



2023

YEAR IN REVIEW



LETTER FROM THE FOUNDERS

"We can't become what we need to be by remaining what we are."

- Oprah Winfrey

Dear Neythri Community,

As we enter the holiday season, we are pleased to share our 2023 Year in Review with you, which offers an opportunity to look back on another fulfilling year and demonstrates how the work we do at Neythri has helped our community to stay connected, learn and grow.

As we reflect, we are aware that there is no shortage of organizations focused on propelling ambitious professionals into even greater leadership responsibilities. However, we noticed a significant opportunity for South Asian women specifically to come together and activate individual and collective power to influence the change we want to see in the world through personal leadership, investment, and give-back. And over the past four years, we have strived to do exactly that. We wake up every day excited to be on this journey that is so deeply rewarding personally and gratifying professionally. Inherent in membership is the expectation of championing each other in transformative ways. We are proud of the incredible community of senior leaders comprising our Founding and Leadership Circle – leadership that is highly positive and affirming, and ambitious yet collaborative.

Our programs and events this year have focused on helping foster deeper connections among the senior women leaders in our Leadership Circle.

A few key events and programs include:

- An inspirational dialogue with [Sara Mathew](#), former Chair & CEO of Dun & Bradstreet, headlining International Women's Day
- Leadership development events like "Own your Digital Footprint" and "An Inside Look at Life as a New CEO"
- Leadership Circle Mix & Mingles that help our senior members connect and share
- Our Salon program continues to foster the creation of a "personal board of directors" for our members, with deep relationships being built and nurtured
- Our Board Readiness program continues to mature, completing its sixth cohort. We have started to see a growing number of board appointments among our undoubtedly talented membership as our Board Connections program provides more visibility for our members

LETTER FROM THE FOUNDERS

- The Neythri Advisor Network boasts over 100 senior members offering their time and expertise to the Leadership & Founding Circle community
- Our newly launched industry and functional roundtables enable members to connect and engage with others in similar areas. Current roundtables include Boards, Go-to-Market, Healthcare and Social Impact
- Neythri Futures Fund has closed 22 investments since inception in groundbreaking companies featuring diverse and women-led teams

Our global membership has grown steadily in the past four years, with 2,800+ members across the globe. We continue to hold events for our broader community to meet and network in our “Cocktails & Connections” format, to learn from experts on workshops such as “Developing a Leadership Mindset,” and through speakers on a wide series of topics such as financial literacy and artificial intelligence.

We continue to demonstrate what we can achieve when we work and think as a community with shared interests and mission, even when we cannot be together physically as often as we would like. 2023 saw us engaging more members than ever before, interacting in virtual and live events. We hope that 2024 will see even more members connect with each other in person and beyond.

We look forward to celebrating life, recharging and building deeper connections in the coming year!

Mythili Gankaran

Co-Founder & CEO

Chitra Nayak

Co-Founder

Gruthi Ramaswami

Co-Founder



Pronounced "way-three." Neythri signifies female leader and guide in Sanskrit



OUR MISSION

Neythri's mission is to foster, engage, and advance a global community of South Asian professional women of all backgrounds and experiences who are committed to helping each other succeed

CONNECTION

A safe and welcoming community that uniquely understands each others' challenges and opportunities



SHARING

Our members have unique superpowers and domain expertise to share and gain insights from each other and from thought leaders



LEARNING

Elevating role models, learning critical leadership skills and mentoring the next generation

OUR MEMBER COMMUNITY



GLOBAL PRESENCE

- 2,800+ members across 25 countries
- Predominantly in North America (U.S. & Canada)
- Member base growing in the UK and Asia



CROSS-GENERATIONAL MEMBERSHIP

Professional Experience Post Undergraduate

- Senior Professionals (20+ years): 37%
- Mid-Career (11-19 years): 29%
- Early-Career (0-10 years): 34%

DIVERSE REPRESENTATION ACROSS INDUSTRY & FUNCTIONAL AREA

- ~ 42% of Members hold Director-level positions and above
- Top 5 industries represented are Technology, Biotech & Healthcare, Finance & Venture Capital, Non-Profit, and Education



WHERE NEYTHRI MEMBERS WORK

(A SAMPLE REPRESENTATION)



2,800+

South Asian women professionals across all industries



OUR FOCUS

Accelerating the professional success of South Asian women through programs, initiatives, community & connection

Our programs focus on the following core areas through creative events, content, and community building:

**Professional
& Leadership
Development**

Programming focused on professional and leadership skills, career growth and corporate board placements.

