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Inspira



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FROM MY HEART

Dear Lila Fellows,

As time is passing by our contacts and relationships are maturing. Many more of you have made an attempt to make a contact. This quarter, especially in the month of Nov/Dec many Lila Fellows came home and spent a couple of hours with me to share their developments. To name a few I had a visit from **Manisha Hadavale, Deepali Ravi, Ruta Inamdar, Mussarat Shaikh, Sana Sayed, Manjiri Khanolkar, Rashmi Dave and Kalyani Ghare.** I was even able to attend the marriage reception of Rashmi. I really felt so very happy to meet them. It brought me great Joy to see the transformation in them. They All were very confident and excited about their progress. All of them have grown up to be nice young ladies.

I am happy to inform all of you that it is really heart warming that **some of you have for the first time come forward to strengthen the base of the Foundation through your contribution from your earnings,** so that the Foundation can reach more girls. I thank these Lila Fellows and would like to tell all that it is not important how much you give, but the thought of giving and sharing that is important. **GOD BLESS YOU for your kindness!**

We have been able to arrange some interesting programs this quarter. We have had good participation. These programs not only give us opportunities to meet and converse, but also contribute to new learning and thus help us also to improve the quality of our thinking.

At the release of the last issue of Inspira we had the opportunity of having the **New Year eve party**, where even some of the overseas Lila Fellows were present and shared their experiences. You can see from the snippets the amount of fun we have had. At this party we also felicitated **Mrs. Frenny Tarapore** for being awarded the **PRIDE of PUNE Award.** Congratulations to Her from all of us.

We had an opportunity to visit the beautiful rose farm, **Filarozil of Mr. Poonawalla**, at Kamshet. He and his staff explained to us the intricacy of growing **King of the Flowers THE ROSE.** It is always a pleasure to be at the farm and this visit was better than any other visit we have had, principally because this picnic has taken place after two years and so for most of you this was your first visit. As usual all of us got a gift of beautiful roses, besides a delicious lunch. **Let us all say a BIG Thank-you to Mr. Poonawalla and his staff for their efforts.**

I also take this opportunity to thank on behalf of the Foundation, **Mr. Keki Darbari and his Team** for conducting a two-Day

workshop on NLP. He taught us all, that life is what you make out of it. It's all about **living up to the choices one makes during it's course.** I fully agree with this philosophy. **Life cannot give you Joy until you will it. Life gives you time and space. It is up to you how you fill it.**

I had already mentioned this at the New Year party. Now is the right time for this idea to materialize into reality. **We want to publish a book on the success stories of Lila fellows.** I therefore propose following action:

1. We decide on the title of the book. All of you send in your innovative ideas. The Trustees will finally select one title and that Lila fellow will be given a reward on an appropriate occasion.
2. We form a separate editorial team for such a task. Any of you interested to join this task force please send in your names. The trustees will finalize the best team
3. Each one of you shall send in your life story, right from the beginning. Your childhood, the environment in which you grew, your profile, your achievements, your difficulties, your joys and your sad moments and how you overcame all the hurdles in your life and still make it. **The purpose of this book will be to motivate, through your living examples, many young ladies to aspire for achieving high goals and prove that we are not living in 'a man's world.'** The 21st century belongs to women and we must do our bit in promoting and encouraging young girls to achieve what they aspire. Let us together make our Foundation stronger and a **role model for many more.**

Soon our activities will start for selecting the new additions to this ever-growing Family of Lila Fellows. And I am sure all the Trustees are going to have a tough time to select the best of the best.

Sending you lots of Loves and Good luck in your endeavors.

Poonawalla



SHORT TAKES



Born in a small village of Miraj in Sangli district and oblivious of her bright successful future, she arrives in Pune. This Pune girl slowly and gradually climbs the steps of success where her father is always a source of inspiration...

SUNETRA CHAPHALKAR and MANASI KULKARNI unravel the layers of **MRS. SHERNAZ EDIBAM'S** versatility.

Shernaz did her schooling from St. Anne's where she was always amongst the toppers. An enthusiastic participant of oratory and dramatics, she steadily climbed the ladder of success. Shernaz owes her love for English literature to Mr. Nagrajan who opened for her the doors of that world. A B.Ed from Tilak College, a B.A.(English) from Norowjee Wadia College and a M.A. in the same subject from the University of Pune, she joined Ness Wadia College as an English Lecturer.

It was difficult task to handle the smart teenagers and also make them attentive in her classes. There she also trained students for stage presentation and public speaking. She relishes her great experience as a lecturer at Wadia College for 12 long years. She believes that the values and attitudes inculcated in little kids remains with them forever throughout their lives. Therefore, with her dictum- *"Give me the first ten years of their lives and then put them anywhere"*, she opted for molding their future and landed with a job as the principal of the Sardar Dastur Primary School in 1989.

