

Champion a Woman She will Build a Nation!

A White Paper on **WOMEN EMPOWERMENT IN INDIA**

The whole country can benefit from maximising women's potential through life coaching.

Corporate houses will benefit from higher productivity and lower attrition of women in the workforce.


Educational institutions will count more numbers and higher achievers among their alumni and see better placements for their graduates.

Government bodies at every level will be able to stem the loss of productivity in women and girls, which negatively affects the growth of the country today.

GLOBAL ADJUSTMENTS FOUNDATION

globaladjustments.com/foundation/

**Champion a Woman
She will Build a Nation!**



WOMEN EMPOWERMENT is an important issue in India, especially when it comes to academic achievements and employment opportunities. The Global Adjustments Foundation has been supporting women in the professional as well as in the family sphere by offering workshops and talks on leadership and work–life balance. **This document introduces the approach of Global Adjustments Foundation to the issue, and gives insights into topics, methods and feedback obtained. It explains how its larger objective of reaching out to 1 MILLION WOMEN over the coming years can be supported by governments, companies and individuals.**

We empower women to be their best selves.

We strive to impart self-esteem and goal- setting abilities to SCHOOLGIRLS, the freedom to design their future according to their potential to YOUNG WOMEN IN COLLEGES, and the art of achieving work–life balance to WOMEN IN THE WORKFORCE.




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EXECUTIVE SUMMARY

The White Paper

Global Adjustments Foundation has been working on women empowerment issues for a number of years. Its programmes have been evaluated scientifically and described and analysed in this White Paper. The document provides an overview of the gender situation in India as a whole, and future support requirements. It also records the motivation of Global Adjustments Foundation, its approach and the thrust of its workshops and training programmes, as well as future goals.

The Concern

Although equal rights for women has been an important political and social issue for decades in India and the concept is enshrined in the legal framework, there is much to be done to achieve the goal. This becomes obvious when ground realities are compared with the ideals set out in the Constitution and other laws and support systems at the national, state and local body level. Although the gender disparity favouring boys in making use of education opportunities seems to be diminishing, the gap remains a challenge when it comes to achieving work–life balance and presence of educated women in the workforce and senior ranks of management and governance.

The Vision

The first step towards breaking the often-cited glass ceiling is to empower women to be well-balanced and centred by making them aware of their inner strengths. Development of interpersonal skills is the second step. For schoolgirls and college-going women, communication skills and mindful living are crucial to setting clear goals and pursuing them with determination. Communicating these goals to teammates and family to win support is key to achieving more in life and, most importantly, being happy while doing so. **For women in the workforce, empowerment results in higher productivity at the workplace as well as in more effective management of work–life balance. This translates as better employee retention for companies. As citizens, resilient women succeed in nurturing impactful generations.**

The Approach

With practically no conscious or formal inputs on developing self-confidence or self-esteem, women don't know how to set goals for their personal and professional life. That is where Global Adjustments Foundation steps in. It conducts workshops to inculcate **self-confidence** and **self-esteem**, and by extension, facilitates **goal-setting**. Participants are encouraged to introspect on strengths and weaknesses, and tips and tools are offered for effective communication, emotional intelligence, fitness and hygiene, self-defence, spoken English and ultimate economic independence. The sessions include mentoring and counselling.

The Goal

Global Adjustments Foundation has set itself the ambitious goal of reaching out to 1 million women and empowering them in family and professional life. It has identified several ways in which governments, companies and individuals can contribute to this end. The options include financial and structural support, mentoring and volunteering.

FOREWORD

It is a pleasure to see the need of today's India being met by a group of women achievers, who picked the right time to be at the right place. The time is 2019, as India goes to the polls for the 17th time. During the last elections, we highlighted the fact that 49% of the voters were women and encouraged them all to exercise their franchise. This time, we want all women of India to work and raise the GDP of the nation.

Global Adjustments Foundation, headed by Founder Ranjini Manian, is on the right track in working to empower urban women to be career intentional and contribute both at home and in the workforce.

There can be no better area to focus on than raising awareness of the work-life balance to achieve the goal of getting women to join the workforce and remain productive. A stressed Indian woman quitting the workforce because of inability to juggle the demands of marriage, child rearing and traditional concepts of 'duty' with expectations at the workplace amounts to a regrettable depletion of the nation's wealth creation capacity.

This research paper, based on interviews and needs analysis, done scientifically by a social scientist and visiting professor at the IIT Madras, who is on the advisory board of Global Adjustments Foundation, shows the enormous impact and felt need in our society to raise self-belief in our women.

The Global Adjustments Foundation's motto - Champion a Woman – She will build a Nation! - is apt. I hope this will be adopted by others too, and become a national movement. It will take India to its rightful place in the world.



Dr. Akhila Srinivasan

Managing Director

Shriram Life Insurance Co.Ltd.

Global Adjustments Foundation has conducted a finishing school workshop module for our entire graduating class of 2017. This was the first time we had an end-to-end session by a well-informed group to empower women.

At M.O.P. Vaishnav College, teaching and learning go beyond classrooms. That we chose to partner with Global Adjustments Foundation is ample testimony that its objectives are in total sync with development and empowerment of women. The Foundation understands the overall holistic needs of our young women and marches in step with academic learning, providing the balance with life education.

I believe and endorse that the team at Global Adjustments Foundation is both skilled and flexible to meet the needs of our times.

I wish them every success as they measure the impact of their work, and I hope it becomes a scalable and sustainable model to stay for decades in the Indian education industry.



Dr.Lalitha Balakrishnan

Principal

MOP Vaishnav College for Women

& Member Senate, University of Madras Chennai

Global Adjustments Foundation had approached Police Department to impart training on life coaching and leadership and communication skills to women police personnel.

