



Women's Network Initiative

Plant tour at Trecate, Italy (from left to right, front row) **Roberta Marnati**, **Elena Pompa**, **Matilde Quaglia**, **Nicoletta Rondina** (from left to right, back row) **Mara Locatelli**, **Rita Barbieri**, **Judith Tarjani**, **Giuseppe Zanotti** (Plant GM)

Birla Carbon values employees as an important part of a successful and sustainable business. It constantly strives to provide each one of them with a safe and stimulating working environment, a real sense of involvement with the business and the opportunity to fulfill their potential.

With this vision in mind **Ms. Nicole Kiehne, Director Supply Chain, Europe & Africa**, wanted to do something for the women workforce in her region. She noticed that despite women being highly educated and possessing unique competencies, they were rare in management positions.

She believed that if a platform could be created where women could share knowledge and best practices with each other, it would not just enhance their education but also develop leadership competencies in them. She thinks that this would open up a whole new world of opportunities for them.

With this thought process in mind she introduced her plans of setting up a Women's Network to the other women colleagues in her region. She explained to them the new platform would help them build relationships that are the groundwork for the future. She explained that "It is all about sharing what we are learning, reaching out to each other as thought partners and having more access to best practices within Birla Carbon".

One of the major reasons she thinks that this group would be a huge success is the sheer fact that women have a selfless approach and they think from a perspective like "What can I do for her in order to get what I need" rather than simply "What can this person do for me".

She started the entire process by taking one step at a time. She recruited volunteers from each site for becoming the local contact and coordinator for all activities. Currently **May Mansour** from

Egypt; **Ildikó Barkóczi** from Hungary; **Susanne Bartsch** from Germany; **Judith Tarjani** from Italy and **Elena Campuzano** from Spain form a part of her team. All these primary local contacts are involved in detail planning and sharing activities.

The group has already met once, where they got to know each other better and shared with each other areas of interest collected from their region. They also discussed other ways of connecting and communicating with the women in their region.

They are currently in the process of creating content for the intranet page and a suitable logo for the initiative. Nicole has huge plans for the group which would help all the women workforce at Birla Carbon Europe & Africa region to advance their careers and ultimately benefit the organisation.

We wish her initiative great success.