

Mridula Sankhyayan

- Regularly Publishes articles in Business HR magazine, CEO Insights magazine.
- As president of WICCI In UAE Bilateral Business Council has driven many programs on Self Discovery, Awareness and Handling Unconscious Bias for College Women and Mid Career Women covered 1000 women



Absence of trusting relationships can make one feel vulnerable, unsafe and lonely at workplace. This lack of



Mridula Sankhyayan
Chief Executive Officer

Having more than 25 years of

When they do something successfully that they didn't think they could do earlier, gives me immense satisfaction.

On Personal front, I am a trustee with Educait, an NGO that supports the education of underprivileged children majority of them are girls under 16. Every other weekend I take out time to teach them skills such as communicating and presenting with confidence, help them to speak about their dreams and

large multinationals in IT, BFSI sector employing a large number of youths and giving careers and livelihood opportunities to them. We also look at skilling and employability for people from underprivileged backgrounds as well as persons with a disability under our CSR led skill development programs.

How do you update yourself with the latest technologies and industry trends in order to keep your company in-par



Workplace Frustration

COVER FEATURE

Nurture relationship to build a psychologically safe workplace

Absence of trusting relationships can make one feel vulnerable and lonely at workplace. This lack of supportive environment can also lead to frustration and sadness. HR regular one on ones with employees or find a way to heal of employees.

How do you describe the workplace frustration and what can be the causes and manifestations of such frustration?

MS An average employee spends approx. 30% of his life at work. Workplace is driven by 4 key pillars- Role, Rewards, Culture and Relationships. Frustration at work occurs when there are roadblocks, lack of support, infrastructure or resources to get your work done. The frustration arises across these areas. For e.g.

Role related frustration : Some feelings and examples associated with it are - I don't like my work, I am not performing in my role, I am over stretched, I feel I am not adding value, and no one values my work, I do not get adequate and timely communication from my manager to perform my job well.

Rewards : I feel I am not being adequately compensated for my work, I am not appreciated or recognized for my work, my friends

workplace dynamics i the people and Relationships when go a sense of belonging, and self-motivated per the same relations unhealthy can lead to conflicts, politics, just support, talking back, pulling each other leading to court of frustration at work. Employees respond situations in one of the

1. **Navigate the barriers** employees will fit navigate such situation a solution or w. However prolonged eventually result demotivation and b.
2. **Demotivation :** challenges, working resources or toxic can lead to demotiv. This will impact ti work and client e well.
3. **Resign :** When the persist, employees for better option opportunity comes t they are strugg continuous challen lack of respect and are bound to co options outside organisation.

Are managers skilled en identify this negativity employees and handle what can be done by organisations in this din

MS Managers can be the s strongest link in the who hold the people to a good manager mean

workplace dynamics i the people and Relationships when go a sense of belonging, and self-motivated per the same relations unhealthy can lead to conflicts, politics, just support, talking back, pulling each other leading to court of frustration at work. Employees respond situations in one of the

Re-defining EMPLOYEE Experience

Business Manager

Are managers skilled en identify this negativity employees and handle what can be done by organisations in this din

MS Managers can be the s strongest link in the who hold the people to a good manager mean

MRIDULA SANKHYAYAN

Make employees FEEL VALUED and beyond

Value of work, trusting relationship, enabling culture and total rewards are the foundational pillars to define employee experience. Even if one pillar is weak it will impact the experience adversely.

How do you understand employee experience and why it has gained so much importance in present time?

MS Today is Rose's last working day at XYZ, an Ed Tech company where she held the role of Client Relationship Manager for the last 5 years. She has been a steady performer and navigated the firm's matrix environment well. Now she is leaving to join a digital marketing agency that promises a larger role and clear growth opportunities. When asked during her exit interview her reason to leave, the response was not surprising. She said she never clearly understood her growth path here and in the last two years there hasn't been any serious learning opportunity provided. In fact, each time she approached her manager to seek clarity, he praised her work, said she is doing great and has a great future. That great future is still illusive to Rose. This scenario is not uncommon. Many high performing employees move on where they see greater clarity or opportunity. What employee experiences are we creating at our work place?

make profits and not to molly-coddle employees. What they forget is that the employees are the ones manifesting their vision by doing what they do every single day and doing it well. If they have a good experience at work, they feel valued, they stretch and go beyond. So, the question is are your employees feeling valued and going beyond?