I had the opportunity to co-ordinate the training of women police constables of the Chennai City Police. During the last one year, Global Adjustments Foundation has trained over 1000 police women of Chennai city.

The feedback from the participants has been most encouraging . All of them described the training as extremely empowering, helping them in releasing their bottled up negative emotions and in facing their life and work with hope, positivity and confidence.

I wish the Global Adjustments Foundation team led by Ranjini Manian success in the endeavour to empower women and thereby help in nation building.



Seema Agrawal, IPS

Addl. Director General of Police

WOMEN OF INDIA – MILES TO GO

Ensuring equal rights for women has been an important political and social issue over the past decades in India and the concept is enshrined in the country’s legal framework. The Indian Constitution forbids discrimination on the ground of gender, allows for affirmative action in favour of women and reserves seats for women at the local body level of governance (Art. 15 and Art 243). There are also mechanisms to offer equal rights and opportunities to women, protective measures like laws against dowry, domestic violence and trafficking, and rules mandating equal pay.

	Rank	Score	Avg	Female	Male	F/M ratio	0.00	Distance to parity	2.00
Economic participation and opportunity	136	0.376	0.585					1.00	
Labour force participation	136	0.347	0.667	28.5	82.0	0.35			
Wage equality for similar work (survey)	80	0.620	0.634	-	-	0.62			
Estimated earned income (US\$, PPP)	137	0.232	0.509	2,424	10,428	0.23			
Legislators, senior officials, and managers	114	0.148	0.320	12.9	87.1	0.15			
Professional and technical workers	118	0.338	0.758	25.3	74.7	0.34			

Table 1: Economic participation and opportunity by gender in India (World Economic Forum 2017)

Despite equal opportunities for education, the gender issue affects women when they are ready to enter the job market.

The Government of India, state governments and civil society activists are taking measures to narrow the gap between constitutional and legal guarantees of equality and the real-life situation with regard to achieving these objectives (see below). The Ministry of Women and Child Development works on a national policy for empowerment of women, within which it defines and implements relevant empowerment issues, measures and structures¹. The Tamil Nadu Corporation for Development of Women works with supranational and local partners to implement structures and programmes supporting the empowerment of women, especially in the arenas of rural self-help groups and micro-financing². The civil society in Chennai works with homeless, disabled or distressed women and children and supports women’s educational and professional development and independence by creating awareness on health issues and other dimensions of a woman’s life³.

¹ <http://www.wcd.nic.in/>, last visited on Apr. 8th, 2018.

² <http://www.tamilnadumahalir.org/>, last visited on Apr. 8th, 2018.

³ Mixed list of Chennai NGOs on various topics, women empowerment included: <http://www.indiamapped.com/ngo-in-tamil-nadu/chennai/>, last visited on Apr. 8th, 2018.

Low self-confidence and ineffective crisis management lead to high attrition, mainly in women.

	Rank	Score	Avg	Female	Male		Distance to parity
Educational attainment	112	0.952	0.953				
Literacy rate	1118	0.752	0.883	59.3	78.9	0.75	
Enrolment in primary education	1	1.000	0.979	92.9	91.7	1.01	
Enrolment in secondary education	1	1.000	0.971	62.2	61.4	1.01	
Enrolment in tertiary education	95	0.990	0.938	26.7	27.0	0.99	

Table 2: Educational attainment by gender in India (World Economic Forum 2017)

Consequently, options and possible lifestyles open to women in India have changed considerably in recent years. However, **when the ground reality is seen against the scope of pro-women action envisaged by the Constitution and government policies and laws, it is clear that there is a lot still to be achieved.**

India falls in the Medium Development category (Rank 131 of 188 countries in 2016) on the human development index of the United Nations. When it comes to human development lost due to inequality between genders however, **it is a part of the group of countries with the largest losses** (Rank 125 of 159 countries in 2015)⁴. The low representation rate of women in the Parliaments (12.2%) of the countries in this group, the large difference between the number of women with at least some secondary education (35.3%) compared to men (61.4%) and the low labour force participation rate of women (26.8%) compared to men (79.1%) are striking⁵.

	Rank	Score	Avg	Female	Male		Distance to parity
Political empowerment	15	0.407	0.227				
Women in Parliament	118	0.134	0.279	11.8	88.2	0.13	
Women in ministerial positions	76	0.227	0.209	18.5	81.5	0.23	
Years with female head to state (last 50)	3	0.697	0.200	20.5	29.5	0.70	

Table 3: Political empowerment by gender in India (World Economic Forum 2017)

⁴ GII <http://hdr.undp.org/en/indicators/68606>; HDI <http://hdr.undp.org/en/countries/profiles/IND>, last visited on Apr. 8th, 2018.

⁵ Human Development Report 2016, Briefing Note India.

Our goal is to equip a significant number of women to fill senior positions in the government and management cadre in Tamil Nadu, so that the state becomes a role model for the country.



Other indices like the global gender gap index by the World Economic Forum characterize India in the same way although details may vary. The indices (Tables 1-3) have a wider range of indicators slotted into four sub-indexes – inequality in economic participation and opportunity, educational attainment, health and survival and political empowerment.

The global gender gap index highlights a decline in India's overall gender gap index ranking in the last year from Rank 87 to 108 out of 144 participating countries. This is due mainly to a widening of the gender gap in political empowerment, with a very low female participation in Parliament and ministries⁶. Smaller negative changes have also taken place when it comes to healthy life expectancy⁷ and opportunity to participate in the economy⁸. **Newly available data highlights the extent of the gender gap when it comes to senior positions in management, administration and legislation as well as among professional and technical workers.** On the positive side, India succeeded for the second year in a row in closing the secondary schooling enrolment gap and nearly closed its tertiary education gender gap^{9,10}.

