

from the **ESG DESK**



Dear Colleagues,

Travelling to work has become almost a nightmare. All along the drive, when you are faced with the options of route change, lane change, right, left, overtake, or stop, would you not like to have the convenience of advance information/suggestions on the way ahead? Like, maybe a google map, guiding us, alerting us of a one-way road, warning us of a traffic jam ahead!

Well, navigating through the crowded, criss-cross paths of the corporate world are just as daunting tasks as the peak hour traffic, not just for newcomers but also experienced professionals. And having a Mentor to guide you navigate is like being able to take the right decision with help from someone who has been or seen someone else in a similar situation.

A Mentor is not a manager or supervisor because the dynamics between a Mentor and Mentee is devoid of the organizational hierarchal formalities and compulsions. A Mentor is someone who helps the Mentee acquire

knowledge and skills, who advises to progress within the organization and one who guides from the treasure of their experience when the mentee is faced with unique situations of decision-making. A Mentor also has, by virtue of being in a non-supervisory role, a different perspective of the Mentee's skills, abilities and strength - thus also playing the role of a sponsor to the Mentee.

On March 8, 2022, we announced launching of a Mentorship Programme for Women in our organization. We welcome women Mentees to write to us @ uma.singh@tanla.com to become part of the program.

We request our leaders to join the Mentoring Board and all we ask of you is to share from the treasure of your experience and half a day of your time every quarter with your Mentee! Please write to us @ madhusree.vemuru@tanla.com and let us know your interest.

We will interact with Mentors and Mentees to take the program forward.

Warm Regards

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