

For private circulation only

INDORE MANAGER

VOLUME XLIII | ISSUE 17 | SEPTEMBER-DECEMBER 2025

THE QUARTERLY MANAGEMENT MAGAZINE
PRICE ₹100

ISSN 2278-7852



ISSN 2278-7852



IMA WOMEN
LEADERSHIP CONCLAVE
FRIDAY, SEPTEMBER 19, 2025
BRILLIANT CONVENTION CENTRE, INDORE

4th IMA WOMEN LEADERSHIP CONCLAVE

SEP 19, 2025 | BRILLIANT CONVENTION CENTRE, INDORE

#SheSHINES



Karuna Gopal Vartakavi
BJP National In-Charge
Women Policies &
Research, India



Shanta Vallury Gandhi
Chair/Independent Director,
Senior Strategic
Consultant, Mumbai



Gitanjali J Angmo
Founder & CEO,
HIAL, Founder,
Transform India,
Leh Ladakh



Ashween Anand
CFO - Starbucks,
Ex-Colgate Palmolive,
Mumbai



Lakshmi Iyer
Group President
Investments,
CEO - Bajaj Alternates,
Mumbai



Vaishali Wagle
Founder & CEO,
Zenesse, Mumbai



Prachi Mohapatra
Business Strategy
Head, Mumbai



Nikita Kumawat
Co-Founder & MD,
Brandworks Technologies
Pvt. Ltd., Mumbai



Lakshmi R Iyer
Director & Creative
Head, Elios Films
Pvt Ltd, Mumbai



Aanchal Anita Dhara
Spoken Word Artist
& Mixed Media Artist,
Mumbai



Ishita Moitra
Indian Screenwriter,
Mumbai



Tanya Nambiar
Voice Over Artist,
Co-Founder- El Diablo
Sauces & The Kiddie
Club, Delhi




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PRESIDENT'S MESSAGE

Since the beginning of time - from cave walls to Cannes, from Mahabharata to Musk, from grandmothers to brand managers - one thing has always had the power to move mountains and melt egos: A Story because logic informs, but story transforms. Numbers convince, but narratives win and the stories reflected in our 4th Edition of Women Leadership Conclave emphasized on the words of the song.

Swing जरा आगे निकल के Swing नए रंगों में ढल के Swing अंदाज़ बदल के

The Women Leadership Conclave, themed **"Bolder, Brighter, Together,"** was not merely an event on our calendar-it was a statement of intent, a celebration of strength and a salute to spirit. It reminded us that when women rise, institutions elevate, industries innovate and societies accelerate.

"Thappad se dar nhi lagta pyar se dar lagta he" aur if Priyanka Chopra says kisi ko itna bhi mat darao ki dar khatam ho jayein. The dialogues do not only represent a BOLD mind set change but redefines boldness today which is not aggression but assertion with awareness, confidence with compassion truly reflected in the song.

बादल पे पाँव है या छूटा गाँव है
अब तो भाई चल पड़ी अपनी ये नाव है

Its not about Chaudahvin ka chaand ho ya aaftab ho or chand sa roshan chehra but its about the shine which women are spreading and making life, society, country and the eco system much brighter. When they say **"mein apni favourite hun"** it means a brighter leader who uplifts others while ascending herself which means **"Hum saath saath he"** is core to their philosophy be it at home

or anywhere else where they are making an impact. When women support women, and men stand as allies, leadership becomes inclusive, expansive and enduring.

Women leadership is not a special chapter; it is a central theme in the story of sustainable growth. From startups to corporates, classrooms to communities, women are leading change, shaping culture, and steering strategy. Leadership today is no longer about position, power, or pressure. It is about purpose, passion and presence and our speakers coming from different spectrum reflected colours which emphasized women on top do follow the 3P.

This conclave was a confluence of ideas and inspiration, dialogue and direction. The voices we heard, the journeys we witnessed, and the insights we gained will continue to echo beyond the auditorium. Its all about being **"MAD"** Make A Difference and it has never been **"ab teri bari he"**. Time has always been with them who have been pillars to a progressive nation bus **"Dil ziddi hona chahiye"**.