Thus, at an – admittedly brief – glance, the following conclusions can be drawn: India has a framework set out in the Constitution and other laws at the national, state and local levels, and a vibrant civil society that allow for a broad scope of action in terms of gender equality on a collective and individual basis. However, **although there is a recent trend towards gender balance in availing of education, closing the gender gap remains a challenge when it comes to work–life balance and educated workforce, including in the senior ranks of management and governance. Global Adjustments Foundation has set itself the target of narrowing this gap, starting with Chennai.**

⁶Global Gender Report (2016/2017): subranking in the corresponding subindex “political empowerment” in 2016: 9; in 2017: 15.

⁷Global Gender Report (2016/2017): subranking in the corresponding subindex “health and survival” in 2016: 142; in 2017: 143.

⁸Global Gender Report (2016/2017): subranking in the corresponding subindex “economic participation and opportunity” in 2016: 136; in 2017: 139.

⁹Global gender gap report (2016/2017): subranking in the corresponding subindex “educational attainment” in 2016: 113; in 2017: 112;

¹⁰In order to understand the data, one has to keep in mind that both reports present a mixture of intergenerational mean values which picture educational shortcomings of the past, for example, and spotlight new developments like school enrolment, but do not take cognizance of early school drop outs in secondary education.



THE WHITE PAPER – The Issue and a Solution

In cooperation with Dr. Monika Gonser, social scientist and visiting professor at the IIT Madras, Global Adjustments Foundation conducted an evaluation of programmes being run by it. A total of 147 people – women who had participated in various workshops as well as employers and heads of educational institutions – were surveyed in December 2017 and January and February 2018.

The analysis followed a two-step approach. In a quantitative, standardized questionnaire, 132 women were asked to evaluate the usefulness of the workshops they attended and the methods and instruments applied (refer Table 4). Qualitative, in-depth, semi-standardized interviews with 15 employers and heads of schools and colleges as well as with programme participants provided detailed feedback on the central focus of the workshops, the applicability of the content to real life as well as needs and perspectives they felt should be addressed.

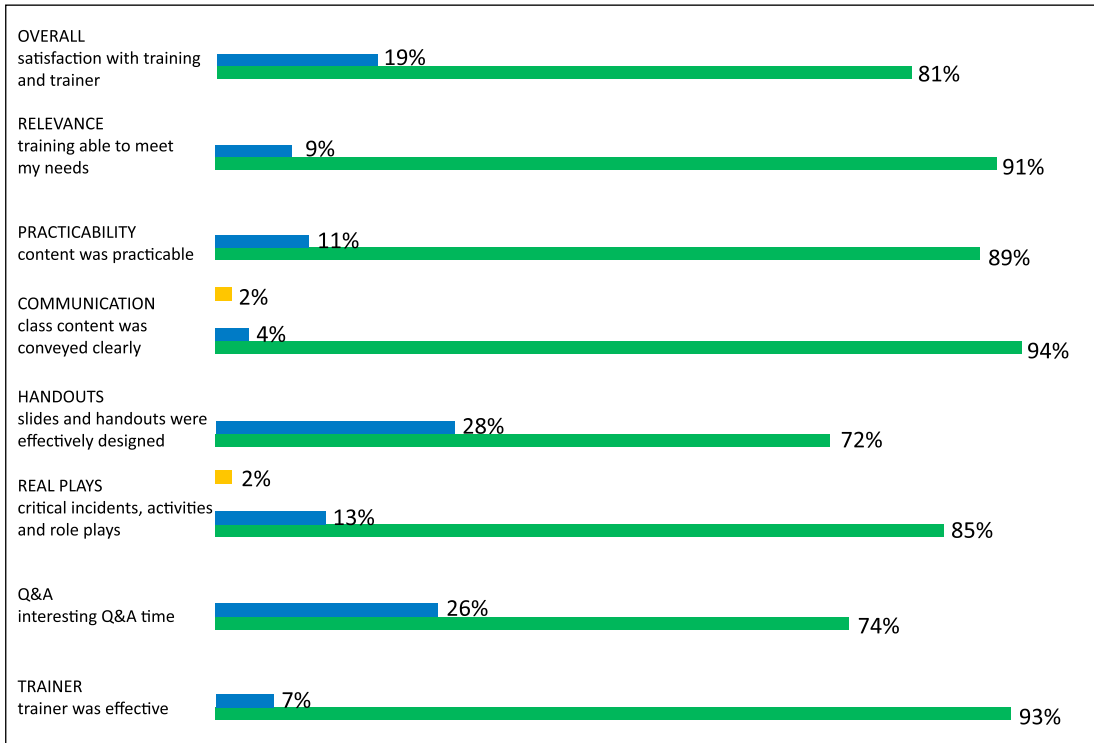
The main findings of the survey were as follows:

- Participants, employers and heads of educational institutions agreed that the **workshops fulfil needs** relating to communication and leadership skills and work–life balance issues.
- **Over 90%** of the 132 surveyed participants were **very satisfied with the training** in respect to relevance, the clarity in communication and the effectiveness of the trainers.
- The aspects participants found **most relevant were fitness and meditation, communication skills and introspection.**
- Workshop participants, employers and heads of schools and colleges **all want follow-up sessions** and deepening of the training content.

The scientific survey we conducted confirms that life coaching contributes to meeting the need for women empowerment.

