



RADA

WOMEN AT WORK

**RAISE AND DEVELOP ASSOCIATION
ANNUAL REPORT 2020**



Embossed painting by Lavanya.S

Welcome to RADA 2021



Dear all,

It is exciting to initiate, host and support RADA in Carisma Solutions and Purple Quay since 2017.

The working women across the globe face many challenges at work and are constantly challenged to manage themselves between work and family, career and responsibilities, finance and resources, time and fitness-health, vacation and school holidays and much more.

RADA will continue to foster dialogue and discussion, build awareness, enable knowledge sharing in a fun filled way among working women. It will work towards helping them manage their work life balance better each day. Strive to help them to release their aspirations at work and in the family. Provide the platform to get inspiration and inputs from those who have walked the path with all its trials and tribulations. I wish RADA to grow and enable working women of all ages and class to have improved work life balance across all industries.

We have taken our precious time to develop this RADA Annual Report 2020 to share the progress we are making with its members and the larger community. I take this opportunity to thank all who contributed to this report and the event.

I want to thank all who worked with us to grow this initiative into a thriving program that benefits women folk at work and in their homes each day.

I wish RADA a successful 2020-21 and beyond!

Jonah Stephen
CEO, Carisma Solutions

FACES OF RADA



FACES OF RADA



Our Mission, Vision and Core Values

Carisma's Women at Workplace program - " RADA"(Raise & Develop Association), is more a movement than a mere formality. It was formed by Jonah Stephen in the year 2013 to encourage women, to explore their potential at work whilst having a good work life balance. Since its inception, RADA has been focusing in promoting gender diversity and equality as its business priority. It has also been taking steps to maintain a respectful work culture for all the women employees to feel safe, supported and encouraged.

RADA initially aimed at addressing the concerns and issues faced by women and helped them juggle work and personal lives with ease. It has now become bigger and better by motivating the team to voice out their opinions and by supporting the women-force in every means possible. RADA strives at enabling working women develop confidence, share knowledge, unleash passion and enhance their potential at work, family and society.

Core Values

Gender Diversity - Establishing an inclusive environment to augment collective intelligence.

In a year marked by crisis, the decisions made by businesses have turned upside down. However, we are proud to have welcomed around 20 vibrant women to our family during the lockdown. Also, we are glad to have astute and experienced women like Malathi, Geetha and Gayathri at the leadership level. Women at Carisma now constitutes of about 40% of the workforce.

Our Human Resource Manager Ayshwarya says that "We take conscious efforts to create equal opportunities for men and women. Gender parity is embarked right from hiring level so as to cultivate a diverse team with the skills and abilities that could propel to greatness".

Over the years, RADA has given the strength to the women at work to look squarely into the eyes of men, as if to say 'bring it on'.

Integrity - Promoting solidarity through rectitude and righteousness.

Trustworthiness has always been the foundation of RADA. RADA has been an outlet for its members to vent all their difficulties. It has been a supporting shoulder to its members who face problems at work and at home. RADA strives to nurture honesty and integrity, to stand united by lifting other women up.

Efficiency - Establishing a stress free workplace which helps meet ends at work.

"All work and no play makes Jack a dull boy." Doing household chores and staring at the pixels for 8 long hours can take a toll on our minds and bodies. RADA facilitates a stress free workplace by persuading the team to learn, play and have fun at the table tennis court. Our coffee house does not dull our minds either. This year we have launched a wellness room, where the girls could feel free to mellow out when they feel unwell.

Work life balance - Encouraging balanced approach towards personal and professional commitments.

Every woman takes various avatars in her day to day life – a mother, a wife, a daughter, a daughter in law, a mother in law, a chef, a beautician, a doctor, a teacher, an entrepreneur and what not?

RADA ensures that the team doesn't forget to make a life while making a living. RADA helps the team to handle their family, children, friends, parents and work with utmost perfection. We have girls like Nivetha and Bindhu who joined us as freshers out of college and grew along with the organization. Pooja, one of our senior associates fondly talks of how RADA had her back throughout her pregnancy during the Covid outbreaks.

Development - Advocating health and wellness that enables personal and professional progress.

