



Yunus
Center
AIT

THE POWER WE CARRY

**110 JOURNEYS OF WOMEN WHO
DARED, BELIEVED, AND NOW LIGHT
THE WAY**

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ACKNOWLEDEMENTS

***“There is no force more powerful than
a woman determined to rise.”***

W.E.B. Du Bois

The stories in this book are a celebration of courage, resilience, and determination – reflecting the inner strength and grace of women across South Asia. This collection was made possible through the dedicated efforts of the team at the Yunus Center, Asian Institute of Technology (AIT). Special thanks are extended to Professor Faiz Shah, whose vision and commitment to amplifying the voices of women in the energy sector laid the foundation for this publication. His unwavering support inspired the creation of this book as a space to honour the journeys, achievements, and aspirations of these remarkable women.

We are deeply grateful to the organizations whose generous support brought this journey to life – WePOWER-SAR100, the Australian Department of Foreign Affairs and Trade (DFAT), South Asia Region Infrastructure Connectivity (SARIC), the World Bank, the WePOWER Network, and the Asian Institute of Technology (AIT).

We extend our heartfelt thanks to each of the **110 women engineers** from **Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka** who contributed to this publication.

By sharing their personal journeys – the challenges they faced, the impact of the SAR100 training, and their hopes for future women leaders – they have illuminated the path for others. Their voices reflect not only their individual strength, but the collective spirit of resilience, courage, and dedication that continues to shape a more inclusive and sustainable energy sector. We are deeply grateful for their active cooperation, generosity of spirit, and unwavering trust in allowing their stories to be told.

All photographs were graciously submitted by the participants themselves, adding a deeply personal touch to each narrative.

This storybook is the result of a heartfelt collaboration, with each story carefully edited, proofread, and beautifully designed by our dedicated team:

Mr. Binay Karna,
Ms. Saw Theint Theint Htet,
Ms. Sristy Sen Gupta,
Mr. Aung Phyo Kyaw,
Ms. Raashi Shrestha,
Mr. Sultan Adeel,
Ms. Sadia Zahid, and
Ms. Nant May Than Htay (Esther).

Every page reflects not just the voices of our participants but also the passion and unity of those who brought their stories to life. Together, we proudly stand as Team SAR100.

PREFACE

It is celebration time again, as the second cohort of the South Asia Region 100 Women Leaders' Program (SAR100) gets ready to graduate. **110** high achievers representing 7 countries are set to join the growing cadre of SAR100 Superwomen who promise to shape the Region's sustainable energy transition.

This volume is a tribute to our SAR100 graduating class of 2025, capturing the drive to succeed, passion for excellence, and vision of shared success, that characterizes the ethos of the SAR100 Program. Despite their vibrant diversity, our Superwomen's stories reflect how similar their challenges are, as they pursue professional careers in fields not typically chosen by women. But more importantly, our graduates' personal accounts reveal the secret of their motivation, resilience, and advancement, often against odds, and at much personal cost.

Sharing their stories, our SAR100 Superwomen send a message to all who have influenced their journey. To family, mentors, supportive partners, teachers and scholarship funders, the message is of gratitude. But also, that there are so many more bright stars that must be discovered and encouraged to shine. And to detractors, critics, naysayers, and sceptics, the message is of resolve. That it is only a matter of time before career trajectories will begin to accommodate women's life choices, just as they do for men today.

Proudly celebrating our 2025 graduating cohort, all of us at the SAR100 Regional Knowledge Hub at the Yunus Center, Asian Institute of Technology, are inspired by the dedicated persistence, love of learning, and the amazing collaborative spirit we have witnessed all-round. The success of our graduating SAR100 Superwomen is our best reward as we rejoice with them.

Prof. Faiz H. Shah
Executive Director, Yunus Center AIT
SAR100 Program Lead

INTRODUCTION

WHAT DEFINES US

The South Asia Region 100 Women Leaders' Program (SARI00) is more than a capacity-building initiative. It is a living ecosystem of leadership, resilience, and transformation. What defines us is not just the number "100," but the depth of skills, stories, and solidarity that connect women professionals across South Asia's energy and power sectors.

At the heart of SARI00 is a bold vision: to invest in the untapped leadership potential of women and position them as catalysts of change in an industry undergoing rapid transformation. Our scholars bring with them a wide spectrum of expertise like Engineering, Policy, Finance, Sustainability, Innovation, and Community Development. Through SARI00, their capabilities are sharpened, their leadership styles refined, and their influence expanded.

The program is built on a dynamic, cloud-based learning platform that enables interactive training, live mentoring, and cross-border collaboration. Over 60 international and regional faculty members, experts, and mentors have contributed to SARI00's knowledge base, delivering high-impact modules and fostering peer-to-peer learning environments.

This book "100 Stories of SARI00 Women" is a celebration of that power. It is a reflection of what defines us: purpose, connection, courage, and a future shaped by women who lead with conviction. It is also a tribute to the courage, leadership, and impact of 100 remarkable women shaping the energy and power sectors across South Asia. Each story captures not only a journey of personal and professional growth but also a shared mission to drive change, break barriers, and inspire future generations. From engineers and policymakers to entrepreneurs and community leaders, these women represent the vibrant diversity, strength, and vision that define the South Asia Region 100 Women Leaders' Program (SARI00). This book is a celebration of their voices, their stories, and the shared commitment to a more inclusive, sustainable, and empowered energy future.

The background of the page features a faded, grayscale image of a clock tower with two visible clock faces. Below the tower, the words "Institute of Technology" are faintly visible. A semi-transparent blue rounded rectangle is centered on the page, containing the main text.

Our impact is magnified by the strength of our partnerships. SARI00 is implemented through the Yunus Center at AIT in collaboration with over 60 organizations, including government agencies, utilities, universities, development institutions, and private sector partners. This collective commitment to gender equity and sustainable energy development is what makes SARI00 uniquely powerful.

KHADIZA UMME TAHERA

TANZIM MAHRIN

IVY NAHAR TISHA

SAYBA HABIB JENIFER

SUMAIYA TABBASSOM

ZARIN TASNIM

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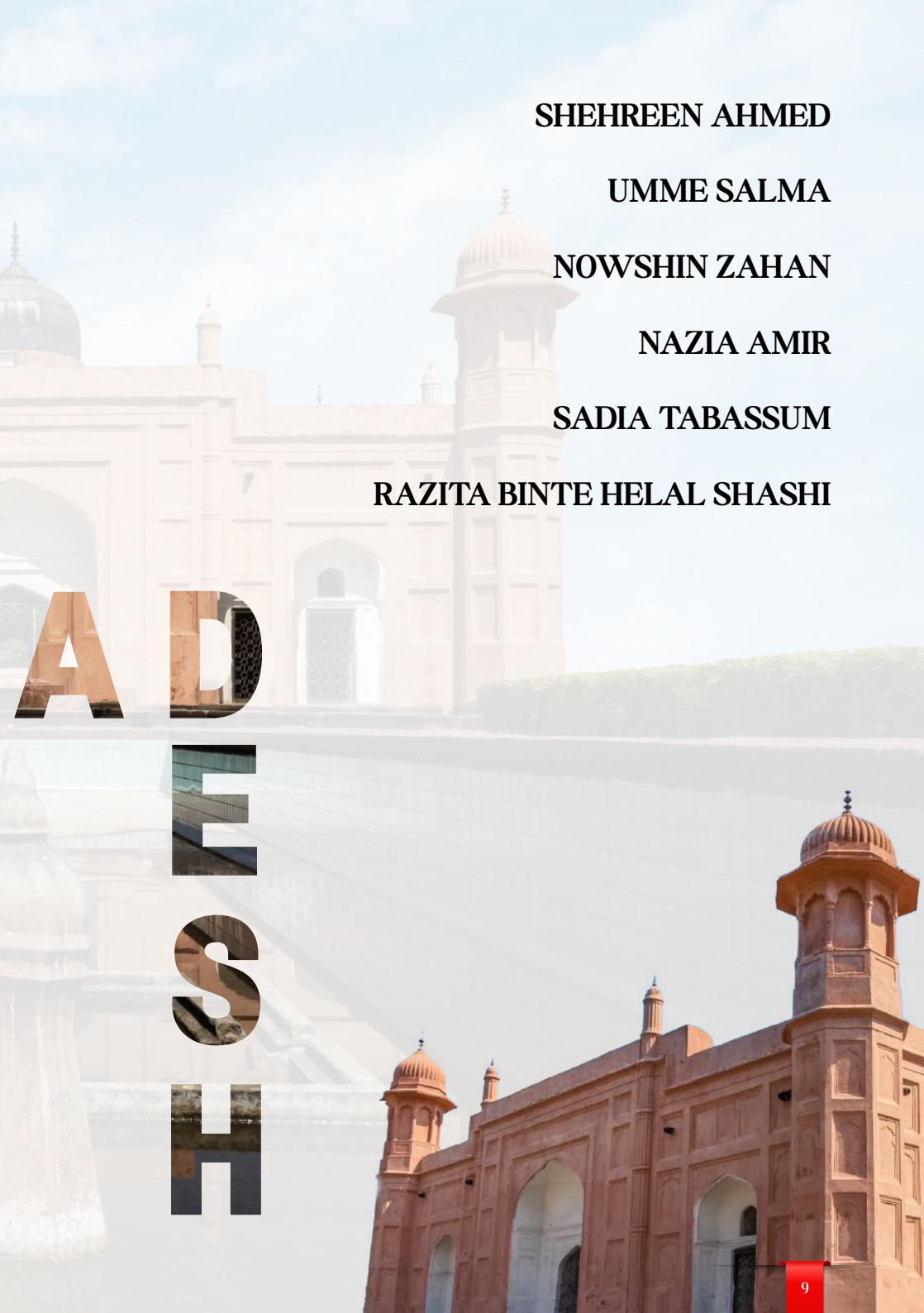
JUTHIKA AZAD

MONIKA MALLIK

NURUNNAHER NUPUR

FAIRUJ ASRAFY

KEYA GHOSH



SHEHREEN AHMED

UMME SALMA

NOWSHIN ZAHAN

NAZIA AMIR

SADIA TABASSUM

RAZITA BINTE HELAL SHASHI

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Never let others define your
potential.

Keep learning, build your
expertise, and take initiative. Your
contributions matter.

Khadiza Umme Tahera



Khadiza encourages young women to take up space confidently, stay curious, and reject limits imposed by others.

WIRED FOR CHANGE:

Khadiza Umme Tahera's Path in Power

Since 2017, **Khadiza** has significantly contributed to planning and evaluating Independent Power Producer (IPP) projects, transforming Bangladesh's energy sector with dedication and expertise.

Driven by a passion for technology and national development, Khadiza entered the energy sector after graduating in Electrical and Electronic Engineering.

As one of the few women engineers in the field, Khadiza often had to prove herself in unfamiliar environments, especially during visits to remote power plants.

"Initially, gaining acceptance from site personnel and ensuring my instructions were followed was challenging. However, I focused on communication, building professional relationships, and demonstrating my technical competence."

In a field historically dominated by men, Khadiza has forged a remarkable path as a Sub-Divisional Engineer at the Bangladesh Power Development Board (BPDB).

Her determination, along with the support of her family and colleagues, helped her turn these initial struggles into lasting professional relationships.

Now, those once-intimidating visits are highlights of her career—rich in learning, leadership, and the quiet beauty of Bangladesh's landscapes.

SAR100-2.0 training program proved transformative. Beyond the technical skills it imparted, the program gave her a regional network of women professionals and a renewed sense of purpose. Through group exercises and real-world case studies, she honed her problem-solving skills and found space to grow in confidence.

"The most valuable aspect of the training has been its practical learning approach including real-world scenarios, group activities, and case studies, which enriched my knowledge and sharpened my problem-solving abilities."



The energy industry needs diverse perspectives to address global challenges, and your presence will help shape a more inclusive and sustainable future.

Tanzim Mahrin



Tanzim urges future leaders to seek mentorship, support one another, and step into decision-making roles that shape the sector. Her message is clear: passion, perseverance, and purpose will drive lasting change.

EMPOWERED BY ENERGY:

Tanzim Mahrin's Journey from Rural Roots to Power Girl

Tanzim Mahrin's journey began in a rural Bangladeshi village plagued by frequent power outages. This childhood curiosity about electricity led her to study Electrical Engineering at Bangladesh University of Engineering and Technology (BUET) and pursue a career in the energy sector.

Today, Tanzim works as an Assistant Engineer at the Bangladesh Power Development Board (BPDB), managing IPP plants connected to the national grid and working on energy exchanges with India and Nepal. Her journey from a curious girl to a technical leader was filled with challenges.

"In meetings, my ideas were often overlooked, and I had to work twice as hard to earn recognition."

Her transition into the workplace was challenging. From the start, she encountered gender bias and skepticism about her technical skills. Tanzim faced gender bias both in the field and in the office.

Nonetheless, she demonstrated remarkable resilience by consistently achieving results, establishing her credibility, and showing that technical excellence surpasses any bias.

SARI00-2.0 training program significantly impacted Tanzim's career in renewable energy, enhancing her technical and leadership skills. It boosted her confidence in tackling workplace challenges and advocating for equal opportunities for women in the energy sector. She now aims to improve energy access in marginalized communities and promote inclusivity in planning and policies.

The main takeaway from the training is enhanced confidence in tackling workplace challenges, overcoming gender biases, and advocating for women's equal opportunities in the energy sector.

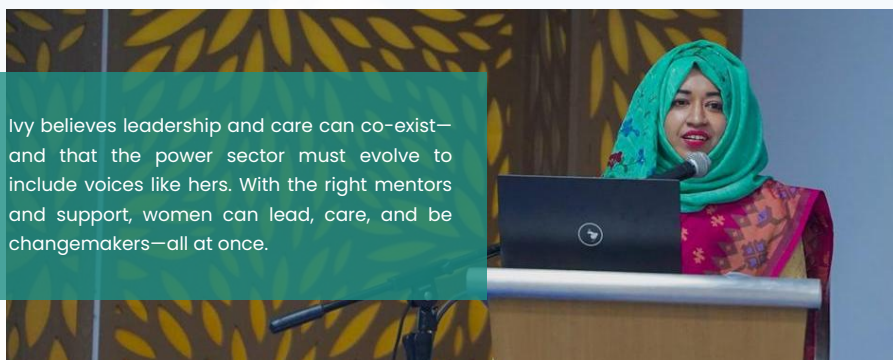
Tanzim inspires women to embark on careers in the energy sector by fostering self-confidence and challenging societal norms. She highlights the significance of curiosity, mentorship, and purposeful action, urging women to take initiative in energy innovation while supporting each other. Her core message emphasizes that passion, perseverance, and purpose are vital for creating meaningful change.



Believe in yourself, take up space,
and don't be afraid to lead.

Ivy Nahar Tisha

Ivy believes leadership and care can co-exist—and that the power sector must evolve to include voices like hers. With the right mentors and support, women can lead, care, and be changemakers—all at once.



BREAKING BARRIERS, POWERING THE FUTURE:

Ivy Nahar Tisha's Mission in Energy and Inclusion

Ivy Nahar Tisha realized the transformative power of electricity early on. Now, as Deputy Director (Technical) at the Bangladesh Rural Electrification Board (BREB), she combines technical expertise with a commitment to gender equality in Bangladesh's power sector.

Ivy, an Electrical and Electronic Engineering graduate, focuses on technical training and feasibility studies for nationwide power distribution. Beyond engineering, she leads BREB's Gender Equality & Social Inclusion program and the WePOWER Committee, aiming to challenge norms, influence policies, and promote opportunities for women in the energy sector.

"As the WePOWER Focal Point, I advocate for gender diversity, organize leadership workshops, and push for gender-friendly policies. In my GESI role, I work towards inclusive HR policies, capacity-building initiatives, and a zero-tolerance stance on workplace harassment."

Her participation in the **SAR100-2.0** training program has been a game changer for her professional growth.

"The training has deepened my understanding of regional energy cooperation, smart grid advancements, and cross-border energy policies."

The insights from the training have strengthened her leadership and policy skills, enabling her to drive sustainable, inclusive, and efficient power solutions in Bangladesh.

Her leadership was instrumental in launching the first daycare facility in a power utility in Bangladesh—an initiative recognized by the World Bank—and she actively mentors young women pursuing STEM careers.

A mother herself, she understands the dual demands women face and fights for solutions that make both career and caregiving possible.



Shine bright like a diamond'—this is my only message. The path won't be easy. People may try to hurt or discourage you, but you must shine.

Sayba Habib Jenifer

Sayba urges women to uphold ethics, break barriers, and create space for others to follow. Because when one woman shines, many others learn to glow.



HOLDING THE LINE:

Sayba Habib Jenifer's Path of Endurance, and Empowerment

Sayba Habib Jenifer, an Assistant Engineer at the Bangladesh Rural Electrification Board (BREB), plays a key role in extending electricity across Bangladesh. Her career, characterized by resilience and service, reflects her commitment to leading with purpose and integrity in the power sector.

Sayba's passion for engineering stems from determination and a desire to serve the public. She navigates a male-dominated field while balancing her roles as a wife, mother, and engineer, facing barriers like institutional biases, corruption, nepotism, and political interference that hinder fair promotions and training opportunities.

"Yet, I persevered. I found strength in my vision. Every challenge became an opportunity to prove my capabilities and pave the way for future generations."

Despite challenges, she stayed true to her values and focused on personal growth, aiming to inspire young women to dream big and lead with integrity.

Participating in the **SARI00-2.0** training program marked a transformative chapter in her growth—both personally and professionally.

It sharpened Sayba's leadership skills, exposed her to regional best practices, and encouraged her to engage confidently with colleagues and challenges alike.

"The most valuable aspect of the training is about practical learning. Engaging in real-world scenarios, teamwork exercises, problem-solving through case studies, and simulations, all these activities helped me break out of my comfort zone."

The collaborative environment empowered Sayba to speak up, take initiative, and implement new strategies at work. With renewed confidence, she now feels better prepared to contribute meaningfully to both her organization and the broader sector.



You may feel as though you're walking through darkness, not realizing that you are, in fact, the light guiding those who walk beside you.

Sumaiya Tabbassom

LIGHTING THE GRID, LEADING WITH GRACE:

Sumaiya Tabbassom's Vision for a Brighter Tomorrow

Sumaiya Tabbassom's career as an Executive Engineer at Power Grid Bangladesh PLC began with a childhood fascination with light. With over 12 years of experience spanning both technical and managerial roles, she contributes to substation design, transmission line planning, and international procurement, playing a key role in maintaining Bangladesh's power transmission infrastructure and ensuring reliable, high-quality electricity delivery nationwide.

With a background in Electrical and Electronics Engineering and an MBA in Management Information Systems, Sumaiya is driven by the belief that science, logic, and leadership can work together to power real change. Inspired by Michael Faraday, she pursued engineering not just to understand how electricity works, but how it can empower lives.

"I do not view challenges as obstacles, but rather as opportunities for growth."

Her mindset has helped her navigate a complex field with resilience and clarity. Rather than striving to outshine others, she believes in collective brilliance—working together to light up the world more powerfully than any one person could alone.

The **SAR100-2.0** training program offered Sumaiya a moment to pause and sharpen her tools.

"The SAR100 training program serves as a tool for me to 'repair my net,' allowing me to enhance and improve my skills."

Through regional exchange, technical learning, and collaborative problem-solving, the training expanded her vision—especially in integrating renewable energy and sustainable procurement into grid operations. With these insights, she is more equipped to lead Bangladesh toward a greener, more reliable energy future.

To the next generation of women in energy, Sumaiya offers more than advice—she offers affirmation. She reminds young women that their strength, intellect, and authenticity are their greatest assets.

In her view, leadership is not about imitation, but about courage — the kind that leads boldly and authentically, shaping a sector that reflects the true strength of diverse voices.





Seize opportunities like SAR100-2.0, stay curious, and actively engage in the evolving energy landscape.

Zarin Tasnim

Zarin believes that women have a crucial role in shaping the energy transition. She urges aspiring leaders to pursue knowledge fearlessly, seek mentorship, build strong networks, and not hesitate to take up space in leadership roles.

For her, the journey continues—not just to strengthen the grid, but to ensure it's powered by diverse minds and inclusive leadership.



CHARTING NEW PATHS:

Zarin Tasnim's Mission to Modernize Power and Break Barriers

Zarin Tasnim's journey into the energy sector is driven by both purpose and perseverance. Raised in a middle-income family as the eldest daughter, she carried early responsibilities that shaped her commitment to contribute meaningfully to society. Today, she works as a Sub-Divisional Engineer in the System Planning Department of Power Grid Bangladesh PLC, where she helps steer the future of Bangladesh's transmission network with a focus on modernization, integration, and sustainability.

Zarin graduated with honors in Electrical and Electronic Engineering from Bangladesh University of Engineering and Technology (BUET) in 2019. Her passion for sustainable energy drove her to publish research on renewable integration in low-inertia systems. At Power Grid Bangladesh, she became the first woman engineer on a major infrastructure project for eastern grid enhancement.

"Navigating gender bias and societal expectations pushed me to continuously learn and adapt to technical complexities."

Her responsibilities included site visits, liaising with government agencies, and collaborating with international stakeholders.

She managed to balance these duties with her personal life, returning to work just four months after giving birth. Her dedication has contributed to changing perceptions of women's accomplishments in the power sector.

She considers her participation in the **SAR100-2.0** training program to be a crucial career opportunity, enhancing her understanding of smart grids, cross-border energy trade, and inclusive planning.

"The SAR100-2.0 training broadened my technical horizon while empowering me to take on leadership with confidence and clarity."

Through hands-on learning and interaction with professionals across South Asia, she developed new insights into scalable, people-centered energy solutions that she hopes to bring into national planning strategies.



Be a human—don't think about being a boy or a girl. Believe in yourself and your abilities. Stay committed to learning new technologies and sustainable solutions.

Juthika Azad

Juthika believes leadership is about character, not gender—and that the sector needs voices grounded in ethics, innovation, and service. Her journey, lit by persistence and purpose, is a reminder that the future of power lies not only in infrastructure—but in the people bold enough to rewire it.



FROM DIM LIGHT TO DRIVING CHANGE:

Juthika Azad's Journey to Power Progress

Juthika Azad, raised in a village with limited electricity, aspired to illuminate lives. Now, as a Sub-Divisional Engineer at Dhaka Electric Supply Company Ltd. (DESCO), she has over twelve years of experience in the energy sector, focusing on improving infrastructure and promoting inclusion and resilience.

Juthika's journey started with a daily bicycle ride to school, challenging conservative norms about girls' education. At 16, she moved away from home, confronting financial hardships and early independence. This determination continued in her career, where she faced technical challenges along with corruption, nepotism, and political interference.

"The flicker of a dim bulb in my childhood village ignited a lifelong ambition: to become an electrical engineer and enlighten the lives of others."

Balancing the roles of engineer, wife, and mother in a society still marked by traditional expectations, Juthika turned challenges into opportunities to prove her strength—not just for herself, but for the girls in villages like hers.

Participating in the **SAR100-2.0** training program significantly advanced Juthika's professional growth.

The hands-on exercises, case studies, and collaborative learning challenged her, equipping her to lead with clarity and confidence.

"The supportive environment encouraged me to participate actively, voice my thoughts, and take leadership roles. Now, I can confidently apply these learnings in my workplace."

The regional exchange offered a supportive network for women professionals, focusing on empathetic leadership, strategy, and technical skills. This helped her build confidence in collaboration, initiative, and innovative solutions.



Your voice is valuable
-use it to shape the future of
energy.

Monika Mallik

LIGHTING UP LIVES:

Monika Mallik's Rise from Rural Shadows to Power Sector Leadership

Monika Mallik's childhood was spent in a remote village in the Pirojpur district of Bangladesh, where electricity was a distant privilege. The contrast between her unlit home and the glowing nearby towns sparked a quiet determination that would guide her future.

Today, as a Sub-Divisional Engineer (SDE) at Dhaka Electric Supply Company Limited (DESCO), she leads operations to ensure continuous power supply across southern Dhaka, turning early aspirations into a career of tangible impact.

Monika manages daily operations, coordinates responses during outages, and addresses politically sensitive issues. Despite facing gender bias in promotions, she leads by example, overcoming challenges through knowledge, experience, hard work, wisdom, and clear communication.

"The flicker of light in neighboring villages made me wonder—why not ours? That childhood question shaped my dream to become an engineer and bring electricity to places like mine."

Raised in a remote village without electricity or proper infrastructure, Monika began her primary education under challenging conditions while battling rheumatic fever. At 14, she moved to Khulna for medical treatment. Determined to become an engineer, she completed a Diploma in Engineering from a polytechnic institute in Khulna. Despite financial hardships following her father's retirement and illness, she supported herself through tutoring and later graduated as a Computer Engineer from the Dhaka University of Engineering and Technology (DUET). In 2012, she joined DESCO as an Assistant Engineer, moving closer to her dream.

For Monika, **SAR100-2.0** training program was a catalyst for growth. The training offered technical insights, simulations, and regional collaboration that expanded her perspective and practical skills. With renewed confidence, she now feels better prepared to advocate for sustainable solutions and lead in conversations that matter.

"This training has improved my confidence and skills to handle challenges, take initiative, voice my thoughts, and apply innovative ideas in my workplace."



Monika's message to women in energy is clear: never underestimate your value or your voice. She encourages others to speak up confidently, seek knowledge, and lead from wherever they are. Her story—from the dim edges of electrification to the bright pulse of a modern city—is not just about powering homes, but about powering potential.



Believe in your abilities and
embrace the challenges that come
your way.
Build your expertise, stand firm in
your decisions, and never let
societal expectations define your
potential.

Nurunnahar Nupur



Nupur empowers women in the energy and infrastructure sectors to believe in themselves and confront challenges. She advocates for building expertise, making confident decisions, and breaking societal expectations to foster a more inclusive and empowered energy sector.

DESIGNING IMPACT:

Nurunnahar Nupur's Blueprint for Change in Bangladesh's Power Sector

Nurunnahar Nupur stands out in the technical field with her vision and creativity as the first architect at West Zone Power Distribution Company Ltd (WZPDCL).

Now a Sub-Divisional Engineer in Planning and Development, she transforms infrastructure into inclusive spaces, turning challenges into opportunities through projects combining technical innovation and social responsibility.

In 2017, Nupur became WZPDCL's first architect, entering a male-dominated field with little precedent. Despite initial skepticism about a woman in a technical role, her skills and innovative ideas gained trust. Her projects, including a training center renovation and a safety-focused model substation design, set new standards in construction.

"It was often difficult to persuade people to follow directions, particularly when these instructions were from a woman. I always answered people's skepticism with skill, dedication, and new ideas—like the Training Centre Renovation and the Model Substation I designed to reduce hazards through passive solutions."

Nupur has designed various utility centers, office buildings, and branding gates, and suggested redesigning school uniforms for underprivileged students. Despite facing bias, she balances ambition with personal commitments, supported by strong leadership, and remains resilient in her pursuits.

The **SARI00-2.0** training program was a crucial step in her career, enhancing her knowledge of renewable energy integration in power systems and innovative problem-solving.

"This training has opened a window of knowledge, allowing me to connect with participants, and scholars from various fields across SAARC countries."

She highlighted the training's benefits in networking with diverse SAARC professionals, enhancing technical skills, and boosting her confidence in regional collaboration, while also improving her leadership and system design methods.



Do not let societal expectations
define your future. Believe in
yourself, embrace challenges, and
never stop learning.

Keya Ghosh

RESILIENCE IN EVERY WATT:

Keya Ghosh's Journey to Powering Change

Keya Ghosh defied traditional expectations in her village in Khulna, Bangladesh, where daughters were typically expected to marry early. With her father's support, she pursued an unconventional path and became an Assistant Engineer at Northern Electricity Supply Company PLC (NESCO). She now manages high-voltage substations and power distribution for over 46,000 consumers, ensuring system reliability in a challenging environment.

Keya's road to engineering was paved with resistance. Born in a small village in Khulna, she was welcomed by her family with mixed feelings. At birth, they had wished for a son to support her elder brother, who was physically disabled. Only her father rejoiced, vowing to raise her "like a son." That promise became the foundation of her journey.

"When I was born, my family wished for a boy... My father was my biggest supporter, constantly encouraging me to dream big. He instilled in me the belief that I could achieve anything I set my mind to."