**Networking &
Connections**

Create opportunities for 1:1 & peer-to-peer mentorship and advice.

**Social Impact
& Community
Leadership**

Strengthen non-profit leadership, celebrate social entrepreneurship and create a culture of service and philanthropy.



2023 KEY HIGHLIGHTS



- Crossed 2,800 Neythri members, with 200+ Leadership & Founding Circle members.
- Hosted 30+ events serving member needs. Hosted workshops and events for professional & leadership development. 30%+ of events were focused on relationship building and networking.
- Social media continues to be a key channel to celebrate South Asian leaders and news and build awareness of Neythri: 4,800 LinkedIn followers with 1,000+ visitors each month.
- Expanded flagship programs for senior executives:
 - Board Readiness & Connections
 - Neythri Salons
 - Launched Industry & Functional Roundtables to enable groups of senior executives in the same industry or functional area to meet and exchange insights; pilots are ongoing for Healthcare, Boards, Social Impact and Go-To-Market.
- Created the Neythri Advisor Network, a shared directory of 100+ Leadership and Founding Circle members who have opted in as Neythri Advisors to this community.
- Neythri Futures Fund has closed 22 investments since inception in groundbreaking companies featuring diverse and women-led teams.
- Published 100+ articles in the Neythri blog since inception.

2023 KEY HIGHLIGHTS

Events

- 30+ events serving member needs
 - CXO & expert speakers/panels across a wide range of topics: professional e.g. “An Inside Look at Life as a New CEO”, “AI for the Asian Eye” and “Path to the Boardroom”, and personal: e.g. financial literacy
 - Professional development: Workshops on topics like “Own Your Digital Footprint” and “How to Develop a Leadership Mindset”
 - Board readiness training & education with panels and workshops
 - Fireside chats with leaders such as Sara Mathew, former Chair & CEO of Dun & Bradstreet
 - Exclusive events for Neythri Young Professionals
 - Member networking & connection events
 - Cocktails & Connections - small group breakouts to get to know others
 - Mix & Mingle - exclusive events for Founding Circle & Leadership Circle members to meet and network
 - Select in-person member networking events and many more...



2023 KEY HIGHLIGHTS

Membership

- Total membership surpasses 2,800!
- Celebrated two years since launching Neythri Circles - Our tiered membership for enhanced member experience
 - **Founding Circle:**
 - Our Founding Circle is the foundation of the Neythri community and champions the work we do. The Founding Circle provides support for the growth and development of the organization from our inaugural year and beyond
 - **Leadership Circle (\$999.99/year):**
 - An exclusive membership for senior South Asian women leaders who want to give back to Neythri while connecting with like-minded peers
 - Includes the following benefits:
 - Discounted/complimentary access to Neythri events
 - Board Readiness Training & Board Connections programs
 - Neythri Salons
 - Executive Opportunities Board
 - Neythri Advisor Network, a collaborative directory specifically designed to connect Leadership Circle members
 - Industry & functional roundtable discussions
 - 200+ senior South Asian women executives are part of Founding & Leadership Circle. Our current Leadership Circle member roster is here
 - **Discovery Circle (Free):**
 - This membership offers a window to the organization and its programs



2023 KEY HIGHLIGHTS

Board Readiness & Board Connections

Our [Board Readiness program](#) is designed to help experienced South Asian women executives understand board service and develop a game-plan to activate their board journey. Currently offered to Neythri Founding Circle & Leadership Circle members only.

140+ senior executives have graduated from Neythri's 4-session Board Readiness Program, with six cohorts since launch in 2021

Program elements include:

- Helping participants build their Board value proposition and synthesize the types of Boards they want to serve on
- Creating Board documents, polishing elevator pitches, building network game-plans, learning about Board due diligence, preparing for interviews and much more

In 2022, we launched our Board Connections initiative, with ongoing outreach to those who place diverse talents on boards, to build awareness about our community of board-ready women. Our board connections partners include top retained search firms, private equity and venture capital firms, and organizations focused on increased board diversity such as HimforHer, Equilar, BoardList and Diligent. We created and launched a Board candidate database with profiles for each candidate which is shared with all partners, and we have seen significant interest in our community.