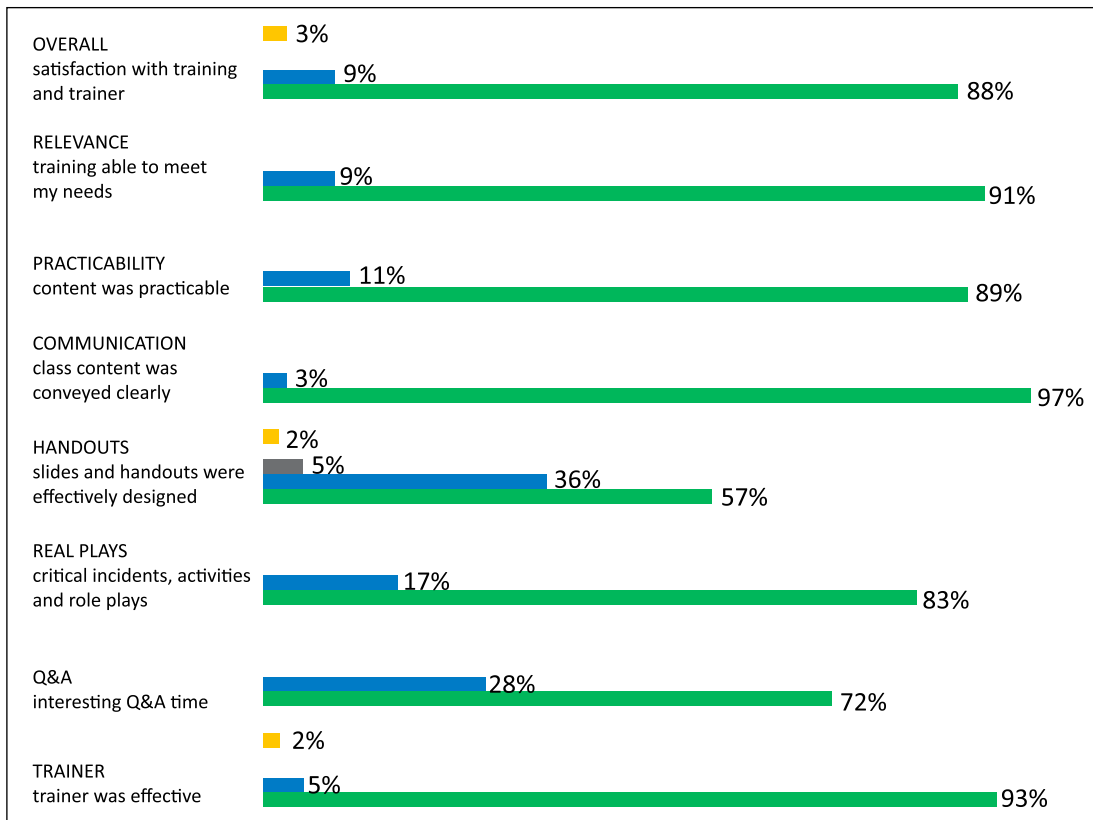
TRAINEE FEEDBACK MOTIVATIONAL TRAINING ON 4/12/2017

■ N.A.
 ■ POOR
 ■ AVERAGE
 ■ GOOD
 ■ VERY GOOD



TRAINEE FEEDBACK MOTIVATIONAL TRAINING ON 11/12/2017

■ N.A.
 ■ POOR
 ■ AVERAGE
 ■ GOOD
 ■ VERY GOOD



WHAT WE DO

Global Adjustments Foundation works on women empowerment in areas so far untouched by similar initiatives. It runs programmes to motivate and build self-esteem of women and raise physical and emotional wellness levels, so that, clubbed with robust interpersonal communication skills, they are empowered to ask and receive support to achieve their best. **The focus is on building the inner strength of women with the emphasis on mindful living, so that they remain true contributors to both society and the economy.**

MISSION

Provide life coaching which maximises the emotional, physical and leadership skills of women

VISION

Empower the workforce with balanced, confident and productive women

MOTTO

Champion a Woman – She Will Build a Nation!

Indian culture has traditionally encouraged women to 'listen to' three men in their lives: father, husband and son. This programme helps women to speak up and use their power for good, by developing a sense of self and reducing the need to seek approval.



We don't just train. Networking, mentoring and counselling are key methods used by the Global Adjustments Foundation.



THE VISION – Life Coaching to Create Empowered Women

Global Adjustments Foundation was started by a woman, is run mainly by women, and is meant for women. The need that the Foundation addresses is universal, not strictly gender-related. Nevertheless, it is a fact that women experience that need more deeply than men do, and this is especially true of India. Indian women in the workforce feel crushed between family duties and career. Even when they don't quit the job after getting married and having children, it is wrongly assumed that they are not fit to climb the corporate ladder and take on more responsibility at work as their focus will be divided between the workplace and home.

Some might say that the glass ceiling exists only in women's minds. Global Adjustments Foundation does not think so. Nevertheless, it acknowledges that **the first step to breaking that ceiling is to empower women to be well-balanced and well-centred. Inner strength makes a huge difference:** self-confident and self-aware women who are comfortable with who they are succeed at whatever they do in both professional and personal life. Realizing this, Global Adjustments Foundation provides life coaching which maximises the emotional, physical and leadership skills of women.

Interpersonal skills are the second thrust area of Global Adjustments Foundation's modules. Setting goals and communicating them to stakeholders to win support is key to achieving more in life and, importantly, being happy while doing so. **Young Indian women have an urgent need for effective communication skills.** In today's fast-paced world, particularly in India, one of the fastest growing countries of the current decade, they can greatly benefit from global exposure but may find it difficult to reconcile this exposure with the traditions in which they have been brought up. Therefore, opening up about their thoughts, feelings and fears and being guided to conquer these are the ways to maximise their potential.

Direct and clear communication skills empower women to manage relationships more successfully both at the workplace and at home. This sets off a virtuous circle - empowered women who are able to communicate effectively share what they have learnt first-hand with peers, articulate team members enhance a team's productivity, expressive mothers can be in tune with and relate better to their children and build bridges between generations.

Improved communication skills result in better relationship management at home as well as at work.