RADA believes that a happy and a healthy woman can move mountains. Dr. Sunita Sunil has always been a pillar of support in this aspect. She ensures that all of us stay hale and healthy. Her positivity, smile and caring words are infectious that we feel energized just by having a chat with her.



Vision

It is our endeavor to enable working women

- Kindle and unleash passion
- Voice out opinions
- Tap and maximize potential at work, home and society
- Feel safe and
- March with confidence

Mission

We aspire to act as a catalyst of change in leading the way to an inclusive, healthy and a safe corporate atmosphere for working women by creating opportunities, rewarding talents and celebrating contributions through a dynamic work culture.

Aspiration for 2021 and Beyond!

Collaborative Change Makers

RADA is unique in its identity. However, we acknowledge the power of partnerships and we are committed to developing, maintaining and nurturing alliances with institutions and individuals who are on same page with our vision and mission.

SHERO

Every woman is a hero in her own unique way and we are certain that each RADA member has a gritty story of her own, that she battled with guts and courage. We seek to bring out such common women stories in our monthly RADA sessions to foster bonding and to closely knit the group.

Lift each other up

Mutual respect is the key for unity. Real Queens fix each other's crown. We strive to revive each other than to rival with each other. One woman can make a difference, but together we can conquer the world.



Words from our pillars of strength



As women, we all face obstacles either small or huge in every walk of life. The way to overcome these obstacles is by empowering and supporting each other. RADA was born when Stephen wanted to establish a formal association in office for all women to take control of their everyday troubles into their own hands and help others in office and in the industry. RADA believes in women standing up for one another.

I believe that RADA should focus and light-up the importance of women at work, support each other, share ideas and experiences and celebrate success of women, the women of Carisma Solutions and beyond. RADA is full of energy and fun with outings, lunches and talk sessions by successful women.

I want to thank Radha who spearheaded the program along with Stephen in its initial days and years when it was named "Women in Accounting". And also thank Nickita, Secretary and Bhuvaneshwari, Assistant Secretary for taking care of RADA management in 2019-20.

We celebrated our 1st annual day last year and released our very own RADA Year Book 2019.

This year's RADA team is headed by Aishwarya Suresh as secretary and Kavitha, Heera and Yasmeen as joint secretaries. They are very capable and promising young hearts and minds. I wish them success in taking RADA to new heights in 2020-21. I am glad that Malathi Kelath, Radha Srivathsan and Gayathri will join me in governing and guiding RADA in 2020-21.

**Ronita Stephen
Director**



It has been an honor to be a part of the young and vibrant women folk of Carisma for the past one year. The energy, commitment and team spirit of the women in Carisma is indeed notable. I have often been awed by the go go spirit of this team and its leaders. In all this, the consistent support of RADA is evident. RADA's mission of supporting work life balance for the women workforce has been strongly put to test in 2020 and has come out shining.

While all of us have coped well with the unusual challenges thrown up, it is heartening to see how well our female workforce working from home have outperformed their own expectations, day after day. Multitasking has always been a key skill in the women's arsenal, and in the past few months, we have seen this skill being honed by all the women folk in Carisma. Self-drive, discipline and hard work has been maintained despite the demands of working from home.

Research shows that when women are in decision making roles, they add values to the company in more ways than one. Learning to lead, to take decisive actions, that helps in your own growth and the growth of company is what I expect will be the goal for the capable young women of Carisma in the years to come.

RADA is here to help you in this Journey. Best Wishes to RADA and the Women folk of Carisma!

**Geetha Srikant
Advisor**

Words from our pillars of strength



It is my pleasure to be associated with RADA in Carisma Solutions and PurpleQuay. The RADA initiatives in the last year have been inspiring, lively and fun filled - all at the same time.

Best wishes to the RADA team to achieve their vision and mission by empowering its members through holistic personal and professional development, inspiring them to grow to their full potential and aim for greater heights.

***Malathi MK
Advisor***



RADA is a platform which enables us to bond with each other & have fun across teams & verticals.

We have enjoyed wonderful outings, casual meetings (real stressbusters) as well as had many guests coming to our office & addressing us. Each one of them is memorable. The lockdown could not stop us from bonding with each other as we did have a few virtual meetings as well 😊.

