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## Context to the nugget

Vedika talks about how women should think about approaching Board roles. Clearly there is an opportunity for more women to get onto Boards but there is a need for women to be thoughtful and considered about this to be in consideration for these roles when they come up.

## Transcription

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**Deepak Jayaraman (DJ):** Any takeaway on two things: for a woman who has had a successful executive career, who is considering getting onto a few boards, what are the few practical thoughts in terms of what they could do? And second is, just about back to the point of settling in, any reflections on what are the two–three things they could think about as they settle into a new board role?

**Vedika Bhandarkar (VB):** So, I think, in terms of getting on to boards, the good news is there is a law, which means every company does require and it's not that you get called for a board position only because you're a woman, but that certainly helps. So, I would say put your hand up, get in touch with a couple of search firms who do this. And many of them do. Your previous firm does that, Spencer Stuart does that, a couple of other firms do that. So, put your hand up, is the first thing I would say.

Second is, there are a couple of courses also which are being run. Research that and go in for those courses. Because often, I think, the people at the board, men usually, might not even realize that a woman is looking for a board position or this woman has this background, because she might not be in a very high-profile role. So, you need to make sure, similar to how you would apply for another job, you need to be a little organized about it and you need to be systematic about it. Some people, I found, get squeamish about this and they say, oh, if I am good, I should be noticed. Well, in a perfect world you should be, but we don't live in a perfect world. So, be organized, be systematic.

And once you get on to the board, then you have to prepare. So, I usually go and spend quite a bit of time with management on my own, just listening, figuring out, hearing about the business, what makes the business work, what doesn't make the business work. Before every board meeting, you should prepare. And for the first few months at the board meetings, just listen. You get much smarter about the business, but you also get much smarter about the board dynamics, and then, you can start contributing.

## Reflections from Deepak Jayaraman

DJ: As a former search consultant at EgonZehnder, I must mention that it is fascinating to see the difference between people who are thoughtful and organized about their careers and people who are not. There are some people who would find opportunities to connect with you when they don't need a job update you each time they move roles and keep in touch in a non-intrusive way. I guess similar principles apply here as well. Just ensuring that you have visibility in the right circles, whether it is Search firms, Current women NEDs, Key influencers on Boards is key apart from building the capability that Vedika spoke about.

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## End of nugget transcription

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- 15.00 Vedika Bhandarkar - The Full Conversation
- 15.01 Vedika Bhandarkar - Water.org - Introduction and how you can contribute
- 15.02 Vedika Bhandarkar - Early childhood wiring
- 15.03 Vedika Bhandarkar - Investment Banking as a career and key transitions
- 15.04 Vedika Bhandarkar - Women and careers
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- 15.07 Vedika Bhandarkar - Women and Board roles
- 15.08 Vedika Bhandarkar - Transitioning to the Social Impact world
- 15.09 Vedika Bhandarkar - In Summary - Playing to Potential

### **About Deepak Jayaraman**

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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