strength, a generous heart, and a spirit that never falters. Rajeshwari is not just my wife; she's my everyday hero. And I feel incredibly blessed to witness her strength in action, to stand beside her, and to call her my partner in this beautiful journey we're on together.

SHEro



APEKSHA BHOIR

SHEro

Manisha Bhoir

Relation – Mother

Aai (My Mom),

I know everyone feels the same about their mom, but for me, Mazi Aai is in a league of her own. She's not just my mom—she's my superhero, my inspiration, and, quite honestly, the most unpredictable powerhouse of a woman I've ever known.

Let me take you on a little journey. Imagine a woman who never went to school but now earns more than both her husband and her child with a master's degree. Yes, that's my Aai! She grew up in a small community where girls were rarely educated or encouraged to dream big. Yet, here I am, the only one in my community to have completed my master's degree and moved outside of Mumbai for work, all because she dared to believe in me.

Now, here's where it gets interesting. One day, Aai casually announced, "I'm bored. I drop you to school, Papa comes home late, and I have nothing to do. I'm opening a grocery shop." The family? Stunned. Papa? Probably regretting all those loose change, he thought went missing. And within a month, the shop was up and running!

But wait, the plot thickens. A couple of years later, Papa's business hit a rough patch—a three-year-long rough patch, to be exact. I was still in college, blissfully unaware of how bad things were, because Aai stepped in like the boss she is. She managed everything, from finances to emotional support, ensuring that neither my education nor our lives took a hit. She never complained, never made us feel the pressure. She just... handled it.

Aai isn't just kind; she's a quiet warrior. She's proof that strength doesn't always roar—sometimes, it just calmly opens a grocery shop, runs it successfully, and keeps the family afloat without breaking a sweat.

If there's one thing I've learned from her, it's that being unstoppable doesn't mean shouting from the rooftops. It means working in silence, believing in yourself, and letting your success do the talking.

To the world, she's just another woman. But to me, she's everything. And no matter what I achieve, I'll always be her biggest fan. Aai (My Mom),

SHEro



NIVEDITA SHARMA

SHEro

Snehil Sharma

Relation – Mother

A Story of Strength and Survival

I consider both my mom and myself SHEroes because of everything we've been through and how we're still standing strong today.

My mom got married young—an intercaste love marriage—but later realized it was a mistake. My father turned out to be irresponsible and selfish, only looking out for himself, leaving us to deal with the consequences of his actions. My mom had no real support, no empowerment, and no way back. But she had me. And from that moment, she fought every single day, not just for herself but for us.

Life at home wasn't easy. Every day felt like a new challenge. But she never let me or my little brother feel the full weight of it. When I was in 8th grade, she took charge of everything—paid for my clothes, my education, all my needs—because my father refused to take any responsibility. And despite all the chaos, she made sure I had the strength to dream big for myself and my family.

I started working in my second year of college, earning ₹12,000 per month, determined to support her and take some of the burden off her shoulders. And you know what's bittersweet? Even today, my mom still doesn't earn more than my first salary. But we've come a long way since those days of struggle.

She's my SHEro because she never gave up—not on herself, not on me, and not on my little brother, who's in 9th grade now. She's still standing tall, still pushing forward. And I'll always be her backbone.

We've stood up against violence, disrespect, and the injustice we faced at home. Now, no one even dares to raise their voice at us.

And me? I'm a SHEro too—not because I grew up without a father, but because I stepped up when my father didn't. I became the pillar of my house at an early age, but I've stayed strong through it all—smiling like a child, balancing life's challenges.

One day, we'll make sure my brother gets the best education, so he grows into a responsible man—one

Snippets of SHeroes



Our People & Their SHeroes



Lata Bedi "My mother is my SHEro because she's the heart and soul of our family. She's my haven, my greatest inspiration, and a true example of how love and resilience can overcome anything."

Richa Bedi.

Mamta Shah "You truly embody the spirit of a Super Woman, and we are incredibly fortunate to have you on our team. Thank you for inspiring us, supporting us, and making everything better with your remarkable talents and unwavering dedication."

Amit Chauhan.



Dhanvati Chauhan "Her strength and sacrifices have shaped who I am today, and for that, she will always be my superhero."

Kavita Chauhan.

Akansha Sharma "She's like my home away from home...What she's doing as a leader is amazing."

Shivani Shukla.





Tanima & Ragini Bhattacharya "Everything good in my life—everything I am or ever hope to become—is because of their unwavering love, guidance, and belief in me."
Ankur Bhattacharya.



Sushmita Mandal "She encouraged me to trust myself and reminded me that I had the power to make the right decisions, even when the path seemed uncertain." **Tanushri Mandal.**



Santosh Mahor Her ability to balance empathy with decisiveness is remarkable, ensuring that while the team's morale is high, the objectives are also met efficiently." **Riyanka Kuchekar.**



Anjani Selot "My mom is not just a role model; she's the embodiment of everything I aspire to be – strong, selfless, loving, and unfathomably resilient." **Srishti Selot.**



Hetal Shah "My sister was, and always will be, my unsung SHERo, the one who lifted me up when I couldn't do it for myself."
Jinal Shah.



Jayshree Koranne "My mom walked in, saw the stress on my face, and without saying a word, she sat down beside me...It is not only about the school, but she taught me to tackle my challenges step by step." **Divya Koranne.**



Beena Dave "Her ability to balance household responsibilities while pursuing her passions is genuinely inspiring...My mom is my true SHERo, and her presence is a cherished gift beyond words." **Dhvani Dave.**

International Women's Day



And We C.A.R.E was Born: IWD 2023

2023 was the year when dreams turned into a vibrant reality at Collabera! Our first-ever International Women's Day (IWD) under the We C.A.R.E banner wasn't just an event—it was a movement. From distributing We C.A.R.E badges and eco-friendly menstrual cups to celebrating womanhood in all its glory, every moment was a testament to our commitment to empowerment and sustainability.

The energy was electric as we came together to discuss well-being, stress management, work-life balance, and the importance of self-care. The best part? A powerful activity that had us writing uplifting words for each other, creating an atmosphere of positivity and encouragement. This celebration didn't just honor women—it inspired a culture of care, growth, and empowerment that continues to thrive at Collabera.

Women's Day



Making Memories: IWD 2024 Unfolds!

This year, we flipped the script—inviting Leaders in Panel male and female leaders to share stories of the incredible women who shaped their lives, sparking real, raw conversations that left a lasting impact.

The spotlight then shifted to our amazing housekeeping team, who stole the show with a performance that left everyone speechless.

We closed the day by honoring our core committee—our true unsung heroes—and ended on a sweet note with a cake-cutting celebration filled with laughter and cheer.

IWD 2024 wasn't just a celebration—it was a powerful reminder that at Collabera, we break barriers, uplift voices, and create memories that inspire.



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wecare@collabera.com

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