Keya's journey, from a child raised to challenge stereotypes to an engineer lighting up lives, is a story of resistance turned into leadership. For Keya, every connection built, every system maintained, and every barrier broken is part of a greater mission: to energize the path for the women who will follow.

Equipped with a diploma, followed by a Bachelor's in Electrical and Electronic Engineering from Dhaka University of Engineering and Technology (DUET), she eventually stepped into the power sector—a male-dominated space where leadership from a woman was often doubted. Managing manpower became her toughest task, but through technical expertise, clarity, and grit, she transformed skepticism into support. One of her proudest achievements was the successful installation and commissioning of a 10/13 MVA power transformer in a 33/11 kV substation—a task that required meticulous planning, execution, and teamwork.

The **SARI00-2.0** training marked another transformative turning point in her journey. Through strategic modules, leadership sessions, and peer learning, she gained not just skills but perspective.

"The program reinforced my belief that more women should be encouraged to enter technical fields and take on leadership roles."

Interacting with professionals from across South Asia helped her reimagine her role—not just as an engineer but also as a mentor and advocate for gender inclusion in the energy sector.





Never underestimate the impact of your voice, your skills, and your determination.

Seek mentorship, build your network, and always support other women—our collective strength will drive meaningful change.

Shehreen Ahmed

BEYOND THE BLUEPRINT:

Shehreen Ahmed's Vision for Purpose- Driven Power

In Bangladesh's expanding energy landscape, few professionals bridge technical excellence with social impact the way **Shehreen Ahmed** does. As an Assistant Engineer at North-West Power Generation Company Ltd. (NWPGL), she is part of one of the nation's most ambitious undertakings — Rupsha 800 MW Combined Cycle Power Plant Project.

However, her approach to engineering is far from conventional. For Shehreen, energy is not just about kilowatts and grids but about connection, inclusion, and empowering lives.

Shehreen started her career with significant responsibilities on the Rupsha project, handling procurement, construction monitoring, and regulatory approvals, including interactions with the Asian Development Bank. Her role was technical and high-pressure, often requiring her to excel in male-dominated environments.

"As a woman in engineering, I often found myself in spaces where I was the only female professional in the room. Overcoming biases and proving my capabilities required persistence, confidence, and an unwavering commitment to excellence."

To aspiring women in the energy sector, Shehreen offers a message that reflects both experience and hope. She believes that leadership must be inclusive and collaborative, and women have an essential role to play in shaping the future of energy.

Shehreen's path is a reminder that true power lies not only in the systems we build but also in the communities we elevate along the way.

Shehreen's journey stands out for integrating human-centered design into the mechanical field. She led the construction of a four-story school equipped with science and IT labs, a solar rooftop system, and a public library, benefiting nearly 400 students. Additionally, she organized livelihood training programs, school outreach events, and gender equity initiatives, broadening the impact of development beyond simply providing electricity.

For Shehreen, the **SAR100-2.0** training program came at the perfect time—offering a platform to connect with like-minded professionals to share insights and rethink the role of leadership in sustainable energy.

"The SAR100-2.0 training program reaffirmed my belief that collaboration and innovation are key to overcoming the challenges of sustainable energy."

She left the training equipped with practical strategies, new partnerships, and a strengthened resolve to continue integrating social inclusion into her engineering work.





Never underestimate your worth.
Lead with courage, integrity, and
kindness. Support other women.
Build a legacy of empowerment
and change.

Umme Salma

BREAKING SILENCE, BUILDING POWER:

U mme Salma's Path through Purpose and Persistence

In the world of power generation, where systems are large and expectations even larger, **Umme Salma** has carved a path grounded in quiet determination and technical excellence. Working as a Sub-Divisional Engineer at Electricity Generation Company of Bangladesh (EGCB) Ltd. since 2014, she began her career at the Siddhirganj 335 MW Combined Cycle Power Plant Project before moving to the Procurement Division in 2016. Today, her role involves sourcing critical components and ensuring regulatory compliance for both gas-based and solar power plants—core elements in Bangladesh's journey toward sustainable energy. Salma's interest in power systems developed during her undergraduate engineering studies and led her into the energy sector.

"After joining EGCB, I was posted in the Siddhirganj 335 MW Combined Cycle Power Plant Project, where I was the only female employee in that project."

Early in her career, Salma faced challenges due to the lack of female-friendly infrastructure, as she was the only female employee in the project. After childbirth, she returned to the workplace soon because she had already taken a long leave due to her pregnancy complications. Despite these challenges, she managed to balance her professional duties and personal life while caring for her newborn.

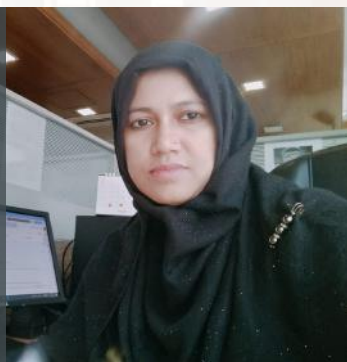
For Salma, **SAR100-2.0** training program represented a powerful opportunity to expand her technical and strategic horizons.

"This training is helping us learn both technical topics like system planning and optimization, and economic themes like power market governance across Southeast Asia—which seems very interesting to me."

She plans to bring these insights back to her team, sharing ideas on renewable energy, cross-border trade, and building smarter, cleaner grids aligned with Bangladesh's national vision for 2041.

Salma believes leadership is not about conforming—it's about courage, compassion, and uplifting others along the way.

Her journey reminds us that breaking barriers begins with believing you belong, especially in rooms where no one else looks like you.





Believe in yourself and never
hesitate to challenge stereotypes.
Stay determined and let your work
speak for itself.

Nowshin Zahan

Nowshin's story proves that change is not just created through policies or power plants—it starts with individuals bold enough to defy expectations and strong enough to keep showing up.



FROM RESISTANCE TO RESILIENCE:

Nowshin Zahan's Determination to Redefine Power

Nowshin Zahan is a resilient symbol of female empowerment in the male-dominated energy sector. Since 2014, she has worked as an Assistant Engineer at Rural Power Company Limited (RPCL) in Bangladesh, starting at the Gazipur power plant and now contributing to the Operation and Maintenance Department. Through her roles, she has ensured efficient system operations while challenging leadership norms.

Nowshin's journey into engineering was fueled by her passion for machines and resistance to discouragement. Growing up in Dhaka, she faced skepticism from relatives who feared educated women to be "too independent," motivating her to challenge these views and pursue her goals with determination.

"Some family members believe highly educated women become too independent. Though their words made me feel inferior, I questioned these restrictions and pursued my education and career ambitions."

As the sole woman on site, she encountered challenges as an engineer, including poor facilities, limited support, and systemic issues like corruption and bias in promotions.

Yet, she remained resilient—driven by her passion for innovation and belief that every obstacle was a stepping stone for growth.

The **SAR100-2.0** training program marked a significant milestone in Nowshin's growth, combining technical expertise, leadership strategies, and regional insights into a cohesive experience.

"The most impactful aspects were the practical learning opportunities—real-world scenarios, teamwork, problem-solving, and simulations pushed me out of my comfort zone and equipped me with the confidence to apply my learning in the workplace."

She attributes her training to deepening her comprehension of transmission and distribution networks, boosting her confidence in conversations, idea exchange, and problem-solving. Additionally, it has linked her to a community of professionals dedicated to energy equity.



Women are unstoppable if they
nourish themselves with knowledge
and experience.

So please, be yourself—and most
importantly, believe in yourself!

Nazia Amir



Nazia's journey is a reminder that real change in the energy sector is not just about innovation; it is about inclusion, and about women like Nazia who continue showing up and standing tall, even when the path is far from easy.

AGAINST ALL ODDS:

Nazia Amir's Journey to Reshape the Power Sector

In Bangladesh's largest thermal power plant, amidst massive infrastructure and round-the-clock operations, Executive Engineer **Nazia Amir** is the only woman overseeing civil engineering works at the Payra 1320 MW Thermal Power Plant in Patuakhali. At this landmark facility, she manages everything from structural design and plumbing to site landscaping. But her greatest work lies not in steel or concrete—it lies in challenging perceptions of where women belong in engineering.

Nazia's professional path was not always linear. She began her career in the telecommunications sector, but her fascination with infrastructure and technology led her into energy in 2017. Her transition was bold, but not without disruption. Twice, her career paused: first when her contract was not renewed after maternity leave, and again when she had to leave another job shortly thereafter.

"I faced two career breaks—once after maternity leave and again after leaving another position—but I refused to let these setbacks define me."

Refusing to be sidelined, she rebuilt her career with persistence. She is now the only female civil engineer in her department, promoted through performance and driven by a desire to grow. In one of her most courageous moves, she transferred to a site 450 km from her family, commuting once a month after a 12–15 hour road journey. Her strength comes not just from within, but from the support of her spouse, child, extended family, mentors, and colleagues, forming a quiet but constant current behind her every decision.

For Nazia, the **SAR100-2.0** training program expanded both her technical and leadership toolkit. She gained new perspectives on grid systems, renewable energy, and inclusive project design.

"The SAR100 training has been a transformative experience—broadening my perspective and strengthening my technical and leadership skills."

The opportunity to connect with peers and mentors across South Asia left a lasting impression, giving her renewed purpose in shaping not just infrastructure but also the future workplace culture for women.



This field may be male-dominated, but your skills, dedication, and perseverance will define your success.

Seek mentorship, build a strong professional network, and advocate for yourself and other women in the industry.

Sadia Tabassum



Sadia's journey reflects not just a career, but a calling to transform the energy sector into a space where women's leadership is no longer the exception, but the expectation.

POWER AND PURPOSE:

Sadia Tabassum's Drive to Energize Change

Sadia Tabassum is an Executive Engineer at West Zone Power Distribution Company Limited (WZPDCL) with 11 years of experience in energy distribution. She plays a crucial role in providing reliable electricity to one-third of Bangladesh's districts and is dedicated to driving change, particularly for women in the industry.

After earning her degree from Khulna University of Engineering and Technology (KUET), Sadia entered a traditionally male-dominated field, demonstrating determination and professionalism from the outset. She effectively managed the dual responsibilities of a demanding career and new motherhood, despite limited workplace support such as daycare or flexible hours.

"Management and male colleagues often resist allowing women to join training or field visits, limiting professional growth and reinforcing gender disparities."

As she progressed in her role, Sadia consistently took on greater responsibilities and focused on building her technical expertise. Although professional development opportunities were not always readily available, she proactively sought growth, mentored junior colleagues, and emerged as a strong advocate for inclusive and supportive workplace policies. Her efforts have contributed not only to her own career advancement but also to fostering a more equitable work environment for others in the sector.

Participating in the **SAR100-2.0** training program was a milestone in Sadia's professional journey. The program broadened her knowledge of system planning, optimization, energy governance, and power market strategies in the South Asian context, which was perfectly aligned with her work at WZPDCL.

"I am confident that this training will equip me with the knowledge and insights needed to excel in my current role within the South Asian energy sector."

The experience also strengthened her confidence and connected her with a network of women professionals across the region, reinforcing a shared vision for inclusive energy solutions.



Confidence and determination are key to overcoming challenges and creating opportunities. Empowerment and persistence will lead you to achieve your dreams.

Razita Binte Helal Shashi

GROUNDING IN GRIT:

Razita Binte Helal Shashi's Rise in Power Distribution

Razita Binte Helal Shashi has been influential in Dhaka's energy sector for nearly a decade as an Executive Engineer at Dhaka Power Distribution Company Ltd. (DPDC). Her work in planning and procurement is vital for providing uninterrupted power to millions. She oversees distribution monitoring, network expansion, cost optimization, and contract execution. Her journey also highlights the increasing visibility of women in a traditionally male-dominated field.

Razita's passion for power systems was sparked during her undergraduate studies, where she first recognized the societal and economic impact of the energy sector. However, entering the field came with its share of challenges, particularly around fieldwork, which many still associate with men.

"In many cases, field visits were viewed as a task for men, while women were expected to focus on office work."

With few female colleagues and limited support structures in place, the initial discomfort was real.

But she embraced both field and office responsibilities, determined to gain well-rounded experience.

Her supervisor's encouragement and her family's unwavering support gave her the strength to keep going. Over time, Razita not only found her footing but also helped foster a more inclusive and equitable working environment for others.

The **SAR100-2.0** training proved to be more than just an academic experience. It broadened Razita's understanding of regional best practices and brought together technical, financial, and gender-focused perspectives in a single learning platform.

"The SAR100-2.0 training has opened a new horizon for me, offering a wealth of knowledge through diverse topics and rich content."

She especially appreciated the program's emphasis on gender inclusivity and accessibility and its insights into practices across South Asian countries.

The exposure has energized her leadership approach, equipping her to contribute more effectively toward her organization's long-term goals.



Razita believes that women entering the energy sector must be both informed and empowered. Her story is a reminder that the energy sector needs skilled engineers who are prepared to challenge norms, ask critical questions, and pave the way for a more inclusive future.

BHUTAN

PHUNTSHO CHODEN

TENZIN LHAMO

KINLEY ZANGMO

LHAKPA CHOKI TAMANG

CHONGA LHAMO

TSHERING YANGZOM

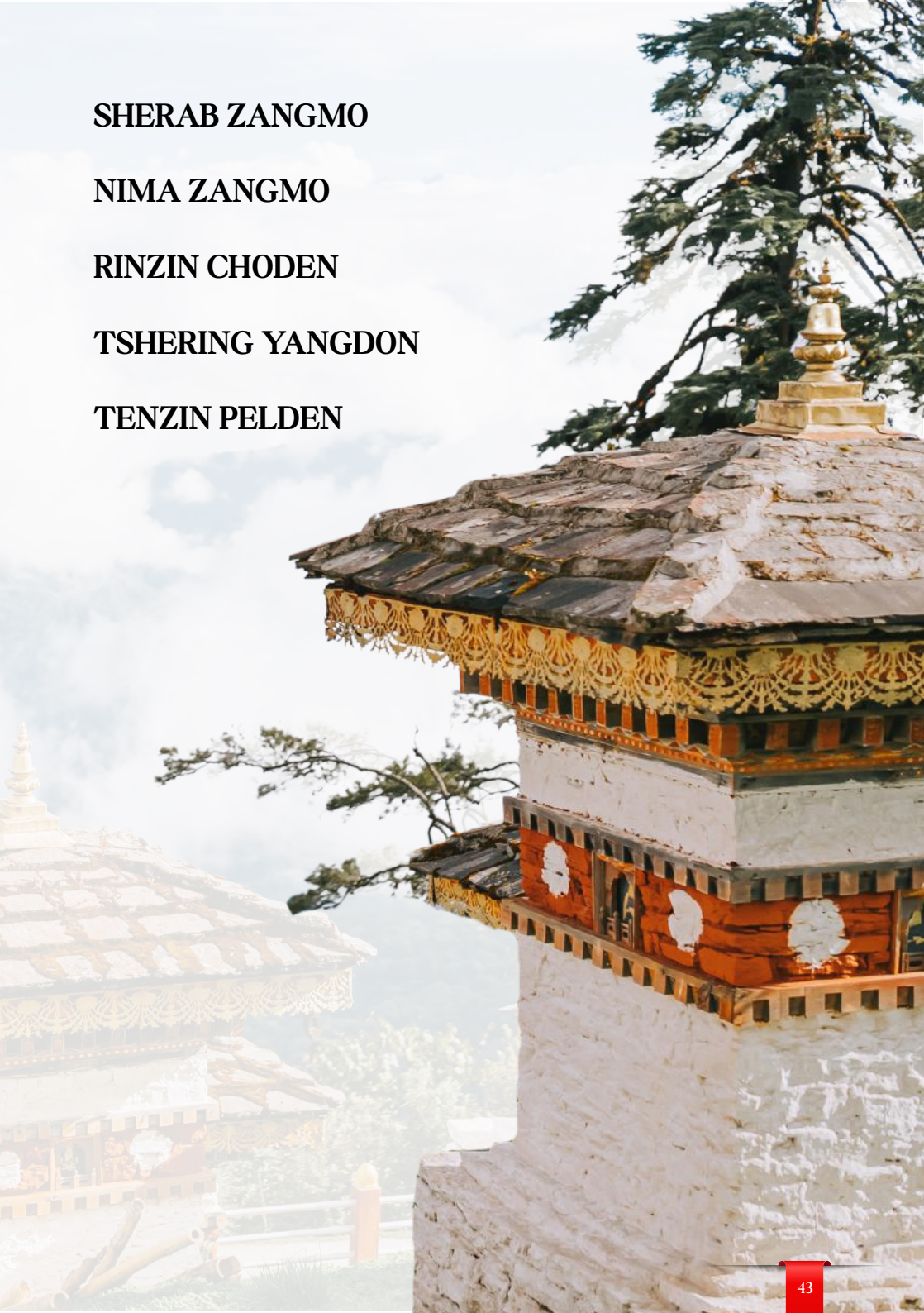
SHERAB ZANGMO

NIMA ZANGMO

RINZIN CHODEN

TSHERING YANGDON

TENZIN PELDEN





You must remain determined and believe in yourself, no matter what challenges arise along your path. The road may not always be easy, but it is important to stay focused on your goals and persist.

Phuntsho Choden

THE QUIET CURRENT:

Phuntsho Choden's Climb Through Power and Possibility

Phuntsho Choden encourages future leaders to seize opportunities and embrace obstacles, as they often become stepping stones for growth.

She believes women must lift one another as they rise. Her journey is proof that leadership doesn't always begin with a title. Sometimes, it begins in quiet corners—on field visits, in late-night meetings, or in the moment you decide to keep going when it would be easier to stop.

Phuntsho's career in Bhutan's power sector is symbolized by the winding roads to remote valleys. As a Senior Engineer at Bhutan Power Corporation Limited (BPC), she plays a key role in ensuring electricity access nationwide, focusing on strengthening distribution systems and promoting a sustainable energy future.

Phuntsho developed an interest in energy during her engineering studies while working on a hydropower research project, where she recognized electricity's potential to transform communities and foster long-term development.

After joining BPC, she faced numerous challenges in the Distribution Department, often being the only woman in remote areas with limited facilities.

"This experience motivated me to apply my skills to real-world challenges and contribute to Bhutan's vision for sustainable and renewable energy development."

Confronting tough terrain and occasional bias, she embraced these experiences, developing technical skills and earning trust. Her resilience increased through persistence and continuous learning on each assignment.

Joining the **SAR100-2.0** training program gave Phuntsho space to connect, reflect, and grow. Beyond her daily responsibilities, she began thinking strategically—about systems, sustainability, and inclusive leadership.

"I am confident that the training is equipping me with the knowledge and skills necessary to tackle complex energy challenges while also refining my leadership abilities."

The experience enhanced Phuntsho's technical knowledge and empowered her voice. Among peers from South Asia, she felt connected to a movement of changemakers transforming the energy sector from within.





Embrace the challenges.
Speak up. Never doubt your worth.
The world needs more women in
leadership, and each of you has the
power to drive change.

Tenzin Lhamo



Tenzin's believes leadership starts with choosing persistence over hesitation and learning over fear. Her journey highlights that returning to one's passion is a powerful step forward, not a step back.

BACK TO THE GRID:

Tenzin Lhamo's Unfinished Business in Power and Purpose

Some journeys start with a quiet calling; for **Tenzin Lhamo**, it drew her back to engineering after eight years. As one of two Communication Engineers at Bhutan Power Corporation, she bridges technical systems and empowers women in the underrepresented power sector. Tenzin's story embodies rediscovery, resilience, and quiet leadership.

Tenzin's interest in engineering was sparked by her fascination with communication signals. She pursued a degree in Electronics and Communication Engineering, but faced limited job prospects, which prompted her to accept a position as an Assistant Research Officer at the National Council of Bhutan. While this role provided valuable experience, her desire for a technical position intensified, highlighting her enduring passion that still yearned for fulfillment.

"Each day spent away from engineering only strengthened my resolve that I had to find my way back."

In 2023, she returned to engineering as a Communication Engineer at Bhutan Power Corporation after nearly a decade. Lacking senior experts in her field, she relied on self-learning and problem-solving. The transition was challenging due to a male-dominated environment and demanding fieldwork, but she persevered, inspired by His Majesty King Jigme Khesar Namgyel Wangchuck's words:

"It is not that we can't do it; it is whether we do it or not."

For Tenzin, joining the **SAR100-2.0** training program was a transformative experience. Beyond strengthening her technical skills, the training encouraged her to reflect on her role as a woman engineer in a male-dominated sector.

"The program opened my eyes to the importance of gender inclusivity and diverse perspectives in the workplace."

The experience helped her overcome hesitation and speak confidently in meetings, realizing that leadership involves presence, perspective, and participation, not just expertise.



Embrace the challenge with confidence, seek mentorship, never stop learning, and build a strong professional network.

Kinley Zangmo

CODING THE GRID:

Kinley Zangmo's Trailblazing Journey in Smart Energy

Kinley Zangmo, an Electrical Engineer at Bhutan Power Corporation Limited, is driving digital transformation in Bhutan's energy sector through the country's first Advanced Metering Infrastructure (AMI) pilot project. This initiative enhances the grid with real-time data and efficiency while also promoting women's leadership in a traditionally undervalued area.

Kinley joined the energy sector with a focus on smart grid development, energy efficiency, and sustainability. She led Bhutan's first AMI pilot project without prior guidance or a specialized team, facing challenges such as technical integration, ICT coordination, vendor communication, and cross-departmental collaboration.

"As the manager of the first ever pilot project with no experience, experts, and limited human resources, I faced numerous challenges in networking and communication."

Kinley believes every woman can lead by taking initiative, sharing ideas, and supporting others. Her journey shows that change often results from steady progress, technical excellence, and faith in one's vision rather than loud disruption.

She initiated meetings with management, sought support from international experts, and built technical capacity on the go.

Kinley faced gender challenges in a male-dominated field, proving her competence through action. The pilot project she worked on is now successfully completed and is being implemented across Bhutan's districts to promote smarter, transparent energy use.

The **SAR100-2.0** training program became a pivotal part of Kinley's professional growth. It broadened her understanding of strategic energy management, cybersecurity in digital systems, and the potential of data-driven decision-making.

"The training fostered leadership skills, empowering me to take on more responsibilities and contribute to strategic decision-making in my organization."

The experience encouraged her to prioritize long-term innovation over immediate technical goals. She returned to BPC more confident, prepared to improve AMI deployment with smart analytics and enhanced cybersecurity, adding value as both an engineer and a leader.





Stay resilient, keep a positive attitude, and know that every challenge we face is an opportunity to learn and grow.

Lhakpa Choki Tamang

POWER AND PERSISTENCE:

Lhakpa Choki Tamang's Rise from Rural Roots to High Voltage Leadership

Lhakpa Choki Tamang's journey from Bhutan's farmlands to a Shift In-Charge at Bhutan Power Corporation showcases her exceptional leadership in managing a high-voltage substation. As a woman in a male-dominated sector, she exemplifies grit and determination, proving that transformation is driven by resolve rather than background.

Lhakpa grew up in a farming household where vacations were spent working in the fields, instilling values of resilience, discipline, and strength. Her dedication led to a scholarship for Electrical Engineering at the National Institute of Technology in Haryana, India. Despite the challenges of transitioning from rural Bhutan to a competitive environment, she adapted by viewing failures as feedback and challenges as motivation.

"My story is not just about poverty—it is about strength, hope, and the power to change my future."

After obtaining her degree and facing challenges in a competitive job market, Lhakpa secured an Engineering position at Bhutan Power Corporation. Navigating a fast-paced, male-dominated environment required her to build confidence through diligence, self-reflection, and perseverance.

Participating in the **SARI00-2.0** training expanded Lhakpa's perspective on leadership and operational excellence. Through technical modules, peer learning, and expert discussions, she gained new tools to tackle real-world energy challenges with clarity and strategy.

"SARI00 training has empowered me to drive innovation, advocate for gender inclusivity, and continually improve operational excellence in the energy sector."

The program emphasized adaptability and collaboration, skills applied in managing a critical substation in Bhutan. It reinforced that effective leadership relies on clarity, conviction, and ongoing growth rather than volume.



Lhakpa encourages aspiring women engineers to move forward with intention, even when the road feels uncertain. She believes leadership is built through everyday choices, quiet persistence, and belief in one's purpose.

Her journey is a reminder that success doesn't always arrive with fanfare—it often arrives quietly, shaped by consistency, character, and courage.



“Cultivate resilience and confidence; believe in your abilities and confront challenges head-on.”

Chonga Lhamo



BETWEEN CURRENTS AND COMMITMENTS:

Chonga Lhamo's Dual Role in Power and Parenthood

Chonga Lhamo plays a vital role in Bhutan's hydropower sector as Senior Section Officer at the Chhukha Hydro Power Plant. With over ten years of experience, she ensures the plant's sustainable operation while balancing her responsibilities as a mother. Her story reflects strength, resilience, and a commitment to inclusive energy futures.

Growing up by a majestic river, Chonga developed a passion for converting flowing water into power, influenced by her love for physics and mathematics. Inspired by pioneering women in engineering, she has become one of them.

"I strive for a balance that allows me to contribute meaningfully to sustainable energy solutions while being a devoted mother."

Chonga encourages future professionals to stay informed, seek mentors, and speak up for themselves and for others. She believes women have a vital role in driving innovation and sustainability. Her journey is proof that leadership can be both technical and human, shaped by expertise, empathy, and the courage to lead on all fronts.

The power plant's 24/7 demands are challenging, especially for working mothers like Chonga, who faces sleepless nights and long hours. She navigates these obstacles by requesting leave, relying on family support, and advocating for improved conditions for parents at work. Her resilience showcases a commitment to redefining leadership in the power sector.

Participating in the **SAR100-2.0** training program has deepened Chonga's technical knowledge and expanded her vision for change. She has gained insights into renewable technologies, grid modernization, data analysis and the role of inclusive leadership in addressing South Asia's energy transition.

"This training is equipping me to be a more skilled and resilient professional, ready to help create a sustainable energy future."

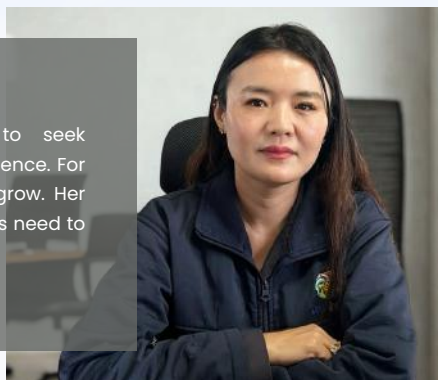
The training fostered a sense of connection with a network of women professionals focused on innovation and equity. It prepared her to lead changes, promote gender diversity, and incorporate strategic thinking into operations at Chhukha.



Embrace your unique journey and
view barriers as opportunities for
growth.

Tshering Yangzom

Tshering encourages young professionals to seek mentorship, build networks, and lead with confidence. For Tshering, success means lifting others as you grow. Her journey reminds us that strength does not always need to be loud, but it can be lasting.



ROOTED IN RESILIENCE:

Tshering Yangzom's Power Path across Borders and Bias

Tshering Yangzom views engineering as a purposeful calling rather than just systems and grids. With over 13 years of experience at Druk Green Power Corporation, she promotes Bhutan's sustainable energy goals and mentors others. Her multicultural background, connected to Bhutan, India, and Tibet, enriches her projects with values of inclusion, strength, and quiet leadership.

Tshering was inspired by the strong women in her life to pursue a career in the energy sector, focusing on science and engineering for innovation, sustainability, and service. However, she faced challenges in the male-dominated field of power infrastructure, some obvious and others more subtle in daily interactions.

"In my early career, being a woman in a male-dominated industry meant facing underrepresentation and gender biases."

Motherhood brought new complexities. Balancing demanding work and family life required more than scheduling—it demanded self-advocacy. Tshering met challenges head-on, setting high professional standards while initiating respectful dialogue when faced with dismissiveness. She built a support system of mentors and colleagues, learning that community can be a quiet revolution in the workplace.

Joining the **SAR100-2.0** training program marked a significant step in Tshering's evolution as a leader. Beyond the technical insight, she appreciated the program's emphasis on equity, unconscious bias, and peer learning—a rare space where her experience was not only heard, but shared.

