WOMEN CONTINUE TO SCALE NEW HEIGHTS IN TECH LEADERSHIP ROLES

As the digital world has changed our daily lives from the way we work, to the way we live, there has been a growing momentum among the women to climb the ladder in the Senior Management in their respective organisations. Though this has been proven time and again, it gained even more momentum during the pandemic and post pandemic.

Technology has had a tremendous, almost unimaginable impact on human life from the dawn of civilization. It has changed the way people do business, peoples thinking, behaving, communicating and working at different workplaces; at the same time digitisation puts the consumer in the driver's seat, making them more informed, more demanding and more vocal about what they want and what they do not want.

Women have been playing a crucial role in every sphere of the industry, including science and technology. They have gone beyond and literally touched the sky today. Women in Tech activities particularly aim to discuss how women could have a larger role in creating success stories in business and technology. Diversity brings business value. Yet women remain underrepresented in tech in general and tech leadership in particular. But men don't have to contribute to the problem — they can be part of the solution.

Information technology is not only one of the fastest-growing industries in the world, it is also pivotal to the changes in civilization and the development of any nation. The tech industry needs more of the female gender to facilitate better problem solving ability and increase performance at business level as there is a vast market and potential in building.

Organizations need to understand that biases at the organizational level are creating opportunity barriers for women who have the skill set to excel in tech leadership roles. The age-old systemic gender imbalance emerges as the topmost challenge for women in tech. Many reports point out that women face a lack of equity in opportunities which they often cite as the biggest challenge in pursuing a tech-related career.

The scenario is not very different in non-tech companies either; even in these companies women professionals continue to face inequity compared to the opposite gender at every organizational level. It's high time that organizations, be they tech or non-tech, must promote women in leadership positions to usher a significant change toward gender balance and therefore better business practices.

VARINDIA has taken up this mission to put women technology leaders under the spotlight!

Women should play a bigger role in future when technology will reign supreme

MONALISA SAMAL
SVP, OF DATA & RISK ANALYTICS - XCEEDANCE

"In my view, there are 3 key reasons why India still lacks women leaders in the technology field. First, there is a perception that women in the field need to be "super women" who are expected to keep everyone happy, not just at work but also as a mother, wife, and daughter. This is visible in offices when it comes to creativity or fun activities, where women are typically expected to take charge. At home, it comes with expectations to be present and always engaged. As women professionals, we must wear many hats outside of our core work responsibility, and balancing all sides isn't always possible.

Second, I feel from my experience that being accepted as a leader in tech can be difficult for women. This is particularly apparent when working with a team from a different domain, or working as part of a team with older, experienced, and educated male members. If there is a new challenging task the first challenge a woman faces is being accepted before the "real" work even begins.

Finally, I think we need to broaden our definition of "technology roles." In areas where technology is a service or enablement, but might not be technology hardware or coding directly, I see a lot of women filling significant roles. Technology is unquestionably the future of the industry and women can, and should, play a much bigger role in that future."