While the journey to serving on a board takes time, we have begun to see signs of success in the past year+ among our members, for example:

[Mona Patel](#) joined the board of [Envoy Medical](#) NASDAQ: COCH

[Mythili Sankaran](#) joined the board of [Sanmina](#) NASDAQ: SANM

[Shalini Govil Pai](#) joined the board of [YouGov](#) LON: YOU



Tina Shah Paikeday
Global Capability Head



Marjorie Hsu
Board Director



Sharda Cherwoo
Board Director



Ravila Gupta
Board Director

NEYTHRI
GROW.TOGETHER

JOURNEY TO THE
BOARDROOM -
NETWORKING TO LAND A
BOARD SEAT

Date: Thursday, February 16th, 2023

Time: 5:00pm - 6:00pm PST

Place: Virtual Event

2023 KEY HIGHLIGHTS

Neythri Salons

salons@neythri.org

Goal: To build multi-dimensional, rewarding connections with women from shared backgrounds

- Each Neythri Salon is a curated group of 8-10 senior South Asian women across industry sectors and functional areas that engage in intimate, thought-provoking, and fun get-togethers, virtually and/or in-person
- By sharing perspectives and telling authentic stories, these evenings of conversation become a source of deep connections. The agenda is set by the group – some examples include:
 - How do you define success? How has this changed over your career?
 - The power of tradition: How has it shaped who you are?
 - Small habits can lead to meaningful positive changes in our lives. What are your life hacks?

We have a total of 14 salons with 140+ executives participating!



2023 KEY HIGHLIGHTS

Neythri Roundtables

Neythri Roundtables are industry and/or functional-specific peer groups that meet 2-4 times a year (virtually), along with an opportunity to connect asynchronously to share and ask questions. It is an unparalleled opportunity to engage in meaningful discussions, share insights, and explore emerging trends that will shape the future of the industry or function. Roundtables allow members to:

- Gain Expert Knowledge: Access the latest industry insights, best practices, and strategies from experts at the forefront of our sector.
- Expand Your Network: Connect with influential professionals, potential partners, and future collaborators who can help propel your career or business forward.
- Shape the Future: Be an active participant in shaping the direction of your company through discussions and collaborations with others in your industry and/or functional area.
- Inspire and Be Inspired: Immerse yourself in an environment that fosters creativity, innovation, and inspiration, surrounded by individuals who share your passion for progress.

Our initial Corporate Board, Go-to-Market, Healthcare & Social Impact Roundtables have launched this past year and our members have found these meet-ups to be of strong value.

contact@neythri.org



2023 KEY HIGHLIGHTS

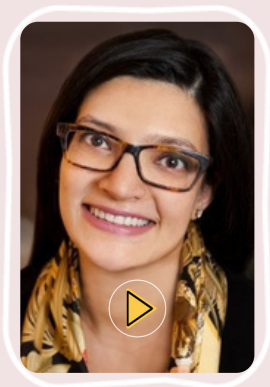
Neythri Advisor Network

contact@neythri.org

Core to Neythri's mission is enabling our members to foster meaningful connections with each other. That's why we launched the Neythri Advisor Network, a directory specifically designed to connect our esteemed Founding and Leadership Circle members. Members can leverage the Advisor Network to build meaningful relationships, seek and provide advice, and extend support within the community to nurture personal and professional growth.

The Neythri Advisor Network includes over 100 Founding and Leadership Circle members today.

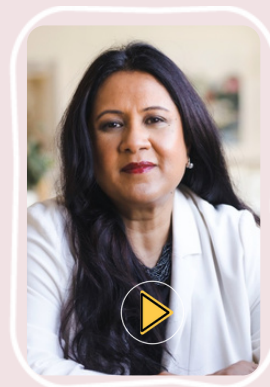
- 100+ hours of conversation and connection
- Advisors represent over 14 functional areas, ranging from engineering to go-to-market to operations to brand and more



NEYTHRI
Advisor Spotlight

Enakshi Singh
Former CFO, Zymergen, Inc.