"The SAR100-2.0 training has been instrumental in enhancing my skills and boosting my confidence as a mid-career woman in energy."

The training provided her with tools and courage, enhancing her strategic thinking and emphasizing inclusive leadership. It prepared her to advocate for structural change in her organization and inspire others to lead confidently.



Support other women—it's not just about breaking barriers for yourself; it's about creating opportunities for others to follow.

Sherab Zangmo

POWER WITH PURPOSE:

Sherab Zangmo's Journey through Systems, Strength, and Solidarity

From the high-voltage corridors of Tala Hydropower Plant to the complex world of procurement and design, **Sherab Zangmo** has spent over 14 years shaping Bhutan's energy future. Born in the mountainous Trashigang District of eastern Bhutan, she took her first step into engineering right after secondary school, undaunted by the challenges that awaited her in a male-dominated sector. Today, she stands not only as a technical expert but also as a resilient leader quietly redefining what it means to be a woman in power.

Sherab's path into the energy sector began with a Diploma in Electrical Engineering from the College of Science and Technology in Bhutan. From her first role in operations at the 1,020 MW Tala Hydropower Plant, she moved into procurement and electrical design, mastering every aspect of plant operations over the years.

"As a woman in the power sector, the journey is often about proving a worth not just to others, but also to myself."

Sherab encourages aspiring leaders to build their networks, seek mentorship, and be mentors in return. Leadership, she believes, is never a solo act. It is about bringing others forward, creating visible pathways, and reminding every young woman in the sector that their voice belongs in the conversation—and at the table.

Sherab navigated the balance between assertiveness and empathy, standing up for herself amid challenges like unconscious bias and lack of mentorship. She thrived by being present, achieving results, and creating opportunities for others with similar experiences.

The **SAR100-2.0** training came as a timely chapter in Sherab's leadership journey. Designed to recognize and address the gender-specific barriers women face in energy leadership, the program offered more than knowledge—it created a safe space for shared learning and growth.

"The training gave me the tools to navigate more difficult conversations and to lead with even greater confidence."

The program improved her strategic skills in communication, conflict resolution, team dynamics, and emotional intelligence. Notably, the collective strength of the women she met demonstrated that solidarity fosters resilience.





We should always make an extra effort to prove ourselves. However, this should not limit our potential to contribute equally to the development of our society at large.

Nima Zangmo

Nima's journey is a reminder that perseverance opens doors, and women have every right to lead in shaping the future of energy.



ACROSS RIVERS AND REGULATIONS:

Nima Zangmo's Path to Empowerment in Energy

Nima Zangmo's journey from Bhutan's mountains to the Electricity Regulatory Authority showcases resilience and determination. As Deputy Executive Engineer, she focuses on licensing, compliance, and policy development, contributing to Bhutan's power sector with nearly a decade of experience.

Nima began her career in 2016 as a Licensing Engineer at the Electricity Regulatory Authority, where she worked on issuing licenses to generation, transmission, and distribution systems and helped draft technical regulations for Bhutan's power sector. Over time, her role expanded to include site visits for compliance monitoring—an experience that tested not only her technical skills but her physical and mental endurance.

"We were only two lady engineers among a group of 50 to 60 male colleagues, climbing across the mountains for the inspection... but we didn't give up halfway—we completed the tasks successfully."

Nima faced challenges like trekking remote mountains and jungle camping, proving her capabilities despite doubts. These experiences highlighted that perseverance and professionalism triumph over assumptions. She emphasizes that while women may encounter scrutiny, they also possess remarkable strength in the sector.

When the opportunity to join the **SARI00-2.0** training program arrived, Nima embraced it wholeheartedly. Despite limited resources in her organization, she saw it as a chance to grow—connecting with peers and exploring new leadership perspectives across South Asia.

"The content coverage of this program is so well organized and is helping me to gain knowledge and experiences not just from the learned faculties but also from other women participants across South Asia."

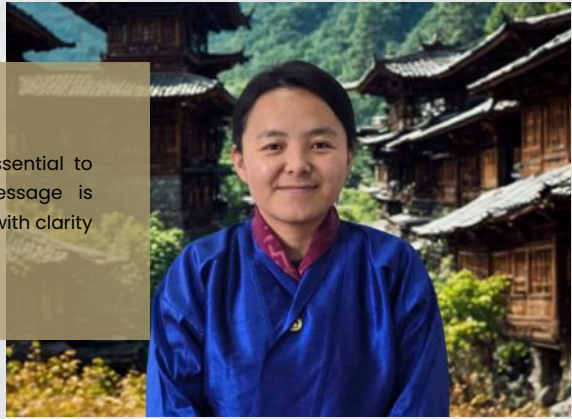
For Nima, the training was not just about the curriculum. It opened access to mentorship, networks, and a renewed sense of confidence in her role as a woman leader in energy.



Let us be the change we wish to see
in the world.

Rinzin Choden

Rinzin believes women's perspectives are essential to building equitable energy futures. Her message is simple—keep learning, stay curious, and lead with clarity and compassion.



FROM POLICY TO PURPOSE:

Rinzin Choden's Vision for Inclusive Power

In Bhutan's changing energy landscape, hydropower acts as a national catalyst. **Rinzin Choden**, Deputy Executive Engineer at the Electricity Regulatory Authority (ERA), focuses on economic regulations and tariff-setting to turn Bhutan's energy potential into tangible progress. Supported by a workplace that promotes gender equality, she is dedicated to a purpose-driven career in public service.

Rinzin's journey began in 2019 at ERA, where she found a rare combination of professional challenge and mission alignment. Her role—framing electricity tariffs and regulatory frameworks—echoes His Majesty's vision of affordable electricity driving industrial growth and economic transformation. She feels fortunate to work in a space where her contributions are valued, and gender discrimination is not the norm.

"My journey with ERA has been both inspiring and fulfilling, as my work closely aligns with His Majesty's vision of ensuring a competitive electricity price in the region."

Rinzin faces evolving technical demands in Bhutan's power sector as it embraces new technologies and electricity markets. To meet these challenges, she seeks deeper knowledge in areas like distributed generation, market design, and regulatory reform, choosing to learn and grow with the sector.

The **SAR100-2.0** training program came at a crucial moment. As Rinzin searched for ways to strengthen her understanding of fast-changing energy systems, the program offered both technical depth and human connection.

The SAR100-2.0 training has significantly enriched my understanding of energy markets, regulatory frameworks, and emerging technologies such as distributed generation, renewable energy integration, and cybersecurity.

Understanding how energy access impacts women's safety, mobility, and empowerment has deepened her sense of purpose, shifting her focus from merely shaping policy to creating more inclusive and responsive systems.



Believe in your capabilities and
never let societal expectations
define your potential.

Tshering Yangdon

FIELD-TESTED AND FUTURE-FOCUSED:

Tshering Yangdon's Path in Power

Tshering Yangdon, Section Officer at Bhutan Power Corporation Limited, exemplifies how some careers are shaped by opportunity and a determination to prove women's roles in decision-making and system-building. From construction sites to a 400kV substation, she has made her mark in power distribution. Her presence signifies that leadership involves showing up, continuous learning, and staying purpose-driven.

Tshering started with a diploma in Electrical Engineering and worked as a Junior Engineer in construction. She then moved to Bhutan Power Corporation, focusing on high-voltage power distribution. Although she has not faced significant challenges in the energy sector, her construction experiences taught her the importance of earning respect in her field.

"At times, there was skepticism about my ability to handle fieldwork and technical tasks simply because of my gender, and proving my competence required extra effort."

Rather than be discouraged, she leaned into fieldwork, engaging directly with physical operations to deepen her understanding and show that she belonged here. These experiences built her confidence and reaffirmed her belief in leading by doing.

For Tshering, the **SAR100-2.0** training program has been more than a technical training—it has been a space for transformation. Sessions on leadership, negotiation, and power system design introduced her to a broader framework for strategic thinking in energy operations.

"The most valuable aspect of the training has been learning about inclusive policies and strategies that promote gender balance in the workplace."

Through exchanges with women professionals across South Asia, she gained a wider lens on leading with equity and innovation. She now aims to mentor junior female colleagues and help shape more inclusive workspaces in the sector.



Tshering emphasizes that confidence, technical expertise, and mentorship are vital—but so are perseverance and speaking up. With knowledge and conviction, she believes women can help transform the energy landscape—not just as engineers, but as leaders of inclusive change.



Believe in yourself, and you will
overcome any obstacles or
challenges that come your way.

Tenzin Pelden



Tenzin believes leading with empathy is one of the most transformative qualities of a true leader. It means creating an environment where others feel heard, supported, and empowered to thrive. To the next generation, she offers not just encouragement but a reminder that real leadership builds others up.

VOICE, VISION, AND VOLTAGE:

Tenzin Pelden's Rise in Transmission Leadership

In the high-voltage world of power transmission, leadership often begins not with position but with purpose. For **Tenzin Pelden**, Associate Engineer at Bhutan Power Corporation Limited, the journey through technical mastery and personal growth has been defined by resilience, learning, and an unwavering commitment to lifting others. With over 12 years of experience in the Transmission Operation and Maintenance Section, Tenzin has become more than an engineer—she is a quiet force shaping a more inclusive energy future.

Tenzin's career began with a Diploma in Electrical Engineering and quickly moved into the demanding fieldwork of transmission operations. Like many women in male-dominated sectors, she faced moments of doubt—not just from others, but within herself. Breaking into leadership did not happen overnight. It meant confronting imposter syndrome, pushing through overlooked contributions, and learning to assert her ideas confidently.

"This training provided me with tools to overcome complex situations and reinforced the importance of collaboration, allowing me to become stronger and innovative."

Every challenge became a stepping stone for her, allowing her to navigate tradition, balance responsibilities, and ultimately guide others. Her leadership today is characterized by presence, empathy, and a strong belief in the importance of women's voices in the energy sector.

The **SARI00-2.0** training program was a key addition in Tenzin's career journey. Though virtual, the training gave her critical tools—strategic thinking, emotional intelligence, and problem-solving—that translated directly into confidence and capability on the job.

"It took time to find my voice, but with persistence and support from mentors and peers, I was able to push through these obstacles."

In the energy field, a sense of community is vital; discussions with South Asian women highlighted that leadership encompasses shared stories, networking, celebrating resilience, and offering validation and connection beyond mere knowledge.

RICHA PARMAR

MANISHA SUBHLAXMI

NEHA ADHIKARI

KARMA SONAM CHODEN TONGDEN LEPCHA

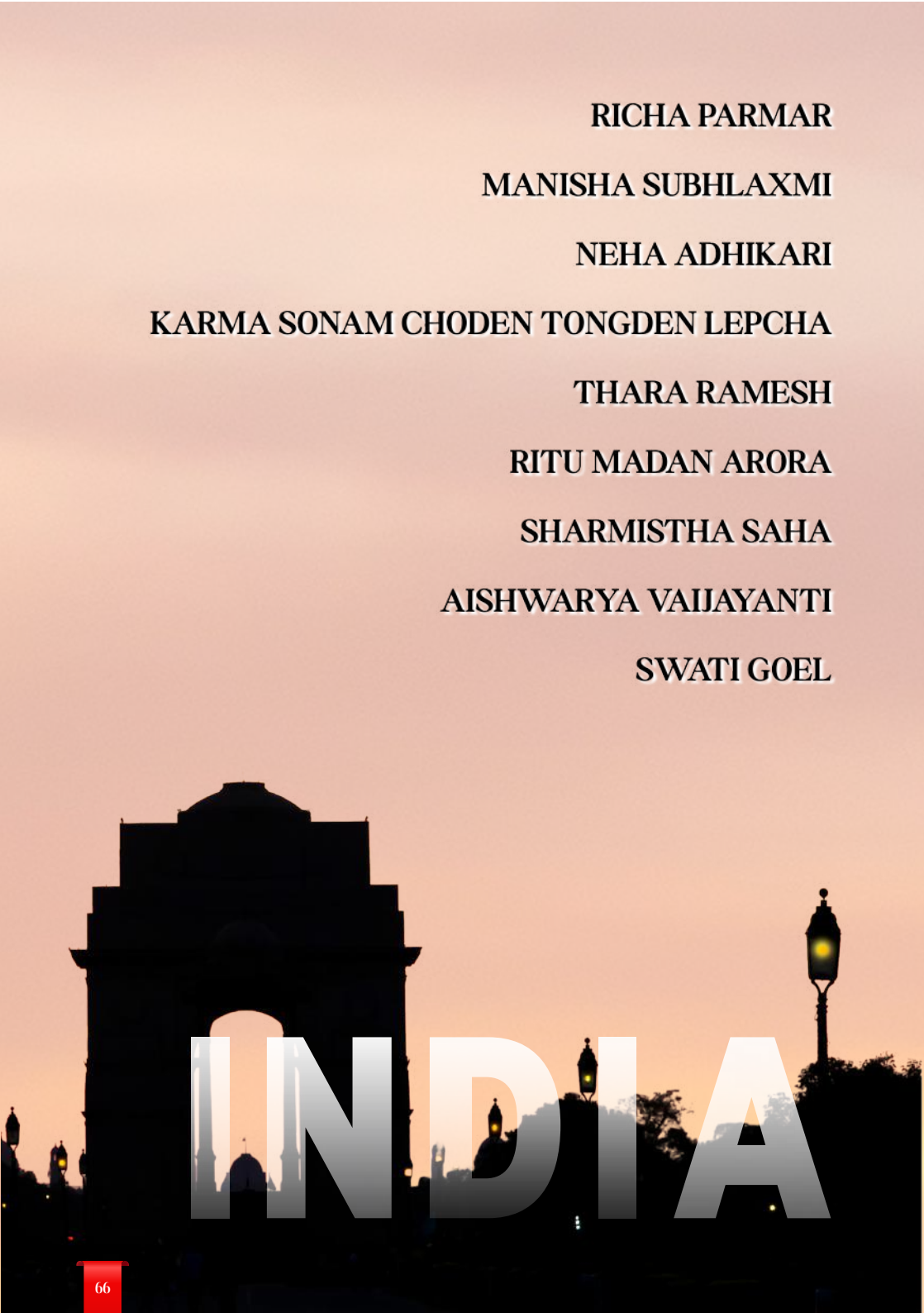
THARA RAMESH

RITU MADAN ARORA

SHARMISTHA SAHA

AISHWARYA VAIJAYANTI

SWATI GOEL



INDIA

JYOTI SINGH

MANJULA J

NIDHI SHARMA

KALAIVANI S

MEENA

SHIVANI JHA

ANWESA GIRI

KANTI SONI

SMT. MURCHHANA DHAR

DEEPIKA SOOD

SHASWATI MOHAPATRA

RODALI KHAUND

MANPREET JOSHI

ANJU PATHAK

BINA PARMAR

NEHA MANGAL

UNNATI PRAJAPATI

SUGANDHA KUMARI

REKHA DANGWAL

PRAGNYA PUNAM DASH

SWETA RANI

SHARMISTHA MALLA

SUNIMA NAYAK

RUNA CHANGMAI

AASTHA ROY



“We belong here, and our contributions matter. Challenges are real, but so is our potential.”

Richa Parmar



Richa's journey is a reminder that excellence does not ask for permission—it shows up, speaks through impact, and makes space for others to rise too. She remains committed to pushing boundaries and working toward an energy sector that is more inclusive, innovative, and sustainable for the future.

RISING WITH PURPOSE, LEADING WITH IMPACT:

R

Richa Parmar

Richa's story is not just about rising through the ranks but about rising with purpose. As the Deputy Director (Technical) at the National Institute of Solar Energy (NISE) under the Ministry of New and Renewable Energy (MNRE), Government of India, Richa Parmar has emerged as a respected force in the renewable energy sector. With her deep expertise in solar-powered systems, performance evaluation, and national policy frameworks, she plays a pivotal role in shaping India's clean energy future. But beyond titles and accolades, her journey speaks of courage, quiet determination, and a deep commitment to using technology for real impact.

Born and raised in Farrukhabad, Uttar Pradesh, Richa grew up in a family that believed in education, discipline, and perseverance. Her father, the late Shri Indrabhan Singh, was the anchor of her ambition, encouraging her to dream big in a town where women rarely pursued technical careers.

"Let the work speak for itself."

Fueled by curiosity, Richa completed her B.Tech in Electrical and Electronics Engineering, followed by an M.Tech in Power Electronics & Systems. Stepping into the male-dominated energy sector brought challenges—skepticism, lack of representation, and the constant pressure to prove her place.

For Richa, the **SAR100-2.0** training program became a launchpad for deeper growth.

It expanded her technical knowledge in tools like Power BI and MATLAB and offered a global stage to exchange ideas on energy generation and future-focused innovations.

"The SAR100-2.0 training provided a platform to interact with global experts, exchange innovative ideas, and enhance my ability to drive impactful projects."

Richa speaks to every woman who wonders if she belongs in rooms where decisions are made. She encourages future women leaders to be bold, keep learning, and embrace growth—even when it feels uncertain.



"In today's world, electricity has the potential to transform lives. The power sector offers immense possibilities for personal growth and contributing to our country's development."

Manisha Subhlaxmi

INSPIRED BY A FATHER'S PASSION, EMPOWERED BY HER OWN PURPOSE

Manisha Subhlaxmi

Manisha Subhlaxmi, Deputy Manager at Grid Controller of India Ltd., has built her path in India's power sector with inspiration and purpose. Her work supports the backbone of the country's energy grid, and her story began not in a classroom but in the quiet inspiration passed on by her father. His unfulfilled dream of becoming an engineer became the seed of her own journey—one that she has nurtured into a thriving career in Electrical Engineering.

"My journey towards becoming an engineer began from the time when I used to hold screwdrivers for my father when he used to do any kind of repair activities on electrical equipment and other household devices."

Although her father was a bank manager by profession, he was an electrical engineer at heart. His hands-on curiosity and love for fixing things at home left a deep impression on Manisha. He often spoke about his dream of becoming an engineer, and his passion quietly became her purpose.

Raised in Bihar Sharif, she studied at DAV Public School, located within the Powergrid Ltd. premises.

Growing up in that environment nurtured her early interest in India's power sector, particularly in transmission and distribution networks that keep the country running.

She went on to pursue a B.Tech in Electrical and Electronics Engineering from Cochin University of Science and Technology, where she developed a special interest in Electrical Machines and Power Systems. Determined to build her career in the energy field, she prepared for the Graduate Aptitude Test in Engineering (GATE) exam and, in 2019, earned an All-India Rank of 72, leading to her selection at Grid Controller of India Ltd. (formerly POSOCO).

The **SARI00-2.0** training program became a valuable platform for Manisha to grow technically and professionally. The program offered in-depth insights into renewable integration, AI, IoT, and cybersecurity, preparing her for the future challenges of the power sector.

SARI00-2.0 has provided me the unique opportunity to network with ladies from this part of the world. Today, I feel confident knowing I have friends in different countries who will support me whenever I need advice—personally or professionally."

Manisha encourages young women to see the energy sector as more than a career: a space for personal growth, nation-building, and real-world impact. She believes that working in this field brings a rare kind of satisfaction.





“Empowered women empower the world. Together, let us light up the future with innovation, resilience, and sustainability.”

Neha Adhikari

Neha encourages women to invest in themselves, seek mentorship, build networks, and not shy away from leadership. Overcoming a challenge is not just a personal milestone but also a step toward building a more inclusive, resilient, and sustainable energy future.



MORE THAN MEASUREMENT: BUILDING A STANDARD FOR WOMEN IN POWER:

Neha Adhikari

Neha Adhikari serves as an Engineering Officer at the Central Power Research Institute (CPRI) in Noida, where she heads the Cables Testing Laboratory. With more than a decade of experience, she specializes in research and development for high-voltage cables, ensuring adherence to standards that bolster power transmission reliability. Neha also plays a key role in formulating Bureau of Indian Standards (BIS) standards and incorporating advanced diagnostics and predictive failure analysis into energy systems, driving innovation and enhancing gender representation within India's power sector.

Neha's path into the energy sector started with her curiosity and a strong desire to solve problems. During her Ph.D. studies at IIT Delhi, she developed a keen interest in power systems and renewable energy, which ultimately inspired her to join CPRI. At CPRI, she discovered an ideal environment to merge her academic knowledge with practical, real-world influence.

Neha encountered difficulties in a male-dominated technical field, facing a lack of female mentors and societal expectations about leadership that added to her challenges.

"One of the most significant barriers was the lack of representation of women in leadership roles, which often made it difficult to find mentors or role models."

Neha advanced her career through continuous learning, including attending conferences, research, collaborating with experts, and engaging in discussions. She credits her growth to resilience, self-belief, and a strong professional support network.

The **SARI00-2.0** was a transformative training program that enhanced her leadership skills, introduced her to international best practices, and expanded her network of women in energy throughout South Asia.

The program's most valuable aspect is empowering women in the energy sector, sharing global best practices, and building a strong professional network.



"We are equipped with the training to advance women leadership. Now, it is time to enact change in the system and embody it fully."

KSC Tongden Lepcha

AGAINST THE CURRENT: LEADING POWER IN THE HILLS OF SIKKIM

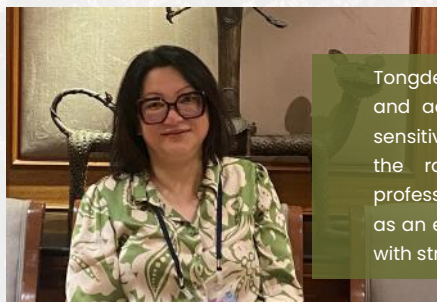
K SC Tongden Lepcha

Hailing from the serene Himalayan state of Sikkim, **KSC Tongden Lepcha** has dedicated over two decades to public service in the energy sector. She currently serves as the Additional Chief Engineer in the Department of Power, Government of Sikkim, and heads the Gyalshing District in West Sikkim.

Her responsibilities involve managing transmission and distribution networks in the district and overseeing schemes like the Revamped Distribution Sector Scheme (RDSS), ADB-funded Sikkim Power Sector Development Project, and the Power System Development Fund (PSDF). Gyalshing's power infrastructure showcases her technical leadership and administrative skills in a challenging geographical area of India.

Her story is not just about voltage and grid lines—it is about rising steadily in a system that has not always welcomed women leaders with ease.

Tongden overcame challenges in a male-dominated government, such as patriarchy and professional dismissal, using these obstacles as motivation to advance in her engineering career.



The diverse challenges I've faced—social, professional, and personal—have ultimately shaped me into a stronger individual.

She balances her emotionally grounded nature with assertiveness in challenging leadership environments. Year after year, she manages projects, leads teams, and advocates for progress. As she advances in her career, she reflects on her journey and is ready for further growth.

The **SAR100-2.0** training program provided Tongden with new ideas, insights, and a much-needed break from her routine into women's leadership in energy. The sessions, led by Prof. Faiz H. Shah and Prof. Paula Banerjee, inspired her to lead with clarity and courage.

This training connected me to a broader world. It helped me realize the growing impact of technology in the power sector and where we stand, while highlighting the steps we need to take moving forward.

The program shifted her view of her role from technical leader to communicator, collaborator, and changemaker. She valued the exposure to emerging technologies and leadership practices and the opportunity to share experiences with peers from South Asia.

Tongden calls on institutional leaders to support women and advocate for structural reform through gender-sensitive guidelines, the engagement of male allies, and the raising of awareness among future energy professionals. She emphasizes fearless communication as an essential leadership trait that balances sensitivity with strength.



“Your passion, perseverance, and unique perspective are invaluable.

The energy sector may be challenging, but it offers limitless opportunities to create meaningful change.”

Thara Ramesh

Thara encourages aspiring women in energy to overcome obstacles and embrace the rewarding nature of the sector. She stresses the importance of pushing boundaries, seeking mentorship, and trusting oneself. As women advance, they should also support others, fostering lasting change in the industry and beyond.



GROUNDING IN POWER, DRIVEN BY PURPOSE:

Thara Ramesh

Thara Ramesh has over 30 years of experience in India's energy sector. As Chief Program Manager at REC Ltd., she oversees operations in Tamil Nadu and Puducherry and leads national initiatives like the Revamped Distribution Sector Scheme and PM Surya Ghar: Muft Bijli Yojana. Her career showcases a commitment to enhancing India's power infrastructure through strategy and innovation.

Thara's journey started with a curiosity about how energy moves the world, leading her to earn a Bachelor's in Electrical and Electronics Engineering and an MBA that broadened her vision beyond technology.

She started her academic career teaching Electrical Engineering before joining Tamil Nadu Electricity Board (TNEB) Ltd., where she led power distribution and major infrastructure projects, gaining valuable hands-on experience for her leadership role. Over the years, she took on strategic roles in major government initiatives like DDUGJY, Saubhagya, and RDSS, aimed at providing power to underserved regions in India.

As a woman in a male-dominated industry, she faced challenges, was often overlooked, and needed to consistently prove her abilities.

"As a woman in a senior leadership role, I had to work harder to prove my capabilities, often navigating unspoken barriers in meetings or decision-making processes."

Her success stemmed from quiet resilience, delivering results, mentoring teams, and focusing on long-term impact. Through perseverance and integrity, she gained respect and now advocates for more women in leadership roles.

For Thara, the **SAR100-2.0** training program provided insight into sustainable energy transitions and equipped her with strategic tools to lead in a transforming energy sector.

"The most valuable aspect of this training has been the opportunity to collaborate with professionals from various sectors, exchanging ideas and approaches to overcome challenges in the energy sector."

Thara gained insights into project financing, stakeholder engagement, and scaling while managing RDSS and PM Surya Ghar. Working with diverse professionals highlighted the importance of building a community of changemakers in leadership.



“Stand firm, raise your voice, and
pave the way for a more inclusive
industry.”

Ritu Madan Arora

Ritu urges aspiring women to believe in themselves, stay persistent, and embrace challenges. With the right mindset and support system, success in the energy sector is not only possible—it is powerful.



ETHICS, ENERGY, AND THE POWER OF PERSISTENCE:

Ritu Madan Arora

Ritu Madan Arora works as the Chief Manager at REC Limited, bringing more than 15 years of expertise in corporate governance and regulatory compliance.

She has played a key role in enhancing ethical practices, ensuring transparency, and promoting sustainable growth within India's energy sector.

Ritu's interest in energy was sparked by its ability to transform communities and economies. Yet stepping into this male-dominated field came with challenges, such as gender biases, limited representation, and constant pressure to prove herself, which often made her feel like an outsider.

"There were moments when my expertise was questioned, and I had to work twice as hard to prove my capabilities."

Refusing to be limited by barriers, she leaned into resilience, continuous learning, and mentorship.

Taking on leadership roles and engaging in industry dialogues helped her build credibility. Alongside her professional achievements, she also advocates for inclusive workspaces, helping pave the way for other women in energy.

The **SAR100-2.0** training program enhanced her leadership skills by improving her ability to tackle real-world challenges and communicate effectively within the energy sector. It also provided a platform to interact with global experts, exchange innovative ideas, and strengthen her capacity to drive impactful projects.

"What I found most useful was the focus on problem-solving and effective communication."

By utilizing these insights, she seeks to enhance corporate governance frameworks within her organization while also mentoring aspiring women professionals in the industry.



“Gender is not a barrier to leadership if one has the necessary abilities, mindset, and dedication.”

Sharmistha Saha



Sharmistha's motivates women to combine technical expertise with strategic vision, foster supportive networks, and convert challenges into opportunities. Ultimately, she inspires them to transform setbacks into meaningful change, mirroring her own journey of growth.

TURNING LOSSES INTO LEGACY:

Sharmistha Saha

Sharmistha Saha's interest in power systems began in childhood, leading her to earn a degree in Electrical Engineering and a Postgraduate Diploma in Transmission & Distribution Systems. She joined BSES Rajdhani Power Limited in 2006 during a pivotal time in Delhi's energy sector. Despite initially facing gender-based barriers, she transformed challenges into opportunities, ultimately achieving a significant leadership role and leaving a lasting legacy by reducing system losses.

Despite her qualifications, Sharmistha's early years in the field were shadowed by gender biases and stereotypes.

She was often steered toward administrative or "comfortable" desk roles, while her male peers were trusted with fieldwork and on-ground operations.

"It started with not giving me site jobs or preferring a male counterpart over me for specific jobs only because of my gender."

