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Context to the nugget

Anu shares her perspectives on how aspiring women leaders should think about their careers. She underscores the point about the need for having the right mentors and sponsors along the way.

Transcription

Deepak Jayaraman (DJ): If you had to speak to the graduating woman of IIMA today what are some of the themes you would leave them with in terms of how they should think about the journey ahead?

Anu Madgavkar (AM): So the first I would say they should have a strong sense of optimism, literally there are unimaginable possibilities for them much more than they used to be they should certainly feel that they have the right to go ahead and forge their own path so that is the first thing that no one will kind of tell you that you need to make the choice that I was asked in the interview, will you work after you get married such things are not even something that should cross your mind there's a lot you can do the second thing I would say is that mentorship and sponsorship is very important for professional success by mentorship I mean the kind of people who will provoke you to think in a certain way and who will support you sponsorship is people who will create opportunities for your help you be successful by real tangible opportunity creation both these are very important so I would say that the roles of mentors and sponsors will play in life be aware of who could be people who can play that role they may come from unexpected quarters but be aware and kind of build those networks and relationships and lean into that opportunity this is not about you like a solid tree and a tower of strength trying to kind of forge your own path, this is about actually a network and creating opportunities for each other and you being supporting in many ways so be open to that and explore that.

Reflections from Deepak Jayaraman

DJ: The point Anu makes about mentors and sponsors is a crucial one not just for women but all professionals that are going through the journey. I, personally, have gained so much from the generosity of some of my mentors and sponsors along the way. I find the more successful people do a good job of constituting a personal Board of Directors and engage them in an authentic and respectful way over time which enriches the relationship over time.

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End of nugget transcription

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Anu Madgavkar - Nuggets

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- 20.01 Anu Madgavkar - Early formative years
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- 20.03 Anu Madgavkar - The Maternity transition
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- 20.08 Anu Madgavkar - What they don't teach you at IIMA
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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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