THE VISION HOLDER: WOMAN ENTREPRENEUR-TURNED PHILANTHROPIST

Ranjini Manian is an entrepreneur, cultural ambassador, author and philanthropist. She is also a caring mother of two, a loving daughter, a sympathetic sister and wife. She is the founder of India's premier relocation and cross-cultural services company – Global Adjustments – which publishes the pan-Indian cultural magazine *Culturama*. She has spent the past two decades connecting global citizens of MNCs to India. While promoting Indian business cultural understanding among foreign direct investors and returning Indians, she became acutely aware of the additional burden that women carry in order to have it all, especially as India transitions from tradition to modernity.

In her entrepreneurial journey, Ranjini was invited to serve on the Harvard Women's Leadership Board and was inspired by the work there. She met entrepreneurs who turned their talent and passion into disruptive and successful business ideas, learnt from women who achieved stunning success in various fields, and personally experienced the importance of inculcating a positive mindset for growth and success. **She saw that life coaching for mindful living is the way to women empowerment. That's how the Global Adjustments Foundation journey started.**



Life skills are the basis on which career skills are built; and unless this base is strong, a successful career cannot be built.



TOWARDS AN IMPACTFUL FUTURE GENERATION

Global Adjustments Foundation's workshops focus on women because women can get the virtuous circle of empowerment going within the family by becoming empowered daughters, mothers, sisters, wives and daughters-in-law. They are then able to carry it forward outside the homes and contribute to creating impactful future generations.

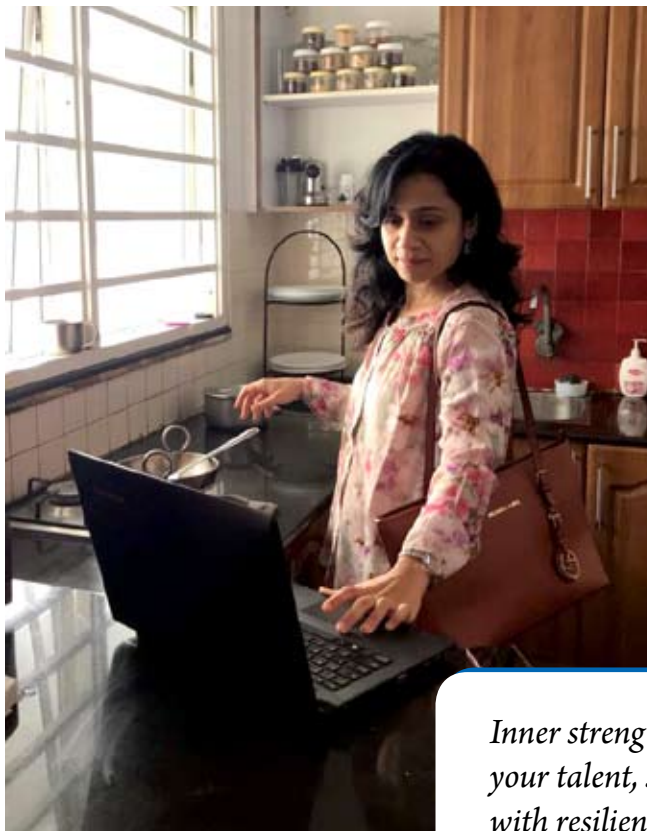
Women can propel an epic cultural change in India and the whole country will benefit from this change. The India in transition is grappling with the dichotomy between spirituality and materialism, frugality and opulence, responsible freedom and intemperance; formal education and upbringing may not be sufficient to provide the youth with the best skills to face the consequent challenges. **Life coaching meets the need to strengthen the core of our youth so that they can fly on global wings while staying rooted in their culture.**

For women in the workforce, empowerment results in higher productivity at the workplace as well as better work-life balance. Consequently, **the companies they work for achieve better employee retention.**

For girls and young women students, **communication skills and mindful living help them set clear goals and pursue these with determination.**

Women as citizens become resilient, and hence successful in nurturing impactful generations.

A well-balanced woman makes a more productive employee and an active citizen.



Inner strength for self-actualisation: Spot your talent, set you goals and pursue them with resilience.

THE APPROACH: FOSTERING EMOTIONAL, PHYSICAL AND LEADERSHIP SKILLS

WHO IS IT FOR?

The trainees at Global Adjustments Foundation workshops are women from different strata of society at varied stages of life. Workshops are conducted in schools, colleges and workplaces. At every stage, participants arrive with a felt need for personality enhancement. They do not have formal, structured learning opportunities to hone emotional, physical and leadership skills. They assume they are confident but are unable to effectively communicate. They need to explicitly seek and receive support to aspire and achieve. These women belong to transitional India. They come from traditional backgrounds and are willing to work hard to break the glass ceiling to achieve personal success. Indian roots anchor them, but they are capable of flying with global wings.

WHY DO WE DO IT?

Due to the widespread lack of conviction in the benefits of empowering women, there is a low-threshold approach to life skills assessment and development. Educational institutions and corporate employers, for example, will train the workforce on skills that enable them to be productive immediately on employment. Employers try to increase productivity scores through ways which do not include life skills development.

This leads to a **high rate of attrition among women employees as low self-confidence and ineffective crisis management act as stumbling blocks at crucial milestones in their journey.** In addition, most Indian women are still culturally biased to value male family members' fulfilment and wellbeing more than their own self actualization. It can be called the Indian woman's sacrificial mentality. Therefore, Global Adjustments Foundation has made it its mission to empower women by making them balanced, confident and productive.

We believe that championing a woman will result in empowering the whole nation because she will build her family first; then, like expanding ripples in water, she will build the community around her and, subsequently, the nation. **India is going from women's development to "women-led development", to quote Prime Minister Narendra Modi.**

Programmes focused on mindful living help participants to live a balanced and happier life.



The programme was not theory based, it was very interactive and the format was very practical.

HOW DO WE DO IT?