She pursued opportunities assertively and overcame resistance with persistence. Demonstrating her technical skills and leadership, she became the first female team leader in BSES's AT&C loss reduction campaigns, reducing losses from 52% to 6.6%, which marked a significant milestone for the organization and a shift in mindset. Her MBA from FMS, Delhi University, boosted her strategic and financial insight, allowing her to foster innovation in the distribution sector.

The **SARI00-2.0** training program was timely for her, providing her with technical updates, policy discussions, and opportunities to connect with other women in the South Asian energy sector facing similar challenges.

"From SARI00-2.0, I have gained the abilities, know-how, and connections required to lead successfully in the power industry."

The program inspired her to expand her influence by mentoring others and advocating for greater gender inclusion within organizations. She views it as a catalyst for personal growth and a collective opportunity for women to achieve real decision-making power beyond mere representation.



“Take up space, ask the tough questions, and never stop learning. The future of energy needs leaders like you—bold, driven, and ready to make a difference!”

Aishwarya Vijayanti

THE ONLY WOMAN IN THE ROOM—AND NEVER THE QUIET ONE

Aishwarya Vaijayanti

Aishwarya Vaijayanti, Senior Manager at BSES Yamuna Power Ltd., has spent over 11 years bridging innovation and impact in India's power sector. From SCADA systems to ADMS awareness, she is not just solving technical problems but transforming how energy is understood, taught, and led.

Her love for energy developed at an early age, rooted in its remarkable ability to power economies and significantly improve lives. However, her entry into the industry was far from smooth. She often found herself walking into rooms where her expertise was doubted, attending site visits as the only woman, and engaging in conversations where she had to speak twice as loudly just to be heard. Despite these challenges, her passion and determination never wavered.

"There were moments of frustration, but I refused to let biases define my potential."

Aishwarya believes women have a rightful place in the energy sector and should not wait for permission to lead. She encourages others to speak with confidence, take initiative, and create solutions where none exist—because when one woman rises, many others are empowered to follow.

She did not shrink. She leaned in, led projects, built animation-based training tools, and created QR-code learning modules to simplify advanced systems. Slowly but surely, she turned silence into influence and became a voice others listen to.

The **SARI00-2.0** training program gave Aishwarya more than just tools; it gave her clarity. Sessions on inclusive leadership, modern grid challenges, and energy transitions helped her sharpen her strategy and widen her lens. Most of all, it connected her to a global network of professionals who, like her, are changing the narrative.

"What I value most is the network—connecting with other professionals, sharing experiences, and realizing that we are all in this together."





"I believe we all are experienced enough to analyse the nuances and at the same time flexible enough to learn from each other and adapt."

Swati Goel

See the whole picture. The energy sector is more than technology. It is a bridge between planet, policy, and progress. Lead with depth, stay adaptable, and trust that your unique lens can shape not just projects, but systems.

—Swati



POWERING THE BALANCE AMONG PLANET, POLICY, AND PROGRESS

Swati Goel

Swati Goel, Deputy General Manager at Power Finance Corporation Ltd., brings over 15 years of experience in financing energy projects across India's evolving power landscape. With a foundation in Engineering and a Post Graduate in Management from IIM Shillong, she stands at the intersection of technical insight, financial strategy, and national policy, ensuring energy infrastructure is not only viable but also aligned with long-term sustainability.

At Power Finance Corporation Ltd. (PFC), Swati has evaluated projects across the entire power value chain: generation, transmission, and distribution, spanning technologies from thermal and hydro to solar and wind. Her work requires more than numbers; it demands understanding revenue models, cost structures, performance benchmarks, and regulatory frameworks.

She has visited project sites at every stage, translating blueprints into reality.

As India's power sector shifts from fixed PPAs toward merchant sales, open access, and private sector-led innovation, its ability to assess emerging technologies and evolving risk dynamics has become crucial.

"It was all 'by design'—studying Engineering and Management in Finance led me to a role that perfectly blends both, assessing the technical and financial viability of power projects."

The **SAR100-2.0** training program offered timely insights into renewable energy integration, climate-driven transitions, and regional regulatory practices. For Swati, it was not just training—it was affirmation. The program empowered her to navigate the sector's shifts with clarity and purpose while also learning from peers across South Asia.

"This training program has empowered me with the necessary skills and knowledge to make a meaningful contribution to the power sector."

She especially valued its design, tailored for mid-career women ready to lead with experience, agility, and a shared vision for a more inclusive energy future.



"Believe in your expertise, speak up, support other women in the field, and build a strong, lasting network."

Jyoti Singh

QUIET POWER: ENGINEERING TRUST IN THE HYDRO SECTOR

Jyoti Singh

Jyoti Singh, Deputy Director at the Central Electricity Authority (CEA), has been involved in India's power sector since 2015 through the Central Power Engineering Services (CPES). With a background in Electrical Engineering, she began her career in the paper industry before stepping into a national role that would shape India's hydropower policy and project evaluation. Her work today centers on capacity fixation, cost estimation, and developing guidelines for hydroelectric and pumped storage projects. Over the years, her role has contributed to streamlining project approvals and ensuring the viability of hydro and pumped storage projects, which play a crucial role in India's energy security and grid stability.

Jyoti developed a fascination with electricity from a young age, captivated by its influence on both industries and everyday life. Inspired by the essential role of grid stability in a developing nation, she ventured into the energy sector to contribute to that transformation.

Yet the road was not without resistance. As a woman in a male-dominated space, her expertise was often questioned. She had to work harder—backing every idea with data, numbers, and domain knowledge—to be heard. These experiences shaped her not just professionally but personally, fueling a deeper sense of resilience and leadership.

“Deep understanding of my domain and quiet perseverance helped me prove that expertise has no gender—only purpose.”

The **SAR100-2.0** training program broadened Jyoti's knowledge beyond hydro, from generation and distribution to cybersecurity and renewable integration. The exposure to industry-specific software, grid challenges, and policy frameworks empowered her to make more informed decisions and confidently engage with stakeholders.

“The SAR100-2.0 training broadened my understanding of the power sector and strengthened my ability to assess projects from a holistic perspective and make more informed decisions.”

She plans to apply what she has learned to strengthen project evaluations, support renewable energy integration, enhance cybersecurity awareness, and improve inter-agency coordination.



Jyoti advises having confidence in your expertise and continuously pursuing learning. The energy sector requires more women not only to take part but to lead. She suggests building your network, being resilient, and supporting other women as you advance. Each challenge you conquer helps to create a clearer path for others.



“In this male-dominated industry,
let your competence and
perseverance speak. Strive to make
a difference—your voice can shape
the future of energy.”

Nidhi Sharma



Your impact is not always loud, but it is always building. You should keep learning, keep showing up, and keep choosing actions over approvals. The energy sector needs clarity, competence, and voice—especially in the rooms where you were once ignored.

—Nidhi

STANDING STILL, RISING STRONG: A JOURNEY BEYOND RECOGNITION

Nidhi Sharma

Nidhi Sharma is a Senior Manager in the Electrical Contracts Department at SJVN Ltd., Shimla. With over a decade of experience in tendering, procurement, and contract management—spanning EPC packages and renewable energy—her role lies at the critical junction where compliance, execution, and progress meet. But beyond her technical responsibilities, Nidhi's journey is one of quiet strength in an industry that didn't always see her clearly.

Nidhi's passion for Engineering started early, influenced by her Mechanical Engineer father and the power outages in her village, which highlighted issues of inequality. She resolved to use electricity as a means of change.

After graduating in Electrical Engineering from NIT Hamirpur, she struggled to gain recognition in a male-dominated field. For over 14 years, she was the sole woman executive in her department and was frequently overlooked for opportunities despite her abilities.

Despite limited recognition, she grew more determined, prioritizing self-growth and discipline with her husband's support. They fostered an environment for professional discussions and energy solutions, transforming setbacks into opportunities and establishing her quiet credibility.

"Be so busy improving yourself that you have no time to hate others."

The **SAR100-2.0** training program served as a reflection of her growth and potential. It provided technical insights, strategic frameworks, and collaborative assignments that expanded her understanding of India's power ecosystem.

"Collaborating on team assignments, even in a virtual setting, has enhanced my teamwork and networking skills—both of which are critical assets for professional growth."

She valued exposure to global best practices and renewable energy planning, linking her work to the COP30 climate goals. This experience has enhanced her technical skills and instilled a policy awareness and purpose-driven vision in her approach.



“The energy sector demands continuous learning and growth—seek mentors, break barriers, and empower others to follow the same path.”

Meena

ROOTED IN RESPONSIBILITY, RISING WITH RESOLVE

M_{eena}

Meena, currently the Chief Manager at Power Grid Corporation of India Ltd., brings a wealth of experience across engineering, procurement, substation operations, and leadership. With a Bachelor's in Electrical Engineering and a Master's in Power Systems, her journey reflects quiet strength, technical depth, and a commitment to growth, both personal and professional.

As the eldest of four sisters, Meena grew up with a deep sense of responsibility that shaped her outlook and determination. Encouraged by her parents and inspired by her father, she pursued Engineering with clarity and purpose. Her career began as a Bank Probationary Officer, which built her corporate acumen, but her passion for energy systems remained strong.

After a brief stint in teaching, she joined POWERGRID in 2009 as an Executive Trainee. Over the years, she moved through roles in design engineering, contracts, and then field operations, becoming the only woman executive at a 220 kV substation. There, she handled O&M and consultancy and even resolved disputes near transmission tower sites.

"One major challenge I faced was visiting a police station during an excavation near the foundation of a tower. I successfully resolved the issue within 3-4 days, demonstrating my ability to work under pressure."

Promoted to Chief Manager in 2021, she initiated the GeM (Government e-Marketplace) procurement team for NR2 and led the early commissioning of a 500 MVA transformer at the 400 kV Patiala Substation. Her ability to lead technical teams while managing transitions and personal responsibilities has made her a trusted leader within the organization.

The **SAR100-2.0** training program helped Meena shift from operational execution to strategic leadership. With insights into innovation, policy, and people management, the training empowered her to lead with a broader vision and greater confidence.

"I have applied the learnings from the SAR100-2.0 training program by taking on new challenges and mentoring my team. It has boosted my confidence in leading and managing teams and helped me develop a more strategic approach to problem-solving."

One should let their roots ground them but not hold them back. They should step forward, speak up, and grow through every twist. The energy sector needs their clarity, courage, and commitment.

-Meena





"The power sector needs your voice, your vision, and your unique perspective to drive sustainable solutions for the future."

Anwesa Giri



With a strong belief in women's potential, Anwesa urges young professionals to stay curious, speak up, take bold steps, and explore opportunities in the power sector—where their leadership and perspective are essential for a sustainable future.

FIRST IN, FEARLESS THROUGHOUT

Anwesa Giri

Anwesa Giri is a Deputy Manager in Operations & Scheduling at PTC India Limited, India's leading energy trader and a key player in cross-border power supply. She has been with the organization since 2017, after securing her placement directly from campus. She holds a Bachelor's in Electrical Engineering from West Bengal University of Technology (WBUT) and a postgraduate degree in Power Management from the National Power Training Institute (NPTI), Faridabad. Her time at NPTI enriched both her technical acumen and market understanding, laying a strong foundation for her career in the energy sector.

Joining as the first employee in her department, Anwesa built operational systems from scratch, created SOPs, and led initiatives without precedent. She has travelled across multiple states to implement scheduling platforms and support utilities on the ground. At PTC, she handles daily bidding and scheduling, including collective bidding for Nepal and Bhutan, strengthening India's cross-border energy relations.

Managing real-time crises and high-stakes operations, she has carved a space for herself in a field where women are still underrepresented.

"Traveling across India to crack tenders at a young age earned me respect, but it also came with challenges—judgment, backbiting, and the fear of returning alone at midnight. Still, I kept going."

The **SAR100-2.0** training program was a turning point in her growth. It helped her transition from execution to strategic leadership, boosted her confidence, and connected her with other women leaders across South Asia. Today, she applies those insights in mentoring peers and speaking at public forums.

"The SAR 100-2.0 training program has empowered me to become a more proactive, informed, and assertive professional in the power industry."



"Your journey is vital, and your voice matters. Embrace every opportunity to innovate, lead, and inspire."

Murchhana Dhar

GROUNDING IN EXPERIENCE, GROWING THROUGH CHANGE

Murchhana Dhar

Murchhana Dhar is a Deputy General Manager at Grid Corporation of Odisha (GRIDCO Limited), bringing over 23 years of experience in the energy sector. Specializing in hydropower purchase contracts and power trading, her role focuses on optimizing energy markets to ensure a 24/7, reliable power supply for consumers. With a deep understanding of renewable integration and trade strategy, she continues to advance GRIDCO's mission for sustainability and grid stability.

Murchhana's journey has been defined not by struggle but by progress. She credits GRIDCO's inclusive work environment for enabling her to grow and lead confidently without significant workplace discrimination. Her passion lies in the hydro sector, where she blends sustainability with market intelligence, ensuring that energy systems not only meet demand but also serve long-term environmental goals.

At GRIDCO, she has spearheaded innovative trade solutions, embraced the integration of renewable energy, and played a significant role in shaping India's transition to clean energy.

"I feel grateful to express that I have not faced major challenges concerning the work environment or discrimination, all thanks to the inclusive and supportive culture cultivated by my organization."

The **SAR100-2.0** training program added a new dimension to Murchhana's professional toolkit. The program enriched her understanding of smart grids, renewable technologies, energy markets, and strategic leadership. For her, it was not just about technical advancement but also about building a gender-inclusive perspective for senior leadership roles.

"The chance to connect with like-minded professionals in South Asia is exciting. I appreciate sharing knowledge, collaborating on energy challenges, and building a supportive network for fresh insights and mentorship."

She is currently leveraging her expertise to enhance trading operations, develop resilience strategies, and promote collaboration for sustainable energy management.



Step in boldly, lead with innovation, seek mentorship, and inspire change. This industry thrives on resilience and creativity—qualities Murchhana brings in abundance. As the energy sector continues to evolve, her presence is helping shape a more inclusive and sustainable future.



"Believe in yourself, embrace the challenges, and let your passion guide you."

Shaswati
Mohapatra

The energy sector is fast-paced and ever-changing, and women have a critical role in shaping its future. They're encouraged to speak up, share ideas, and take pride in their contributions. Building strong networks, embracing lifelong learning, and seeking technical and personal growth are key to navigating the journey.

-Shaswati



FROM SHIFT DUTY TO STRATEGY: POWERING CHANGE WITH PURPOSE

Shaswati Mohapatra

Shaswati Mohapatra is an Assistant General Manager (Electrical) in the Renewable Energy Procurement Cell at Grid Corporation of Odisha (GRIDCO Limited). With over 14 years in the power sector, she currently leads the procurement planning of renewable energy to meet state demand and regulatory obligations. She also handles Power Purchase Agreements, stakeholder negotiations, and correspondence with agencies like Indian Renewable Energy Development Agency (IREDA) and Ministry of New and Renewable Energy (MNRE), playing a critical role in shaping Odisha's renewable energy future.

Shaswati's earliest inspiration came from her father, though not an electrical engineer, he sparked her interest in circuits and repairs. This childhood curiosity grew into a career. She began as a Management Trainee at Odisha Power Transmission Corporation Limited (OPTCL), working in a 132/33 kV grid substation as the only woman officer on-site.

Despite initial discomfort from peers, her calm performance and leadership earned their respect. Later, during a remote project, she again proved that capability, not gender, defines leadership.

"I was the only female officer at the substation, lacking a separate washroom in the control room. During my 8-hour shifts, including nights, my male colleagues often felt uncomfortable and attempted to avoid me."

Today, in her commercial role at GRIDCO, she negotiates major contracts, leads teams, and stands firmly for her colleagues, especially other women in the sector.

The **SAR100-2.0** training program expanded Shaswati's technical and leadership potential. From AI/ML in energy to global best practices, the training sharpened her ability to drive innovation and efficiency.

"The SAR100-2.0 training has not only strengthened my professional capabilities but also inspired me to continue learning and evolving within the dynamic energy sector."

She now feels more empowered to take on bigger challenges and influence change, not just within GRIDCO, but across the energy sector.



“Work tirelessly toward your dreams. The road may be tough, but perseverance and continuous learning will help you break barriers.”

Manpreet Joshi

THE ROAD THAT SHAPES YOU

M

anpreet Joshi

Manpreet Joshi is currently an Assistant Director at Bhakra Beas Management Board (BBMB), Chandigarh, where she oversees administrative approvals and technical sanctions of works and contracts in the System Operation Administration. With over 11 years of experience in the power sector, she began her career with Punjab State Power Corporation Ltd. (PSPCL), working in commercial billing, operations, and maintenance. Her diverse experience has shaped her into a confident, capable leader in a sector that still poses challenges for women professionals.

Raised in a small town in one of Punjab's most underdeveloped districts, Manpreet drew inspiration from her father, who worked in the State Electricity Board. His dream of seeing her become an Engineer became her mission. But working in a traditionally male-dominated industry was far from easy. In Operation and Maintenance (O&M), she led a team of around 80 male staff, often having to prove her competence and authority in technical settings. She faced both visible and subtle gender biases, being overlooked in discussions or doubted in leadership roles.

"There were times when I questioned myself and faced significant hurdles at work. In the distribution sector, I had to manage not just internal issues like infrastructure challenges but also engage with local communities and farmer organizations."

Despite these hurdles, she never gave up. Manpreet focused on upskilling herself, learning from seniors, and staying resilient. Every challenge became a turning point, shaping her confidence and clarity as a professional.

For her, the **SAR100-2.0** training program was a deeply transformative experience. The training expanded her technical knowledge, especially in AI, ML, and global energy innovations, while enhancing her leadership, communication, and strategic thinking skills.

"The SAR100-2.0 training has strengthened my commitment to make a meaningful impact and break barriers in a male-dominated industry."

What stood out the most was the opportunity to connect with women leaders, policymakers, and technical experts from across the energy space. This experience reinforced her belief that growth comes from learning and sharing, not just from executing.



Manpreet encourages aspiring women in the energy sector to step forward with confidence, embrace challenges, and keep learning. She highlights the importance of strong networks, self-advocacy, and perseverance in shaping a more inclusive and innovative energy future.



“Let skills and ambition define you,
not stereotypes.”

Bina Parmar



Bina motivates emerging professionals to prioritize continuous learning, express their views, and lead confidently. She believes skills and dedication will always outweigh stereotypes and advocates for more women in leadership roles within the energy sector, emphasizing the importance of empowering others.

WHEN AMBITION MEETS OPPORTUNITY

Bina Parmar

Bina Parmar is a Deputy Engineer at Gujarat Energy Transmission Corporation Limited (GETCO) with more than 18 years of experience in the energy sector. Her work has focused on project execution and contract management across transmission systems in Gujarat. Growing up in Jamnagar, surrounded by refineries and heavy industries, she found herself drawn to the machines and power systems behind them. That early interest led her to a path in electrical engineering, eventually into a field where she could build and contribute to something bigger.

“Determined to overcome financial constraints, I pursued scholarships and opportunities. With perseverance and support, I secured a scholarship that allowed me to complete my Bachelor of Engineering.”

In 2008, she was selected to work at the corporate office in Vadodara. She helped set up a condition monitoring cell for EHV equipment and introduced preventive maintenance systems.

Her work was recognized at a national level when she presented a technical paper and received appreciation from the Managing Director. Over time, she became part of milestone projects like Asia’s first ADB-funded solar project and the Green Energy Corridor in Gujarat. She also traveled to China and Aurangabad to conduct material quality acceptance tests.

Even with the complexity of the projects she’s handled, what stands out is that she didn’t just adapt—she kept moving forward, kept learning, and kept proving that her place in the sector wasn’t about fitting in, but about building something that lasts.

For Bina, the **SAR100-2.0** training program was a turning point. The mix of technical modules, policy insights, and hands-on sessions helped her see her own work in a wider context.

“Understanding government policies and practices in SAR countries has improved my ability to align projects with energy goals, ensuring compliance and promoting sustainable growth.”

The training gave her tools to approach challenges differently and reminded her how important it is to support and mentor younger professionals, especially women trying to find their way in the power sector.



“Own your expertise, build a strong network, and confidently take your place at the table—your voice is needed to shape the future energy.”

Unnati P. Prajapati

FROM CURIOSITY TO CAREER

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nnati P. Prajapati

Unnati Prajapati is a Deputy Engineer at Gujarat Energy Transmission Corporation Ltd. (GETCO). Her love for Electrical Engineering began during her SSC board studies when she started wondering, “How does a bulb glow?”, “How does a fan start?”, and “Where is the pipeline for that?” This curiosity drew her towards science. She feels fortunate that her father, who worked with a civil contractor constructing substation control rooms, gave her the dream and the wings to pursue and apply for Electrical Engineering after HSC. But she faced the usual stereotypes.

“The electrical field is not for girls,” and “Computer and IT fields are more suitable for women.” However, my mother, who is my role model, supported me in choosing electrical engineering and encouraged me to pursue a field job rather than a teaching profession.”

After achieving her dream of becoming an Electrical Engineer, she chose a field job by joining GETCO, a transmission organization operating across Gujarat. She was posted in Bharuch, 300 km away from her hometown.

This brought new challenges for her family, and she often heard concerns like, “How can you let her go to a new city with unfamiliar people?” But the wings given to her by her parents were unstoppable, allowing her to cross all boundaries.

She began her career as a Junior Engineer, gaining diverse experience over 3.5 years as an Operation & Maintenance (O&M) Engineer at a 66kV Substation and another 3.5 years as a Technical Engineer. Her responsibilities included monitoring projects like new substations and network strengthening under Kisan Suryodaya Yojana and RDSS. Now promoted to Deputy Engineer, she oversees project construction, manages the tendering process, and approves routes and profiles.

“WePOWER SAR100-2.0 came into my life as a “God’s Blessing” (वरदान).

The **SAR100-2.0** training program also sharpened her understanding of power systems, including renewable energy integration, AI, IoT, data analytics, and cybersecurity—tools that will help her contribute more effectively to her organization and the sector at large.

Unnati urges women to build strong, supportive networks and step confidently into leadership roles. She affirms that women’s voices bring valuable perspectives that are vital to shaping a more inclusive energy sector and driving meaningful change.





"Step up.
The world is waiting for you."

Rekha Dangwal

Rekha encourages women to lead with confidence, create with conviction, and trust in their ability to shape the future of energy. She believes their leadership holds the power to revolutionize the industry, making it more sustainable, inclusive, and forward-looking for generations to come.



THROUGH CONFIDENCE, WITH CONVICTION, TOWARD CHANGE

Rekha Dangwal

Rekha Dangwal is an Executive Engineer at Uttarakhand Jal Vidyut Nigam Limited (UJVN Limited), Uttarakhand's state electricity generation utility. With nearly two decades of experience in the hydroelectric power sector, she brings expertise in plant design, power systems engineering, renewable energy, and project viability assessment. She has also contributed to policy development, collaborated with IIT Roorkee on sustainable energy projects, and is currently working in the crucial and emerging field of cybersecurity in the power sector.

Her early fascination with machines led her to Engineering, where she aims to solve problems and drive meaningful change. She was motivated to join the power sector due to her belief in the transformative potential of electricity.

With 19 years of service at UJVN Limited, Rekha has been part of major hydro projects such as Maneri Bhali Stage-II, Vyasi HEP, and Lakhwar MPP.

Along this journey, she faced gender biases, but with the support of mentors and a strong inner drive, she broke through those barriers.

"With determination, zeal, and hardship, I overcame the obstacles because staying still was never an option."

Her hard work was recognized with the 'Best Engineer (Women) of the Year Award for 2021-2022.' By staying current with technology and fostering innovation, she has significantly contributed to the power sector and promoted sustainable development.

The **SARI00-2.0** training program had a profound impact on Rekha's professional path. It gave her exposure to the energy sector at a global scale, across generation, transmission, and distribution. The program deepened her understanding of the renewable energy transition and introduced her to tools like Power BI, enhancing her managerial skills.

The program's most valuable aspect is empowering women in the energy sector, sharing global best practices, and building a strong professional network.



"Together we fly,
Together we shine."

Sweta Rani

ROOTED IN SELF-BELIEF, UNAPOLOGETICALLY AUTHENTIC

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weta Rani

Sweta Rani is a Senior Manager at Damodar Valley Corporation (DVC), a prominent name in India's power sector encompassing generation, transmission, and distribution. With over 17 years of experience, she has worked across various verticals—from Planning and Procurement to her current leadership in the Tariff Cell. Her journey is one of unwavering dedication and growth, carved through both triumphs and trials.

Being a woman in India's energy sector comes with its own set of challenges, and Sweta has faced them with strength and grace. Despite handling demanding workloads, her contributions often went underrecognized. Returning to the professional world after a family break brought further difficulties, including disparities in responsibilities and inclusivity. Yet, Sweta never allowed these challenges to dictate her story. Through self-mentoring, a positive mindset, and fierce resilience, she pushed forward.

Every challenge taught her valuable lessons, transforming setbacks into opportunities. She built a career and a platform to inspire others, strengthening her self-belief and commitment to fostering inclusivity and empowerment in the power sector.

"I am not just a survivor of the industry's trials; I am a testament to the power of perseverance and the indomitable spirit of women in leadership."

Today, her presence in leadership is a powerful reminder that barriers can be broken and rebuilt as bridges for others to cross.

The **SARI00-2.0** training program was a turning point in Sweta's professional journey. It offered a powerful lens into the future of energy, especially in areas like renewable energy integration, grid stability, and modern power systems.

One key takeaway—microgrid controls—was particularly insightful and has broadened her perspective on sustainable solutions.

"This experience has prepared me to contribute effectively to modernizing power infrastructure, ensuring reliable and sustainable energy delivery."



To all aspiring women professionals, this is a call to lead with purpose and confidence. Anchor yourself in unwavering self-belief, which is the foundation of resilience and success. Build and nurture a strong network—your connections are not just support systems but catalysts for growth. See challenges not as barriers but as stepping stones that shape your journey. Advocate boldly for your goals, recognize your worth, and never compromise on them.

—Sweta



Change does not happen overnight,
but with perseverance and passion,
we can shape a more inclusive and
dynamic energy future.

Sunima Nayak



Women aspiring to thrive in the energy sector are encouraged to recognize their immense potential and step confidently into roles that challenge the norm. While the industry has traditionally been male-dominated, it is one's skills, knowledge, and determination—not gender—that shape success.

—Sunima

ENGINEERED TO SOLVE, EMPOWERED TO LEAD

Sunima Nayak

Sunima Nayak is a Senior Manager at Damodar Valley Corporation (DVC), bringing her 17 years of experience in India's power sector. Her career spans key technical and leadership roles, including 9 years in Operation & Maintenance (O&M), 5 years in Maintenance Planning, and her current position in the Construction & Maintenance (C&M) section. She has played a crucial role in ensuring efficient energy operations and optimizing maintenance strategies that support a reliable power system.

From a young age, Sunima was drawn to problem-solving and innovation, leading her to pursue Engineering. Her interest in power systems and their transformative impact on lives motivated her to enter the energy sector.

Her journey faced challenges in a male-dominated industry, where she faced skepticism about her technical skills during demanding shift duties. Over 9 years, she demonstrated her abilities by maintaining the reliability and performance of critical energy systems.

She overcame these biases and barriers through continuous learning, mentorship, and the support of professional networks.

"Over time, my results spoke louder than any bias, and I became a strong advocate for diversity in the sector."

The **SAR100-2.0** training program marked a pivotal moment in Sunima's professional journey, equipping her with a deeper understanding of advanced energy management systems, smart grid technologies, and effective leadership strategies.

"The confidence gained through SAR100-2.0 will help me drive change, mentor others, and contribute to sustainable energy solutions."

The hands-on learning and real-world case studies significantly enhanced her technical acumen and decision-making skills. What set the program apart was its balanced focus on technical mastery and leadership growth, an approach that resonated deeply with Sunima.



“Embrace your unique perspectives, lead with empathy and courage, and never let anyone dim your brilliance.”

Aastha Roy

LIGHTING THE PATH IN A MAN'S WORLD

Aastha Roy

In the expansive and intricate realm of power generation, where the buzz of machinery often drowns out conversation and resilience frequently eclipses elegance, **Aastha Roy** has forged her own path through steadfast determination and unwavering perseverance. Presently, the Deputy General Manager at NTPC Barh, the largest non-pithead power station in India, Aastha's story transcends mere technical prowess. It is one of the challenging conventions, confronting obstacles, and redefining the role of women in Engineering. From the very start, Aastha was clear about her passion.