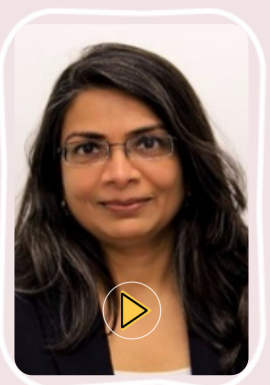
Senior executive with extensive experience in finance and strategic financial management with a passion for building strong and diverse organizations.



NEYTHRI
Advisor Spotlight

Paramita Bhattacharya
Marketing & Growth Leader

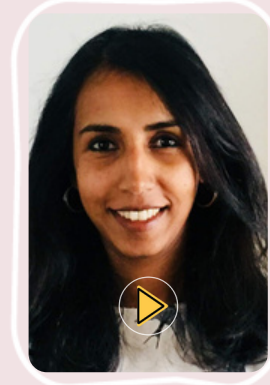
Passionate about customer experiences, data & digital intersections, emerging industries & segments, groundbreaking ideas, and a hyper-growth mindset. Care deeply about equity, inclusion, and women's representation & rights.



NEYTHRI
Advisor Spotlight

Urvashi Sheth
Chief Customer Officer, Intermedia
Cloud Communications

Global executive designing award-winning customer experience, customer success, loyalty and revenue retention. Specializes in efficient global expansion that includes outsource strategies.



NEYTHRI
Advisor Spotlight

Jagadha Sivan
COO, Waverley Street Foundation

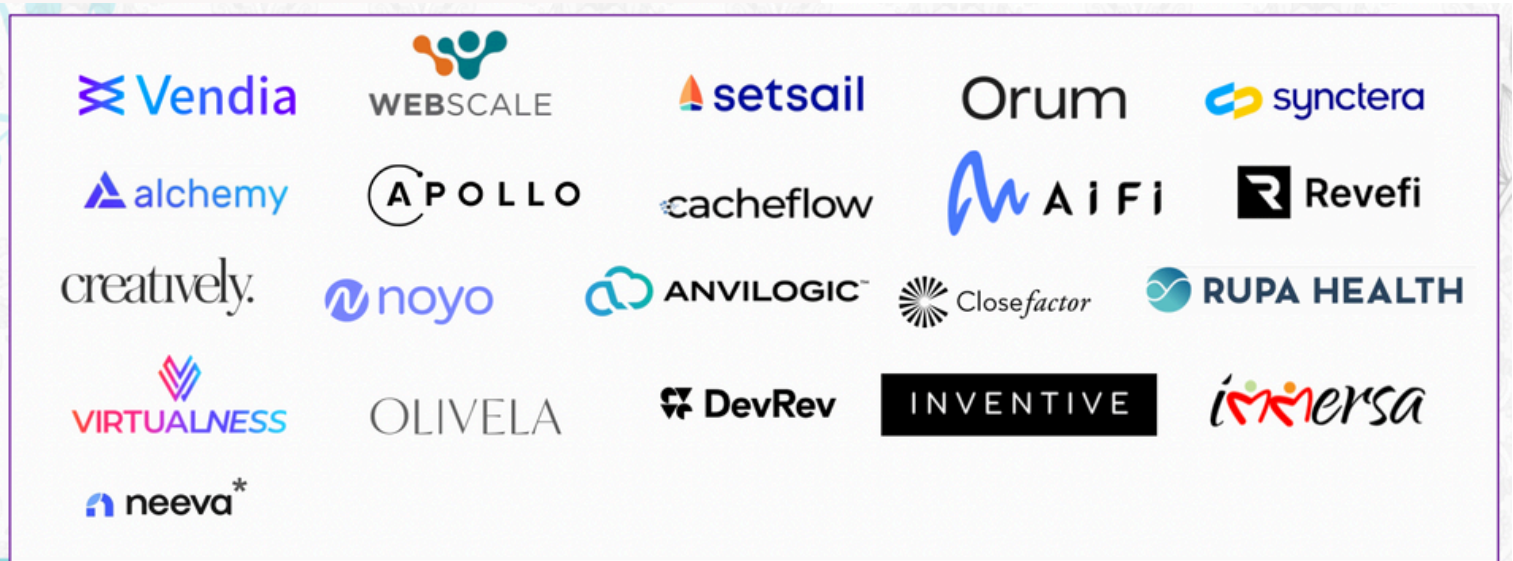
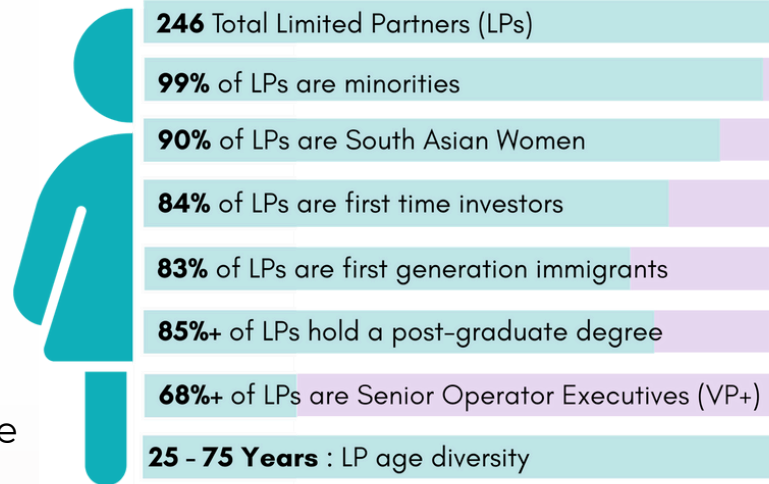
Senior leader with operational prowess in scaling organizations spanning multiple sectors including non-profits, retail, technology, food, luxury, and real estate. Passionate about using technology to amplify impact by mentoring and supporting mission driven enterprises.