As we present this special edition of Indore Manager, we do so with gratitude and pride-gratitude for the trailblazers who paved the way, and pride in the torchbearers who ensured that event turns out to be an experience for all.

So the call to action -

To be bolder in vision, brighter in action and together in purpose.

Bolder. Brighter. Together. Not just a theme - a way forward.

Warm regards,
CA Navin Khandelwal, President
Indore Management Association (IMA)

EDITORIAL MESSAGE

Today's woman is different. She doesn't subscribe to fashionable feminism. She doesn't live by Instagram trends. She doesn't compete with men. She doesn't scoff at tradition. She doesn't deny her vulnerabilities. She doesn't feign modesty about her ambitiousness. She doesn't underplay her womanliness. She doesn't play gender card. She doesn't dodge uncomfortable questions. She doesn't shy away from taking it on the chin. In all, she just doesn't walk away from, proverbially, 'fighting the good fight'.

If at all there was even a shred of doubt about any of the aforementioned, it got dispelled in the IMA's 4th Women Leadership Conclave. A galaxy of speakers, through the power of words, took the audience to a headspace where the stories of individuals merged synergistically to convey a collective narrative of evolution and revolution. This issue of Indore Manager brings to its readers the pearls of wisdom shared by distinguished speakers during the conclave. We hope it will leave you inspired as well as mobilized.

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Indore Manager

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Indore Management Association

Jal Auditorium, 56/1, South Tukoganj, Indore - 452001
☎ 8889996130
✉ president@imaindore.com | marketing@imaindore.com
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#IMA

KARUNA GOPAL VARTAKAVI



BJP National In-Charge
Women Policies &
Research, India

EMPOWERING WOMEN, CITIES, AND SUSTAINABILITY

Karuna Gopal Vartakavi, a distinguished expert in urban governance and citizen engagement, shared key insights from her extensive experience of over two decades in shaping inclusive cities. She emphasized that urban planning must account for the different ways in which women and men interact with public spaces, noting that women navigate cities through multiple caregiving and community roles.

She highlighted the impact of citizen-led and youth-driven initiatives, demonstrating how small, focused actions can scale into meaningful social outcomes. Addressing the perception of women being overstretched, Ms. Karuna underlined that depth, focus, and presence—rather than superficial multitasking—enable women to effectively manage complex responsibilities. She concluded by encouraging active civic participation, particularly among young women, to contribute toward building safer and more inclusive urban environments.



DR. GITANJALI J ANGMO



Founder & CEO, HIAL, Founder, Transform India, Leh Ladakh

THE ROLE OF WOMEN'S LEADERSHIP

Dr. Gitanjali J. Angmo spoke on the role of women's leadership in sustainability and inclusive development. She highlighted how grassroots, women-led initiatives can influence long-term environmental and social change, citing examples of community-driven climate practices and early civic planning efforts led by women.

Emphasizing courage as a cornerstone of leadership, she shared powerful narratives of women safeguarding vulnerable ecosystems despite adversity. Her address reinforced the belief that empowered women, guided by vision and collaboration, can drive systemic transformation.

She concluded by urging participants to translate ideas into action, reiterating that sustainable living and responsible citizenship are collective responsibilities.



SHANTA VALLURY GANDHI



**Chair/Independent Director,
Senior Strategic
Consultant, Mumbai**

LEADERSHIP, PURPOSE, AND INCLUSIVITY

The IMA Women's Conclave 2025 hosted an inspiring conversation with Ms. Shanta Vallury Gandhi, a multifaceted leader with over three decades of experience across banking, HR, CSR, and internal branding. Having led key portfolios at ICICI Bank, American Express, and RBL Bank, she now serves as an independent director across prominent institutions while championing social inclusion and purpose-driven leadership.