"I always wanted to contribute to a field job where my passion for Electrical Engineering could flourish. Office job was not my cup of tea."

Despite her dreams of a hands-on role, she was assigned to the Planning & Systems department at NTPC Unchahar for ten years, focusing on project execution and budget preparation. However, she maintained her determination, patiently honing her skills and waiting for the right opportunity aligned with her aspirations.

That moment came with her transfer to NTPC Barh, where she was finally entrusted with Electrical Maintenance, a demanding role involving 660 MW generators, DC systems, and more. The task was formidable, and support was minimal. In an environment that often questioned a woman's place in technical fieldwork, Aastha stood firm, proving that capability is not gendered.

Her journey reached another milestone with her nomination to the **SAR100-2.0** training program, a specialized training initiative for women in the energy sector. Through this program, Aastha is now preparing for future leadership roles, understanding grid integration, energy markets, and sustainability challenges. This is not just a personal achievement; it is a step toward inclusive leadership. She envisions sharing these learnings with other women at NTPC, aiming to transform systems from within.

I am thrilled to be nominated for the WePOWER-SAR100-2.0 program and look forward to sharing my learnings with fellow women employees to enhance our practices and systems.



Aastha's journey exemplifies professional growth and challenges conventions. Her resilience, knowledge, and self-belief show that transformation is possible even in rigid structures, highlighting the potential for women to lead change.



“Always ensure that every step you take aligns with your goals, and be mindful of your time. Keep learning!”

Manjula Jayaram



GUIDED BY VALUES, STRENGTHENED BY TEAMWORK

Manjula Jayaram

Manjula Jayaram is an Assistant Executive Engineer in the Energy Department, Government of Karnataka, with over a decade of service in improving operational efficiency within the state's power utilities. She holds a Bachelor's degree in Electrical and Electronics Engineering from Visvesvaraya Technological University, Belagavi. From her early days in the field, she has consistently demonstrated a deep commitment to public service and societal impact through the power sector.

Manjula's professional journey began at the grassroots level in power distribution, where she led the Operation and Maintenance (O&M) unit at Bangalore Electricity Supply Company Limited (BESCOM) for four years. Managing the 11 kV and LT Distribution network, she honed her leadership skills while directly confronting the technical and operational realities of the sector.

Her choice to work in the field instead of following a conventional IT path was met with skepticism. As a young woman in a predominantly male environment, she encountered distrust, a lack of inclusivity, and the ongoing pressure to demonstrate her technical abilities.

Manjula encourages women to trust in their capabilities, pursue their ambitions boldly, and view challenges as stepping stones for growth. She reminds future leaders that the approach that brings early success may need to evolve with experience and that continuous learning, purpose-driven work, and strong support networks are key to lasting impact in the energy sector.

"My priority is flexibility in team-building while maintaining core values like integrity, punctuality, and quality service. Acknowledging my team's contributions is essential for fostering collaboration."

Her leadership focused on recognizing contributions, maintaining quality, and adhering to her values, transforming resistance into respect. Mentorship, support from senior colleagues, and networking bolstered her confidence and helped her navigate leadership challenges effectively.

The **SAR100-2.0** training program proved to be a pivotal experience in Manjula's career. It expanded her understanding of sector-wide collaboration and regional dynamics in the energy landscape. Engaging with women engineers across South Asia inspired her to pursue policy initiatives for sustainable energy and improved system reliability.

"SAR100-2.0 enhanced my understanding of collaboration within the sector and across borders, offering a broader perspective on the dynamic energy landscape."



"You may fall 100 times, but each time you will rise with renewed determination."

Kalaivani
Sundaramurthy

ROOTED IN SUSTAINABILITY, RISING WITH PURPOSE

Kalaivani Sundaramurthy

Kalaivani Sundaramurthy is an Assistant Manager at Suzlon Energy Ltd., one of India's leading wind turbine Original Equipment Manufacturer (OEM) with over 20.8 GW of wind energy capacity installed globally. She holds a Master's degree in Energy Engineering, and currently leads as a Stack Developer in Green Hydrogen Innovation and Strategic Projects. With three years of hands-on experience, she brings together deep technical insight and strategic foresight in advancing India's clean energy future.

Kalaivani's career began with a deep-rooted interest in agricultural engineering, driven by the conviction that poor agricultural practices severely impact climate and environmental sustainability. Her belief that "agriculture is the backbone of India" led her to explore the link between agriculture and climate change more deeply. She realized that addressing environmental challenges demands a holistic energy approach, which eventually inspired her to pursue a master's in Energy Engineering—a program that covered conventional and renewable energy systems, including emerging technologies like hydrogen fuel cells.

"Moving to Pune from my home state was emotionally challenging, but stepping out of my comfort zone was necessary for both personal and professional growth."

Through her role at Suzlon, Kalaivani supports senior leadership and project research. She was recently chosen for the ACE-Hi potential leadership development program, highlighting her leadership growth.

She appreciates Suzlon's empowering environment, which promotes women-friendly policies and aims to increase female representation in the energy sector, motivating her to exceed limits.

Being selected as a **SAR100-2.0** scholar is a proud achievement for Kalaivani. The training program has enabled her to connect with women engineers across South Asia, forming a supportive community of peers dedicated to powering lives across the SAARC countries.

"The knowledge I gained is applicable to many aspects of my job."

The program enhanced her skill set in Safe Operating Area (SOA) and boosted her confidence. It helped her understand the specific skills needed for career growth and put her on a path to success as a young and enthusiastic engineer.



Kalaivani urges future women leaders to remain open to opportunities and challenges, viewing them as necessary catalysts for career success. With a strong sense of purpose and a willingness to grow, women can overcome obstacles and make a lasting impact on the energy sector and beyond.



"A woman's strength knows no bounds. Keep breaking barriers and shining bright."

Shivani Jha



Shivani inspires the next generation of women to uncover their true selves and pursue their passions with purpose. Life is a one-time journey, but when lived with intention and integrity, that single experience is more than sufficient.

GRACE IN THE FALL, POWER IN THE RISE

Shivani Jha

Shivani Jha is a passionate and driven professional from a small town in India who has always aspired for a big goal. Born into a family of engineers, her love for mathematics and science led her to pursue engineering and later earn a Master's in Business Administration. Her career spans high-impact corporate roles, shaped by persistence and unwavering self-belief. Life threw its first major challenge early—losing her father at a young age.

“Losing my father at an early age meant responsibilities came quickly. I took up part-time customer service jobs to support myself while continuing my higher education.”

After her MBA, she secured a dream job with a U.S.-based IT firm in 2001. But just before her journey could begin, the 9/11 attack struck. Her job offer was revoked, as her office was on the 8th floor of the World Trade Center.

Early in her career, she had often worked in teams that had less female representation, she took this as a growth opportunity to make herself stand out in her abilities and competencies, especially in leadership discussions or decision-making. By delivering results and actively participating in high-impact projects, she challenged gender bias or stereotypes.

Her strength was supported by the women in her life—her grandmother, mother, aunts, and daughter. The loss of her mother during the COVID-19 pandemic was painful, especially as she performed her mother's last rituals alone. However, she found courage in her grief to celebrate her mother, live passionately, and seek purpose in every moment.

SAR100-2.0 training program has been an enriching experience, offered me the opportunity to engage with, share, and learn from domain expertise across the globe. It has also cultivated a supportive network among women, fostering mutual empowerment and growth. The technical knowledge I've gained is highly relevant and applicable to all facets of my role.

“With SAR100-2.0, something truly special happened in my professional life—it was not just about knowledge but about sisterhood, versatility, and fixing each other's crowns.”



“Keep pushing boundaries, keep striving, and above all, never doubt your worth.”

Kanti Soni

POWERING POSSIBILITIES, BREAKING NORMS

Kanti Soni

Kanti Soni, a Group Senior Manager (Mechanical) at NHPC Limited, comes from a small town in Chhattisgarh where girls' education was often discouraged. Yet, driven by her father's dream and her own passion, she pursued Mechanical Engineering, becoming only the second woman Engineer from her community. She began her journey with NHPC as a trainee engineer and now coordinates operations across 20 power stations, playing a key role in grid management and regulatory compliance.

Coming from a conservative background, choosing a technical career was not easy. Kanti faced not just societal expectations but also self-doubt and limited access to mentors. Working in male-dominated environments, she often had to prove her capabilities repeatedly. Despite these challenges, she focused on learning, delivering results, and staying committed to her role.

"A lack of formal training has affected my confidence in decision-making and team coordination."

The **SAR100-2.0** training program marked a pivotal moment in her journey. It enhanced her technical and leadership skills, sharpened her decision-making, and boosted her confidence. Engaging with professionals from various backgrounds provided her with a broader perspective and a revitalized sense of purpose. Additionally, it solidified her position as a changemaker: someone who motivates young girls to aspire to bigger dream.

"SAR100-2.0 has reinforced my role as a trailblazer and inspired me to encourage more young women to pursue technical careers."

Women in engineering face challenges that empower them and reveal their potential. They trailblaze for future generations, embracing challenges, asking questions, and building connections to assert their presence in a field that often overlooks them. Their contributions and voices are valuable.

—Kanti





“The rapid advancement of technology necessitates continuous skill development in the power sector, where obsolescence often outpaces learning.”

Deepika Sood

BEYOND THE CONTROL ROOM: MISSION TO POWER LIVES AND COMMUNITIES

Deepika Sood

Deepika Sood views Engineering as a people-centered field focused on progress and purpose. With over 16 years in India's hydropower sector, she balances precision and compassion in her role as Senior Manager (Electrical) at NHPC Limited, contributing to Renewable Energy and Green Hydrogen initiatives. Her journey began in classrooms and community spaces that shaped both her skills and spirit.

Deepika's entry into the power sector was fueled by a deep interest in how energy systems serve as the backbone of national development. With a Bachelor's in Electrical Engineering from National Institute of Technology (NIT), a Master's in Instrumentation & Control, and an MBA in HR, her learning journey was always expansive, grounded in both theory and the human side of leadership.

She began her professional journey by overseeing infrastructure for NHPC, guaranteeing a reliable power supply. As her role evolved, she took on more intricate responsibilities related to SCADA systems, transformers, dam-site distribution, and procurement, all of which demanded technical proficiency and a strong sense of accountability.

"With energy being essential to modern life, the power sector was a perfect way to channel my strong academic foundation and passion for problem-solving."

Beyond her technical position, she actively engages in social development projects aimed at underprivileged children, firmly believing in the significance of empowering individuals while also enhancing energy grids.

She joined the **SARI00-2.0** training program to enhance her professional growth. It improved her strategic thinking, fostered inclusive leadership, and expanded her sector perspective beyond technical skills.

"Through the SARI00-2.0 program, I aim to enhance these attributes, leveraging the strategic tools and advanced knowledge gained to positively impact my country's power sector."

The blend of theoretical and practical approaches has provided fresh insights into system reliability, governance, and innovation. Deepika, while aiding NHPC's green energy transition, focuses on technical implementation and long-term effects.

Deepika believes that progress is not a destination—it is a process of constant learning. In the energy sector, where change is rapid and relentless, staying relevant means staying curious. Her message to young professionals, especially women, is clear: invest in yourself, take risks, and give back.





"The power sector as a career provides immense opportunities for women. We can truly make a mark by lighting up lives not only in our nation but also across the world."

Rodali Khaund



Rodali urges young women to see themselves as part of a larger mission: one that empowers not only themselves but also communities and future generations. Her message is clear: encourage, uplift, and welcome more women into the field of energy and engineering because the journey forward is one best taken together.

LIGHTING THE WAY: CAREER IN TRANSMISSION AND TRANSFORMATION

Rodali Khaund

In India's growing transmission landscape, **Rodali Khaund** stands as a dedicated professional whose career spans nearly two decades of technical leadership and purpose-driven service. Currently serving as Deputy General Manager at Assam Electricity Grid Corporation Limited (AEGCL), Rodali plays a key role in strengthening transmission systems and ensuring reliable power across Assam state. Her journey, shaped by parental encouragement and her own perseverance, is a testament to the difference women can make in the heart of the energy sector.

Rodali's path into Engineering began with the strong support of her parents. After completing her Mechanical Engineering degree from Assam Engineering College, she entered the power sector in 2007, joining AEGCL as an Assistant Manager. From the start, she faced a range of technical and on-site challenges, but each one became a stepping stone toward growth. Working across grid substations, transmission lines, and state load dispatch centers, she gradually built a career grounded in experience, resilience, and impact.

"Overcoming every challenge has made me a stronger woman, enhanced my technical knowledge, and been a great learning experience."

Today, Rodali holds a senior position at the headquarters in Guwahati, where her responsibilities continue to evolve. What keeps her going, she says, is the deeply fulfilling feeling of contributing to her state's transmission infrastructure and knowing that her work helps light up lives. Seventeen years on, she remains just as committed to the mission of delivering power to people across Assam.

Participating in the **SAR100-2.0** training program has been a transformative step in technical growth and leadership development within the power sector. The comprehensive sessions on energy systems, renewable technologies, and grid management have significantly enriched professional capabilities, providing practical insights and cutting-edge knowledge.

"The SAR100-2.0 training aims to address gender disparity in the energy sector and promote women's leadership and participation."



“स्त्री शक्तिः सर्वदा, कार्ये साधिका।
नारीं पूज्यते यत्र, सुखं तत्र सदा॥”

“Women are always powerful, and
the achievers of work where
women are respected, happiness
prevails there forever.”

Anju Pathak

LIGHTING THE WAY TO SAFETY: MISSION TO PROTECT, EMPOWER, AND LEAD

A

nju Pathak

Anju Pathak is a seasoned leader in India's power sector and is known for her resilience and commitment to safety. With over 14 years of experience at BSES Yamuna Ltd., she is now a Deputy General Manager in the Environment, Health & Safety Department, where she leads safety initiatives and builds protective systems. Anju holds a B.Tech in Electrical Engineering and a specialization in Industrial Safety, dedicating her career to fostering safe and inclusive energy environments.

Anju's work is built on precision, foresight, and empathy. From leading safety audits and risk assessments to developing systems that monitor hazards in real time, she has continually raised the bar for operational safety at BSES. One of her proudest innovations is creating an in-house Safety Management System portal—a GPS-enabled tool that flags unsafe conditions and enables swift action.

"My career in the energy sector has been defined by a commitment to safety, innovation, and leadership."

Anju's journey has been challenging. She has faced resistance to safety reforms and has had to align teams with changing regulations. She views obstacles as growth opportunities and actively leads public engagement efforts, such as community programs and street plays, to promote electrical safety. These experiences have enhanced her problem-solving skills and reinforced her belief in collaboration and grassroots outreach.

For Anju, the **SAR100-2.0** training program was not just a course but a turning point. The program allowed her to connect with women leaders across the region, exchange strategies, and reaffirm the role of inclusion in building stronger energy systems.

"This initiative has been a game-changer, not only enhancing my own leadership skills but also deepening my understanding of the importance of diversity and inclusion."

The sessions fostered her growth as a strategic thinker, grounded in her core values. Being among ambitious women professionals reinforced that true leadership is about vision, courage to challenge norms, and humility to support others.



Anju's message emphasizes boldness and belief for women in the energy sector. She encourages them to trust their strengths, embrace learning, and view resistance as a sign of being on the right path. Anju believes women can redefine success by mentoring, challenging norms, and staying true to their values, ultimately shaping a future that is both empowered and safeguarded.



“Build a strong network, embrace STEM skills, and never hesitate to advocate for yourself. The sector is changing—and your voice is needed in that change.”

Neha Mangal

Neha encourages young engineers to improve technical skills, commit to continuous learning, and engage in decision-making, emphasizing that every engineering task helps redefine leadership in the power sector.



FROM SITE DUST TO CONTROL ROOMS

Neha Mangal

Neha Mangal, Deputy General Manager at BSES Rajdhani Power Limited, exemplifies what it means to lead with technical acumen and resilient field experience. With a B.Tech in Electrical Engineering from Government Engineering College (GEC) Bhopal and an M.Tech in Electrical Drives from National Institute of Technology (NIT) Bhopal, her academic foundation set the stage for a career built on solving complex energy challenges.

Today, she is a driving force behind the planning and execution of advanced urban power infrastructure, drawing from a career that started with thermal projects and evolved into high-voltage grid planning, regulatory engagement, and smart system modernization. Neha started her career in 2008 as a Graduate Engineer Trainee at Reliance Energy Limited. Initially assigned administrative tasks typical for women engineers, she quickly transitioned into Engineering, Procurement, and Construction (EPC) Projects, engaging in the challenges of power generation sites. Her experience on the 2x600 MW Hisar Thermal Power Project and the 2x600 MW DVC Raghunathpur Project was transformative.

She worked on battery banks, earthing systems, and cable laying; prepared design basis reports; evaluated vendors; and ensured technical compliance, gaining deep operational insight.

“The site visits, often lasting for weeks, were instrumental in honing my practical skills and deepening my technical knowledge.”

In 2012, she joined BSES Rajdhani Power Ltd., specializing in the 66kV Jasola Grid substation and regulatory submissions, demonstrating her transmission systems expertise. She later moved to 11kV Planning, where she analyzed peak loads, designed decongestion schemes, and led an overhead-to-underground conversion project with Power Research & Development Consultants Pvt. Ltd. (PRDC) Bangalore, showcasing her resilience and leadership.

Neha learned about renewable energy policy, global transition strategies, and modern leadership from the **SAR100-2.0** training program. Inspired, she plans to apply these concepts in her organization and mentor others in leading change within traditional systems.

“The training significantly impacted me, reinforcing the importance of problem-solving skills and the practical application of theoretical knowledge.”



"The energy sector needs diverse perspectives, and your contributions can shape a more sustainable and inclusive future."

Sugandha Kumari

FROM REMOTE ROOTS TO REAL IMPACT

Sugandha Kumari

Sugandha's journey from rural beginnings to Chief Manager at Power Grid Corporation of India Limited reflects her purposeful impact in the energy sector. With over 13 years of experience, she has managed significant projects like Tariff-Based Competitive Bidding and HVDC (High Voltage Direct Current) substation maintenance, combining technical expertise with determination. Her story emphasizes not only career achievements but also her efforts to change perceptions and promote women's leadership in the industry.

Growing up in a rural area where electricity was unreliable, Sugandha experienced the real impact of power shortages on education and daily life. That lived reality shaped her ambition early on—she wanted to be part of the solution.

Entering the power sector was not easy. As a woman in a male-dominated field, she often had to prove her technical competence in fieldwork and critical discussions. But instead of shying away, she leaned in, volunteering for remote postings and choosing hands-on roles over desk jobs.

“Despite a desk job offer in Contracts, I chose HVDC substation maintenance, leading to my Employee of the Month award for the Northern-3 region.”

Her decision to take on field assignments in India's most challenging terrains—from the North Eastern Region to remote parts of Uttar Pradesh—was proof of her determination to break stereotypes and showcase what women engineers can do when given the chance.

Sugandha considers the **SAR100-2.0** training program a career-defining experience. Focusing on renewable energy, asset management, and leadership fostered her strategic and personal growth. Most importantly, peer learning, behavioral sessions, and discussions with women leaders significantly boosted her self-belief.

“One of the most valuable takeaways was the realization that I am capable of reaching the topmost positions in my organization and becoming a role model for aspiring women professionals.”

The program boosted her confidence, enhanced her vision, and inspired her to embrace broader roles while contributing through mentorship and advocacy for gender-inclusive growth.



Sugandha advocates for self-belief and courage, urging women to embrace challenges and not be limited by stereotypes. She emphasizes skill-building and integrity in leadership and is committed to supporting women in finding opportunities and redefining leadership roles.



“Believe in yourself—your unique perspectives and skills are needed to fuel the growth of this sector.”

Pragnya Punam Dash

Pragnya recognizes the vital role young women have in the energy sector, emphasizing the importance of their questions, confidence, and presence. She believes the industry needs more women not only to participate but to shape its future, focusing on people, possibilities, and purpose, allowing for new stories and bold ideas.



FROM BLUEPRINTS TO BOARDROOMS: A JOURNEY DEFINED BY GRIT

P ragnya Punam Dash

Pragnya Punam Dash is currently an Assistant General Manager (Electrical) at Grid Corporation of Odisha (GRIDCO Limited), in Odisha. Her journey in the power sector has been long, intense, and deeply rewarding. It is a space where she has been able to put her passion into action, contributing to systems that bring electricity to people's homes, industries, and dreams. For the past four years, she has handled power procurement from Independent Power Producers (IPPs) and overseen the regulatory side of operations. Before that, she spent a decade with Odisha Power Transmission Corporation Limited (OPTCL), working on construction activities, design checks, and project estimation. The road has not always been easy, but Pragnya has never been the kind to back down.

From a background valuing stability over ambition, she boldly chose Engineering. Encouraged by her parents, she took a competitive state-level exam, among over 10,000 candidates, and secured her first role as Assistant Manager (Electrical). Pragnya has experience in project sites, design desks, and regulatory meetings, often being the only woman present.

Despite facing challenges, such as having her technical skills questioned, she remains undeterred.

"No obstruction or hindrance on my path has ever deterred me from emerging as a successful engineer who has worked hand-in-hand with male counterparts."

Over the years, she realized that pushing beyond her comfort zone becomes a habit rather than a one-time effort. Driven by passion and purpose, she tackled challenges, leading her to win the 'Best All-Rounder' Award for Electrical Engineers, which she values for its representation of her mindset rather than the title itself.

When Pragnya joined the **SAR100-2.0** training program, she sought not just knowledge but personal growth. The experience, filled with technical sessions and leadership discussions, energized her and connected her with developments in SAARC countries. She met inspiring women who were also breaking barriers and supporting others.

"SAR100 has been a miraculous program that has helped me in my transformation—technically, professionally, and personally."

SAR100 went beyond training to shift perspectives, enhancing technical skills while emphasizing leadership through listening, sharing, and advocacy for oneself and others.



“Leadership is not just about what you know but how you inspire others; in that, you hold the power to shape the future of energy.”

Sarmistha Malla

CODING THE FUTURE: JOURNEY FROM IT TO IMPACT IN THE POWER SECTOR

Sarmistha Malla

When **Sarmistha Malla** began her career in 2011, she entered a world that did not often make space for women, especially not in the power sector. Today, she stands tall as Assistant General Manager (IT) at Grid Corporation of Odisha (GRIDCO Limited), India's state-owned Public Sector Undertakings (PSUs), responsible for bulk power procurement and trading. With more than a decade of experience behind her, Sarmistha has not only built a solid technical foundation at the intersection of IT and energy but has also become a voice for resilience and inclusive leadership in the sector. Her journey is a reminder that innovation does not always begin with circuits and switchyards; sometimes, it starts with a quiet determination to challenge norms and an inclination to keep learning.

Sarmistha's journey into the energy sector began unconventionally. With a background in Computer Science Engineering, she entered a male-dominated domain where expectations and opportunities did not always align. Determined to apply her IT expertise to the power industry, she had to fight hard for technical recognition.

Sarmistha motivates future leaders to seek mentorship, embrace learning opportunities like SARI00, and, above all, trust their voice. Her own story proves that leadership can grow from any starting point—with the right mix of persistence, purpose, and belief.

One of the biggest challenges I faced was gaining technical credibility... many saw me differently without the technical know-how needed to drive significant change."

Sarmistha embraced challenges, seizing opportunities to learn and volunteer, ultimately earning respect and leadership in shaping digital strategies for a vital infrastructure sector.

Her journey transformed her from being underestimated to a recognized leader.

A pivotal moment was her selection for the **SARI00-2.0** training program, aimed at developing women leaders in South Asia's energy sector. The program not only provided technical exposure but also redefined her perception of her role and potential.

"The program's focus on emotional intelligence and strategic thinking empowered me to step into leadership positions with newfound confidence."

She enhanced her knowledge of renewable energy integration, emerging markets, and regional regulations by networking with 110 South Asian professionals, believing the platform made this opportunity possible.





“Do not wait for opportunities to come to you. Proactively seek out challenging roles and new projects to demonstrate your leadership potential.”

Runa Changmai

FLOWING FORWARD: A WOMAN ENGINEER'S ROLE IN POWERING THE NORTHEAST

Runa Changmai

Runa Changmai is a Senior Manager (Electrical) at the Design and Engineering Wing of North Eastern Electric Power Corporation Limited (NEEPCO), India.

A graduate in Electrical Engineering from Gauhati University, Assam, she has spent over a decade building her career within one of India's key public sector enterprises in the power sector. With an eye for detail and a passion for execution, Runa's work bridges thermal and hydro projects, delivering critical infrastructure with purpose and precision. Her career is a reminder that consistency, curiosity, and mentorship can power a meaningful journey, especially in a sector as dynamic and demanding as energy.

Runa started her career in September 2013 as a Graduate Engineer Trainee at NEEPCO Ltd. in Shillong, working in the Contracts and Procurement Department. She participated in tendering for a 135 MW gas-based thermal plant and handled procurement contracts for IT and communication systems while collaborating with key government ministries, fostering her multidisciplinary growth.

Runa advocates for future women leaders to build strong networks, embrace a mindset of growth, and remain resilient in the face of stereotypes. In her view, leadership is earned through effort—but it begins with belief: in oneself, in one's purpose, and in the potential to drive change.

She has contributed to the reconstruction and R&M of two major hydroelectric plants, Kopili (200 MW) and Khandong (46 MW).

Her work includes transformer procurement, design engineering, and Factory Acceptance Tests for high-voltage electrical equipment.

"I have never really had any challenges, as I found new opportunities underlying every challenge."

Runa credits her seniors and mentors for enabling her technical learning and shaping her leadership approach. For her, challenges have been stepping stones—paving the way toward technical and collaborative growth.

Participation in the **SAR100-2.0** training program was pivotal for Runa's career, broadening her understanding of innovative power systems through exposure to advanced energy technologies and global best practices.

"SAR100-2.0 training has directly contributed to my career aspirations and strengthened my readiness to take on greater professional responsibilities."

She gained insights into renewable energy advancements, strategic design, and the evolving role of women in the power sector. The training enhanced her readiness for greater responsibilities and innovation within her organization.



M A L D

FATHIMATH RAFAAHA RIYAZ

AISHATH YAMNA

**LIVE
SAFE**





“Even small actions, rooted in purpose, can reshape the future.”

Fathimath

Rafaaha Riyaz

QUIET LEADERSHIP, ISLAND ROOTS, AND RENEWABLE CHANGE

Fathimath Rafaaha Riyaz:’s Journey in Energy Sector

Fathimath Rafaaha Riyaz grew up in the Maldives, where the ocean is never far and the land barely rises above it. In a nation where most islands sit just one meter above sea level, climate vulnerability isn’t theoretical—it’s daily life. That quiet, looming fragility shaped her perspective from an early age. Even as a child, she understood the deep link between people and the environment.

She didn’t begin with a clear roadmap or career plan. What she had was intention and curiosity. Those two forces led her into the renewable energy sector at STELCO, a utility company in the Maldives. It was a space where women were—and still are—underrepresented, especially in technical roles.

But with the support of a few encouraging colleagues and a strong personal drive, she began to carve out her place, learning steadily, one project at a time.

Since then, Fathimath has been contributing to projects focused on helping small island communities explore renewable energy options—small steps, but with meaningful purpose.

***“It wasn’t always easy.
Technical fields aren’t often
seen as spaces for women here.”***

Her turning point came with the **SAR100-2.0** training program, where she found herself among women from across South Asia who shared not just professional goals, but a quiet resilience. In that room, she no longer felt isolated in her journey.

The training empowered her to step forward with greater confidence—taking initiative, collaborating more deeply, and thinking beyond technical tasks to the impact they could make.

***“Leadership can take many
forms. It doesn’t always have to
be loud or bold. Sometimes it’s
about consistency, kindness,
and staying committed to
something that feels
meaningful.”***



Fathimath’s story is one of subtle strength and enduring care—for her community, for the environment, and for the growing network of women in energy across the region. She continues her work not with a shout, but with steady progress—and the belief that even small actions, rooted in purpose, can reshape the future.



The work environment is now more positive towards women as companies are investing in diversity and providing women the opportunity to take on leadership roles.