She says *"a child has everything with him; the only things the school has to do are-get the things out of him-the best things, bring the knowledge outside and above all, make them think for themselves"*. This involvement has made her students self-disciplined, independent and hardworking. Child assemblies are the most important part in her school. A 1st standard student gives orders, says something in front of many students. Even her school-gathering programs are organized by these little wonders. These are really wonderful moments to witness. Some of the several extra-curricular activities like yoga, crafts, stitching, knitting, public speaking; elocution and dramatics etc. are an integral part of the school curriculum as all these make the students confident and able to face the world bravely. *"Today, children are born and brought up on double income-one child families. So they get all they want. They tend to become more possessive, aggressive and demanding."* Keeping this point in mind, she aims to inculcate habits of discipline, responsibility and good values. She also warns parents not to be over enthusiastic towards children.

The challenges she has to face being a principal are innumerable. Dealing with the parents, making them understand the good or bad for their children. Dealing with the teachers, working as a team or family in guiding the kids in giving respect to and maintaining friendly relations amongst themselves. Dealing with students disciplining them, keeping them mentally occupied and giving them value education.

She believes, a principal's is a creative job, as it makes her/him remain young all time. She puts it ever so beautifully *"I enjoy shaping the 2 ½ year raw material into a 9 year finished product."*

Her only dream in life is expanding her school, dedicating her life to the school and meeting her children. She has always followed the lessons of truth and charity given to her by her father and also the intellectual lessons given by her father-in-law. She is entirely with her father-in-law when he says- "Life can give an answer to HOW and not to WHY".

For this creative work she received The Best Teacher award from Mr. Suresh Kalmadi in 1998. Under her expert guidance, this year also the school has won two trophies at the inter-school choreography contest- "Yeh Hai India" organized by the NIE cell of the Times of India.

She joined the Lila Poonawalla Foundation around this time. According to her the foundation is a family where the bright and charming girls move towards their success. *"Year after year they are further additions that become inseparable members of the family. This is the only trust that has such firm bonds of love and relationships. Lila Poonawalla and Firoz Poonawalla are consistently and tirelessly striving for the development of the girls, arranging for training programs, workshops, sharing their problems, talking to and greeting them with the flowers from Firoz's garden. The ideology of this trust is totally different-it endeavors towards continuous healthy growth of the girls and strengthening our human relationships. When success and women meet- it is only Mrs. Lila Poonawalla who comes to my mind,"* she adds.

Shernaz Edibam advises the youth of today- *"be bold, brave, stand by your courage, believe in your self, work hard, always hope for the best, be wise, humble and look forward towards success"*.

She has maintained a skillful balance between her house and her school. According to her the secret of her success is Rudyard Kipling's poem-*'If'*. She gives more importance to creativity and freedom at both fronts. Innovation is the most important part of her living. Therefore her routine work doesn't remain a dull and boring task but a true enjoyment.

Her plans after retirement (if she would take!) are drawing, painting, sketching and meditation. *"If you do your job with dedication and contentment, that is nothing but meditation, for you."* With deep contentment, smiles the principal with principles.

WOMEN AND CULTURE OF PEACE ...

Lila fellows **Rajani Panchang** and **Sadhavi Salunke** share their perspective on the international seminar- '**Women and culture of peace**'.

The woman today, has evolved out of inspiration offered by those women who made efforts to look beyond the self and treat the world as a whole. Be it Florence Nightingale who walked the battle grounds with a lantern in hand offering help to those wounded, or be it the blindfolded woman in the court room preaching justice with a balance in her hand, or then be it the life of Mother Teresa. They were all inspirations, though they never belonged to one religion, community, country or profession... but what remains is the fact that they were all women. The International Conference with the theme "Women and Culture of Peace" was organized by the joint efforts of the National Council of Women in India (NCW) and the International Council of Women, to commemorate the long association of the woman and knowledge, justice, compassion and peace. On the occasion of International Women's Day, this could just be one way of paying tributes to the "creator and preserver" of the human race.

