

BASIX Women's Leadership Council (BWLC)

BWLC is a BASIX initiative, to escalate women to leadership roles by empowering them to scale their capabilities and potential.

The seeds of BWLC have been sown by our Chairman, Mr. Vijay Mahajan and BSFL CEO, Mr Sajeev Viswanathan, who want to see more women assume leadership positions in BASIX.

Activities of BWLC:

The core activities of BWLC are:

- Identify the Talent Attraction & Engagement Framework for inclusion.
- Identify and propose System to nurture/Groom Women Leaders.
- Build in "Diversity Sensitivity" into the Organizational Culture
- Design and implement "Flexi-work" culture to support work-life balance

Structure of BWLC:

- Separate in-house wing exclusively responsible and accountable for progress of women and addressing their problems.
- Monitored and controlled by a separate Head
- Guided by Council Members who meet quarterly
- Council empowered to submit recommendations to CEO
- Champions across regions ensuring accessibility to all
- Team members for different activities
- MIS reporting

The foundation was laid for this initiative on 3rd July 2010 where all the women from BASIX HO, were invited for a small gathering and asked to express their views. A good number of suggestions and views expressed by the overwhelming participation of the women colleagues have been compiled for further implementation and action.

The Expected outcomes out of this Pan-India group initiative would be:

- A mechanism to create Women leaders
- Leadership needs analysis
- Mentoring and counseling
- Policy amendment
- Communication to all the stakeholders-***BASIX Women Network***
- Grievance Redressal Mechanism & Helpline

BWLC would work to double women ratio by March 31, 2011.