Aishath Yamna



Aishath firmly believes that the energy sector cannot thrive without a balanced representation of women and encourages future women leaders to seize the opportunities available and drive meaningful change.

SHATTERING STEREOTYPES: Journey in Renewable Energy

Aishath Yamna's Journey in Renewable Energy

Aishath Yamna, from the Maldives, is currently serving as a Manager in the Renewable Energy Department at State Electric Company Limited (STELCO).

Yamna's career in the energy sector began unexpectedly. Initially hired in the Managing Director's Secretariat, she coordinated with various departments, collecting data and compiling reports. This exposure sparked her curiosity about the technical aspects of STELCO's operations.

Later, she transitioned to the Business Development and Marketing Department, where she led the Commercial Projects Unit, working on metering panel installations, modifications, and solar PV system setups.

Over time, her responsibilities grew, eventually leading her to spearhead renewable energy initiatives aligned with government goals.

Despite her professional growth, Yamna has faced gender bias in the workplace.

Many assumptions were made about her capabilities, requiring her to work twice as hard to prove herself.

Limited access to resources-particularly in comparison to her male counterparts-posed an additional challenge. Yet, she chose to focus on her work and accomplishments rather than dwell on the obstacles.

"Breaking barriers is never easy, but with determination and persistence, I have learned to let my work speak for itself."

The **SAR100-2.0** training program has been instrumental in expanding Yamna's technical knowledge of the energy sector, particularly within the South Asian region. She has gained a deeper understanding of the power infrastructure and challenges in her own country, as well as insight into the best practices, technologies, and software used across the industry.

"I believe I can apply these learnings in the workplace by making meaningful contributions in meetings and for projects."

This training has empowered her to engage more effectively in discussions and projects at work.

SABITRI DHAMALA

DINA KHAGI

SAPANA BOHARA

PRATIMA K.C.

SONI KUMARI SAH

SANGITA KARKI POUDYAL



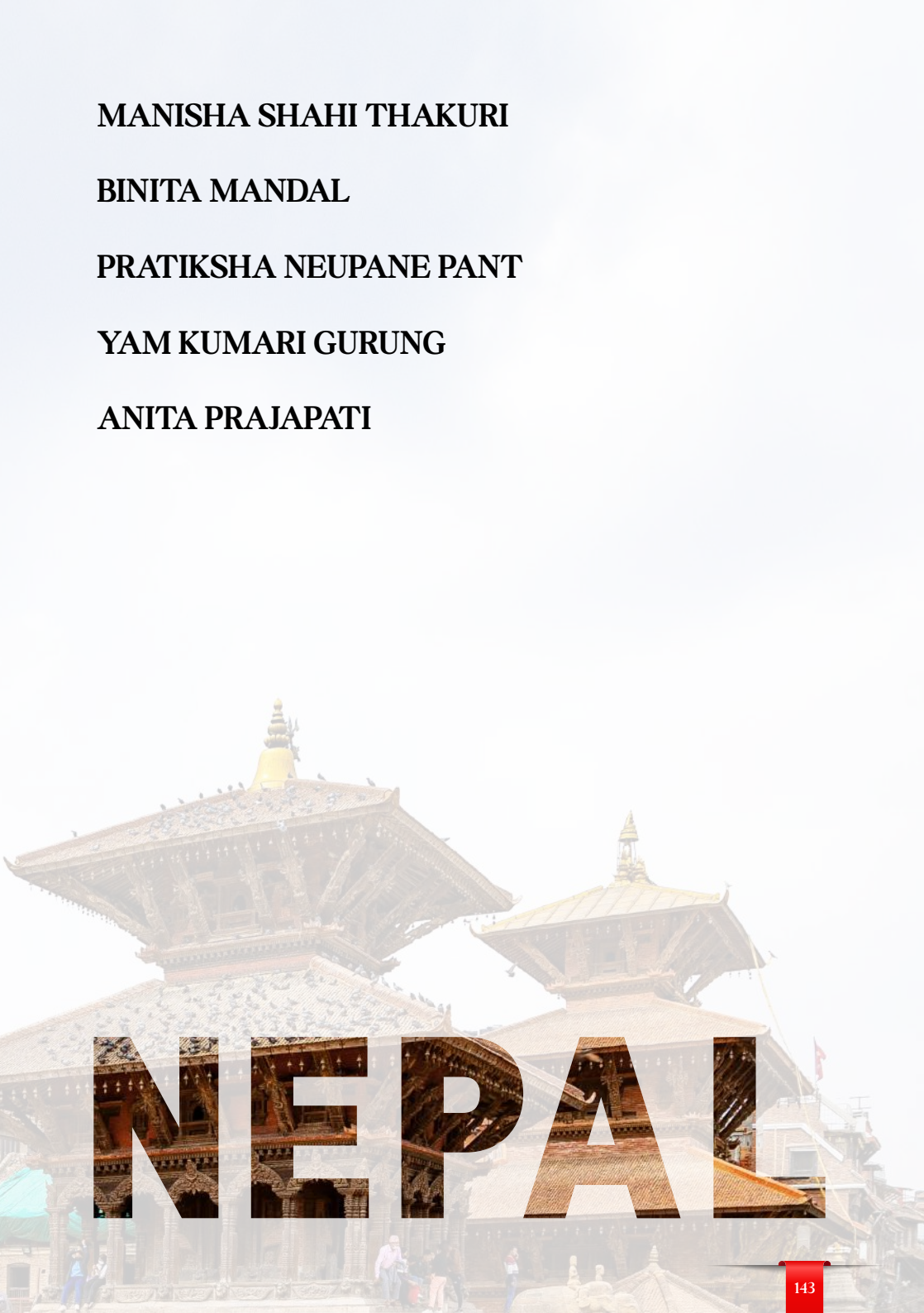
MANISHA SHAHI THAKURI

BINITA MANDAL

PRATIKSHA NEUPANE PANT

YAM KUMARI GURUNG

ANITA PRAJAPATI



NEPAL



“Believe in your potential and keep pushing forward.
Challenges will arise, but with resilience, continuous learning and a strong network of like-minded professionals, you will overcome them.”

Sabitri Dhamala

Sabitri's story is one of perseverance, empowerment, and a vision for a more inclusive energy sector. Her journey not only inspires but also paves the way for future generations of women engineers to make their mark in the field.



EMPOWERING CHANGE:

S Sabitri Dhamala's Journey in the Energy Sector

Sabitri Dhamala, an Electrical Engineer at Nepal's Water and Energy Commission Secretariat since October 2023, leads clean energy initiatives. Her work includes energy audits, demand and supply forecasting, policy review, and integrating Gender Equality and Social Inclusion (GESI) in the energy sector. Nonetheless, her journey to success has faced challenges.

Growing up in rural Nepal, Sabitri faced unreliable power supply, which sparked her passion for energy access and sustainability. However, she struggled in the male-dominated engineering field due to gender biases, lack of female representation, and limited mentorship, impeding her technical and leadership growth.

"I faced power outages and prejudice—but both only fueled my fire to bring sustainable energy to every corner of Nepal."

Sabitri overcame challenges by focusing on clean cooking technologies and energy audits. She demonstrated her expertise by assisting senior officials with study projects and sought professional development while engaging with policymakers, enhancing her credibility in the field.

Sabitri Dhamala highlights the importance of diverse perspectives in the energy sector, emphasizing women's vital role in fostering a sustainable future.

By challenging stereotypes, women can instigate significant change in the industry. Sabitri's story of perseverance and empowerment serves as an inspiration, paving the way for future generations of women engineers.

One of the pivotal moments in Sabitri's career was participating in the **SAR100-2.0** training program.

This initiative strengthened her technical skills and leadership confidence, offering hands-on learning in energy transition planning and real-world case studies.

"The SAR100-2.0 training did not just sharpen my skills—it sparked a vision for inclusive energy futures and empowered me to lead with purpose."

Equipped with these insights, Sabitri's now strives to enhance energy audit methodologies, promote inclusive energy policies, and make significant contributions to Nepal's National Energy Transition Plan.

Additionally, the training strengthened her dedication to mentoring aspiring women in the energy industry.



“Keep learning, take on new challenges and seek out opportunities for growth.”

Dina Khagi

LIGHTING THE WAY:

Dina Khagi's Journey in Energy

In a field often dominated by towering infrastructure and even taller expectations, **Dina Khagi** is quietly but powerfully reshaping the contours of energy engineering. As an Associate Electrical Engineer at K&A Engineering Consulting, her expertise lies in transmission line design—a field that requires both technical rigor and strategic foresight. But her path to this role has been anything but straightforward.

Dina's roots in Nepal are where her journey began, immersed in the intricacies of hydropower projects and transmission line studies.

"I have always been passionate about making energy systems more efficient and sustainable."

Passion anchored her in the early days as she navigated complex electromechanical designs in a rapidly evolving sector.

The transition to the global stage, through her role at K&A Engineering Consulting, marked a turning point. It exposed her to international standards and massive infrastructure projects—opening her eyes to the broader, interconnected nature of global energy challenges. But with new opportunities came new challenges.

Dina is not just navigating the energy sector—she's helping shape it. With every new challenge she takes on, she carves a path for others to follow. Dina envisions a sector that is not only technologically advanced but also inclusive.

Dina admits that mastering advanced tools like PLS-CADD/Grid for transmission line analysis or adapting to new technologies wasn't easy. It required patience, discipline, and an unwavering commitment to growth. "Staying up to date with industry advancements requires persistence and continuous learning," she says—and it's a mantra she lives by.

Now, as a participant in the **SAR100-2.0** training program, Dina finds herself part of a dynamic network of professionals driving the region's energy transition. The program is more than just a learning platform—it's a catalyst for leadership. The program has offered her deep insights into renewable energy, policy frameworks, and the importance of building professional connections.

"It is helping me strengthen my technical and leadership skills."





“Your voice, knowledge, and expertise matter as you have the capability to lead change in society and the energy sector.”

Sapana Bohara



Sapana's journey exemplifies the power of perseverance and the impact of breaking barriers, inspiring future generations of women to lead change in the energy sector.

BREAKING BARRIERS:

Sapana Bohara's Journey

Sapana Bohara, an Electrical Engineer from Nepal, has been working in the energy sector for seven years, specializing in community rural electrification and power trading. Her journey into this field was driven by a passion for science and a recognition of the energy sector as a dynamic, ever-evolving industry. However, Sapana's path has not been without challenges. Entering a male-dominated industry, she encountered gender biases that limited her access to leadership roles, key site visits, training, and international opportunities. The barriers extended to workplace discrimination, such as information gaps and exclusion from major discussions. She describes her struggles:

"Those workplace challenges would be to receive equal opportunities regarding site visits, training and international visits. Discrimination in the workplace would include maintaining information gaps, not being involved in the major discussions."

Despite these obstacles, Sapana remained resilient. Through relentless hard work, she sought to overcome these limitations by networking, expanding her knowledge, and advocating for gender equity in the workplace. She engaged in open discussions to address the issues she faced and connected with other women in the energy sector who shared similar experiences.

Her participation in the **SARI00-2.0** training program marked a transformative phase in her career. The program provided her with enhanced technical knowledge, exposure to contemporary issues, power sector reforms, and emerging energy technologies. She particularly valued the leadership module, which helped her develop a strategic mindset and the confidence to take on greater responsibilities.

"The expertise of resource persons, hands-on approach and real-world case studies have been particularly valuable providing practical insights that I can immediately apply to my work."

Her advice to aspiring women engineers is - the road may be challenging, but always seek out mentors, build your network and teams, stay resilient, face gender biases and discrimination with full confidence, and never hesitate to pursue major leadership and managerial roles.



“Let’s continue to break barriers and work towards promoting gender diversity and women’s empowerment in the energy sector. Let’s continue to uplift and inspire each other.”

Pratima K.C.

PIONEERING CHANGE IN NEPAL'S RENEWABLE ENERGY SECTOR

Pratima K C

Pratima K C is a dedicated professional in Nepal's renewable energy sector, working at the Alternative Energy Promotion Centre (AEPD) for a decade. She leads the Energy Efficiency, Outreach, and Gender Equality and Social Inclusion (GESI) Section and represents AEPD in "The South Asia Women in Power Sector Professional Network" (WePOWER). Pratima has been a strong advocate for gender inclusion and advancements in renewable energy in Nepal.

Pratima has encountered challenges as a woman in the male-dominated energy sector, facing difficulties in influencing policy and project development. Balancing work and family, along with limited mentorship and networking, has further hindered her career growth.

"It is very difficult to prove competence in a male-dominated sector."

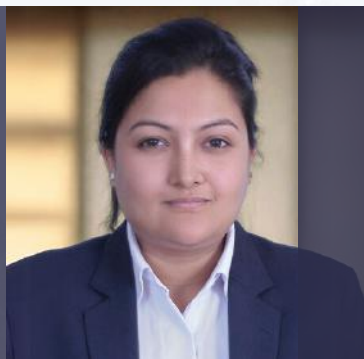
Pratima has confronted these challenges head-on. She has bolstered her self-confidence, steadily advanced her technical and managerial abilities, pursued higher education, and actively engaged in mentorship and networking opportunities. She emphasizes the importance of professional networks like WePOWER for providing support and invaluable learning experiences.

Through the **SAR100-2.0** training program, she has gained valuable insights into GESI mainstreaming in the energy sector.

The program has enhanced her leadership skills and expanded her technical knowledge. She is committed to applying these learnings to integrate gender aspects into Nepal's renewable energy programs and projects.

"I will apply these learnings to integrate GESI aspects into the renewable energy programs and projects in my country and also for upscaling renewable energy in Nepal."

As a WePOWER partner, AEPD continues to design initiatives based on five key pillars: STEM education, recruitment, professional development, retention, and policy & institutional change. Pratima remains at the forefront of these efforts, advocating for gender diversity and inclusive policies in the energy sector.



Pratima's journey stands as a testament to resilience, determination, and the power of mentorship and continuous learning. By championing gender equality and renewable energy, Pratima K C is shaping a brighter and more inclusive future for Nepal's energy sector.



“Build strong networks with other women leaders, stay positive, believe in yourself and always stand up for what is right in the workplace.”

Soni Kumari Sah

Through every hurdle, Soni has not only risen—she has illuminated a path for others to follow. Her story is a testament to the power of perseverance, purpose, and speaking out.



A POWER WITHIN:

SThe Journey of **oni Kumari Sah**

In the heart of Nepal's energy sector, where power quite literally shapes the nation's future, stands **Soni Kumari Sah**—a resilient and determined Electrical Engineer, who has dedicated over seven years of service as a Gazette Third Class Officer at the Ministry of Energy, Water Resources, and Irrigation. Her story is not just about electricity and engineering—it's about perseverance, breaking norms, and empowering women in a traditionally male-dominated field.

Soni's interest in engineering was sparked by the prolonged load-shedding in Nepal over a decade ago, driving her to pursue Electrical Engineering to understand and solve the problem. Overcoming societal challenges in a male-dominated field, she also faced the initial hurdle of convincing her family to support her career choice.

"The decision to become an engineer—and to convince my family that engineering is also a good profession for girls—was a bit challenging."

With the encouragement of her father, Soni built her confidence and earned a scholarship to Nepal's leading university, signifying a major milestone in her journey. Once in the workforce, she encountered the challenge of consistently demonstrating her skills as a female engineer. Although she has gained respect through her hard work, she recognizes the persistent, subtle discrimination and continues to speak out against it to help prevent similar situations in the future.

Navigating the challenging responsibilities of motherhood alongside a professional career adds an additional dimension to her journey. Despite these obstacles, she persists in her growth, learning, and leadership. Her involvement in the **SAR100-2.0** training program marked a significant milestone in her development.

"A mix of all the content that a women engineer need to become future leader."



"Be confident, be proud of yourself, always seize the opportunities that time and circumstances offer and believe in yourself because you are the root of all happiness."

Sangita Karki
Poudyal

A PROUD ENGINEER ADDING JEWELS TO HER CROWN

S The Story of angita Karki

In the heart of Nepal's evolving energy sector, **Sangita Karki** stands as a beacon of resilience, expertise, and unwavering pride. A Deputy Manager at the Nepal Electricity Authority (NEA) and a Project Manager for World Bank-funded initiatives, Sangita's story is not just about building infrastructure—it's about building dreams.

Raised in a middle-class family, Sangita found strength in the encouragement of her parents. That inspiration fueled her pursuit of a Civil Engineering degree and later launched her into a career dedicated to transforming lives through better access to energy.

"Though born as a daughter in a middle-class family in Nepal, I always received encouragement and support from my parents to pursue my education and choose my profession."

Sangita's experience as a research assistant on a safe drinking water initiative revealed the impact of infrastructure on community well-being. Her dedication grew while working on micro-hydro projects with the Alternative Energy Promotion Centre (AEPIC), focusing on empowering rural Nepal through sustainable energy solutions.

Engineering is not just a career. It is a calling to empower, lead, and light up the world.

– Sangita

Since joining NEA in 2012, Sangita has embraced strategic positions within the Distribution and Consumer Services Directorate.

The training she received expanded her skills in women's leadership, project management, renewable energy generation, data analysis, and low voltage distribution systems, all of which correspond seamlessly with her role at NEA.

This experience has instilled a thirst for knowledge within her, which she is eager to pursue in the forthcoming chapters of her career.

For Sangita, the **SAR100-2.0** journey represents not just a professional achievement, but a personal victory as well.

"This journey of SAR100-2.0 feels like adding a precious and bright jewel to the crown of my career—something I will always value and be proud of."





“Together, we can create a more inclusive, innovative and sustainable future in the energy sector.”

Manisha Shahi
Thakuri

LIGHTING THE WAY:

M

The Story of anisha Shahi Thakuri

In the quiet hills of rural Nepal, a young girl once dreamed of a world illuminated, not just by electricity but by opportunity. Growing up without the simple glow of a lightbulb, Manisha Shahi Thakuri imagined a future where villages like hers would shine. Today, she is a seasoned Electrical Engineer at Nepal Electricity Authority (NEA), with over 13 years of experience lighting up Nepal—literally and figuratively.

Her professional journey spans substation operations, grid management, transmission line projects, and distribution system planning. But behind her technical expertise lies a story of perseverance through deeply entrenched societal barriers.

“It was a challenging time to become a female engineer in a male-dominated society, especially in a technical field.”

Breaking into the power sector as a woman came with more than its fair share of resistance. She often faced hesitation from colleagues, was overlooked for key responsibilities, and encountered subtle ego barriers from those unwilling to learn from a female peer. But where many might have given up, Manisha chose growth over grievance.

Her strategy was grounded in inclusive leadership. By engaging with all staff and building bridges through communication, she fostered a more collaborative environment, setting an example for others to follow.

To further elevate her skills, she joined professional development programs like the **SAR100-2.0** Training, which became a turning point in her career.

“The training helped me connect with women in the energy sector from the SAARC region and understand how they navigate challenges and transform them into opportunities.”

For her, empowerment embodies resilience, accountability, and a dedication to transformation. She motivates South Asian women to perceive challenges as opportunities for growth, thereby creating a positive influence in rural communities.



Manisha encourages all aspiring women leaders to embrace every challenge as an opportunity, be responsible, and work hard to lead with confidence.



"Stay updated with the latest trends in energy transition, digitalization and sustainability."

Binita Mandal

Today, Binita is not just an engineer—she is a trailblazer. She calls upon aspiring women leaders to find strength in mentorship, seize leadership opportunities, stay informed about the future of energy, and never stop challenging biases. Her story is a shining reminder that true power comes from within—and that sometimes, changing the world starts with changing yourself a little more each day.



A POWER WITHIN:

Binita Mandal's Journey

Meet **Binita Mandal**, an inspiring Electrical Engineer from a small village in Nepal's Dhanusa district. Growing up, she dreamed beyond the narrow expectations of her community. In fact, she proudly says, **"I am the first lady of my village who is an engineer."**

After completing her schooling, Binita earned a bachelor's degree in Electrical Engineering and a master's in Distributed Generation from the Institute of Engineering (IOE). She began her career as an assistant lecturer before becoming an Electrical Engineer at Nepal Electricity Authority (NEA), which is essential for providing reliable and affordable energy in the country.

Her journey included challenges as a woman in a male-dominated field, facing skepticism, subtle exclusions, and the burden of continually proving her worth.

"No one's going to say, 'Here's an opportunity—go make something of yourself.' You have to do it for yourself, because people will just try to take it away."

Despite the odds, Binita never allowed the barriers to define her. Instead, she redefined herself—constantly learning, constantly growing. She learned that ambition does not have to fit a global stage to be meaningful.

A pivotal moment in her leadership journey came through the SAR100-2.0 training program. More than a technical course, **SAR100-2.0** became a movement in her eyes—a rallying cry for gender equality in the energy sector. It strengthened her resilience, honed her leadership strategies, and connected her with a community of empowered women who continue to uplift each other.

"SAR100-2.0 is more than just a training program. It is a movement towards gender equality in the energy sector."



“Embrace your unique perspective, surround yourself with supportive mentors and peers and believe in your abilities to lead confidently.”

Pratiksha Neupane
Pant

RESILIENCE AND GROWTH:

Pratiksha Neupane Pant's Journey in the Energy Sector

In the complex world of power systems and national grids, **Pratiksha Neupane Pant** stands as a symbol of perseverance and quiet revolution. An Electrical Engineer at the Nepal Electricity Authority's Power System Management Department, she has dedicated over a decade to ensuring that Nepal's growing energy needs are met efficiently and sustainably. Her journey has been defined by resilience from the very beginning. In a field traditionally dominated by men, her entry was met with skepticism. Standing before rooms full of director-level personnel, she often found presenting her work to be an intimidating experience.

"When I joined this department ten years ago, I was one of the first female engineers in a predominantly male environment."

But she refused to be discouraged. Her commitment to mastering her craft, particularly in power evacuation studies using PSS/E software, gradually won her the respect and support of her seniors.

Through every challenge, Pratiksha has proven that resilience is not just about enduring obstacles—it is about transforming them into stepping stones toward greater leadership, inclusivity, and impact in the energy sector.

Even as her professional path began to stabilize, societal pressures introduced new challenges.

Balancing the expectations of family life with the demands of a technical career was no easy task. She encountered direct or indirect social pressure to have children, which added stress in balancing her personal and professional life. Today, as a mother of two young sons, she continues to navigate this balance with the steadfast support of her family and workplace allies.

Participation in the **SARI00-2.0** program marked another turning point in Pratiksha's career. The program not only sharpened her technical expertise but also bolstered her leadership confidence, offering exposure to innovative tools, ideas, and a strong regional professional network.

"The SARI00-2.0 training program has introduced me to specific tools, technologies and methodologies that enhance my technical skills and improve my collaborative and leadership capabilities."





“Do not let traditional gender norms dictate what you can or cannot achieve.”

Yam Kumari
Gurung



FROM CANDLELIGHT TO POWER LINES:

Now, as Yam Kumari looks at the future, she is not only contributing to national energy plans—she is laying the groundwork for other women to rise.

With resilience and purpose, she continues her journey—not just as an engineer but also as a leader, a mentor, and a changemaker. Her story is not just about powering homes—it is about illuminating futures.

Yam Kumari Gurung's Mission to Energize Nepal

In the quiet, flickering glow of candlelight, a young girl, **Yam Kumari**, in Nepal used to study late in the night. It was not by choice, but rather a necessity. With 18 hours of power outages daily during her School Leaving Certificate (SLC) years, electricity was a luxury, not a guarantee. But in those dim hours, something powerful was born: a mission.

"This struggle sparked a deep interest in me to pursue Electrical Engineering, not just as a career but as a mission—to contribute to Nepal's energy sector and ensure that future generations would not have to suffer the same challenges."

That young girl would go on to earn both a diploma and a Bachelor's degree in Engineering. Today, she is an Electrical Engineer working on the Lekhnath-Damauli 220 kV Transmission Line Project, helping fortify the nation's energy infrastructure and striving to bring light to places long left in darkness.

But her journey has not been easy. As a woman in a male-dominated field, she encountered resistance that had nothing to do with her qualifications and everything to do with gender.

Her career started with addressing Nepal's energy crisis by reducing power losses. She later became District Chief of the Lamjung Distribution Center, where she tackled the challenge of integrating poorly maintained community-managed systems into the national grid, requiring diplomacy, and technical skill.

Her commitment to driving change grew through the **SARI00-2.0** training program, which trained mid-career women in the energy sector. She learned that leadership involves building trust, communicating vision, and uplifting others. The program also connected her with a strong network of like-minded women in a traditionally male-dominated industry.

"With the knowledge and skills gained from SARI00-2.0, I am more prepared to take on leadership roles and influence policy changes that encourage more women to enter and thrive in Engineering."



“There are numerous opportunities in this multi-disciplinary field, but the key to success is consistent hard work.”

Anita Prajapati

CARVING NEW PATHS:

A The Story of nita Prajapati

Anita Prajapati's journey into the world of energy began with curiosity and evolved into a mission. Today, she stands tall as an Assistant Professor in the Department of Mechanical and Aerospace Engineering at the Institute of Engineering (IOE), Pulchowk Campus, a leading figure specializing in energy planning, modeling, and policy analysis. But reaching this point was not without its share of challenges and determination.

While acknowledging the potential difficulties of balancing career and personal life, Anita urges women to focus on their passion and joy in their work. Anita's story is a powerful reminder that the road to success, though challenging, can be navigated with determination, passion, and the support of a nurturing environment.

After graduating as a mechanical engineer, Anita's passion for sustainable energy solutions led her to the Center for Energy Studies (CES) at IOE. As a Research Assistant, she prepared proposals, reviewed policies, and immersed herself in energy modeling tools, aligning perfectly with her academic pursuit of a Master's degree in Renewable Energy Engineering. Despite the steady progress, the professional landscape was far from equal. Few women navigated the energy planning sector back then, and decision-making rooms were often dominated by male counterparts.

It was a space that demanded resilience, self-motivation, and an unwavering commitment to growth. Anita acknowledged this reality but focused on the silver linings, illuminating the path forward. Supportive colleagues and a progressive environment helped her carve a path not just for herself but also for others who would follow.

"Both jobs and academic pursuits related to energy further fueled my desire to deepen my knowledge in energy planning."



The **SAR100-2.0** training program marked a significant turning point in her journey. It was not just about technical skills; it represented a profound shift in her mindset.

"The first module on women and leadership changed my perspective and inspired me to become a leader in my field and a role model for aspiring women."

Through hands-on sessions, mentorship from experts, and collaboration with peers, she enhanced her skills in energy systems and leadership, preparing her to effect change in academia and her profession.

ZOOBIA MAHMOOD

FAREEHA KALEEM

AROOB KHALID BURNEY

MUNIBA AFZAL PASHA

BARIRA MOMAL

SARA HAFEEZ

FATIMA TASEER

HUMAIRA BATOOL

SARA AFZAL

ANEES FATIMA

AMBER FATIMA

SADIA JAVED

HIRA ASHRAF

PAKI

HAMRA LAADI

SEHRISH MUBEEN

JAVARIA SHEHZAD

AMNA HASSAN

MADIHA YAQOOB

NEELAM MEMON

SYEDA QURAT-UL-AEIN

IFRAH HAFEEZ

FAIZA YAQUB

STAN



“Believe in yourself and your abilities—you can achieve greatness. Be confident, resilient and authentic.”

Zoobia Mahmood

THE COURAGE TO RESTART AND RISE:

Z Resilience Reimagined through **oobia Mahmood**

Zoobia Mahmood, a steadfast woman with a decade of experience, stands as a pillar of expertise and inspiration as Manager, Meter Inspection, at K-Electric Limited, Karachi's primary power utility company. Her journey into Engineering was deeply rooted in fulfilling a cherished dream her father nurtured for her—a vision of empowerment and equality that shaped her life.

Like many pioneers, her path was not without its storms. She faced discrimination based on her attire and endured countless hurdles in the workplace. However, she persevered; her unwavering resolve and deeply ingrained determination pushed her to overcome these challenges.

Life tested her courage further. A severe accident in 2016 brought her career to an unexpected halt, forcing a two-year hiatus. She emerged stronger, returning to her profession with renewed zeal in 2019.

"That setback taught me priceless lessons—adaptability, courage, and the power of staying focused on what truly matters."

Zoobia credits her enhanced knowledge and boosted confidence to the **SAR100-2.0** training program.