I have been a part of this (like many others) & seen it grow from WAW (Women at Work) to RADA (Raise & Develop Association). Thanks to each & everyone for contributing to this & the management for supporting this.

I know we have a long way to go, so let's keep moving forward friends & reach great heights!!

***Radha Srivathsan
Manager***



Having been a part of this forum ever since it was christened as WAW (Women At Work), the forum has expanded its activities to play a larger role.

With the formal Platform in place under the guidance of Ronita Mam and Malathi Mam, we are fully geared up to reach greater heights with young faces fueling the spirit and the momentum of the larger group.

I cherished every moment of outing and gathering with the RADA members. Felt so young with the vibrant set of girls. Best Wishes to the Office Bearers to achieve the Vision and Mission of the year 2021

***Gayathri Prasad
Project Director***

“

Only if the world could know
A goddess to a few and kept like a show
The woman in today's world is more than you believe
The falls she faces can be high and steep
For she is one of a kind
Known to have her own mind
To fight, to work and to be who she is
To love and to care only to shower sheer bliss
A woman who is not valued for her being
Runs the show like a boss every day be it winter or spring
She won't care about her surroundings
But will do her duty like its her thing
No complaints and no demands – ‘a woman is a human too’ she said
How does it matter if she is walking or dead
To the world they say, we respect women
The goddesses they mean and not the women to be equivalent to men
Only if the world could know
It is a matter of pride to be a woman and not be just a show



Nickita Vilas

The go-to person at Carisma. A quick thinker and a problem solver who doesn't shy away from voicing her opinions.

Evolution: Women At Work to RADA

WAW started out as a humble ten member team under the able leadership of Radha and Karthika.



Young girls like Nivetha, Pooja, Karthiga (Junior) and Bindhu made it lively and sparkling.



Frequent outings helped us bond as a family!



We achieved the right mix of seniors like Sumitra, Gayathri, Viji & Bhuvaneswari along with young bloods like Kavitha, Akshaya, Valarmathi and many more!!!



We had the best time of our lives at the two day trip to Yelagiri where we danced our hearts out.... Woo the guys got super envious 😊



The Quarterly meetings aided in welcoming the new buds, acknowledging achievements of fellow teammates and bonding over high tea!!



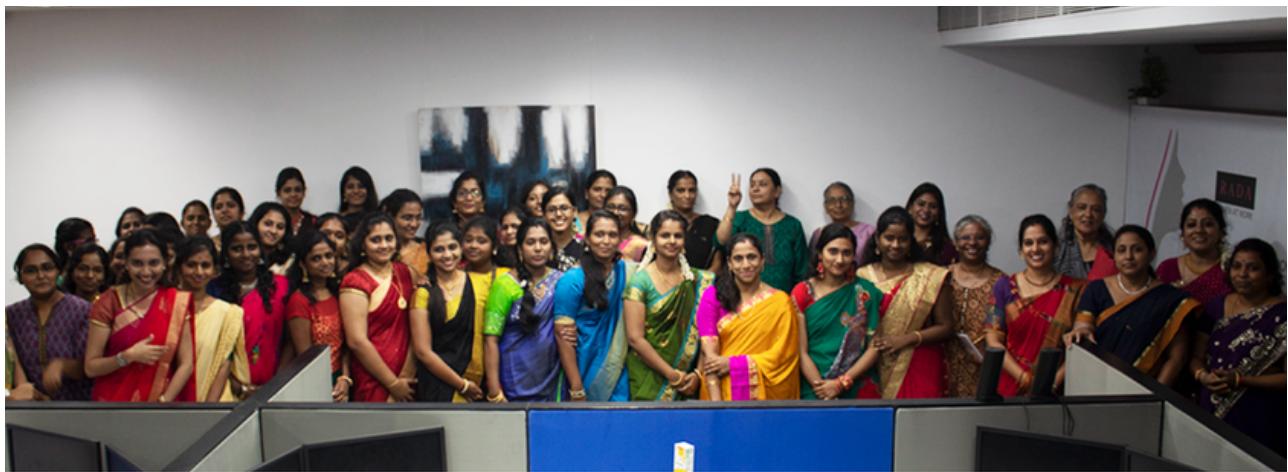
Ladies from different backgrounds such as Sruthi, Nickita, Ayshwarya poured in and the humble team diversified.