The session opened with a light conversational question about the "heaviest" and "most stylish" role she has worn. Ms. Gandhi recounted her early days selling microwave ovens door-to-door—a challenging yet defining phase that strengthened her confidence and people skills. She explained how each role, from telemarketing to heading major business divisions, became a stepping stone for growth.

When asked about her proudest moments, she highlighted both personal and professional milestones: working full-term during pregnancy, transforming RBL Bank through strategic leadership, and choosing equity over salary—an act of courage that later paid off during the bank's listing.

Another question focused on inclusivity. She shared her initiatives, such as Trans Café—India's first café run entirely by transgender individuals—and employment opportunities for the differently-abled, emphasizing that inclusion must extend beyond gender to every form of diversity.

Responding to a question on managing teams, she advised leaders to nurture people rather than compete with them, reminding them that "employees leave bosses, not organizations." On work-life balance, she suggested prioritizing work with sincerity, trusting that life will balance itself.

She concluded with three superpowers for 2030: empathy with data literacy, bold questioning, and courageous prioritization.

Ms. Gandhi's session reinforced that true leadership is defined by purpose, inclusion, and meaningful impact.



ASHWEEN ANAND



**CFO - Starbucks,
Ex-Colgate Palmolive,
Mumbai**

MONEY, MOCHAS AND MILESTONES

Ashween Anand addressed the audience at the 4th Women Leaders Conclave hosted by IMA, offering valuable insights on leadership, financial strategy, and purpose-driven professional growth. She opened the conversation with a light personal touch, sharing her daily coffee choices that reflect her energetic work style. With an accomplished career across Cadbury India (Mondelēz), Colgate-Palmolive, and TATA, she now leads the financial direction of Starbucks India.

She emphasized that passion and purpose anchor her long 13–14-hour workdays, which she balances alongside her responsibilities as a mother. Ms. Anand explained how today's finance leaders must move beyond numerical analysis to drive strategic decisions, assess store performance, and balance financial discipline with customer-centric experiences. She highlighted Starbucks India's commitment to social responsibility through initiatives supporting girl child education and the creation of women-led stores, demonstrating how corporate choices can benefit society while strengthening business impact.

Discussing workplace trends, she acknowledged Gen Z's technological strengths but reinforced that dedication and consistent effort remain essential for long-term success. She stressed that entrepreneurs must thoroughly understand their financial metrics so they can confidently lead rather than be "owned by the numbers."

Ms. Anand also reflected on risk-taking, delegation, and the distinctive leadership qualities women contribute—such as empathy, holistic thinking, and effective multitasking. She encouraged women to embrace growth opportunities with clarity and confidence.



LAKSHMI IYER



**Group President Investments,
CEO - Bajaj Alternates,
Mumbai**

AN EVENING OF INSPIRATION AND EXCELLENCE

Lakshmi Iyer addressed the audience at the 4th Women Leaders Conclave hosted by IMA, bringing her trademark clarity, warmth, and practical approach to personal finance. With decades of experience and a reputation for simplifying complex financial concepts, she shared her journey from Kotak Mahindra to Bajaj Finserv, describing it as a meaningful new chapter shaped by discipline and continuous learning.

The felicitation in her honour reflected the conclave's social commitment: instead of a traditional memento, a young girl's education was sponsored through the FTS Yuva Programme. A short message from the beneficiary highlighted the lasting impact of educational support. The audience also viewed a brief presentation on the Shine Circle Campaign, an initiative that has helped more than 2,000 women enhance communication, digital awareness, financial literacy, and personal branding.

In the fireside chat, Ms. Iyer spoke about financial empowerment for women, stressing that while many women naturally value saving, true growth comes from structured investing. She illustrated this through the story of a domestic worker who, by beginning a small monthly SIP, eventually bought a home and funded her daughter's engineering education. Her advice emphasised investing first and spending later, even if it begins with just ten percent of one's income.

She cautioned against social media shortcuts, reinforcing that sustainable wealth is built on patience, discipline, and consistency. With nearly 25 percent of mutual fund investors in India now being women, she urged greater participation to ensure long-term independence and confidence. Her insights left the audience inspired to take control of their financial journeys with responsibility and optimism.