Some women were honored for their tremendous contributions to society in their own fields. We are proud to say that among them were our own **Mrs. Lila Poonawalla and Mrs. Vasantha Ramaswamy. Hats off to them!!!**

Heralding the inauguration of the two day conference, were Mrs. Kiron Kher (Theatre and Film Personality) and Mrs. Renuka Chowdhary (Member of Parliament), both women holding responsible profiles and motivating peace in the society. Talking against atrocities done to a woman, Mrs. Kiron Kher said, *"If you ask a woman what she craves for, she would say 'sovereignty of her own life'."* Enumerating the role of a mother in laying the footing of a strong and responsible society, Mrs. Renuka Chowdhary said, *"A mother should give her child two important things- one, 'Roots' to be firmly attached to the earth and two, 'wings' to soar high in the sky."*

Various topics pertaining to the theme and women were dealt with in the two-day conference. On the first day, the conference began with various keynote addresses. Dr. Rohini Kalkar spoke about 'Woman health and hygiene' while retired Judge, Mr. Suresh Hospet talked about the 'Gender differentiation in

laws'. Giving examples, he admitted that the present law and its implantation are that of gender inequality. He said that women should first know what all law could do for them and only then can their empowerment be talked about. The conference also became a platform for human-right activists to talk about discrimination in basic human rights. The basic reason for poverty and exploitation is not insufficient resources but unequal distribution of them. The day ended with theme based paper-presentations by some participants.

Noted writer Mrs. Shobhaa De, next day in her talk said, *"It is not that we women want power over men, but we want power over ourselves."* She pressed on the fact that in times of war, it is women and children who really suffer and so decisions about war, battle and peace should not be independent of women. The next lecture referred to terrorism. It was opined that today terrorism is being supported by the ideology of religion. So it becomes the responsibility of the mothers to impart proper education and culture to the children and streamline the human thought so as never to be affected by the religious ideologist. The interesting issues that were raised left us all aroused and motivated.

While thinking about our careers, and our families we also need to think about our Nation and Mother Earth. We as women can create peace in the world and can cease all conflicts right from those in our homes to those that are eating into our big world.

For once let us think beyond ourselves!



Mona Dange (Lila Fellow 1997) warms up with Lubainah Vapra...

"Life is a full circle. Everybody has to complete it," articulates the extremely focused Mrs. Mona Diwakar. This talented lady who is now a full time mom and a part time legal consultant by profession, completed her law course at the ILS Law College and her LLM (Masters in Law in European and International Law) in Leicester in 1992 and secured an ODASS scholarship. She joined Alfa Laval in 1994 as a legal trainee in the Legal Department. She was with Reliance India Ltd. In Mumbai she worked as a Senior Legal Executive from 1995 to 1997. She has also worked with Satyam Computers, Hyderabad as a Legal Asst. Manager from 1999 to 2000.

A sense of pride is reflected in her eyes as she gaily informs us that she has set up a new firm- LEX & MAN. They are Legal and Management Consultants to Software companies. Its clients are spread all over Hyderabad, Chennai, Calcutta, Mumbai, Bangalore and Pune.

She has worked with Ramaji Film City, Quark Media, Airtel and TTK to name a few where she has helped them in their legal requirements, handled employee related and business related agreements, manages their entire portfolios and registers Intellectual Property Rights.

The independent lady wanted to do something on her own. Hence Law was a conscious decision. She chose the corporate side specializing in software because she feels that this is an exclusive field where there are not many lawyers. She enjoys her work immensely and likes what she is doing subject-wise. She is doing more of "Chamber work" and this tremendous exposure is useful for her Ph.D., which she is pursuing in Critical Study of Computer Law in India.

This forever-smiling Mona wants to be known as one of the best in the industry and wants to command respect. She desires an all round development of her company. She aspires to provide high quality legal service. She has already started by building up clientele by tying-up with associates all over India.

"What you give is what you get. What goes around comes back. If you do what you like, you can succeed in anything you do," concludes Mona, with a triumphant smile.

Way to go ma'am!



EVE'S VOICE

LILA FELLOWS ARE DESTINED TO TRAVEL FAR AND HIGH. AND WHEN THEY TAKE A BREAK TO REST, THEY INSTINCTIVELY COME BACK HOME TO THEIR FAMILY AND THEIR FOUNDATION. IT IS EXPERIENCED THAT JUST AS YOU ARE WARMLY WELCOMED IN YOUR FAMILY, THE LILA FAMILY TOO WELCOMES YOU IN IT'S OWN SPECIAL WAY AND ACKNOWLEDGES YOUR STRUGGLES AND ACHIEVEMENTS. ON A SIMILAR OCCASION, WHEN LILA MA'AM AND MAYA AUNTIE FOUND TIME TO MEET TWO FELLOWS, RAJANI PANCHANG CATCHES UP WITH THEM TO CAPTURE THEIR STORIES ON PAPER.



Petite and vivacious, Ketaki was all excited when she was recollecting her association with the foundation. Her memories express gratitude for what she got from the foundation, even beyond expectations!