We attended various fun filled and fructifying sessions together that marked the transformation of WAW to RADA.



RADA – RAISE AND DEVELOP was launched in the year 2019 with a grand annual event attended by 50 beautiful ladies and 8 eminent guests



Over the years it has grown to become an eighty member squad packed with vibrant and vivacious womenfolk. We have a blend of 80's women, 90's ladies & 2k girls eyeing to propel the movement!!





Jayachithra

*She stands still by the bay
Amidst the rushing waves
She lights up all your way
Through the deepest darkness
Trust her rays grace & rays
For, she is the lighthouse*

Nivedha Jegan

Profound Sessions

Carisma's vibrant team of professional women weave out well-planned activities round the year, that energizes and engages the women at work.

Dr.Janaki Rajagopalan

Psychiatrist

February 2020

A psychiatrist, by profession; young and lively as a person. She addressed us on Women's day 2020 about work life balance. The session started with a couple of psychological games. She took us on a scientific ride where she spoke about the changes that happens to our mind and body when we are put in edgy circumstances. Through the ride, she unfolded that the only effective emotion management solution to solve all the baggages is to *live in the moment*. She showed us, how rich and relaxing it is, to feel everything in that moment by making us practice a mindfulness exercise with a beach vibe. It was rejuvenating to practice it after a long week of work. She stressed on the fact the the women have higher emotional intelligence than men, which when rightly used at the workplace can take us to greater heights. She was kind enough to stay back after the session to hold a one on one discussion for those in need. We had a worthwhile experience.



We did not let Covid plague our souls, we organized various fructifying e-sessions to energize the womenfolk.

Usha Somasundaram

Entrepreneur

April 2020

Grit wrapped in elegance. She served as a Country Director of Afghanistan and Sri Lanka and as a Chief Operating Officer for India. She holds 20 years of experience in the non-profit sector. She has committed herself to solving children's issue and focuses on women's empowerment through entrepreneurship.

This was our first virtual session during the lockdown. We had an interactive session where we shared about the importance of mental health, the dangerous mood swings and anxiety issues during the lockdown.

She shared her journey of how she overcame such phases. She suggests little changes in lifestyle like eating healthy food, working out and practicing yoga can instill positivity. Whenever we find ourselves in stress or anxiety, she suggests that a minute of mindful breathing is all it takes to recoup. We were glad that we had this session earlier in the lockdown and it was exciting to meet all the ladies virtually after a long break.



Sujatha Ramani

CEO, Pollinate Group

July 2020

An entrepreneur with more than 28 years of corporate experience across sales, marketing, global program management and engineering, and a social worker with a mission to uplift marginalised sections of the society and to empower women to fight against gender inequality, Sujatha Ramani is a paragon of courage. Her noble presence during one of the RADA sessions conducted amidst COVID-19 pandemic was like a breath of fresh air augmenting the morale of team RADA.

The discussion about the social stigma of gender inequality and the repercussions borne out of that was very timely, considering the increase in heinous acts of crime towards women in our country. She reminded us that gender inequality and discrimination has grown its roots not only in family or personal life but in corporates as well. She stressed the necessity to seek equal pay and equal opportunities that is at par with our male counterparts.

The narration of her misfortune of being forced not to join MBA in one of the best management schools of the country as the institute wherein she got admission was far away from her hometown was not anachronic. Sujatha enjoys gardening, listening to music, exploring eateries and watching sports. When asked about how she spends her 'ME' time, she expressed that she would love mingling and fraternizing with people, which is a highly felicitous statement



Recent session

September 2020

We believe that instilling games at workplace helps the team channelize their competitive spirit, creates a sense of togetherness and connects the team. We conduct frequent team bonding sessions to bridge the gap between ladies of different teams across the organization.



What does our team have to say about RADA?



Prasoon Veerath

RADA forum is a medium to voice women's issues and have these heard. It provides a platform to share the knowledge and encourages conversations that communicate challenges that females are faced with in the workplace. I would like to take this opportunity to congratulate the new office bearers of RADA for the year 2020-2021 and all who worked to build this initiative. I wish you all the very best for your future endeavours.