2023 KEY HIGHLIGHTS

Neythri Futures Fund

The Neythri Futures Fund I (NFF) is a historic first \$10M venture fund whose mission is to position South Asian women front and center as key investors and stakeholders in the fund.

- 100% of our investments are in companies with diverse founding/leadership teams
- 60% - Female founders -> 63% of which are South Asian women
- 22 Investments to date, including one follow-on
- Portfolio company Neeva was acquired by Snowflake in April



*Acquired by Snowflake

NEYTHRI MEMBERS IN THE NEWS



[Anita Ganti appointed to the Board of Directors of Exro](#)



[Shibani Sanan joins Ladder as their CTO](#)



[Chitra Nayak selected as an honoree for the NACD D100](#)



[Radha Penekelapati joins Firstsource's Advisory Board](#)



[Anshu Bhardwaj featured as Top100 Women to Watch in Technology](#)



[Devika Patil featured in the Top 10 Power Players in Venture Debt list](#)



[Shalini Govil appointed to YouGov Board of Directors](#)



[Uma Meyyappan amongst Top 50 Women Leaders of San Francisco for 2023](#)



[Neha Singhal launches "Neev by Neha" designed to amplify the work of Indian artists](#)



[Sheela Zemlin named to Glynn 100, a curated network of top 100 technology leaders](#)



[Priya Abani recognized on 2023 Most Influential Women Corporate Board Directors list](#)



[Urvashi Sheth recognized as a finalist in The Stevie® Awards](#)

NEYTHRI MEMBERS **IN THE NEWS**



[Mythili Sankaran appointed to Sanmina Board of Directors](#)



[Mona Patel appointed to Envoy Medical Corporation Board of Directors](#)



[Kirthiga Reddy's Web3 start-up Virtualness closes seed funding of \\$8M](#)



[Monica Kumar appointed as Chief Marketing Officer at Hitachi Vantara](#)



[Rupal Hollenbeck promoted to President of Check Point Software Technologies](#)



[Leena Joshi's CloseFactor raises \\$15.2M to automate repetitive sales processes](#)



[Parity appoints Leela Srinivasan as CEO](#)



[Raghini Naidu's Naidu Wines featured on Michelin Guide](#)



[Ekta Chopra's e.i.f. Beauty becomes a Gen Z preferred brand](#)



[Mala Nayak launches REVA, a nonprofit mental health navigator](#)



[Alka Gupta appointed to Dwolla Board of Directors](#)



[SkyFlow, led by CPO Amruta Moktali, wins Best Presentation Style at VB Transform 2023](#)

NEYTHRI MEMBERS **IN THE NEWS**



[Sruthi Ramaswami recognized by Forbes in 2023 Venture Capital 30 Under 30 list](#)



[Shobhana Ahluwalia joins Roblox as Chief Information Officer](#)