Ketaki Deshpande had completed her Bachelor's in English Literature from Fergusson College.

Meanwhile, she was also doing a course in

French at the Alliance Francais. It was then that she realized her in-depth interest in French and was overcome by an urge to do something significant in a foreign language. After thorough introspection she decided to pursue an MA in French from the Ranade Institute for Foreign Languages. Thus, she applied for the Lila Poonawalla Scholarship.

At the interviews for the LPF scholarships, Mrs. Thadhani on the panel recognized this girl. Ketaki had applied for a part-time course in Journalism at the Symbiosis

Institute of Communication and Journalism. Even there at the interview Mrs. Thadhani was one of the interviewers! Later, she received a call from Mrs. Thadhani confirming if she was the same girl and what course was she really going to pursue. Ketaki replied that one of them was a full-time course and the other was a part-time course as she intended to pursue both simultaneously. However, she had applied for the LPF scholarship to pursue her MA. Finally, one day when she received the award letter from the foundation, it was stated that she had been given an outright grant of Rs.10,000/- that included fees for both the courses!

Eventually she got a job as secretary cum translator with a company called Saint Gobain, which was small time. Whilst still at the Ranade Institute she got an opportunity to go to France, through French Ministry of Education, for 8 months, to teach English in France as part of an exchange program. She fondly remembers the experience as a 'milestone achievement' in her life! After she returned she took turns at doing jobs with Midday and Hallmarks cards. But by then her thirst for French had only increased. She had done the most she could with French in the

best institutes in Pune- Ranade's and the Alliance. So the next aim had to be higher and it obviously was Jawaharlal Nehru University, Delhi. She planned her M.Phil. in French there and even succeeded in procuring admission to the course. About her experience at JNU she says, *"It was a one year course, where the first semester comprised of lectures and the second requiring work on a thesis. At first it was difficult; the climate, food, environment was all very different from Pune. It did give me a bit of cultural shock, because Pune is fast but still very orthodox in its own beautiful way. The culture in the north is very different and I did take some time to adjust. For the girls, Delhi was not supposed to be very safe, especially once the evenings set in. But the campus of JNU was very safe. My course gave me plenty of free time, I used to be busy till the afternoons after which I had enough free time for myself. This was especially true of the second semester when I started to work on my thesis. So I decided to use that time constructively. I approached the Alliance Francais, which was not very close to the campus though. I needed to adjust*

timings at the institute with the schedule of my course at JNU, and that was not very difficult. I used to commute by bus and get back before it was late. At JNU, I came across very scholarly people and students. The campus itself is such that it promotes a search for knowledge".

When asked what she does apart from French, we discover that she is formally trained in classical singing for 10 years; initially at the Gandharva Mahavidyalay and then at Sarasvati Vidyalyaya.

"Whenever I am in Pune, I spend most of my time with my dogs. I love pets, especially dogs", she shares. As for her future plans, she rolls up her eyes, grins and says, "My dream is to go to France". And know what? She is already there!

Hey Ketaki, we are waiting to know more...!



Laying a flawless footing to build her tomorrow on, she spoke to us just during her hurried transition from being Uma Kelkar to Uma Hardikar. Determination seems to pave the path for her slow and steady journey towards a foreseen future...

Uma completed her B.E (Instrumentation) from Cummins

College of Engineering and was determined to pursue an MS in Electrical Engineering, only and specifically at the Stanford University. Why? She promptly says, *"after all it is the second-best University in the States for my field of interest!"* her aspiration for the best impressed those on the interviewing panel for the LPF scholarship. She had received a research assistantship when she got there but the LPF aid went a long way to support her and her initial necessities.

About her learning experience she tells us, *"For my Master's my subject of research was Medical Imaging. I dealt with MRI i.e. Imaging with Magnetic Resonance. My interest lies in "Circuit designing". I was lucky enough to get to do a project with a small but famous company called "Transmech Corporation. The company is involved in making microprocessors for Sony laptops. This work experience taught me time management. Life in the USA was a 24 hours-learning experience. It is not like here in India 'just do it for the sake of doing'. Every time one is forced to ask oneself 'how and why'. You earn if you work and you lose if you don't."* Where does this MS take her...with dreams in her eyes she adds *"if everything goes well, I will plan and begin working on my Ph.D. with the same research interest, beginning December 2002".*

About the work system she opines, *"The best I admired there was work ethics. People keep up to commitments and deadlines. Be it a student or a professor. If they say they will wait and help, they will... even if it is after office hours. If they promise to complete a job by a particular date and time, you can be sure they will. Each person's time is valued and respected, no matter*

who he or she is in hierarchy. They are very professional and it only brings out the best in you".