As an employer have you wondered, what makes your employees stay?

Every evening when your employees leave the office and walk out that front door, what is it that brings them back in the next morning?

It is a set of experiences that add up to make your organisation a great place to work ... or Not.

The industry over the last couple of years has gone through roller coaster ride when it comes to employee journeys. 2020 was a year of big layoffs, then came "Great Resignations" in 2021 and now as markets have opened up there is a surge of Great Hiring as organisations are gaining business with a sense of urgency. Employee experiences matter today more than ever to tap into the talent pool that we have on

Learning & Development

L&D leaders need to leverage FOMO to encourage life-long learning: Mridula Sankhyayan, Flipkart

In an exclusive interaction with People Matters, Mridula Sankhyayan, Head of L&D, Flipkart speaks about the key changes that will impact learning at the workplace in the future.

VATT VRIKSH

Articles on Employee Engagement, L&D, Relationships

Roles and Panels



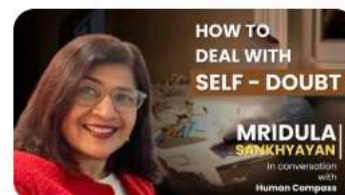
HOME ABOUT US ANNUAL WEF WEF WORLDWIDE AWARDS

Mridula Sankhyayan

Mridula Sankhyayan

Founder and Leadership Coach VattVriksh Consultants Trustee; Educa
India

EP 04 | Ms Mridula Sankhyayan - Leader
Coach | Navigating Life with Human Compass
youtube.com



WICCI Home About Us Lead a Council Office Bearers Brochure Press Conferences Awards Recommendations Search Office Be

Mridula Sankhyayan
President, India - UAE Business Council

Mridula Sankhyayan, is the founder of Vatt Vriksh Consultants a Talent Development Consulting and Coaching firm. In her previous role she was the Chief Executive Officer at Global Talent Track, a Talent Resourcing, Skilling and HR Consulting organization that facilitates employment for thousands of youth from diverse backgrounds. Prior to this she has worked with large multinationals like Genpact, Nomura, Goldman Sachs and Flipkart. "It is my belief that each individual has ability to maximize their potential by harnessing their strengths and overcoming their limiting beliefs. I see tremendous opportunity for Individual and organizational growth in current dynamic market environment. Leaders have a responsibility to lead people and drive business results with courage and foresight." She is a fellow of Aspire India on Enlightened Social Leadership, a Trustee on the board of Educait, an NGO for underprivileged children. She writes regularly for Business HR Magazine. In her free time Mridula paints, writes, meditates and spends time with her children. Mridula Sankhyayan, is the founder of Vatt Vriksh Consultants a Talent Development Consulting and Coaching firm. In her previous role she was the Chief Executive Officer at Global Talent Track, a Talent Resourcing, Skilling and HR Consulting organization that

THE WINNING CIRCLES

The winning circle is hosting a workshop on overcoming "authoritarian bias" with the theme
SAY NO WHEN NO IS DUE

DATE
MARCH 11th
TIME
04 PM TO 06 PM

Guest Speaker
DR. UMA GANESH
Executive Chairperson
Global Talent Track

Guest Speaker
RIPIKA KHULLAR
Head Diversity Equity Inclusion
Uber APAC

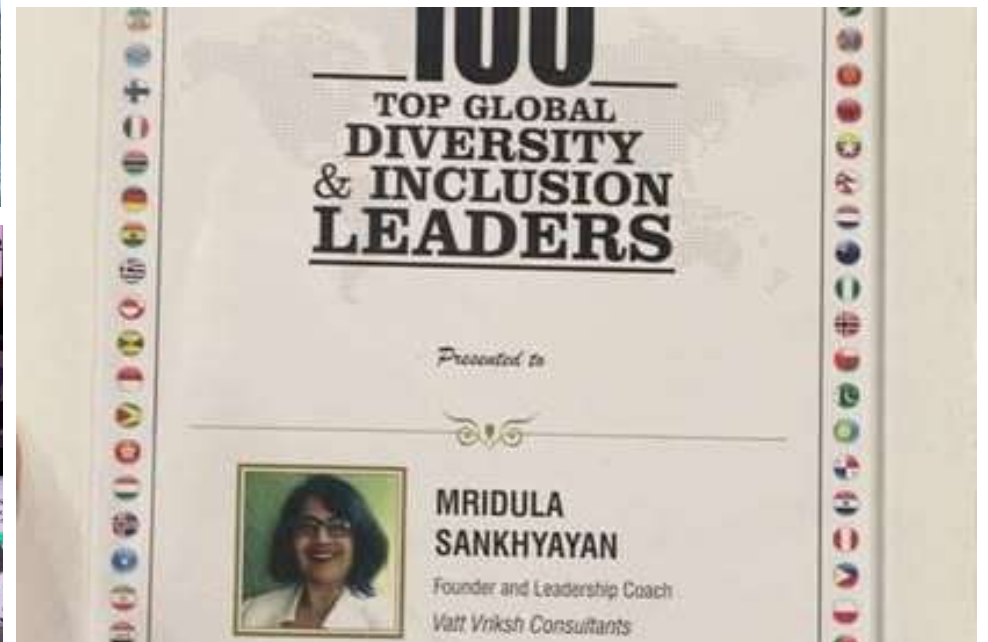
Moderator
MRIDULA SANKHYAYAN
CEO
Global Talent Track