Programme content is customized to suit target audience. Global Adjustments Foundation enables life coaching in a direct and practical way. For example, at workshops for final year college students, mock interviews are conducted as role play.

Our curriculum consists of three pillars: emotional skills, physical skills and leadership skills. Specific topics are covered under each pillar (see Table below).

Emotional	Physical	Leadership
Meditation	Fitness	Self-esteem building
Strengthening relationship	Nutrition	Team building and inclusivity
Stress management	Addiction avoidance	Work–life integration
Building optimism and resilience	Self-defense	Goal setting
Gender understanding	Grooming and etiquette	Communication and public speaking
		Values and ethics



“

The class was so motivating that apart from hospital duties I could apply the learnings to my personal relationships too. My whole attitude has changed.

“

The physical fitness class is very exciting once I get started, and when we have starting trouble, the instructor’s ability to motivate us with music is awesome. I look forward to this daily routine in my life now.”

Anjana Sarkar,
Daimler India

The flagship session builds positive energy in women and girls. Stress management via meditation, awareness of gender strengths and differences, positive handling of emotions, strengthening relationships, increase in happiness quotient via optimism and resilience are topics covered.

PHYSICAL WELLNESS: FITNESS AND HYGIENE

The fitness curriculum includes high-intensity activities. The interesting exercise routines are crafted to fit into the schedule of busy women. The sensitive topic of women's hygiene, which is usually glossed over, is addressed candidly by health experts. Keeping in mind the sensitivity of the topic, especially for girls and young women from less educated families, the focus is on caring for the body while respecting traditional values.

PHYSICAL SKILLS SET: SELF-DEFENCE

In the current scenario of heightened sexual harassment and crime, one of the aims of the Global Adjustments Foundation workshops is to reduce pressure on and from parents related to the safety of working women. Self-defence training is an integral part of the agenda. Self-defence techniques are taught in a practical hands-on manner by national award winning martial arts experts. A distinctive feature is that these techniques are designed to be effective when used by women who have low body weight, and are dressed in saris or in other traditional attire. Ramifications of the term 'abuse' are also explained, and the right of a woman to seek protection is conveyed.

LEADERSHIP ATTITUDE: SELF-ESTEEM BUILDING

Participants, to whom concepts of self-esteem and self-confidence are almost alien, are tutored on goal-setting in both personal and private life. The workshops encourage reflection on strengths and weaknesses, and discussions promote self-management.

LEADERSHIP SKILLS SET: EFFECTIVE COMMUNICATION

Assessing issues in effective communication that are obstacles to success, Global Adjustments Foundation has come up with a practical tool called P.R.O.U.D. Communication. Applying this leads participants to stronger relationship building at both personal and professional levels.

LEADERSHIP MUST-HAVE: SPOKEN ENGLISH

English language development is a central issue to labour market integration and hence spoken English is given importance in the sessions conducted by Global Adjustments Foundation, especially for schools and colleges catering to students from lower economic levels.

Networking, mentoring and counselling are key methods used. Global Adjustments Foundation acts as a catalyst. Participants are connected to potential employers or encouraged to become homepreneurs/entrepreneurs based on their needs and interests. A mentor-mentee relationship is established at every session and digital follow-up allows mentors to continue functioning in an advisory capacity.

Self-defence techniques are specially designed for low body weight and women wearing traditional clothes



“
The moves taught in the self-defence class gave us tremendous self confidence because it is one thing to say ‘Use the groin kick’, but quite another to get us to actually aim at that spot and get us ready to overcome self-consciousness.

Preetha Kannan,
M.O.P. Vaishnav College



“
Topics like fitness and meditation are very relevant for the women in the police force. The self-pat tool is useful at all levels. I have started following the simple but powerful tips in both my personal and professional life

FLAGSHIP PROGRAMMES

ASPIRATION TO ACHIEVEMENT (A2A)

Target audience: Final year undergraduate women

Programme duration: Week-long immersion workshop, totalling 25 hours

Objective: A2A is designed to create a balanced, confident and productive workforce of women. It instils in women the urge to be contributors to nation building and to attain economic independence. The programme provides practical tools to achieve this goal.

Special feature: The workshops are addressed by inspiring personalities.

Listed here are the guest speakers till May 2018:

Suhasini Maniratnam, actor and social activist

Lakshmi Narayanan, Co-founder, Cognizant Technology Solutions

D Sabitha, IAS, formerly Secretary, School Education, Government of Tamil Nadu

Sunil Paliwal, IAS, Secretary, Higher Education, Government of Tamil Nadu

Alarmel Valli, dancer and Padma awardee

Murugavel Janakiraman, serial entrepreneur and founder of Bharat Matrimony

Svetha Jaishanker, former Miss India, model and author

Mita Banker, national squash champion, CEO, Studio Profile

“

I have learnt that the key to my happiness will always be with me and me only.

“

I am empowered as I have learnt to become 'quietly assertive' – my thoughts and actions were deeply influenced by this one line shared at the workshop. I have opened a motor garage and it is running well."

Renponi, a single mother from Nagaland



“

Tenacity, self-belief and planning are the tools I gained. I'm currently running an online accessories business. I was worried about whether I would get my investment back, but I felt motivated thanks to the workshop."

Divya, college student from Chennai





I am just a daily wages labourer's daughter. For people like me, knowing we can have aspirations to uplift our lives and understanding how to achieve this is important.

ALL-ROUNDERS

Target audience: School students from Grade 8 to 12.

Programme duration: Ranging from one-hour motivational talks to monthly interactive sessions covering life-coaching topics.

Objective: To enable building a career path, identifying and pursuing a passion, developing competencies and providing tools to face challenges and failure.

Special features:

Sessions for parents and teachers to ensure buy-in.

Higher education and career guidance options outlined by experts.



JOB+

Target audience: Women in the workforce (government and corporate), homepreneurs, entrepreneurs.

