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LEADING WAY TO SUCCESS

Jindal SAW's Sminu Jindal feels women have come a long way in the quest of gender equality at workplace

Women employees bring a more complete range of qualities modern leaders need, including self-awareness, emotional attunement, humility and authenticity. Organisations get benefitted enormously from the way women sense and respond to opportunity, engage with others and nurture relationships.

In my opinion women are not only great learners but possess a great ability to translate the learning into a deeper sense of understanding.

Women have come a long way in the quest for gender equality in the workplace but they still have barriers to overcome, notably the 'glass ceiling'. "Despite the lip service that there is no gender bias, it continues to play at different levels and is one of the many disablers for a successful leadership," Jindal says. While companies

have worked hard to eliminate overt discrimination, women still face the pernicious force of mindset that limits opportunity.

Breaking the glass ceiling in the steel and oil and gas sector, she joined the business. "There is a mind block, especially when it comes to engineering for women. If you are a woman in a wheelchair, and are trying to enter industrial engineering, the challenges are even greater," she adds. At a time when the common perception was that women cannot perform in such male dominated sector and be good engineers, she busted both these myths. She urges every woman in India to feel empowered enough to come out and protest against any wrong doing.

Sminu Jindal
Managing director,
Jindal SAW Ltd

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