The thought of most men in Carisma "similar to RADA, the menfolk should have an association too.." because of their fun-filled and development activities round the year. Since 2017, RADA has been consciously growing the strength of Carisma's professional womenfolk in all aspects. I've personally witnessed many young women who have positively stepped out of their comfort zone to be a great leader, an amazing co-worker and become more resilient to face the real world. Kudos to their key initiatives that include Women Empowerment, women safety, health updates, social awareness. Expert talk sessions added with too much fun, lunch meet, road-trips and bonding. We are proud of RADA!! All the best - beautiful ladies of Carisma ☺



Roshan Carvalho



Ratheesh.T

Hiring and promoting women is the right thing to do for society and it is an economic imperative too- RADA has made admirable growth within short span of time by taking care themselves in all aspects. We are much delighted and proud to be part of this team and all the best for future engagements.

RADA (Raise & Develop Association) – This is a wonderful program running successfully in our company by each woman associate to support and groom all woman employees in work and life. Through this program our company has young, talented and energetic associates developed like "Heera, Karthika, Kavitha, Akshaya" and many other upcoming associates. I am very much happy and motivated to work in this kind of work culture giving empowerment & freedom for all women employees to succeed in their work life balance through this program.



Yathish Kumar

“

*Yes, she's lost.
She's lost -
Somewhere in between
The shades of life.*

*No, you cannot!
No, you cannot find her
In black and white
No, you cannot find her
In pink and green*

*You seek her
In distinct colours;
But, you never know
She's an opus of colours
Blended with wonders.*

*When you think, she's white
She'll be grey!
When you think, she's red
She throw a yellow!*

*You can never paint her
With your colours
For, she will never fit in
Your palette of opinions.*

What can you do?

*What can you do,
Other than -
To just sit and watch
Her raw self*

*Appreciating her
Then and now
Till she sculpts
A masterpiece*



Nivetha Jegan

The quiet bird at work. A person so dedicated. She is a woman with a nightingale's voice and a talented writer. She is a weekly promise to the Works Manager content.

Women at work in Carisma



Ayshwarya Ramesh

"RADA has given a lot of positive experiences with the starting up of the association. As HR I felt RADA has helped to balance our work life, employees' grievances are getting sorted out, get together by means of joining in hotel, theatre and fun time has gelled among us. Expert motivational talk has brought positivity in us. RADA plays vital role in bringing togetherness that helps our company to gain dedicated employees. I sincerely appreciate everyone's coordination and look forward to serving you and meeting your needs in the years to come."

என் அன்பு தோழிகளுக்கு இனிய வணக்கம்! நான் என்று சொல்வதை விட நாம் என்று சொல்லலாம், நாம் எல்லோரும் நம்முடைய பள்ளி மற்றும் கல்லூரி தோழிகளுடன் கொண்ட நட்பினை ஒரு காலகட்டத்திற்கு மேல் தொடர முடியாமல் போய் விடுகிறது, அதுவும் நம் வாழ்வில் ஏற்படும் பெரிய இழப்பு . அந்த இழப்பினை ஈடு கட்டும் நோக்கத்தில் ஏற்படுத்த பட்ட ஒரு தோழமை குழுவின் பெயர் தான் RADA. இந்த குழுவுடன் சுற்றுலா மற்றும் உணவு சாப்பிட சென்ற பொழுது நம் நேரத்தை மகிழ்ச்சியாகவும் மன நிறைவுடன் செலவழித்தோம், ஆடினோம், பாடினோம் நம்முடைய அனுபவங்களை ஒருவருக்கொருவர் பகிர்ந்து கொண்டோம், புதிய நட்பிற்கான பாலத்தை அமைத்து கொடுத்த RADA வுக்கு என் அன்பு கனிந்த நன்றியை தெரிவித்துக் கொள்கிறேன்.