Programme duration: Two hours to full-day programmes, based on organization requirement.

Objective: To help women continue in the workforce, reduce stress and therefore attrition, and provide techniques to integrate family responsibilities with career growth.

Special features:

In-depth discussions and simulations to strengthen marital relationships and make parenting more effective.

Practising meditation in the classroom and providing digital audios for daily practice. Emphasis on physical, mental and emotional health.



I know how to communicate proactively, respectfully and directly – this is my takeaway from the workshop.



KEY TRAINERS IN OUR FACULTY



A dozen trainers and subject experts are part of our faculty.

Usha Ramakrishnan, Director, Global Adjustments Foundation. She holds a Masters in Philosophy in Women Studies from Mother Teresa University, Kodaikanal, South India. After a decade-and-a-half at the prestigious HSBC Bank, she brought her leadership skills to empowering others. Usha has spent 15 years in life coaching. She conceives, co-creates and conducts life-coaching workshops in English and Tamil. She is a freelance journalist and columnist who shares life experiences to lift others. She has authored self-help books in English and Tamil.

Master Kebiraj, 7th Dan black belt in karate and mixed martial arts; International Gold Medallist; Martial Arts coach for the Indian Army. He has researched unique women's self-defence techniques with the President of the MMA Federation and teaches effective self-defence techniques. As a national champion and committed to advancement of women in the martial arts sphere, Kebiraj has taught and trained over 50000 people in mixed martial arts. He trains employees of multinational companies and is very active in the international arena, conducting workshops in Dubai, Sri Lanka, and Singapore.

Lakshmi Subramanian Trainer and Programme Coordinator. She has 18 years of experience in a bank headquartered abroad, followed by 12 years in leadership/life skills training. She brings her experiences from the world of work and training to the classes. Training and helping women is her current goal. Lakshmi wishes to make a difference by bringing more women into the workforce and giving them tools and tips to continue to work.

Vijay, fitness consultant. He works to raise human potential to live a healthy life. He teaches fitness for healthy living, sports-specific and functional fitness and conducts classes on movement for special needs, corporate wellness programmes and professional training programmes. Vijay works with schools and colleges to increase awareness of fitness levels especially for girls and he has trained and taught fitness to close to 25,000 people. He brings to our curriculum high intensity activity that requires comparatively less time to ensure endorphins are released for well-being. His exercise routines aimed at promoting a combination of physical and emotional well-being are crafted to fit into the schedules of busy women.

MULTICULTURAL AND CROSS-FUNCTIONAL BOARD

Ranjini Manian, Founder-Chairperson

Usha Ramakrishnan, Director

Lakshmi Subramanian, Programme Coordinator

Chitra Ravi, Accounts and Administration

Janani Nagarajan, Social Media and Marketing Coordinator

ADVISORY BOARD:

Suhasini Maniratnam, Actor and Activist

Dr. Monika Gonser, Social Scientist

Giovanna Vivoli, Brand Strategist



REMOTE FOLLOW-UP TOOLS

In order to maximise the potential of women before, during and post any crisis in life, it is crucial to act as a catalyst, enabling them to augment their self-belief and core strengths. Global Adjustments Foundation is that catalyst. Ranjini Manian, the founder, an entrepreneur with two-and-a-half decades of experience running a company 80% staffed by women, holds the vision to empower women to become career intentional and productive beyond the boundaries of a happy family. She has set the ambitious **objective of reaching out to a 1 MILLION WOMEN within the next 5 years. Global Adjustments Foundation will rely on proven formats, designs and methods as well as on new approaches to reach this aim.**

- **Free life-coaching workshops** ignite a spark in participants, thus realizing the first goal – raising self-awareness – towards the ultimate end of moulding balanced, confident and productive women. These workshops are designed to enable the women to maximise their emotional, physical and leadership skills and form the basis of Global Adjustments Foundation’s engagement with women
- The second goal – self-management – is enabled by **online support and engagement platforms**. Our **YouTube channel** that showcases how successful women have achieved their personal and professional goals is a first ‘pull’ as viewers are prompted to subscribe and remind themselves of key lessons and techniques taught in class. The next step is a ‘push’, where the resources available may be voluntarily sought. They can install an app to set individual goals and hold themselves accountable for their own milestones.
- Ways to allow women to seek help via the **app**, from **online groups and one-on-one engagement**, either in person or virtually, using Zoom or Moocs, are being worked out. The overall aim is to raise the representation of women in the workforce from the current 28% to 50%.
- **Global Adjustments Foundation** has been supporting and will continue to **support girls financially to complete their school and technical/professional college education**. At present, 65 girls are being helped to finish their education and become well-rounded individuals so that they can embark on careers. It hopes to put 250 girls through college in the next five years. In pursuit of the One Million goal, Global Adjustments Foundation has **already touched tens of thousands of women through the life-coaching classes**.

We aim to bring free life coaching to women in non-metro cities and rural India through digital tools.

JOINING HANDS TO CHAMPION A MILLION WOMEN

Champion a Woman - She will build the Nation! is the motto of Global Adjustments Foundation. As with any issue in society, it needs support to achieve its Mission and Vision. Here is how you can help:

AS PART OF THE GOVERNMENT

- Make Global Adjustments Foundation's women's life-coaching content an integral part of the curriculum in schools and colleges.
- Give Global Adjustments Foundation the opportunity to conduct work-life integration programmes for women employees.

AS CORPORATE HOUSES

- Fund the initiatives of Global Adjustments Foundation as part of CSR.
- Give Global Adjustments Foundation the opportunity to conduct work-life integration programmes for women employees.
- Partner Global Adjustments Foundation to provide relevant technical platforms to enhance digital and social media engagement

AS AN INDIVIDUAL

- Be a mentor and help achieve goals online or in person.
- Be a trainer and deliver our curriculum in classes.
- Be a volunteer and answer questions, spread awareness of our work.
- Be a donor and fund our education projects for women.