PRACHI MOHAPATRA



**Business Strategy Head,
Mumbai**

THE BRAND WHISPERER CRAFTING STORIES THAT SHINE

Prachi Mohapatra addressed the audience at the 4th Women Leaders Conclave hosted by IMA, offering powerful insights into brand building, consumer understanding, and leadership in the media and entertainment industry. Known as a “brand whisperer,” she has shaped some of India’s most influential strategies across beauty, personal care, and digital entertainment.

She began by emphasizing that every successful brand starts with identifying the consumer’s real problem rather than simply selling a product. Drawing from her experience with Oriflame, she highlighted the importance of adapting global products to fit Indian aspirations, explaining that authenticity and cultural relevance create brand conversations that truly connect.

Ms. Mohapatra spoke about the bold decisions that define strategic leadership—whether experimenting with differentiated offerings or collaborating with high-visibility ambassadors like Katrina Kaif and Varun Dhawan. She stressed that there is no universal formula for brand success; instead, leaders must understand their business stage, spark meaningful dialogue, and design campaigns that align with their brand’s core identity.

She encouraged professionals to embrace technology and AI while maintaining strong human judgment for creativity and problem-solving. Continuous learning, she noted, is essential, even for seasoned leaders. Her lively participation in a rapid-fire segment showcased her humour and authenticity, demonstrating the human side behind strategic thinking.

The session concluded with reflections on collaboration, where she highlighted how complementary skills and constructive friction can propel entrepreneurial growth. Ms. Mohapatra’s journey and insights left the audience inspired to innovate fearlessly, adapt quickly, and create brands that resonate with purpose and impact.





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GLIMPSSES OF CONCLAVE







VAISHALI WAGLE



Founder & CEO,
Zenese, Mumbai

SCALING CAREER PEAKS

Leadership strategist, coach, and author Vaishali Wagle brought practical wisdom to the IMA platform as she discussed career growth, leadership resilience, and her powerful “Scaling Peaks” framework. Known for guiding professionals through transformative career journeys, she emphasized that growth must be intentional, structured, and self-driven. Vaishali introduced the core elements of her framework—being promotable, memorable, and remarkable—supported by the mantra “I SCALED UP.” She explained that this blend of reflection and action enables individuals to identify their next professional peak and chart a clear roadmap to reach it. Her message was simple: don’t wait for growth, design it.

She highlighted “Develop Your Village” as a crucial part of career advancement. Networking, she said, should be authentic and relationship-driven rather than transactional. Sharing her own experience of seeking endorsements for her book, Vaishali demonstrated how nurturing genuine connections can unlock unexpected support and opportunities.

On overcoming career stagnation, she advised professionals to align work with what they love, what they excel at, and what creates impact. Young professionals, she noted, should prioritize diverse experiences to discover their strengths instead of chasing a rigid early purpose.

Addressing leadership loneliness, she stressed the importance of having a trusted tribe—peers, mentors, or coaches—who can offer clarity and emotional support. She also underlined the rising importance of emotional intelligence in an AI-enabled workplace, where managing human emotions is as critical as navigating digital interactions.

Vaishali concluded with a reminder that sustainable success comes from resilience, clarity, and purposeful action—qualities that empower professionals to truly scale their career peaks.



NIKITA KUMAWAT



**Co-Founder & MD,
Brandworks Technologies
Pvt. Ltd., Mumbai**

DRIVING INNOVATION AND WOMEN'S EMPOWERMENT IN INDIA'S ELECTRONICS SECTOR

Nikita Kumawat addressed the audience at the 4th Women Leaders Conclave hosted by IMA, sharing her journey as a dynamic entrepreneur shaping India's electronics and manufacturing sector. Recognised as an "Innovation Architect," she has built Brand Works Technologies into a leading player in private-label manufacturing while championing Make in India and women's empowerment in technology-driven industries.