"This training program allowed me to appreciate diverse perspectives and approach team dynamics with greater empathy."

Through group assignments and practical sessions, she gained a new appreciation for synergy and international best practices, which she now champions within her organization.

Zoobia encourages young women to have unwavering confidence in themselves, to embrace resilience in the face of challenges, and to lead with authenticity. She believes that true success comes from trusting in one's abilities and remaining steadfast and genuine, no matter the obstacles encountered along the way.





"Every challenge is an opportunity
to grow."

Fareeha Kaleem

Fareeha's advice to aspiring women leaders reflects resilience and self-confidence. She stresses the importance of confronting challenges with determination, embracing obstacles as growth opportunities, and believing in oneself. Her journey illustrates how perseverance and a positive mindset can turn setbacks into achievements.



SHATTERING STEREOTYPES:

Fareeha Kaleem's Visionary Path

Fareeha Kaleem is a name that shines brightly in the Engineering domain. As the Manager Technical at K-Electric, her career spans over a decade of relentless hard work, exceptional achievements, and trailblazing success. Holding a master's degree in Electrical Power Systems from NED University of Engineering and Technology, Karachi, her fascination with electricity began during high school.

Starting as a Trainee Engineer in K-Electric's Technical Preventive Maintenance Department, she steadily climbed the professional ladder. From Assistant Manager Preventive Maintenance to her current role, Fareeha's journey exemplifies resilience and an unwavering commitment to excellence.

"Being a woman in a male-dominated sector is not easy, especially in this cultural context, but every challenge is an opportunity to grow."

Overcoming stereotypes and breaking barriers, Fareeha demonstrated that perseverance is the true path to success.

Her journey reflects a spirit of courage, determination, and unwavering faith. Despite facing moments of doubt and numerous setbacks, she remained committed to her goals, viewing challenges not as obstacles but as opportunities for growth. Through resilience and hard work, Fareeha has become an inspiring example of how dedication and belief in oneself can lead to meaningful achievements.

The **SAR100-2.0** training program marked a pivotal turning point in her professional journey.

"Collaborating with a diverse group of professionals opened my mind to innovative problem-solving techniques and broadened my perspective on global engineering trends."

Driven by a deep passion for emerging technologies, the program enriched her knowledge in renewable energy integration, data analytics, and cybersecurity. This empowered her to address real-world challenges with both agility and foresight.



“Engineering is a canvas where creativity meets progress, and each challenge becomes a stepping stone towards a better future.”

Aroob Khalid
Burney

A SYMPHONY OF PROGRESS- WHERE INNOVATION MEETS EMPOWERMENT:

Aroob's Journey in Energy

Aroob Khalid Burney embodies the harmony of creativity and technical excellence. As Manager of Business Strategy at K-Electric, she has dedicated over seven years to revolutionizing the nation's energy landscape. For Aroob, Engineering was not just a career but a canvas for her boundless curiosity and love for problem-solving.

With a Bachelor's degree in Electrical Engineering from NED University of Engineering and Technology, Karachi, Aroob's expertise spans power systems, renewable energy technologies, and regulatory policies. Her professional journey began in high-voltage operations, mastering the technical intricacies of transformers and load balancing. Transitioning to business operations, she spearheaded transformative projects like GIS integration and PV penetration automation.

"This field offers endless opportunities to innovate and make a tangible difference."

This **SAR100-2.0** training program represented a pivotal moment in Aroob's journey. By immersing herself in global best practices, she acquired essential knowledge on optimizing energy grids, improving renewable integration, and tackling the industry's ever-changing challenges.

"The program's collaborative environment has not only sharpened my technical skills but also reinforced my commitment to a future where clean, affordable energy is accessible to all."

This experience has reinforced her belief in leveraging technology as a driving force for economic and social advancement.

To aspiring women leaders, Aroob emphasizes the importance of viewing challenges as opportunities for growth and encourages them to use their unique perspectives to fuel innovation. She believes that true leadership is not defined by a title but by a mindset rooted in resilience, collaboration, and a strong sense of purpose.





"In a field where skepticism thrived,
I turned doubt into determination,
breaking barriers not just for
myself but for the generations to
come."

Muniba Afzal Pasha

ILLUMINATING PATHS IN ENGINEERING

Muniba Afzal Pasha Shines in Engineering

Muniba's life is a testament to the power of curiosity, courage, and resilience. Currently, in her role as a Lead Outage Manager at K-Electric, she stands as a symbol of perseverance and success in a field where she was once an anomaly. Growing up in Pakistan, she was captivated by the world of machines and circuits, intrigued by the hum of generators and the glow of lightbulbs during power outages. For Muniba, Engineering was not just a field but a puzzle waiting to be solved.

Defying societal norms that often steer young girls toward traditional professions, Muniba pursued her passion for Engineering with unwavering determination. She vividly recalls her early days, watching her father fix household appliances and peppering him with questions. While her mother eventually supported her unconventional interests, others doubted her path. Muniba, however, proved them wrong.

Her journey culminated in securing a position as an engineer at K-Electric in 2014, where she faced skepticism.

"But every raised eyebrow was an opportunity to showcase my abilities and change perceptions."

Her technical expertise and dedication earned her respect and paved the way for other women to follow.

The **SAR100-2.0** training program was pivotal in Muniba's professional growth, equipping her with advanced problem-solving skills and leadership capabilities. Through mentorship and training, she gained confidence in making impactful decisions, inspiring young women to step into Engineering.

"The SAR100-2.0 training program not only refined my technical abilities but also empowered me to mentor and guide the next generation of women engineers."

Muniba's story is a beacon for young girls who dream of breaking barriers, showing that no glass ceiling is too tough to shatter when determination leads the way. She believes that letting passion guide your path will allow your courage to redefine expectations.





“Seeing those communities light up was unforgettable—it was more than a project; it was a mission.”

Barira Momal



Barira offers a heartfelt message for aspiring women leaders: Believe in yourself, pursue learning relentlessly, and let your ideas shine. The energy sector needs more inclusive voices to shape a sustainable future.

DRIVEN TO EMPOWER:

Barira Momal's Spark for Change

Barira Momal's journey in the energy sector is a story of curiosity, dedication, and the pursuit of excellence. Working as a Planning Analyst at the Central Power Purchasing Agency (CPPA) in Pakistan, she has made significant contributions to transmission planning.

Her path to success was paved with challenges, but she embraced each hurdle with determination.

Barira was raised in a small city in Punjab, where resources were limited and there were few role models in her chosen field. Despite these challenges, she nurtured her aspirations.

"Studying Electrical Engineering was my game changer—it turned curiosity into passion."

Her first taste of industrial power systems came during her internship at Fauji Fertilizers Company Limited, sparking her interest in the intricacies of energy systems and leading her to pursue an MSc in Electrical Engineering at University of Engineering and Technology (UET) Lahore.

Barira's impact extended beyond academic achievements. Working at Lahore Electricity Supply Company (LESCO), she spearheaded rural electrification projects under the United Nations' Sustainable Development Goals (SDGs), providing electricity to communities for the first time. Her work included optimizing housing and commercial electrification systems, blending innovation with practical expertise.

The **SAR100-2.0** training program has been transformative in Barira's professional journey. She gained the confidence to amplify her voice and innovate within her field through engaging sessions and collaborative learning.

"It is empowering to connect with other women in energy—the insights I have gained are shaping how I approach my work."



"The future belongs to those who
dare to dream and work
relentlessly toward their goals."

Sara Hafeez

PIONEERING THE HYDROPOWER SECTOR WITH GRIT AND GRACE:

Sara Hafeez's Journey

Sara Hafeez has carved an extraordinary path in the male-dominated hydropower sector of Pakistan. As an Executive Engineer at the Water and Power Development Authority (WAPDA), she has spent over 13 years navigating diverse roles in operations, design, and development within the energy industry. From her early beginnings as an Electronics and Communication Engineering graduate, Sara demonstrated that perseverance and passion could break through societal barriers.

Entering a field predominantly dominated by men came with its own set of challenges. Sara faced gender-based biases and social barriers, but refused to let them hinder her ambition.

"I remained steadfast, demonstrating my skills and dedication in every task to prove that I deserved to be here."

Her hard work and resilience eventually earned her respect and recognition, making her a trailblazer for other aspiring women engineers.

Through a combination of technical skills and leadership duties, Sara adeptly manages teams and intricate hydropower projects, ensuring their seamless execution. Her core values—integrity, positivity, and determination—motivate her team members and are pivotal to her success.

Sara attributes much of her recent growth to the **SAR100-2.0** training program, which expanded her professional horizon and bolstered her confidence.

"It reinforced my belief in my abilities and encouraged me to set higher goals for myself."

The exposure and insights she gained have empowered her to embrace leadership roles with a renewed sense of purpose.



Sara inspires aspiring women engineers to embrace their potential with confidence and resilience. She highlights self-belief, persistence, and a strong work ethic as essential for success, aiming to empower and motivate the next generation to pursue their ambitions and excel in engineering and leadership roles.



“No barrier is too strong when
faced with determination and
courage.”

Fatima Taseer

PIONEERING PROGRESS IN PAKISTAN'S POWER SECTOR:

Fatima Taseer's Progress

Fatima Taseer's journey in the Water and Power Development Authority (WAPDA) power sector is one of determination, resilience, and groundbreaking accomplishments. As one of the first female engineers to join WAPDA in 2011, her story is a beacon of hope and inspiration for women in traditionally male-dominated professions.

When Fatima stepped into her first assignment in Lahore, she was the only female engineer in her workplace. The skepticism was palpable.

"Every day was an opportunity to demonstrate that competence has no gender,"

Nevertheless, she embraced every challenge with unwavering resolve. By working alongside seasoned engineers, she delved into the complexities of power generation, equipment inspections, and troubleshooting. Fatima played a key role in landmark projects such as the Mangla Refurbishment Project and the Ghazi Barotha Hydro Electric Power Plant.

Fatima's journey exemplifies resilience in overcoming barriers. Her dedication transforms challenges into opportunities for growth, inspiring women leaders to pursue their ambitions with confidence. She demonstrates that perseverance and passion can make bold dreams a reality.

The **SAR100-2.0** training program brought a transformative dimension to Fatima's career. Immersed in collaborative learning, she honed both her technical and leadership skills, gaining invaluable insights into global best practices.

"The SAR100 training program empowered me to approach challenges with innovation and confidence."

It also equipped her with tools to promote greater inclusivity and mentorship within her organization, reinforcing her commitment to uplifting others.





“The power sector, like any other field, belongs to those who are willing to work hard, push boundaries, and prove their worth.”

Humaira Batool

Humaira's journey as an Engineer showcases resilience and determination in a male-dominated field. She has overcome societal and professional challenges, inspiring aspiring women engineers to pursue their goals with courage. Her story highlights the transformative power of passion and self-belief in creating a more inclusive future in engineering.



BREAKING BARRIERS WITH RESILIENCE AND DETERMINATION:

Humaira Batool's Journey

Humaira Batool's remarkable journey in Pakistan's power sector exemplifies the power of perseverance and courage. As part of the first batch of female engineers at the Water and Power Development Authority (WAPDA), her story is one of overcoming societal stereotypes and redefining what it means to be a woman in Engineering.

In 2011, Humaira began her career at Ghazi Barotha Hydel Power Station, where she spent six years as the only female engineer. Walking into this male-dominated environment came with its share of skepticism.

"Some doubted whether a woman—especially one wearing a hijab—could handle the rigorous demands of a hydropower station."

However, Humaira did not just meet expectations; she exceeded them. Her work spanned climbing turbines, inspecting transformers, and troubleshooting complex technical systems alongside experienced engineers. Through dedication and hard work, Humaira proved that competence knows no gender.

Her resilience was tested further as she navigated challenging fieldwork, remote locations, and the pressure of being the sole woman in various professional spaces. Drawing strength from her faith, family, and her passion for Engineering, Humaira overcame every obstacle to emerge as a trailblazer in her field. Today, as an Executive Engineer at Tarbela Hydroelectric Power Station, Humaira inspires and leads, proving that determination can shatter even the most formidable barriers.

Humaira credits the **SAR100-2.0** training program as a turning point in her career. The program enriched her technical capabilities and shaped her leadership style, empowering her to take on greater responsibilities within her organization.

"It allowed me to refine my skills and lead with confidence, creating pathways for future women engineers."

The collaborative environment and insights into global best practices have reinforced her commitment to fostering inclusivity in the power sector.



"Stay resilient, remain adaptable,
and be the
change you wish to see.."

Sara Afzal

DRIVING TRANSFORMATION:

Sara Afzal's Role in Powering Pakistan

Sara Afzal has dedicated over five years to driving progress in Pakistan's energy landscape. As an Executive Engineer at the Water and Power Development Authority (WAPDA), her journey is one of resilience and determination, marked by her commitment to development in the energy and water sectors—critical components of the nation's growth.

From a young age, Sara was inspired by the impact of infrastructure and energy projects on communities. This passion led her to pursue a Master's in Electrical Engineering from the National University of Sciences and Technology (NUST), Islamabad. Early in her career, she gained hands-on experience at a remote hydropower station, navigating the challenges of a male-dominated environment.

"I remained steadfast, leveraging my technical expertise and building collaborative relationships to overcome the hurdles."

Her perseverance not only dispelled doubts about her capabilities but also highlighted her dedication to Pakistan's energy sector.

Transitioning to a training institute, Sara embraced the opportunity to shape the next generation of engineers. While advocating for gender diversity in leadership remained an uphill battle, it strengthened her resolve to champion women's empowerment in the field.

The **SAR100-2.0** training program marked a transformative chapter in Sara's journey. Through engaging with a network of professionals and participating in focused sessions on leadership, the program significantly enhanced her technical knowledge and leadership capabilities.

"Participating in this training program has broadened my perspective and reinforced my commitment to promoting gender diversity in the energy sector."

Armed with insights from the program, she continues to drive positive change and empower others within her organization.



Sara inspires aspiring women leaders to see challenges as opportunities for growth. She highlights the need for continuous learning, mentorship, and strong support networks. Believing in diverse perspectives, Sara asserts that women's leadership is crucial for creating a more inclusive and transformative future.



“With hard work, barriers can be transformed into stepping stones.”

Anees Fatima

RESILIENCE AND REDEFINING ENGINEERING EQUALITY:

Anees Fatima's Journey

Anees Fatima's eight-year journey in the Water and Power Development Authority (WAPDA) power sector is a story of grit, resilience, and breaking barriers. Joining the Water and Power Development Authority (WAPDA) in 2017 as a Junior Engineer (Power), Anees stepped into a male-dominated industry determined to prove that Engineering knows no gender.

When Anees first entered control rooms and powerhouses filled with male engineers, she felt the weight of their skepticism. Undeterred, she immersed herself in her work, mastering the intricacies of power generation, troubleshooting complex issues, and excelling in maintenance and operations. One of her most defining moments came during the earthquake in September 2019, where she navigated critical challenges in tunnels at a power station to restore operations swiftly.

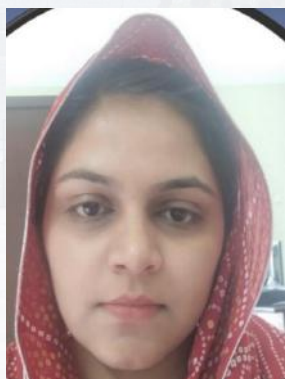
"My journey in the energy sector has been about resilience, breaking stereotypes, and proving that engineering has no gender."

Over the years, Anees overcame challenges such as working in remote areas, dealing with outdated equipment, and navigating bureaucratic hurdles. Despite these obstacles, she witnessed a gradual shift in the field, with more women joining the power sector. Today, as an Executive Engineer, she takes pride in having paved the way for future women engineers and actively mentors young female professionals, encouraging them to pursue careers in energy and power.

The **SAR100-2.0** training program became a transformative chapter in Anees's career, enriching her technical expertise and leadership skills. Participating in collaborative sessions and learning from global best practices, she found innovative approaches to tackle challenges.

"The program gave me the confidence to lead and innovate in ways I had not before."

This experience not only enhanced her career but also reinforced her commitment to empowering others in the field.



Anees's message to aspiring women engineers is rooted in her journey of resilience, emphasizing the importance of not letting doubts, stereotypes, or challenges define one's potential. She encourages them to believe in their abilities, work hard, and trust that they will break barriers and redefine possibilities.



“Seek out learning opportunities,
never hesitate to voice your
ideas, and believe in your
potential.”

Amber Fatima

LIGHTING UP THE PATH FOR WOMEN IN ENERGY:

Amber Fatima's Journey in Energy

Amber's journey in Pakistan's energy sector involves resilience, determination, and breaking new ground. As the first female engineer in her family, she has dedicated her career to proving that women have an essential role to play in shaping the power sector.

Amber's passion for electrical systems began at a young age, fueled by a natural curiosity for technology. She was fortunate enough to have received her family's full support. While studying at Bahauddin Zakariya University, Multan, Amber was part of the department's first-ever batch to include 25 female students—a historic milestone. After graduation, Amber faced a daunting challenge: job hunting in South Punjab, where opportunities for female engineers are scarce. Many of her peers switched fields due to the scarcity of roles, but Amber remained steadfast.

“There were moments when I questioned my decision, wondering if this path would truly allow me to grow and excel.”

Yet, with perseverance and a commitment to learning, she stayed the course. Her early role prepared her to face both technical and corporate challenges, laying the groundwork for a successful transition into the power sector—where she continues to grow, turning doubt into direction.

Amber inspires future women leaders by sharing her journey and lessons learned. She emphasizes the importance of persistence, overcoming challenges, believing in one's ideas, seeking opportunities, and embracing learning.

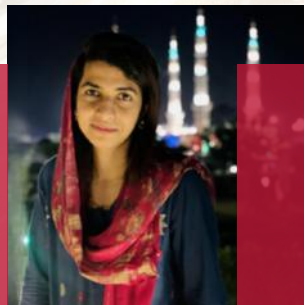
At Multan Electric Power Company (MEPCO), Amber honed her skills in optimizing power distribution networks and implementing strategies to boost efficiency and rose to become an Assistant Manager. While her career has been rewarding, it has presented challenges, including a lack of knowledge-sharing platforms and the underrepresentation of women in leadership positions. Despite these hurdles, they have only reinforced her determination to succeed.

The **SARI00-2.0** training program proved transformative for Amber, enhancing her technical knowledge and confidence as a leader.

The exposure to innovative solutions and networking opportunities provided her with tools to contribute more effectively.

“The SARI00-2.0 training program not only enhanced my technical expertise but also provided a platform for networking and knowledge exchange with other women engineers.”

This experience strengthened her dedication to advocating for diversity and inclusion in the industry.





Be wise, stay strong, and keep your
vision greater than the obstacles in
your path.

Sadia Javed



Sadia's message to aspiring women leaders reflects her journey and the wisdom she has acquired. She advises them to be wise, remain strong, and maintain a vision that surpasses any obstacles they encounter. Learning to navigate office dynamics strategically is crucial, and she emphasizes the importance of offering help while ensuring not to bear burdens that don't belong to them.

FROM SILENT BEGINNINGS TO BOLD LEADERSHIP:

Sadia Javed's Journey in Energy

Sadia Javed's journey as the first female engineer at the Multan Electric Power Company (MEPCO) is a story of resilience, persistence, and breaking down barriers. With over 13 years of experience, she has transformed challenges into opportunities, earning her current position now as the Assistant Manager (Plan & Policy Implementation).

Sadia's story begins with her stepping into MEPCO's Planning Department with equal enthusiasm and apprehension. As the first female engineer in the company, she faced initial hurdles, including being excluded from hands-on training and complex tasks.

"I do not want to be thrown into the wilderness—I just want to justify my salary!"

Her persistence paid off when she joined training for a new Load Flow Study software. Sadia seized the opportunity, mastering the tool and eventually training junior engineers and senior officials. Receiving an appreciation certificate marked a turning point in her career, proving her determination could carve a meaningful path in a previously unwelcoming environment.

The **SAR100-2.0** training program became a transformative milestone for Sadia, enhancing her technical expertise and leadership skills. Representing her country in the program pushed her out of her comfort zone and instilled confidence in balancing her career and family.

"The SAR100-2.0 training reignited my confidence, proving that I could excel both technically and as a leader while also managing my career and family commitments."

This experience helped her tackle challenges calmly and strategically, allowing her to navigate complex situations with confidence. She learned to assess problems from various perspectives, create effective plans, and execute them successfully. As a result, she became more resilient, viewing obstacles as opportunities for growth. Her strength also had positive impact on others, inspiring them to adopt a similar approach to challenges.



Never underestimate the power of persistence and knowledge. The industry is evolving rapidly, and there is immense potential for women to lead this transformation.

Hira Ashraf

POWERING CHANGE:

Hira Ashraf

Leading the Transition to Sustainability

Hira Ashraf stands at the forefront of Pakistan's clean energy transition, using her expertise and leadership to drive impactful change. As an Assistant Manager (Program) at the Punjab Energy Efficiency & Conservation Agency (PEECA), she has spent years shaping energy efficiency and renewable energy projects that address the country's growing energy demands. Hira's story navigates through the complexities of energy management while championing gender diversity in the sector.

Growing up in Punjab, Hira was inspired by the critical role of energy in development. Her internship at the National Transmission and Despatch Company (NTDC) exposed her to the challenges in Pakistan's power sector, igniting her passion for addressing energy demand sustainably.

"Coming from a country where sustainable development is a growing priority, I see the energy sector as a fundamental building block to achieve economic resilience and future prosperity, given its impact on all SDGs."

Since joining PEECA in 2018, Hira has been involved in renewable energy planning and energy efficiency projects, including initiatives funded by KfW Development Bank and the World Bank.

However, working in the energy sector as a woman came with its own set of barriers, from gender biases to limited representation.

By continuously seeking knowledge and building networks, Hira navigated these challenges to establish herself as a leader in the field.

The **SARI00-2.0** training program was a transformative step in Hira's career. The expert-led sessions deepened her understanding of decarbonization strategies and sustainable energy solutions.

"The SARI00-2.0 training program not only enhanced my technical knowledge but also connected me with a network of like-minded professionals driving change across South Asia."

The skills and confidence gained through SARI00-2.0 have further equipped Hira to deliver impactful results in international donor-funded energy projects.



Hira's message to aspiring women leaders encapsulates her journey and the lessons she has learned, emphasizing the importance of persistence and knowledge. She encourages seeking opportunities, engaging with mentors, and stepping forward with confidence. She reminds others that even the smallest act of encouragement can inspire others to reach new heights.



“Redefine possibilities, believe in your dreams, and let perseverance lead the way.”

Hamra Laadi

DEFYING ODDS:

H

amra Laadi Illuminating Pathways in Engineering

Hamra Laadi's journey is one of defiance against tradition and a testament to the strength of persistence. Born into a deeply conservative family, she faced expectations that prioritized traditional gender roles over personal ambitions. Yet, she dared to push beyond these boundaries, challenging societal norms to pursue her dreams in education and engineering. Today, Hamra is a shining example of resilience and triumph, demonstrating that perseverance can break even the toughest barriers.

Hamra's passion for learning began in a small primary school, where education provided a glimpse of endless possibilities. However, progressing through high school came with intensified pressures to abandon her studies. Undeterred, she persisted—studying in secrecy and excelling in exams, which gradually earned her reluctant respect. Her hard work and determination culminated in securing admission to Electrical Engineering, where she graduated with a gold medal and then advanced to a Master of Engineering.

Hamra's message to aspiring women leaders encapsulates her journey and the wisdom gained from her experiences. She emphasizes the importance of believing in the validity of one's dreams and the power of persistence. She encourages defying societal norms, embracing challenges, and continually pushing boundaries, highlighting that courage can inspire change.

"Engaging with peers from diverse backgrounds challenged my long-held beliefs and encouraged me to question societal norms."

Hamra took her first step into the professional world by joining Grit Transformer Company. Despite the sheer opposition, Hamra remained steadfast. In 2023, Hamra reached a new milestone when she joined Hyderabad Electric Supply Company (HESCO) as an Assistant Director (P&S), ranking 2nd on a merit list among 70 male candidates.

The **SARI00-2.0** training program was a pivotal moment in Hamra's professional growth. She enhanced her technical skills and leadership capabilities through collaborative learning and exposure to global best practices.

"The program helped me refine my decision-making and instilled confidence to pursue challenges in a male-dominated field."

Equipped with tools for innovation and inclusivity, she advocates for gender equality in engineering.





"To all the aspiring energy leaders:
You belong in this field, and your
contributions matter!"

Sehrish Mubeen

FROM DREAMS TO POWER:

Sehrish Mubeen Transforming the Energy Landscape

Sehrish Mubeen's story breaks barriers and paves the way for women in Pakistan's energy sector. Growing up in a humble family, she developed a strong foundation rooted in education and determination. Encouraged by her parents, she dared to dream big, venturing into fields where women were often underrepresented. Today, as a seasoned professional with 13 years at National Transmission and Despatch Company (NTDC), Sehrish is a trailblazer driving innovation and inclusion in the sector.

Sehrish's journey began with a love for maths and physics, which led her to pursue Pre-Engineering in college. With her parents' unwavering support, she then chose the path less traveled—Electrical Engineering—inspired by her father's admiration for WAPDA engineers.

"I was determined to contribute to Pakistan's energy sector, no matter how unconventional the choice."

Sehrish combined her passion for energy with perseverance, earning a Master's degree while seeking opportunities in the competitive energy sector.

Though she initially joined the private sector, Sehrish's determination ultimately secured her a role at NTDC as Deputy Manager (Technical)—a cornerstone of Pakistan's transmission and dispatch operations. Joining as the only woman in the Power Sector Projects department, she embraced this unique challenge and made it her mission to combat energy issues like load shedding.

The **SAR100-2.0** training program proved to be a transformative experience in Sehrish's career, offering a platform to develop both technical expertise and leadership skills. Through mentorship, networking, and exposure, the program helped Sehrish hone her abilities to tackle real-world energy challenges.

"SAR100-2.0 has strengthened my technical and leadership skills, introduced regional best practices, and connected me to a supportive community of women in energy."

The program's focus on diversity and inclusion also reinforced her dedication to creating more opportunities for women in the energy sector.



Sehrish's message to aspiring women leaders is shaped by the lessons learned through her journey. She believes that dreams should be pursued with determination, challenges embraced, and boundaries pushed. Diverse perspectives are essential in the energy sector, and meaningful change can be led by those who choose to step forward.



"With resilience and
determination, we break barriers."

Javaria Shehzad



Javaria's advice to future women leaders is shaped by experience and quiet strength. She believes in proving worth through action and earning respect over time—even from those who once doubted her. Now, as her daughter looks up to her with the same admiration she once had for her father, she knows her journey is making a difference.

EAGLES LEARN TO FLY:

Javaria Shehzad A Trailblazing Engineer's Inspiring Journey

From childhood curiosity to professional success, this engineer's journey exemplifies determination and breaking barriers. Inspired by her parents' passion for designing their home—her father, an engineer, and her mother, a creative powerhouse—she dreamed of becoming an engineer, fueled by their resilience and vision.

Her professional journey commenced in 2010 when she became the only women working at a transformer manufacturing factory. Despite encountering curious looks and hushed conversations, she spearheaded Pakistan's inaugural ISO 17025 Lab accreditation for transformer manufacturing.

"I broke down barriers, proving that my capabilities as an engineer weren't defined by gender, but by inner drive."

In 2012, Javaria joined the National Transmission and Despatch Company (NTDC), stepping into a demanding role that tested her resolve. But her greatest challenge began in 2016 when she became a mother. Carrying both a baby and office files, she defied stereotypes. Some men claimed she was there only for baby care, but she was determined to excel in both roles. In 2019, she was posted to EHV—an area dominated by construction labor—where she faced further skepticism. Yet she firmly believed that places are not meant for men or women; they are meant for work. With determination, she earned mutual respect and led transformative projects that illuminated homes and industries.

For her, the **SAR100-2.0** training program was more than just a learning experience; it empowered women in engineering and the power sectors while broadening her potential and reaffirming her commitment to inspire and uplift other [women] in the field.

"I'm grateful for SAR100-2.0 for recognizing and empowering women in the energy sector."



“Do not let anyone limit your dreams, and do not shy away from stepping into leadership roles, no matter where you start.”

