



Bespoke Experiences

Shivkala Leela Sukumaran

23 years of corporate experience in Administration and Secretarial Roles, 11 years in entrepreneurship & training

Education

- BA Political Science
- Six Sigma Green Belt
- Completed Course On Ancient Indian Culture and Traditions
- Certification course done on Personality Development & Soft Skills from IIT Kanpur
- Certified POSH Trainer from SHRM, HRCI, CPD

Accolades

- Maharashtra Gaurav Puraskar 2024
- Shortlisted among the top 100 Women Entrepreneurs in India by Niti Aayog for Women Transforming India Awards 2019
- Mentor at Cherie Blair Foundation UK, mentoring woman entrepreneurs across the globe
- Lokmat - Women Entrepreneurship Award 2018
- Maharashtra Small Scale Industries recognized us as one of the top startups of 2018 and featured us in their Coffee Table Book

Mentoring, Training, CSR

- More than 225 women entrepreneurs trained across India and globally
- More than 230 sessions done for 2000+ rural artisans and corporates across India
- Trustee Board Member at Navdrushti. Navdrushti is a development oriented non-profit organization working in the tribal belt of Palghar and Thane District for underprivileged tribals and their malnourished children for their better sustainable lives. Our activities include providing education, health facilities, balanced nutrition, vocational training, employment, afforestation and empowerment of women.



Our Services

Part A - Setting up POSH infrastructure



- **Drafting a Policy/Review of existing POSH related policies** to ensure that the Policies are in line with the provisions of the POSH Act 2013
- **Providing posters** to be fixed on the company premises.
- **Formation of Internal Committee**- Guidance provided on right selection of Internal Committee members, documentation to be followed and completed

Part B – Training and Skill Building



- **Employee Awareness Training** -To create awareness on what is appropriate and inappropriate behaviour, action that can be taken in case of sexual harassment.
- **Skill Building of the Internal Committee** to be able to handle complaints and conduct inquiry and grant necessary reliefs as per the Act.
- **Senior Management Training**
This helps create awareness in the senior management about the applicability, compliances and company's responsibilities under the Act.
- **Training for Support Services** –Admin, HR, IT.
The Act requires the Employer to create a safe working environment. But there are no guidelines laid down. We train the support services in best practices to help create a safe working environment.

Part C- Managing POSH Compliance



- **Empanelment as External member** of the Internal Committee as per the provisions of the Act
- **Monitor functioning of the Internal Committee**, ensure meetings are held on a timely basis and documented as per the provisions of the POSH Act 2013
- **Redressal of complaints**, conducting inquiry and Report writing
- **Preparing the Annual Reports** for submission to the Statutory Authority

Part D- POSH Consultation



- **Women**

We provide consultation to women who are facing sexual harassment at the workplace, help draft complaints, and monitor their progress till the complaint is decided.

- **Men and Third gender**

We also help men who are facing sexual harassment complaints and guide them on the way ahead.

Part E- POSH Audit

This audit will check

- **Company's compliance** to the provisions of section 19 of the Act.
- **Review of the current practices** followed and best practices to be followed to make the workplace safer and to be able to provide information when requested.
- **Awareness level** of employees and staff with respect to POSH.
- **Audit** of POSH Policy.
- **Audit of contracts** for POSH Compliance.
- **Readiness of Company** to provide information and handle POSH inspections as provided u/s 25





We helped AM/NS India conduct LGBTQIA+ community sensitization workshops for the leadership and HR, the youngsters, and even prominent family members from their Hazira Township

This was followed by a first-of-its-kind Transgender Fair in collaboration with the Be The Change – Surat Marathon Team on 31st March, which is also the International Transgender Visibility Day.

The workshops comprised surfacing unconscious biases, demystifying the meaning and challenges of being a Trans person followed by how the team members could be better allies



The Fair had various activities and experiences organized by the different local LGBTQIA+ entrepreneurs presenting food, clothing, gifts and games stalls apart from a Zumba Session, a fashion showcase, a Garba session where the township members and the LGBTQIA+ members grooved together.

Being the International Transgender Visibility Day, the team felicitated Alisha Patel, the first trans woman to be recognized by the Gujarat Govt.



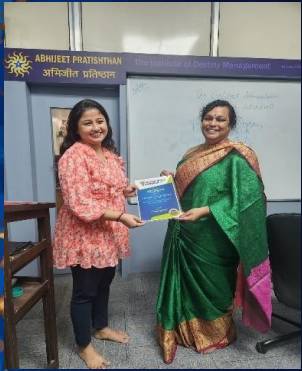
Students Training



Rural areas Training



BMC Training to women for domestic violence and unconscious bias



Corporate Training



Housing Society Training on Unconscious Bias

Clients



**AM/NS
INDIA**





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