She reflected on her early influences in Kota, where business conversations at home sparked her curiosity for innovation. After completing engineering in Indore and gaining corporate experience at Tata Communications and Tech Mahindra, she pursued her MBA from Symbiosis and executive programs at Stanford and INSEAD, strengthening her global perspective.

Ms. Kumawat described her transition to entrepreneurship during the Startup India movement. Her initial ventures did not succeed commercially, but she highlighted the value of celebrating failures, as they shaped her strategic thinking and resilience. These lessons eventually led to the formation of Brand Works Technologies, which today manufactures for multiple brands across India.

Speaking about team building, she emphasised the importance of nurturing loyal, multidisciplinary teams. She takes pride in employing skilled women operators across large-scale units, providing them opportunities for learning and growth. She also discussed the challenges of securing funding as a woman entrepreneur and acknowledged family support and government initiatives like PLI schemes as essential enablers.

Encouraging aspiring entrepreneurs, Ms. Kumawat stressed resilience, structured execution, customer understanding, and continuous innovation. Her journey demonstrates that determination and creativity can drive global impact, inspiring women to excel in manufacturing, electronics, and other traditionally male-dominated fields.



LAKSHMI R IYER



**Director & Creative Head,
Elios Films Pvt Ltd, Mumbai**

WEAVING STORIES THAT TOUCH THE HEART

Lakshmi R Iyer, an acclaimed filmmaker known for her emotionally rich storytelling, graced the IMA platform with insights that reflected her deep understanding of human experiences. Renowned for films like *Second Chawal* and her upcoming feature projects, she believes that stories are not merely told—they are felt.

Introduced as a “Story Sculptor,” Lakshmi is admired for transforming silence into emotion and crafting cinema that prioritizes meaning over melodrama. Her dedication extends beyond filmmaking; through initiatives like sewing training for young women, she blends creativity with social responsibility.

Lakshmi shared that her journey began with observing people and listening closely. Although she excelled academically, she chose cinema over conventional careers, determined to progress without industry connections. “I don’t take the privilege of being a woman,” she said. “I am a director first, and my work earns respect.”

Her storytelling philosophy draws from films like *Mouna Ragam*, which portray real, imperfect characters. She emphasized that cinema’s power lies in its pauses and subtle moments, not merely dialogue. Her recent short film *Father & Son*, starring Parambrat Chatterjee, and her upcoming courtroom drama reflect her commitment to authenticity.

Commenting on today’s film landscape, she noted that while OTT platforms dominate, big-screen cinema still holds a unique charm. She encouraged aspiring filmmakers to take initiative and create opportunities rather than waiting for them.

Lakshmi’s session reinforced one message: true cinema emerges from observation, honesty, and emotional depth.



ISHITA MOITRA



Indian Screenwriter,
Mumbai

CELEBRATING WOMEN IN CINEMA: A CONVERSATION WITH SCREENWRITER

Ishita Moitra, acclaimed screenwriter known for films such as *Rocky Aur Rani Ki Prem Kahani*, addressed the audience at the 4th Women Leaders Conclave hosted by IMA. Her session highlighted the power of storytelling in shaping culture, challenging stereotypes, and redefining the role of women in Hindi cinema.

Reflecting on her journey, Ishita shared how growing up as an “army kid” exposed her to diverse cultures, nurturing her love for narratives. She explained that screenwriting involves story, screenplay, and dialogue—each requiring years of drafting and refinement before reaching the screen. While actors deliver the final lines, she emphasized the often-unseen labour of writers behind every impactful moment in cinema.

Ishita discussed the evolving presence of women in writing rooms, noting how female perspectives have brought authenticity, emotional depth, and balance to modern storytelling. She expressed that today’s characters—especially women—are allowed individuality, vulnerability, and strength, reflecting both social change and cinema’s role in shaping it.

She also spoke about drawing from her own cultural identity as a Delhi-Bengali woman while creating characters like Rocky and Rani. Her experiences working with actors such as Alia Bhatt and Ranveer Singh highlighted the value of collaboration and supportive professional relationships, especially for women balancing creativity and motherhood.