Any achievement at work that kept her spirits high? *"Getting an 'A' grade in my course project was what kept my morale high and kept me going. It is common that people get an 'A' there. There everybody works hard and each person is good. So getting an 'A' was not great, but the project was a challenge and it got me noticed for the good, hard work I had done. My work was appreciated and acknowledged by my professor who is a great stalwart in the subject. Each professor and faculty at Stanford has a unique feather in his cap and when they recognize you for your work it definitely boosts one's self-confidence".*

And what did she miss doing most in the busy life in America. *"I was regular with aerobics before I left. I spent my time in painting. When still back here, I indulged in quite a bit of social work. I have lost out on all this".* Speaking about her future plans, she is very sure she wants to come back to India, especially Pune and settle family and life here. She wishes to complete her education, gather some resources and set up an industrial unit of 'their' own. She would like to contribute by means of VLSI chip designing. Very few firms like Cirrus Logic, TATA, IBM, etc. are the only known entities in this field and she would like to find place in those few names.

She reminisces about life away from home- *"Initially living away from home, in an alien world, with new culture and new lifestyle, was traumatic. Luckily I was living in a dormitory accommodation and there were several girls I could interact with. I spent months crying on the shoulders of those girls. What kept me going and not give up were e-mails... from friends, family and the foundation. Lila Ma'am and Maya Auntie kept in touch and I communicated every mood and state of mind as if they were my immediate family."*

Uma and hubby, Mahesh, are now happily settled in California.

LEADING LADY

MRS. ANURADHA DESAI, Chairperson of Venkateshwara Hatcheries Ltd., is a woman who maintains a low profile in the media, carrying the family legacy of the Venkateshwara Empire to higher destinations. A unique experience of having to remove your shoes before entering a house of a corporate personality to be interviewed only let our further expectations run amok! Clad simply in brown Salwar-kameez and slip-on shoes, with long hair braided and a big bindi on the forehead, Mrs. Desai walked in with a smile on her face. Once she started talking, all the apprehensions were done away with. Unveiling the Lady, who personifies the maxim, 'Knowledge is adorned by modesty' is RAJANI PANCHANG.

'Venkateshwara Hatcheries...' How did it happen to you? Were you yourself inclined towards it or were you coaxed into it, as it was a family affair?

Yes, as you said, Venkateshwara Hatcheries was all in the family. And yes initially, one can say I was compelled. But my getting into it was accidental. I had completed my BA in psychology and economics from Fergusson College in '84. By then the business was already well established. My parents then, initially pushed me into it so as to get the feel. My father was a taskmaster. He said "if one has to know the work well one needs to start from the floor, feeding the birds and washing the utensils". Even we his children were no different than the other workers at the farm. Physical work was tough and painful. I gradually started liking the job. I then enrolled for MA But doing both was not easy and so I quit the latter. My mother being very persistent, I underwent 6 months training; I was in-charge of the construction of the animal health division, which also involved in putting together all facilities, poultry medicines and marketing. It was a job of responsibility because I had to keep up to the expectations at the other end, as by then VH Group had already carved a niche for itself. For about one year I enjoyed taking independent decisions. End of '85, I was made Joint MD.

How far were you influenced by your father?

My father, Dr. B.V. Rao, was a man with tremendous vision. He was very down to earth and open to learning even after having been in the industry for 35 years. This attitude impressed me most. Today a poultry is the most paying industry in India for which he laid a strong infrastructure. He believed in complete backward to forward integration. To have a strong footing and growth in the market he brought vaccines and breeds and from abroad and bred them in India. This was way back in 1978. This reflects his foresight. My father was very ambitious so his planning was not narrow. He knew that India had the potential so he wanted to bring her on the world map. His virtues and actions are the greatest motivation towards better performance.

What was your experience as the President of World Poultry Association (WPA)?

The WPA congress is a poultry science conference cum exhibition where one gets to interact with people and know the current scientific trends. The horizons of the country that hosts the congress go up, not only in terms of science and technology but also business. My father was the first person to get the WPA Congress to India in 1996. Never before had any Asian or third world country hosted it. The privilege had always been with Europe, America and Japan. But my father wanted to bring the impetus to India to prove her mettle. But my father didn't live to see it. The WPA Congress 2000 was a tribute to my father. For

four years I presided over the WPA. When we had scientists coming every year, we got the membership fees down to half for all third world countries; besides holding a platform to create awareness of the WTO and related issues.