join online
WEBINAR

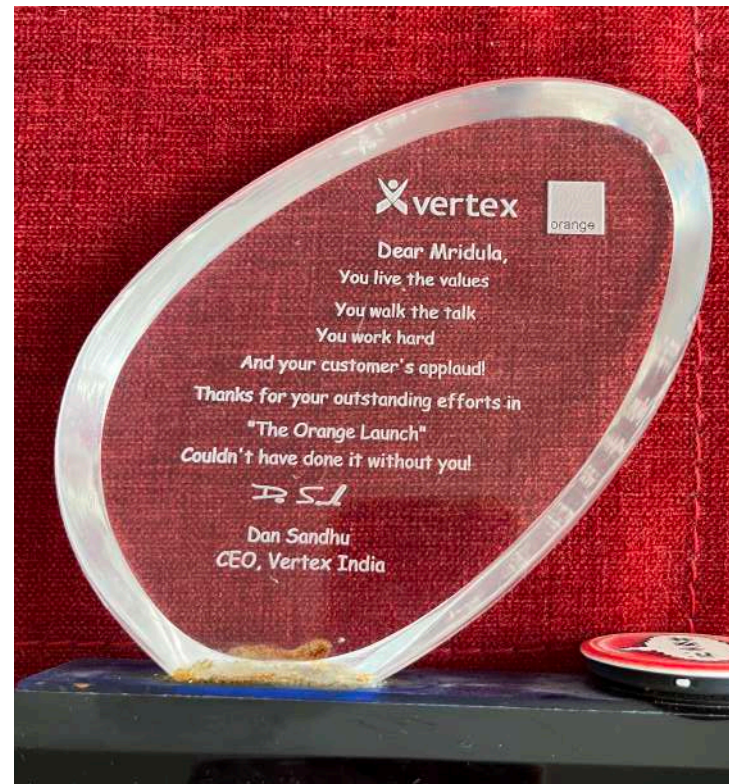
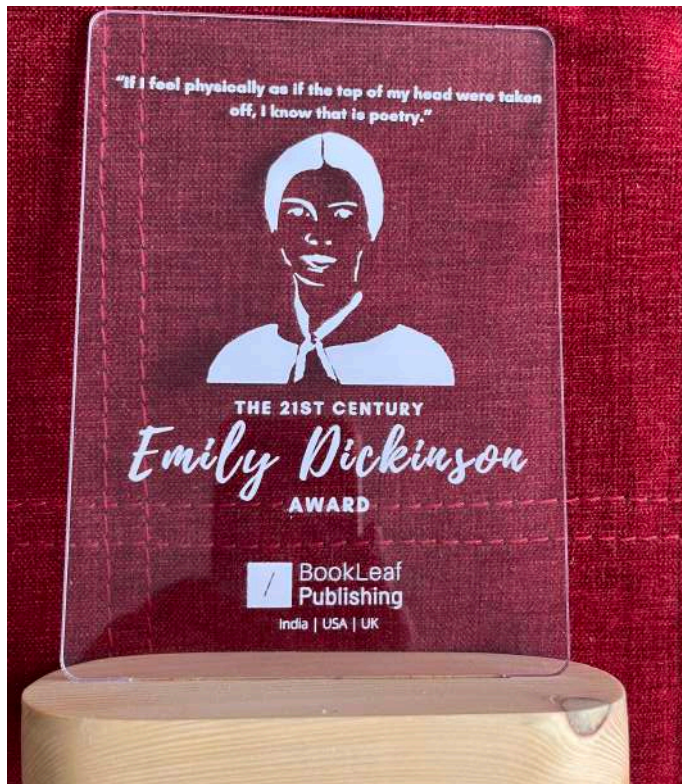
#BreakTheBias #IWD2022