Addressing industry trends, Ishita noted the impact of OTT platforms in enabling gender-inclusive, diverse narratives. She also introduced her empowering initiative, the “Bahan Code,” aimed at turning language into solidarity for women. Her reflections reinforced screenwriting as a craft that influences society as much as it entertains.



AANCHAL ANITA DHARA



Spoken Word Artist
& Mixed Media Artist,
Mumbai

A JOURNEY OF SELF-DISCOVERY AND EXPRESSION

Aanchal Anita Dhara, fondly known as the “Word Weaver,” is a spoken-word poet and storyteller whose work seamlessly blends emotion, lived experience, and thoughtful reflection. At the IMA platform, she shared her creative philosophy and the personal journeys that shape her distinctive artistic voice. Known for her evocative Urdu-Hindi expressions and her remarkable 582-kilometre walk from Mumbai to Goa, Aanchal embodies resilience, curiosity, and an unwavering commitment to self-exploration.

In an engaging conversation, Aanchal spoke about the impulse behind her Mumbai-to-Goa journey, explaining that many of her ideas begin as small thoughts she chooses to act upon rather than ignore. What started as routine long walks transformed into a deeply introspective experience. While she acknowledged her husband’s support in planning the journey, she emphasized that the decision and determination to pursue it were entirely her own.

Reflecting on her creative process, Aanchal shared that she does not write with intent; instead, words flow to her naturally, shaped by emotions, memories, and everyday encounters. She described how a quiet, heartfelt moment during a morning walk in Goa evolved into one of her most powerful poems—an example of how life itself fuels her art.

Aanchal also highlighted the importance of self-acceptance, speaking about embracing every version of herself with compassion and honesty. Her message resonated strongly: creativity lives in daily moments, and every woman’s journey becomes powerful the moment she chooses to give it voice.



TANYA NAMBIAR



**Voice Over Artist,
Co-Founder- El Diablo
Sauces & The Kiddie
Club, Delhi**

CELEBRATING THE POWER OF VOICE

Tanya Nambiar, widely recognized as “The Voice,” is one of India’s most dynamic voice artists and entrepreneurs. Known for her expressive range, sharp modulation, and ability to bring scripts alive, she has built a distinctive presence in the creative industry. At the IMA platform, she shared insights into the art of voice acting, her professional journey, and the deeper meaning behind using one’s voice with purpose.

In her interactive session, Tanya explained that voiceovers demand complete emotional expression without visual support. From humorous ad lines to serious corporate narration, she often shifts between vastly different characters within seconds. She emphasized that voice is the first impression in any interaction and that intentional communication can transform relationships, presentations, and professional outcomes. Drawing parallels from animals that communicate through sound cues, she encouraged individuals to use their voices mindfully and confidently.

Tanya shared anecdotes from her career, including quirky advertising assignments and the viral prank call that showcased her playful creativity. Despite the challenge of making ordinary scripts sound engaging, she believes enthusiasm and modulation can elevate any message. She also revealed her interest in functional voiceovers—such as navigation systems or elevators—where her textured tone stands out.

Balancing her creative career with entrepreneurship and family life, Tanya credited her strong support system for enabling her to pursue diverse passions. The session ended with her energetic rendition of “I Feel Good,” capturing her vibrant personality and reaffirming her belief that voice is not just sound—it is identity, intention, and influence.



YOUNG ACHIEVER

The Indore Management Association proudly felicitated Ms. Saanvi Kalanki at the Indore Management Association's 4th Women Leadership Conclave in recognition of her outstanding achievements in the field of sports and presented her with a certificate of appreciation on behalf of the Association.

Ms. Saanvi Kalanki (14) is among India's top three squash players in the Girls U-15 category and is an Asian Championship silver medalist. A two-time MP State Champion, she created history by captaining the MP Senior Women's Team at the age of just 13.

A student of Shishukunj International School, Indore, Saanvi is also a recipient of the prestigious Shishukunj OJAS Award, reflecting her dedication, discipline, and excellence both on and off the court.



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