The flag of the VH Group was fluttering high and you were the daughter of Dr. B.V. Rao himself. Primarily so and then as a woman were you easily accepted or did this only makes things worse?

In 1985 VH had donned a corporate profile. It had become a consumer friendly egg-processing unit. My father succeeded in building the National Egg Coordination Cell (NECC) involving 20,000 plus farmers. But suddenly when my father expired, the same farmers were not very sure. NECC had been running so well. Keeping up with the expectations and goodwill of Dr. B.V. Rao himself, was a challenge. It was now that ten years of experience and the whole infrastructure was at stake. If I could not use it then, it would have been bad.

Are you a taskmaster like your father?

I would say I believe in pursuing human relationships and discipline. I am a good listener and I motivate people to go on, as I myself am very determined to keep trying.

Have you been involved in any social reforms for women?

Not for women in particular... But otherwise the poultry industry promotes women employment. Jobs like picking eggs and collecting them need softness and delicacy, which is one reason why women flourish in the industry. The Venkateshwara Group adopts villages, provides them with schools, books and education. We have a charitable trust under which we run mobile vans with doctors and medicines to orphanages. In addition to this, we run a school at Panshet for the children of our workers, at very subsidized fees. We presently have about 1200 students in that school.

Something about your family...

I got married in 1986. Listening to the name "Desai" many people feel it is a love marriage. It is an inter-caste one though, an arranged one. Our families knew each other for 2-3 decades. My husband is a C.A. and he came from a poultry background. We have a daughter who is still in school.

What are your favorite past-times?

I love old Hindi film music; I enjoy the game of cricket; I spend time reading marketing stories to get ideas and inspiration for business promotion and advertising.

'To reach the zenith is tough, continuing to be there is tougher', we ruminate...



Rajani Panchang (L) with Anuradha Desai (R)

LILA FELLOWS DEEPALI RAVI AND PRITI TAMANG FEATURED IN PUNE NEWSLINE
ON 3.1.02 AND 5.9.01 RESPECTIVELY

PUNE ■ THURSDAY
JANUARY 3, 2002

PUNENewsline

Setting her 'Site' high

From the basic of computers to having her own site, Deepali Ravi has come a long way

Two years ago, Puneite Deepali Ravi knew nothing about computers. Then she tied the knot and flew to North Carolina, USA. And now she has cookery website and a website on Indian dance www.nadanaam.com to her name. Quite an achievement this, she accomplished this with the same enthusiasm she put into all her other efforts be it doing Bharatnatyam or studying commerce.

"Having a husband totally into computers, opened the window to me", she smiles. "And the rest just fell through! In the initial days, it was crazy remembers Deepali. "I had not even known the basics of typing or could not understand the concept of mouse or as to how to move it. Let alone the concept of internet. And I felt miserable. So I had to start right from getting control over the mouse and searching for alphabets on the keyboard. I would take almost half an hour to type just three lines of the email. And my head would start spinning within 10 minutes of sitting in front of the computer, trying to concentrate.

So thus I only wrote mails to my husband. With lots of time on hand after teaching her students and some shows, Deepali decided to get techno savvy. And before I knew it, I had already launched my cookery website - www.wonersky.com/deepscookbook/. "This was actually Ravi (my husband) and my gift for our first anniversary", bubbles Deepali.

Now she is adept at not just checking for information, she is also an information source for many with www.naadanam.com. This portal is to provide useful information on the various dance forms on India. This came about as a direct result of my desire to pursue my interest in dance. I have worked on it for the last 7-8 months and it is in the stages of development.



Deepali plans to have a discussion board on the website that would talk about queries on dance, have articles, list events, snippets and details about everything about dance in general. Deepali's attachment to dance who as a Lila Fellow did her masters in dance with Sucheta Bhide Chaphekar.

The cookery site www.wonersky.com/deepscookbook/ contains a delicious mix of recipes, tips, glossary, a bit on personal care, pregnancy, and an amazing glossary. "This is more than a cookery website, it delves into the womansworld", she says. "Looking back, I am very pleased with all that I have learnt so far, but the irony is that the learning has just begun. There's so much to be learnt and achieved, and I am sure I will continue to look forward to keep the excitement rolling," she says, her eyes lighting up instantly.

Lucky to be a Lady

Feminine yet firm in her resolve, Priti I Tamang, project leader at Cummins Infotech, reveals how persistent hardwork and dedication can win any day

My first job : After completing my engineering degree in Electronics and Telecommunications I joined as an engineering trainee with Tata Cummins Ltd. in Jamshedpur, the steel city. Those days are still vivid in my memory. Jamshedpur was far from Pune and my parents with whom I had spent most of my life and thus all advice that poured in about my move to Jamshedpur was too far from encouraging. But the need to be independent was too strong for me to think otherwise. Of course my parents have always been supportive and that was all I needed finally to take on the job.