[Romina Parikh recognized by US Department of State for her contribution to Women Tech Program](#)



[Usha Viswanathan featured on CNBC for raising CEOs of two multimillion-dollar tech startups](#)



[Shailaja Dixit-led Narika raises \\$300,000 at Annual Gala](#)



[Ranjana Clark featured in American Banker](#)



[Rayman Kaur Mathoda joins Anchor Loans as CEO](#)



[Srilatha Raghavan joins team4tech Board of Directors](#)



[Ridhi Tariyal's NextGen Jane raises \\$ 7M in funding](#)



[Benu Aggarwal's Milestone Inc shortlisted for US Search Awards](#)



[Bhawna Singh named finalist to EWF's 2023 Women of Influence Awards](#)



[Shivani Govil interviewed by "Beyond the Clouds" on generative AI](#)

WHAT OUR MEMBERS ARE SAYING



"The remarkable power of Neythri lies in bringing people together for revolutionary change. A connection between Sruthi Ramaswami, ICONIQ Growth Principal, and myself, a Neythri Leadership Circle Member and advisor to Writer resulted in a game-changing \$100M Series B investment in Writer from ICONIQ. This showcases the incredible opportunities that the Neythri network brings."

RADHIKA VENKATRAMAN, BOARD MEMBER, CTO/CIO/CDO

"I am immensely grateful that I joined Neythri's salon program. Not only have I been able to form close relationships with the fellow members, but I have also gone deeper into topics I would have never thought about that are both fun and professional. Thanks to the founders for putting in their 200% in making every program at Neythri worth investing time in, and for continuing to evolve based on feedback."

ANSHU BHARDWAJ, SVP, COO WALMART GLOBAL TECHNOLOGY



"Chitra, my Neythri mentor, has consistently been my guiding light, offering invaluable insights amidst the twists and turns of my career. When faced with a crucial job decision, her advice was transformative: 'Focus on how this role aligns with your long-term goals in 3-5 years, rather than short-term gains.'"

**NAMRATA RAO, SENIOR MANAGER,
PRODUCT MANAGEMENT, SALESFORCE**

"Neythri is a unique platform for South Asian Women professionals. Their secret power is harnessing the talent and drive of the best and brightest of South Asian women committed to making an impact in the corporate and non-profit worlds. The tremendous wisdom and support provided by this community has been both eye-opening and gratifying - I am privileged to be part of this group."

LEENA JOSHI, CEO & CO-FOUNDER, CLOSEFACTOR



WHAT OUR MEMBERS ARE SAYING

“Joining the Neythri community has not only opened a path for lifelong learning but also provided me with invaluable support. Whether it is joining a program for Board Readiness, or participating in a close-knit Neythri Salon with like minded women, or getting access to a community of peers for mentoring; every experience has been gratifying and meaningful for me. It also provides me an avenue to give back to the community. I'm incredibly grateful to be a part of Neythri, and I encourage anyone seeking personal & professional growth to join the organization.”



SANGEETA RELAN, TECHNOLOGY LEADER, FORMER VP OF ENGINEERING, NUTANIX



“Neythri’s Board Roundtable provides a forum to connect with a remarkable community of senior professionals and seasoned board members. This unique network not only expanded my knowledge but also provided a safe forum for discussions on current and relevant topics such as the use of AI, cyber security, and the socio-political environment and innovative ways in which board members can help management teams navigate complex challenges. Having a community like this to bounce ideas off of and on your side is the super power one needs to make a great impact! Thank you to all who have been part of this transformative journey!”

ROLI SAXENA, CEO, NEXTROLL

“The Neythri community has been a truly enriching experience for me. As a member, I have had the opportunity to network peer-to-peer as well as advise. Neythri has not only allowed me to share my knowledge and expertise but has also enabled me to foster meaningful connections and build trust with individuals who seek my advice, and this trust is something I hold in high regard. While supporting others in their journeys, whether it's in their careers, personal lives, or decision-making processes has been immensely fulfilling, it also has provided me with the chance to learn and to reflect upon creative problem-solving and various perspectives. I am looking forward to this community growing, and growing along with it!”