Awards

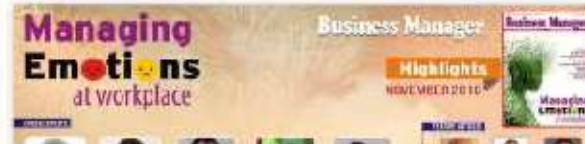
- Leader of the Year in HR and Training
- Top 100 Diversity and Inclusion Leaders
- Innovator in L&D award
- Top leadership Coach Award



AWARDS



Sessions, Media Coverage and Awards



Testimonials



Dr. Jason Wingard · 1st

Future of Work | Learning Innovation |
Leading Change

June 10, 2016, Dr. Jason managed
Mridula directly

All LinkedIn members

On



Mridula is a passionate and accomplished talent management professional. She is committed to both the theoretical and applied best practices in the field and tirelessly pursues excellence. As a respected leader, Mridula's contribution to the multinational human capital management agenda has been, and will continue to be, quite significant.



Basabdutta Ghosh · 1st

Vice President | Program Manager, Corporate
and Investment Banking - Finance and
Business Management at JPMorgan Chase...

June 7, 2016, Basabdutta worked with Mridula
but on different teams



EduOriens
SKILL DEVELOPMENT LLP

NURTURING EXCELLENCE 2025



Amita Maheshwari · 1st

#ETPrime HR Leader of The Year 2021; HR
Professional with diverse experience in
building high growth organisations
April 10, 2008, Amita worked with Mridula on
the same team

All LinkedIn members

On



Mridula is one of the best training head and
colleague I worked with. Very creative and
always calm. A great team player and a great
leader. Always there to listen and help. She is
also a great counselor. A person who always
saw the positive side and also made others see
them. Strong training skills aligned to business
needs. Lot of her initiatives like voice lab etc
were taken as best practice.

Lastly, I am repeating myself; however I wanted to add this reflection in writing -
while I anticipated good insight and progress over the 6 months with you; I did
not expect my first session to have this many breakthroughs and guidance with
clear steps to progress - *Thank you very much for this Mridula!* 🙏

Looking forward to speaking to you on the 23rd of February 2023!

Warmest regards,

Amita



**aj I Deputy Regional Director for East,
Southeast Asia & Oceania (based in Kuala Lumpur)
Regions and Mayoral Engagement**

To: Mridula Sankhyayan

Fri 09/12/2022 16:49

Hello Mridula,

It was a very wonder coaching session we had other day. I was able to gather my thoughts around being
confident and take my true self to work. Your guidance on creating the deck helped me present it brilliantly on
the my onsite day. I was confident as I knew I am what I am in and out. Thank you for your guidance and
support. Looking forward for more of these sessions in future. Thanks once again for helping me bring my true
self out - which is a confident and smart woman. Thanks
Supply Chain Leader of an Investment Bank

Dear Mridula,

Thanks so much for taking out time to coach and guide me today. I loved the session through and through and
there were no dull moments whatsoever.

Some of my key take aways from our connect today that I have jotted down are -

1. Identify a HEAT experience opportunity for me to take on with help of my leader.
2. In terms of moderating my passionate town down a bit-
 - a. Creating a safe zone for the audience/listener/recipient
 - b. Actively listening to their concerns and worries
 - c. Proactively acknowledging partnership and support intentions.
3. In reference to creating a BRAND out of myself- The 50 strengths that you asked me to list down are
wonderful and a great eye opener. Will reflect back on those hidden ones that came out of my subconscious
mind and try to highlight them at my earliest opportunity.

Again, thanks so much for a heart warming 1 to 1.

Looking forward to many more 😊

Keep smiling.

Kind Regards
Nandita

Banker Operations AVP



Subir Sarbabidya · 1st

CEO India & Global Product & Technology
Leader at Maistering B.V.