Only woman amongst fifty three men : My attitude towards work was greatly shaped by my hands on experiences on the shopfloor. Being a part of the electronics maintenance team my responsibilities included maintenance of equipment in the assembly line. Interacting with workers was difficult at first, also I was the -only woman around. Thinking of it now, I realise how much

(contd. overleaf)



better I understand men today because of that experience. The exposure I received at that time has also left me with valuable insights to a successful professional life.

Taking on challenges : As a newcomer to the setup I had the demanding task of handling responsibilities that had enormous consequences. It was only through sheer concentrated hardwork that I dealt with these. Successes such as these increased my confidence tremendously. It's important during professional difficulties to keep track of your goal and to keep your mind focussed in the right and positive direction.

A second lease : I completed my MBA at XLRI, Jamshedpur and joined a reputed automobile company in managerial capacity was introduced to several managerial policies that only added my reserve of useful experience. Soon I was offered a position to a startup venture in (Infotech, in Pune. The lure of being back home and working for young organisation where I can feel the satisfaction of turning dreams to reality made me homebound.

Rules to work : Keeping an open mind makes it easy to lean and grow. Assertiveness should not be mixed with arrogance mistakes are made and one should only learn from them. Also be ready to face rejection your suggestions may not always be welcomed but persistent assertiveness coupled with tact will be definitely noticed.

Women and work : It's important to have a goal for yourself and your own identity. True, women have to work twice as hard to prove themselves but when the efforts are recognised, the appreciation that comes is also twice as much. But I would like to stress here that taking concessions for being a woman is being-defeatist.

Tackling roles : Juggling marriage, family and work is all a question of attitude and efficient time management. Women are capable enough to manage all three. You need to know what is the need of the hour, which one commands priority over the others.

Marriage means : I am just about settling down to married life. My husband, Sundeep Thapa; is in the Indian Navy. He has been very understanding of my needs and career goals. Although his is a job where he will be transferred often, he too has in mind that I need to be in Pune at the moment. My in-laws have also been supportive of my wishes.

(Courtesy Inspira, August 2001 issue, a quarterly newsletter published by Lila Poonawalla Foundation.)



*Lila Fellow
Cristal D'Souza featured in
Citadel of Feb. 2002*

**LOOKIN'
IN THE
CRYSTAL
BALL...!**

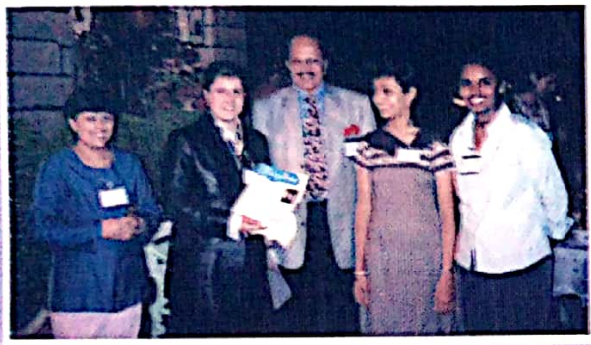
At the moment she is busy working in one of the biggest and oldest local banks in Doha, The Commercial Bank of Qatar. The bank has a totally British management at the helm, which insists on perfection and she is busy as the PR, Advertising & Communications coordinator. Did we mention she has to struggle valiantly between home & hearth and the bank, with a small son Ryeshher? If you are wondering who this savvy woman is, who has managed to lure a plum her way in the distant depths of the Middle East, we are writing about **Cristal D'Souza**. Cristal, (she spells it that way), is none other than Pune's very own Lila Poonawalla scholarship awardee, for 1997.

"I actually trained in western classical music, in Trinity College of Music London. I decided to tie the knot very fast, I got pregnant soon too, and when I received the call for the Lila Poonawalla scholarship I was actually in the delivery room!" she laughs. "The scholarship is a very good learning process. It has made me more confident, I know that I can go ahead and take up any challenge. My confidence helped me in Doha where bank jobs are very difficult, especially for ladies. Most ladies there prefer a job in the bank because of the extremely convenient timings - morn 7:30 to 2:30 in the afternoon!"

Speaking about how winning the contest has helped her in real life, the charming Leo reveals her successes in Doha, which helped her inch her way to the top slot in the bank in no time. "Now I am in-charge of the communications for the entire bank." About advice to aspirants longing to succeed she states, "Make up your mind about what you want to do, have determination, and trust your gut feeling. Regretting later is no good. I was very upset that I did not do my MBA after college. My husband who has been a pillar of strength to me, asked me to go ahead, and do 'what your heart tells you.' Do it with your full concentration and put your full soul into it." Terrific words of wisdom those.