**PARAMITA BHATTACHARYA,
CHIEF MARKETING OFFICER,
ADVISORY BOARD,
FORBES COUNCIL**

WHAT OUR MEMBERS ARE SAYING



"Neythri has brought me into a new world, where amazing women that I can relate to are changing the world through their profession. They are smart, driven and genuine. And everyone has been so warm and friendly. I have found a new tribe, one that I didn't know existed."

USHA VISWANATHAN, PRESIDENT, STARNIK

"As a nonprofit sector leader, I was skeptical when I joined Neythri and the Founding Circle. I wondered if it was right for me with a membership predominantly from the corporate world. However, within minutes of my first conversation, my doubts were put to rest. Every interaction and experience in the last three years has enriched me with knowledge, perspective, and new friends. From investing in the Neythri Futures Fund to the profoundly nourishing conversations with my wonderful salon sisters, board training, social impact forums, workshops, and cocktails - this community of women is truly generous. As the famous saying goes, "We make a living by what we get, but we make a life by what we give." Neythri is genuinely a giving community, and I am so glad to be part of it!"

**NANDINI GONDHALEKAR, DEVELOPMENT DIRECTOR,
NORTH AMERICA AT ROOM TO READ**



"Neythri's Board Readiness program was pivotal in providing me with the mindset and readiness to join a Board. One of the best parts of the program, apart from readying you for Board roles, was meeting a group of highly supportive, dynamic and successful women. I thoroughly enjoyed the panels and instructors who shared their journeys and how they positioned themselves for Board roles."

**MONA PATEL, BOARD MEMBER,
ENVOY MEDICAL CORPORATION**



THE NEYTHRI TEAM

Co-Founders

Mythili Sankaran (CEO) Chitra Nayak Sruthi Ramaswami

Chief of Staff

Deepali Paul

Founding Circle

Our Founding Circle is the foundation of the Neythri community and champions the work we do. The Founding Circle provides support for the growth and development of the organization from our inaugural year and beyond.

Akanksha Manik Talya

Ana Agneshwar

Ana Arun

Archana Ramamoorthy

Ayesha Mathews-Wadhwa

Bhanu Narasimhan

Bhawna Singh

Buvana Dayanandan

Devika Patil

Enakshi Singh

Geetha Murali

Isha Abdullah

Jagadha Sivan

Kamini Ramani

Kirthiga Reddy

Lakshmi Hari

Mahak Sharma

Malini Balakrishnan

Manisha Gupta

Mansi Shah

Minoti Dhanaraj

Monica Kumar

Namrata Vora

Nandini Gondhalekar

Nithya Ruff

Paramita Bhattacharya

Pragati Grover

Prerana Vaidya

Priya Ghandikota

Priya Rajan

Purnima Padmanabhan

Radha Nayak

Radha Sankaran

Radhika Krishnan

Radhika Malpani

Ramya Raghunathan

Ranjana Clark

Rayman Mathoda

Rekha Pai

Renu Agrawal

Rohini Chakravarthy

Rohini Sadarangani

Roli Saxena

Roma Wadhi Ghai

Rupal Hollenbeck

Sanyogita Shyamsunder

Sapna Kapur

Sarika Garg

Sejal Patel Daswani

Shalini Govil-Pai

Shankari Panchapakesan

Shefali Raina

Shivani Govil

Shobz Ahluwalia

Smriti Shekhar

Sneha Devadason

Sohini Roy

Sonar Thekdi

Sree Menon

Sunita Ganapathi

Supriya Gujral

Sweta Sarnot

Tanuja Bahal

Uma Meyyappan

Urvashi Sheth

Vinita Belani

Zeryn Sarpangal



Whether you are starting your career, re-entering the workforce, new to an industry, a first time entrepreneur, starting a new business, scaling a successful enterprise, changing careers, an expert veteran in your profession, a senior executive looking to join a board, or an investor, at Neythri you will find a global community of like-minded South Asian professional women who are committed to 'lift' each other professionally.

JOIN THE NEYTHRI COMMUNITY!

Questions? Please write to us at contact@neythri.org
Follow us on social: [LinkedIn](#) / [Twitter](#) / [Facebook](#) / [Instagram](#)

Support our work - If your company or organization has matching or giving programs, please consider supporting Neythri! Neythri is a 501(c)(3) charitable organization and contributions are tax-deductible. Our EIN is 84-3608141.

[DONATE](#)

A BIG THANK YOU TO OUR SPONSORS