July 16, 2008, Mridula was senior to Subir
but didn't manage Subir directly

All LinkedIn members

On



"The walking flame of a burning lamp", one of
Mridula's team members introduced her once
with these words. I have worked with Mridula
for nearly 4 years and known her as a great
friend and mentor. She has a wonderful ability
to silently inspire people towards their
entitlement in life and career with her wisdom,
her infectious optimism and positive attitude
towards life. Professionally she believes in
leading from the front and her teams always
galvanize behind her delivering value added
outcome. She is a builder of talent to the core
and a great mentor & coach.



Ashok George · 1st

Business Coach & Facilitator

July 8, 2008, Ashok managed
Mridula directly

All LinkedIn members

On



Mridula is a thorough professional manager and
has a successful track record. Her observation
skills are par excellence she is a very good team
player with very good communication and
project management skills. Out of the box
thinker! She is Curious, informative,

Testimonials



Puneet Gupta • 1st

Managing Director & Vice President Netapp India/SAARC. Awarded Asia's P...
5mo • Edited •

We recently concluded our offsite meeting as we end our fiscal year and get ready for the new one. This was probably one of the best offsites for me. The energy and excitement was at an all-time high and the drive to achieve the impossible was even higher.

We had some candid discussions as we charted out plans for our next level of growth. This was not easy on the back of 3 amazing, super successful years. Along with business, we focused on our team's personal development, participated in some interesting team building activities and of course had lots of fun.



Amrita Nawal • 1st

Associate Vice President - Leadership Development | Group Learning Ac...
4mo •

Concluded a three day workshop for INFINITY - Emerging Women Leaders Program at Group Learning Academy, Bajaj Finserv in partnership with We-Ace! We had talented, dynamic, driven and highly successful women leaders joining us in the second batch this year. Thanks so much **Mridula Sankhyayan** for delivering the workshop with all your heart and co-creating the space for our women leaders to feel safe to explore and push their boundaries. Thanking our



Krishnaja Varma (She/Her) • 1st

OD Designer | Leadership and Organization Development
1w • Edited •

Thank you Mridula for collaborating and helping us drive the session in such an incredible way ❤️



Krishnaja Varma (She/Her) • 1st

OD Designer | Leadership and Organization Development
1w • Edited •

As we close this remarkable chapter of our Build your Leadership Voice leadership training program for FY24, I want to extend my heartfelt congratulations to all the participants. The program spanned over 7-months and comprised of various facets including instructor-led training, 1-1 coaching and 1-1 mentoring.

I am happy to share that each one of our participants have demonstrated true leadership qualities: courage, empathy, and a drive to make a difference. As you move forward, remember that your new skills and knowledge are just the beginning. Lead with confidence, stay true to your values, and continue to inspire those around you.

We are incredibly proud of your achievements and excited to see where your leadership takes you next. Stay in touch and let us know how your journey unfolds.

A special thank you to **Mridula Sankhyayan** and **Sri Shivam** ji for their invaluable guidance and the unique perspective they provided, which truly empowered our women leaders.



CLIENT SPEAK: Thank you Mridula and team for facilitating this learning intervention for Zydus female leaders, all participants of the program received it well. Thank you all the participants also for your active involvement during the sessions spread over 6 months, great experiential learning!

RR, President Group Human Resources & Corporate Communications, XYZ Healthcare Limited

PARTICIPANT SPEAK: The entire journey was fabulous! Each participant learnt something different. It is fascinating to be set up with such awesome women leaders in a small circle. Learning never stops for anyone who wants to. I would cite two memorable sessions Challenge Forums and Communicating with Empathy, The art of Saying No. Mridula, I will dedicate this to you for my entire life time.

- GD, DGM Marketing, XYZ Healthcare Limited



Namrata Nantowar • 1st

Software Development Team Lead | Specialist at Amdocs
5d •

I am thrilled to share an inspiring chapter from our company's journey towards fostering diversity and empowerment. From Feb'24 to Sept'24, I had the privilege of participating in the Build Your Leadership Voice (BYLV) program, specifically designed for selected Women Team Leads and equivalents in our organization.

This program is a testament to Amdocs' commitment to elevating the role of women in technology leadership. We were fortunate to have **Mridula Sankhyayan** and **Sri Shivam** from Vatt Vriksh Consultants as our leadership coaches.

Under their guidance, we embarked on a mission to not only empower but also elevate our roles as women leaders in the tech industry. Their wealth of knowledge and experience guided us through a series of engaging sessions that were both enlightening and uplifting.