Down Memory Lane... SNIPPETS



Wall Street Executive & Lila fellow Neetu Bhatia (1996) releasing Inspira Vol. 5, Dec. 2001. Seen here are (L-R) Jayashree, Neetu, Mr. Poonawalla, Rajani & Kavita



Welcoming the New Year, is the Lila Poonawalla Family at Fili Villa



Trustees & Lila Fellows enjoying at Fili Rozil



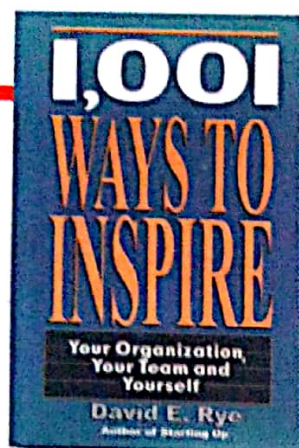
"Ever Helpful", Prabha, Secretary of LPF, being hugged by Lila Fellow & Editor of Inspira, Uzma, at the close of the NLP session



A Zealous lot of the Lila Poonawalla family, at the end of the trip to Fili Rozil



Lila Fellows at (NLP) Neuro Linguistic Programming conducted by renowned NLP Practitioner, Mr. Keki Darbari, at Holiday Inn



NAME OF THE BOOK : **1001 Ways to Inspire Your Organization, Your Team, And Yourself.**
 AUTHOR OF THE BOOK : David Rye
 NAME OF THE PUBLISHER : Jaico Publishing House
 EDITION : 1st Edition
 YEAR OF PUBLISHING : 2001
 COST OF THE BOOK : Rs. 140.00

which can be applied to motivate people like your employees, peers, senior management, friends, and even yourself. The readers are introduced to real business situations, which is an interesting exercise in itself.

The book allows you to take a personality test in the first chapter to determine your personality type. The next section gives you a glance into

the basics of motivation. The following sections in the book comprise of real life situations or let's say problems faced at work, and then the motivation tips are given for each personality type differently. The book presents a profound model of four personality types. The knowledge provided gives you the confidence to deal more effectively in every interpersonal situation you face. The book is perfect for managers and business people at all levels. The book will teach you how to identify the strengths and weaknesses of your personality; to keep yourself motivated all the time even in case of adverse situations; to accept others for what they are; to avoid dead-end approaches when dealing with different people and personalities; to establish working relationships with greater ease; and finally to motivate others to do what you need to get done from them.

The chapters are organized for easy reference and through abundant examples and case studies and numerous features, the author shows how to apply his theory in real life situations with your boss and your peers, the people you supervise and everyone with whom you interact. The book finally concludes with the fact that if motivation is practiced in the correct manner you will be amazed to know how productive people can become and it becomes easier to get others to help and improve the overall performance of the organization.

- KAVITA VASANT.

YOUR'S TRULY



The New Year's bash at Balewadi saw the Lila Fellows having a whale of a time. Inspira was released by Lila Fellow Neetu Bhatia who also shared her WTC experience. Senior trustee Mrs.

Frenny Tarapore was felicitated on being conferred the Pune Pride award for her lifelong contribution towards the field of education. We also know her as a reservoir of warmth and encouragement. Pune's Pride is also LPF's Pride. An award well deserved ma'am! Our Lila Fellows are doing us proud too. Cristal D'Souza and Deepali Ravi were interviewed by the media. Bravo Fellas! Way to go!

We would like to thank all those who have contributed to and appreciated our work. We hope you will continue to stand by us. We all enjoy getting our copies of Inspira. It is not to be forgotten though, that we cannot bring out those fine issues unless YOU write to us-share your experiences in life or at work. Give us your poems, sketches or your success stories and we'll publish them.

Let the world know who you are. *You are women of substance.* Right?

We enjoyed the trip to Fila Rozil. We would like to thank Mr. and Mrs. Poonawalla for their warm hospitality and their team for all their efforts in making it a day to remember. We also relished a two-day workshop on NLP (Neuro-Linguistic Programming), that may be covered sometime in our forthcoming issues. We look forward to such sessions for equipping ourselves with powerful skills.

The vortex of communalism is sucking us in. Let us keep our sanity in check to spread peace and brotherhood wherever we live. After all, this is OUR world and only WE can preserve it.

Finally here's wishing all the examinees The Best and people out there a **Bright Summer!**

Editor-

UZMA. KAZI.



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