TOGETHER, LET US CHAMPION 1 MILLION WOMEN!

**HAND IN HAND WITH
GLOBAL ADJUSTMENTS FOUNDATION**

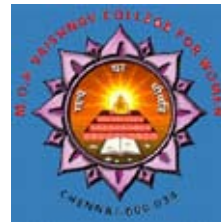
Government



OFFICERS TRAINING ACADEMY



Colleges



MOP VAISHNAV COLLEGE FOR WOMEN



Schools



Hospitals



Corporates



WE HAVE THEIR TRUST



The work–life balance program for our team was extremely well received and the women were motivated to work with increased team spirit personally and professionally. I even asked that the program be run for all 1,000 employees

Thomas Fricke, CEO, Daimler Buses India



Every day, nurses bear responsibility of the patient's comfort on their shoulders and sometimes, this could become quite demanding on them. The Global Adjustments Foundation, run by Ranjini Manian to empower women through life-coaching services gave us a very special opportunity to bolster our nurses' optimism and morale. 1000 nurses from Apollo Hospitals participated in the workshops and after the programs, they were lot more empowered to cope with any stress that they were experiencing. A commendable initiative, we greatly appreciate the support given by the Foundation.

Ms. Preetha Reddy,
Vice Chairperson,
Apollo Hospitals.



The interactive workshops for our nursing staff were practical and extremely motivating. It helped the nurses to be effective in their profession and live a happier and more peaceful life too. The mindfulness practice is most appreciated as it helps them handle stress better.

T.V. Sriram, CFO, Kanchi Kamakoti Childs Trust Hospital



A police woman's job is a stress-filled one and they work in places where basic amenities are not provided. This, with the responsibilities at home, pulls them down emotionally. After Global Adjustments Foundation's workshop, their police stations have become a happier place to work in and the police women have become physically and emotionally more fit. They maintain their calm with tools like meditation which helps them easily balance and manage home and work.

Jeyalakshmi, Dy Commissioner of Police

My children are motivated and remain motivated and focused through Global Adjustments Foundation workshops. It helps them achieve in their area and see a wider vision, makes them feel the need to contribute to their family and society. The holistic programme enables them to become financially and academically successful, including spiritual alignment through meditation and inculcation of values. I find that 9 to 19 years is the habit formation stage and the seeds of growth, success and happiness are sown by them so beautifully.

Shashi Swaran Singh, Headmistress,
Jaigopal Garodia School



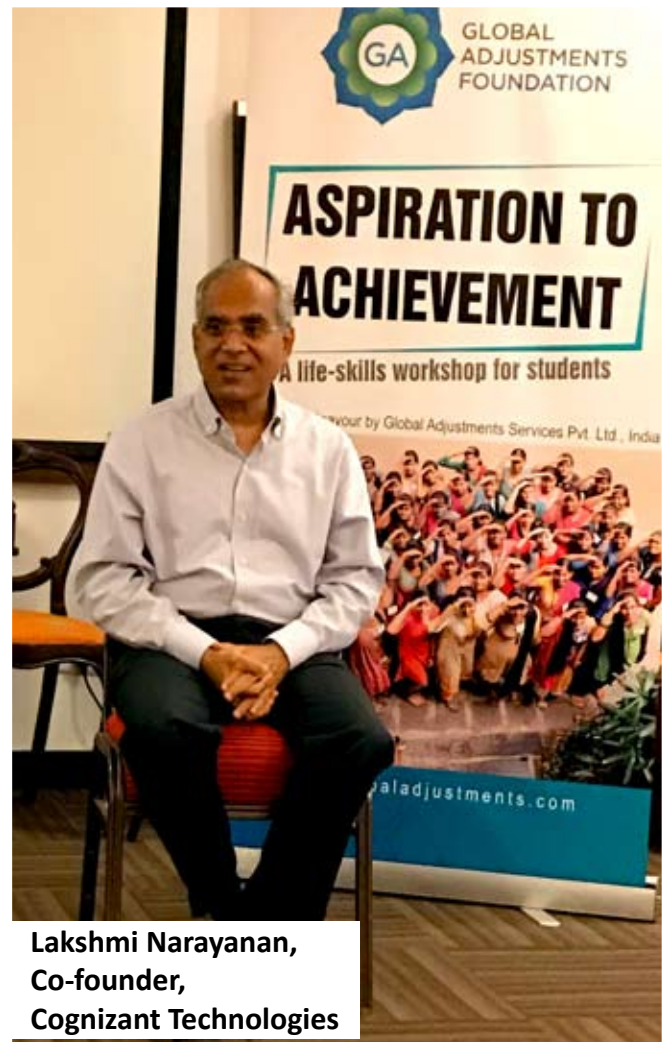
**SELECTED GUEST SPEAKERS AT
GLOBAL ADJUSTMENTS FOUNDATION**



**Padma Bhushan Awardee
Alarmel Valli**



**Suhasini Maniratnam,
Actress and Social Activist**



**Lakshmi Narayanan,
Co-founder,
Cognizant Technologies**



Premkumar,
Former Head, HCL Talentcare



Mita Banker
CEO, Studio Profile



Charuhasan
Actor/Director/Lawyer



Shvetha Jaishankar
Indian model and Author



Murugavel Janakiraman
Founder-CEO, Matrimony.com




5, 3rd Main Road, R. A. Puram, Chennai 600028, India

For free women's workshop in schools, colleges and corporates,
please call **USHA RAMAKRISHNAN, DIRECTOR**,
Global Adjustments Foundation, at **+91 98405 20394**

Stay in touch with us:

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 foundation@globaladjustments.com |  Globaladjustments.com/foundation/