Akshaya

"Being a part of this association has never bored me, they always come-up with new ideas and stand out for the common good. A quality time spent in engaging with the meeting is an excellent opportunity to share with any discomfort a women faces in her work.I wish all the best for the many years to come:)"



Vijayalakshmi V

"I have been working in Carisma Solutions for the past 4.5 years and it has been good journey. It's great that strength of RADA (women employees in Carisma) increase from last Annual event to now. RADA always ensures the comfort and safety of women and expects to continue the same. Thanks :)"



Karthika B





Shanmugapriya

"We had our recent RADA meeting on 11th September 2020 which was interesting and fun filled. The senior people from RADA group shared their experiences of being a part of this group and their contributions. It was wonderful to hear about their experiences that include purpose of the RADA group, regular meetings, team lunch, outings, celebrations, etc. We also had another interesting part which was the activity session. It made us feel much relaxed and it was enjoyable. The women folks actively participated and volunteered themselves to be a part of this session and won some exciting prizes. The day ended with some snacks and tea which also made us feel refreshed and also to stay connected with our colleagues virtually during pandemic situation."

"RADA has changed the way I see myself. RADA is the voice of us.. and now we have it.. we are never going to be mute."



Girija



Shruthi A

"I feel delighted to write my small bit to this year's RADA Annual book. Carisma and I came in each other's lives in 2018. Since then, I have been a part of RADA too. It is the old saying 'Only a Woman can understand another Woman'. Well, I must say RADA was formed by our dear Stephen Sir. Ever since, this has been an integral part of our Carisma family.

Having a personal space for Women folks is a special thing an organisation can offer. This is not just another community or panel but an active Group that is constantly motivating Female bonds and helping them to lift each other up. I have participated in several gatherings conducted by RADA. The discussions that happen encourage us to begin a conversation and have our own say. Several Women dignitaries have graced the events and shared their stories with us. Stories of their dreams, journeys and ultimately reaching their destinations. It is also enchanting to hear stories from female clientele that visited Carisma during the year.

This not only inspires us but makes us believe that Women can achieve and do so much more. Having a women community is not just about empowerment and motivation. RADA girls have lots of fun too.

It gives me immense pleasure to be a part of this gang and see each other explore and grow into their own arena.

"Empowered Women Empower women" . Thank you Carisma and RADA"





Notes from office bearers 2019-20



Nickita

"RADA has been a part of my life since the time I joined in 2018. Hailing from Delhi, the culture with RADA seemed a lot different in many ways. I got to know so many women who come from different walks of life and still have a sense of belonging towards each other.

RADA has been a part and parcel of Carisma Women in Accounting. It has been a platform to bond with one another and has been open to all opinions.

The best part of RADA is having amazing speakers aboard which gives an insight of their thoughts on life and how they have balances life and work.

RADA has also been acquainted with the clients that visit us over the fall.

From organizing catch ups and meeting every month to having an yearly annual day. RADA family has grown bigger in every tangent

Singing overwhelming to be signing off as the Secretary of RADA for the period of 2019-20. No doubt the experience has been extremely great. There was an entire pool of opportunities kept in front of me to take up as the secretary. Not sure if I did justice but I did enjoy the tenure. Getting along with all the new folks who joined to organising meetings , everything will always be cherished and stay as a good memory in my life. Cheers to all the women! Signing off to a wonderful year of goodness!"

"RADA is a wonderful group of full energetic Women's, So It was great to be a part of RADA as Assistant Secretary and it gives a lot of good and meaningful experience to me.



Bhuvaneswari G

I want to thank Karthika & Pooja for having supported me in all the events. My wishes and great welcome to the new bearers to reach the goals, to step up RADA to next level of success."



ORGANIZING TEAM



Ronita Stephen



Radha Srivatsan



Gayathri



Malathi MK



Aishwarya Suresh



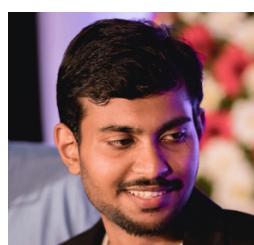
Heera S



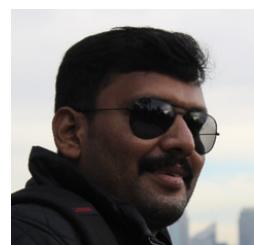
Kavitha



Yasmeen



Venkata Sudarsan



Gopi M



Sharadha

An initiative by Carisma Solutions & Purplequay



Reach us

www.carisma-solutions.com.au/events#rada

rada4women@gmail.com