Amna Hassan

FROM GROUNDED TO GREATNESS:

A mna Hassan The Flight of a Fearless Engineer

Amna Hassan's journey from a small village in Punjab to becoming the Assistant Director at the Islamabad Electric Supply Company (IESCO) is a powerful testament to resilience and determination. Growing up in an environment with limited educational opportunities, Amna found inspiration in her father's unwavering belief in her potential. He often assured her that she could achieve anything, regardless of her background or available resources. With these words guiding her, Amna became the first female engineer in her village, a milestone that set her on a path to create meaningful change.

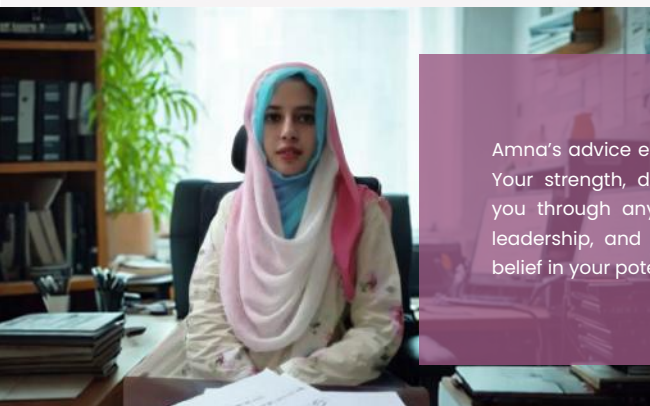
"Working over 1,000 miles away from home, in a male-dominated environment, challenged me to lead with both strength and empathy."

Amna's professional journey began in Quetta, over 1,000 miles from her home, where she entered a male-dominated environment.

Her time there was transformative, providing invaluable professional growth and insight into the challenges faced by the local community. Leading as the head of a Revenue Office in such an environment tested her courage and determination. Building trust with her team and prioritizing consumers' needs, she carved a path of empathy and leadership that defined her career.

The **SARI100-2.0** training program is a turning point in Amna's professional growth. The program's focus on renewable energy integration resonated deeply with her, reigniting her enthusiasm and strengthening her technical expertise. Collaborating with remarkable women from seven countries enriched her perspective and empowered her to lead with innovation and confidence.

"The program structure was highly relevant to our field and offered a unique, degree-level training opportunity."



Amna's advice encapsulates her journey and wisdom: Your strength, determination, and resilience will see you through any challenge. Trust yourself, embrace leadership, and remember that with hard work and belief in your potential, no barrier is insurmountable.



“Keep learning, stay determined,
and don’t let challenges or
stereotypes hold you back.”

Madiha Yaqoob

POWERING PROGRESS:

Madiha Yaqoob's Impact on Pakistan's Energy Sector

Madiha Yaqoob has spent the last four years shaping the future of energy as an Assistant Manager at the Islamabad Electric Supply Company (IESCO). Prior to this, she honed her expertise as a Trainee Engineer at Sky Electric, a private company specializing in solar systems, transformers, and meters. Her passion for Electrical Engineering drives her to continuously enhance her technical skills and contribute to developing sustainable energy solutions.

Starting her career with aspirations to make a meaningful impact, Madiha faced hurdles as a young female professional in a male-dominated industry. During her probation at IESCO, she led a 37-member team in a field-based revenue role—a challenging position that tested her resilience.

“I had to deal with both personal and professional challenges, including managing egos among my subordinates. But despite the struggles, I didn’t lose my confidence.”

Her efforts were recognized with the Best Performance Award, a tangible validation of her commitment and excellence.

Driven by a desire to deepen her knowledge, Madiha took the initiative to join the Advanced Metering Infrastructure (AMI) Department, immersing herself in the technical world of smart meters. As the only woman in the department, she faced new challenges, yet approached them with unwavering determination.

The **SAR100-2.0** training program has significantly enhanced Madiha’s career, boosting her confidence and refining her leadership capabilities. The training provided her with technical insights and connected her with a network of women in the energy sector, fostering a sense of collaboration and support. This experience increased her confidence and equipped her to contribute more effectively to her department and the company as a whole.

“Through this training, I gained vital skills in areas such as decision-making, communication, technical knowledge, and resilience.”



Madiha’s advice, shaped by her experiences, emphasizes the importance of continuous learning, determination, and not allowing stereotypes to limit you. She encourages stepping forward with confidence to make an impact in the energy sector, highlighting the need for your voice and leadership.



"No barrier is too strong when
faced with determination and
courage."

Neelam Memon

LEADING WITH COURAGE:

Neelam Memon's Trailblazing Path in Energy

Neelam's journey in Pakistan's power sector is a story of resilience, courage, and determination. In 2020, she joined the Water and Power Development Authority (WAPDA) as part of the first-ever batch of female engineers, stepping into a male-dominated industry with an unwavering commitment to excel. Despite the skepticism she encountered, Neelam's dedication to breaking stereotypes and pursuing excellence shaped her remarkable five-year journey.

Joining WAPDA and working extensively with SynerGEE Electric Software, Neelam conducted area planning for 11 kV feeders and designed installations for new feeders. From climbing turbines to troubleshooting technical systems, she worked tirelessly to prove that success in engineering is achieved through skills and dedication, regardless of gender. However, working in underdeveloped provinces and being the sole woman in many professional spaces presented immense challenges.

"My dedication and hard work gradually spoke louder than the doubts and stereotypes that initially surrounded me."

Gradually, her consistent efforts won the respect and trust of her colleagues, making her a trailblazer in her field.

The **SAR100-2.0** training program gave Neelam a transformative experience, enhancing her technical expertise and leadership capabilities.

The exposure to innovative tools and strategies empowered her to think critically and lead with confidence in her projects.

"The program was a turning point that enriched my perspective and strengthened my resolve to inspire others."

It reinforced her belief in the importance of inclusivity and collaboration in the power sector.



Neelam's story speaks to the strength gained through her journey. Challenges were faced in remote locations, and resilience was tested time and again. Yet, with faith, determination, and unwavering support from her family, barriers were overcome. Her message to aspiring women leaders is clear—for women in this sector, abilities must be trusted, challenges embraced, and change driven through consistent action.



“Everyone is born with a mind of their own, yet women are often treated as second-class citizens, with others making decisions for their lives. This must change.”

Syeda Qurat UL Ain

Syeda draws on her experiences and beliefs to share a powerful message: true strength lies in the determination to challenge norms. She encourages self-belief, dedication, and the drive to inspire others to see what's possible for women in leadership.



FRAMING THE FUTURE:

Syeda Qurat UL Ain's Customer-Centric Approach

Syeda Qurat UL Ain's nine-year journey as Assistant Manager at Multan Electric Power Company (MEPCO) showcases her resilience and determination in a traditionally male-dominated sector. From monitoring the Advanced Metering Infrastructure unit at the circle level to leading as the sole female engineer in her region, Syeda's story breaks stereotypes and paves the way for other women in the power sector.

As the first female engineer in her circle, Syeda encountered preconceived notions about her abilities, including being assigned basic data entry tasks on her first day.

"In my surroundings, men are considered the head of the family, and I've observed that many do not appreciate seeing women in authoritative positions—especially in the workplace."

Her persistence soon earned her respect among colleagues, and she began taking on managerial and technical responsibilities that showcased her capabilities.

Located in South Punjab—a region often resistant to women in leadership roles—Syeda encountered numerous challenges, including stereotypes surrounding gender roles and doubt from her subordinates. Nevertheless, she approached these situations with patience and resilience, demonstrating that true leadership goes beyond gender. Looking back on her journey, Syeda takes great pride in motivating parents who now seek her guidance on how to encourage their daughters to pursue education and careers in Engineering.

The **SARI00-2.0** training program offered Syeda an invaluable opportunity to learn and collaborate with professionals across South Asia. Engaging with diverse perspectives enriched her knowledge and empowered her leadership abilities.

"What fascinated me most was the collaboration across regions and the shared vision for empowering women engineers."



"Believe in yourself, embrace challenges, and never stop learning."

Ifrah Hafeez

DRIVING CHANGE:

Ifrah Hafeez's Mission in the Energy Sector

Ifrah Hafeez's 13-year journey in Pakistan's energy sector exemplifies resilience and determination. Beginning her career with National Transmission and Despatch Company (NTDC) in 2012, she embarked on a challenging path in a male-dominated industry where acceptance often came hard-earned.

Her dedication to overcoming societal norms has made her a groundbreaker in the field, earning her position as the Deputy Manager.

Ifrah's career path has been characterized by a variety of experiences spanning several departments, including Design, Asset Management, and Health, Safety, and Environment. In the Design Department, she established a solid foundation for her career by excelling in tender preparation and bid evaluation.

Seeking hands-on exposure, I transitioned to Asset Management, working on Grid System Operations—a role that tested my resolve against cultural biases surrounding women in technical roles."

Through perseverance, Ifrah broke barriers and proved her capabilities.

Her move to Training and Development was a turning point, enabling her to lead technical training sessions for officers across cadres. Balancing professional demands with her roles as a wife and mother further demonstrated her resilience.

The **SAR100-2.0** training program provided Ifrah with a transformative experience, broadening her understanding of the energy sector and honing her technical expertise.

"The training has broadened my knowledge, honed my practical skills, and given me a holistic view of the industry's challenges and opportunities."

Engaging with professionals from diverse backgrounds empowered her to inspire change and foster collaboration within NTDC.

Ifrah's advice is rooted in her journey and challenges, encouraging individuals to believe in themselves, embrace challenges, and never stop learning. She emphasizes that perseverance has the power to redefine possibilities and inspire others.





"I believe that women belong in this sector, and together we can create a more inclusive and sustainable future."

Faiza Yaqub

Faiza's message to future women leaders is that challenges are not barriers, but opportunities—embrace them, prove your mettle, and claim your space. Together, women can redefine leadership and shape a future where they thrive in every field.



LIGHTING THE PATH:

Faiza Yaqub's Mission to Empower Women in Energy

In a world where societal expectations often limit dreams, **Faiza Yaqub** defied the odds to carve a unique path in the energy sector. From her early days in a conservative society, Faiza was told that a career in STEM was Greek and Roman to her. Yet, driven by determination, she set out to shatter barriers, becoming the first female engineer in her family and defying gender roles traditionally associated with men.

Joining National Transmission and Despatch Company (NTDC) as a Power System Engineer in 2007, Faiza faced an uphill battle. Her abilities were under constant scrutiny, and her presence in high-stakes technical discussions was often met with skepticism.

"Many doubted whether a woman could handle the pressure of ensuring the stability and smooth operations of a national power system."

But rather than being deterred, Faiza rose to the challenge: she volunteered for the toughest assignments, worked tirelessly, and took on leadership roles others believed were beyond her reach. Her efforts paid off, earning her recognition and numerous rewards.

A significant milestone in her career was participating in the **SAR 100-2.0** training program, which she credits as a transformative experience.

"The innovative ideas, regional perspectives has sparked meaningful conversations and collaborations that continue to inspire me to this day."

Faiza's journey hasn't been easy, but it's been deeply rewarding. From working night shifts alone to facing extra scrutiny, she turned every challenge into an opportunity to prove her capabilities. Today, she takes pride in her achievements and is committed to empowering more women to lead in the energy sector through mentorship, advocacy, and public engagement.

CONDAGAMAGE THANUJA JAYAMALI FERNANDO

**RATHNAYAKA MUDIYANSELAGE MELUNDI
PRASHAMALI NISHSHANKA**

**MALAVIARACHCHILAGE VISHMI NADEERA
NISANSANI**

JAGAMUNI MASHA MALKI MENDIS

SRI

**MAHADEVA PATHIRANALAGE
UDARI MANARANGA PERERA**

SUBRAMANIAM SHARMILA

NARENE GEDERA LASANKA DULMINI INDRASIRI

**PATABENDI MUDIYANSELAGE ANUSHA
UDAYANGANI KARUNAPALA**

**DISSANAYAKE MUDIYANSELAGE MAHESHA
THILINI DISSANAYAKE**

**WIJAYALATH PATHIRANAGE SAMANTHI
SUDARSHANI**

**MUNASINGHE VIDANA PATHIRANA GEETHA
UDAYAKANTHI**

AMPEGAMA GAMAGE CHENUKA UPPALANI PERERA

NADEESHA CHATHURI MANAMPERI

LANKA



“Resilience and determination can break barriers—I hope to inspire more women to lead in STEM.”

C. Thanuja J.
Fernando

Thanuja inspires others to embrace challenges as stepping stones, build strong networks, pursue continuous learning, and stand tall as leaders. She affirms that the future of energy is brighter with their contributions.



FROM QUALITY ASSURANCE TO ENGINEERING EXCELLENCE:

Thanuja Fernando's Journey in Renewable Energy

Thanuja's journey is a mosaic of diverse roles, challenges, and triumphs. From overseeing product quality at Unilever to integrating cutting-edge technology at Lanka Electricity Company (LECO), she has demonstrated a rare blend of technical brilliance and leadership. Her commitment to innovation and inclusivity has solidified her position as a trailblazer in Sri Lanka's power sector.

With a degree in Electrical Engineering, Thanuja embarked on her career as a temporary instructor. However, she quickly transitioned into impactful roles, from Quality Assurance Engineer at Orel Corporation to Sourcing QA Manager at Unilever, where she honed her managerial skills.

By 2014, she ventured into the Hilton Colombo Refurbishment Project as a Mechanical, Electrical, and Plumbing (MEP) Coordinator, seamlessly bringing together professionals from diverse fields like civil and mechanical engineering.

"Despite my achievements, I faced challenges like limited mentorship and leadership opportunities. However, my commitment to helping young female engineers kept me motivated."

Thanuja's career reached new heights at LECO, where she worked on HV/LV construction and regulatory compliance projects. Her technical innovations include integrating 11kV switches into an Automated Distribution Management System and developing Automated Demand Response pilots.

After completing her Charter as an Electrical Engineer, Thanuja now serves as Chief Engineer – Regulatory at LECO, with a total of 14 years of experience in the power sector.

The **SAR100-2.0** training program significantly accelerated Fernando's development, improving her leadership, mentorship, and advocacy abilities.

"The SAR100-2.0 program helped me improve my leadership skills, grow my professional network, and learn from global diversity and inclusion practices."



“Challenges will come, but they are just stepping stones to success. Stay determined, keep learning, and don’t be afraid to step out of your comfort zone.”

R. M. M. P.

Nishshanka

LEADING THE CHARGE IN SUSTAINABLE ENERGY:

Melundi Nishshanka's Journey

Melundi Nishshanka's decade-long journey as an Electrical Engineer defines her passion for innovation and dedication to excellence. Currently serving as a Senior Electrical Engineer at Lanka Electricity Company (LECO), she has set a new benchmark for leadership, particularly as the first woman in her role at the Nugegoda branch.

After graduating in Electrical Engineering, Melundi enhanced her expertise by completing the certification from the Chartered Institute of Management Accountants (CIMA), blending technical skills with management acumen. She began her career at Pubudu Engineering Project before working briefly at the State Engineering Corporation. However, her ultimate aspiration was to join LECO—a dream she realized in 2017.

***"I have had many sleepless nights,
but I truly love being on-site with my
team, working hands-on to restore
the network."***



Initially contributing to the Design and Development Department, Melundi applied her dual expertise to streamline costs and spearhead innovative projects.

In 2023, she broke barriers by becoming a Senior Electrical Engineer at LECO's Nugegoda branch, responsible for maintaining a 24/7 power supply to 90,000 customers. Overseeing a team of 120, she manages complex operations and responds to breakdowns, often working alongside her team on-site during emergencies.

Melundi views the **SAR100-2.0** training program as an essential step toward enhancing LECO's network for renewable energy integration. Armed with insights from SAR100-2.0, she aims to drive inclusive and efficient practices within LECO and Sri Lanka's energy sector.

***"SAR100-2.0's modules align well
with my work, especially the
modules on distribution networks
and our growing focus on
renewable energy."***

Melundi recognizes that challenges are inevitable but views them as stepping stones to success. She encourages others to pursue their dreams with passion and confidence, to surround themselves with supportive allies, and to never let doubts or stereotypes hold them back.



"Your voice and expertise matter. The challenges may be real, but with perseverance, continuous learning, and the right support network, you can break barriers."

M. V. N.

Nisansani

For future women leaders, Nisansani believes that their voice matters. She encourages them to break barriers with perseverance and continuous learning, to uplift others, and to advocate for change. According to her, the energy sector thrives on diverse perspectives, and the contributions of women are key to its success.



BREAKING BARRIERS AND DRIVING CHANGE:

Nisansani's Journey in Sri Lanka's Energy Sector

Nisansani's 12-year journey in Sri Lanka's power sector highlights her dedication to driving policy reform and championing inclusivity. As Chief Engineer (Tariff) at Ceylon Electricity Board (CEB), she plays a critical role in shaping the regulatory framework that governs the nation's energy landscape.

Stepping into a male-dominated industry, Nisansani faced gender biases that questioned her ability to navigate the complexities of power systems and market governance. She entered spaces where her technical expertise had to be repeatedly asserted to gain recognition. Despite these hurdles, her focus on continuous learning and active engagement in policy discussions enabled her to establish credibility in the sector.

"Underrepresentation of women in leadership roles made it difficult to find mentors who could guide me through the industry's challenges."

Her career is also marked by her dedication to mentoring young women. Recognizing the limited representation of women in energy leadership, she sought to create pathways for aspiring professionals, ensuring they received the guidance she had once lacked. Her efforts have contributed to a more inclusive environment at CEB, paving the way for greater gender diversity.

The **SAR100-2.0** training program proved transformative in advancing Nisansani's regulatory expertise and leadership capabilities. The program's collaborative approach enriched her perspective on market trends, empowering her to lead mentorship initiatives and STEM outreach programs that encourage women to pursue careers in energy regulation.

"The SAR 100's emphasis on fostering gender diversity in South Asia's energy sector has strengthened my confidence in advocating for gender inclusive policies."



“The challenges may seem daunting, but don’t let them hold you back. Keep learning, keep pushing forward, and never underestimate the impact you can make.”

**J. Masha M.
Mendis**

DIGITIZING SRI LANKA'S ENERGY FUTURE:

Masha Mendis' Transformative Journey

Masha is spearheading IT infrastructure and cybersecurity initiatives at Ceylon Electricity Board (CEB). With a combined 13-year career—nine years in the private sector and four years in energy—her expertise is transforming Sri Lanka's power sector through modernization and digital innovation.

Transitioning from supply chain management and technology operations to engineering in the public energy sector was a significant leap for Masha. While the challenges were many, they created opportunities for growth and impact. As a woman in engineering, she faced biases that questioned her capabilities in a male-dominated field. Coupled with her responsibilities as a mother of two young boys, balancing her career and family required resilience and unwavering focus.

"Instead of letting challenges discourage me, I used them as fuel to push forward, take on leadership roles, and contribute meaningfully to my field."

Leveraging her experience in the private sector, Masha promotes efficient IT solutions that enhance productivity and ensure security within Sri Lanka's energy infrastructure.

The **SARI00-2.0** training program was transformative for Masha, equipping her with insights into regional energy connectivity and policy frameworks.

"Engaging with industry experts and peers has given me new perspectives that I plan to integrate into my work for greater efficiency."

Beyond technical skills, the program enhanced her confidence in leading projects and collaborating with peers across borders, empowering her vision of a modernized, secure energy sector.



Masha emphasizes that women's voices and skills are indispensable in the evolving energy industry. She urges them to speak up, seize opportunities, and trust in their ability to lead change—reminding them that the energy sector thrives on diverse leadership, and their impact is both needed and powerful.



"Your voice is invaluable, and your contributions can create lasting impact. Together, we can build a more inclusive and innovative future in energy."

M. P. Udari

Manaranga Perera

EMPOWERING CHANGE:

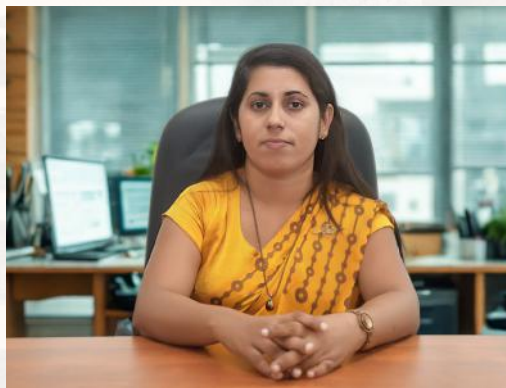
Udari's Journey in Energy

Udari's career as an Electrical Engineer at Ceylon Electricity Board (CEB) reflects her dedication to overcoming challenges and fostering innovation. Starting her journey in 2009, Udari has become a steadfast advocate for creating a sustainable future and promoting inclusivity in the energy sector.

Udari's passion for Electrical Engineering was ignited in her early years, fueled by her curiosity about the mechanisms that drive the world.

"As a woman in a male-dominated field, I often had to prove myself more than my male peers while navigating resource constraints and mastering technical challenges."

Her role as an instructor at CEB's Training Center became pivotal, enabling her to shape the workforce's competence amidst rapid technological changes. Alongside technical responsibilities, Udari embraced community initiatives, leading donation programs and blood drives, which reinforced her belief in the power of collaboration and shared goals.



Participating in the **SAR100-2.0** training program was transformative for Udari, enhancing her technical and leadership abilities while connecting her with a network of like-minded professionals.

"The training has equipped me with tools to drive change in my career and the broader STEM community. I am excited to inspire more women."

Motivated by the program, she aims to empower her team and promote continuous learning and inclusive hiring practices at CEB, guaranteeing shared advancement.

Udari's message to the future leaders of the power sector is simple and powerful. She advises: always believe in your potential and never let obstacles deter you. She emphasizes the importance of seeking mentorship, embracing lifelong learning, and challenging stereotypes to create lasting change, reminding aspiring leaders that their contributions are invaluable.



“Challenges may seem daunting, but barriers can be broken. Your knowledge, perseverance, and adaptability will pave the way for success.”

Subramaniam
Sharmila

Sharmila inspires aspiring women leaders to see challenges as opportunities for growth. She highlights the importance of self-belief, adaptability, and continuous learning. Emphasizing the need for diverse perspectives in the energy sector, she asserts that their contributions are essential for driving meaningful change.



SHAPING ENERGY POLICIES:

Sharmila's Inspiring Journey

With 11 years of experience in Sri Lanka's energy sector, **Sharmila** exemplifies resilience and determination. As an Electrical Engineer at Ceylon Electricity Board (CEB), she is at the forefront of regulatory affairs, contributing to policy-making and the integration of renewable energy into the national grid.

Sharmila's fascination with electronics physics drove her to pursue Electrical and Electronics Engineering, one of the most competitive fields at her university. Her career began at Sri Lanka Railways, where she faced the challenge of adapting to a male-dominated environment. Working in workshops with over 90% male colleagues, Sharmila chose to engage respectfully with her peers, earning their trust through professionalism and active listening. This experience taught her adaptability and resilience, qualities she carries into her current role.

"This experience gave me the confidence to handle any work environment with resilience and adaptability."

Now, in regulatory affairs, her work involves Bulk Supply Tariff preparation, tariff methodology studies, and shaping policies that ensure both power system stability and consumer affordability.

The **SAR100-2.0** training program has been transformative for Sharmila, providing her with technical expertise in renewable energy integration and power market governance. Beyond knowledge, the program inspired her to become an advocate for gender diversity in the energy sector.

"Engaging in discussions with international peers and regional experts has enabled me to contribute to policymaking and sustainable energy solutions."

Equipped with leadership skills from SAR100, she plans to develop innovative policies that balance national energy needs with environmental sustainability.



“Stay curious, be confident, and never stop learning. Seek mentorship, embrace new responsibilities, and never shy away from leadership roles.”

N. G. L. Dulmini
Indrasiri

BUILDING RESILIENT CONNECTIONS IN SRI LANKA'S POWER SECTOR

Dulmini Indrasiri's Journey

Dulmini has dedicated 18 years to making significant advancements in Sri Lanka's energy sector. As the Chief Engineer for Transmission Line Construction Projects at Ceylon Electricity Board (CEB), she spearheads initiatives that improve the reliability of the country's transmission network. Her commitment and expertise have positioned her as a pioneering figure in a field that has traditionally been male-dominated.

Dulmini's engineering passion started in childhood, influenced by her father's work at CEB and the sounds of power stations. She pursued a career in the power sector, designing distribution and transmission networks. As the only woman among 22 engineers early on, she faced skepticism but gained respect through challenging projects with her supervisor's support. Now, she leads a team of 75, managing significant projects like the Kothmale–New Polpitiya 220/132kV Four Circuit Transmission Line.

"This journey has not been without challenges. As a woman in a male-dominated industry, I faced additional challenges, especially early on in my career."

Dulmini's advice reflects the lessons from her journey, emphasizing the importance of curiosity, confidence, and resilience. She encourages young professionals to view every challenge as a stepping stone for growth, highlighting that engineering is not just about technical skills but about shaping the future through innovative problem-solving and meaningful contributions.

Participating in the **SAR100-2.0** training program has been a game-changer. It has transformed Dulmini's approach to leadership and strategic decisions and deepened her understanding of the latest technological advancements.

"Exposure to innovations and emerging technologies has provided new perspectives on tackling career challenges and national energy sector issues."

Dulmini plans to use these insights to foster continuous learning, improve efficiency, and promote innovation in her projects. She is equally committed to mentoring young women engineers, encouraging them to pursue leadership roles in the energy sector.





“Seize opportunities to enhance your knowledge and skills, find a mentor who can guide you, and believe in yourself.”

**P. M. Anusha U.
Karunapala**

EMPOWERING PROGRESS:

A

nusha Karunapala's Inspiring Path in Energy

Anusha Karunapala's story is a journey of resilience and balance as she navigates a successful 15-year career in Engineering while being a dedicated family woman. As Chief Engineer at Ceylon Electricity Board (CEB), Anusha is a role model for women seeking to excel in both professional and personal spheres.

Growing up in a family where education was distinctly valued, Anusha was encouraged by her parents to pursue higher education. This nurturing environment led her to earn a B.Sc. in Electrical Engineering in 2009. Joining CEB as a Project Engineer, she focused on constructing 132 kV and 220 kV grid substations, honing her expertise in electrical design, material procurement, and execution.

"Often the only woman in the room, I relied on determination and the support of a female colleague assigned by my boss for travel to remote sites."

Anusha's guidance is deeply shaped by her own journey into the power sector. She encourages young professionals to seize every opportunity to learn, actively seek out mentors who can guide and inspire their growth, and maintain an unwavering belief in their own abilities. She emphasizes that collaboration among women is not just beneficial but essential for collective progress and lasting impact in the industry.

Anusha's dedication propelled her to the role of Chief Engineer, where she now manages procurement and materials for substation and transmission line projects. As a lifelong learner, she completed an M.Sc. in 2015 and earned her chartered qualification, continually enhancing her expertise.

Anusha sees the **SAR100-2.0** training program as a pivotal opportunity to expand her technical skills and help build future women leaders in the power sector.

"This training program aligns with my commitment to growth and leadership development."

Inspired by the program's inclusivity, Anusha aims to foster collaboration and empower aspiring professionals in her field.





“Believe in yourself. The industry is evolving, and there is space for women to succeed and thrive in a rewarding and impactful career.”

**D. M. Mahesha T.
Dissanayake**

ELECTRIFYING CHANGE:

Mahesha Dissanayake's Journey in Energy

Mahesha's fascination with electricity from an early age paved the way for her accomplished 15-year career in Sri Lanka's power sector. Currently leading the Provincial Planning & Development Unit for Western Province North at Ceylon Electricity Board (CEB), she has become a key figure in shaping the nation's electricity distribution network.

Starting at CEB in 2010, Mahesha was involved in numerous foreign-funded projects aimed at strengthening electricity distribution in underdeveloped and post-conflict regions. As a Project Engineer, she contributed to design reviews, procurement management, and rebuilding communities in areas recovering from civil unrest.

"Despite the pressures, I am grateful for the support I receive from my superiors and colleagues at CEB."

Transitioning to Distribution Planning in 2018, Mahesha took on a critical leadership role overseeing three key sub-units: Planning, Development, and the Distribution Control Center.

Mahesha's advice is shaped by the lessons she's gathered throughout her journey, emphasizing the importance of self-belief, resilience, and the vital role women have in the evolving field of engineering. She highlights that embracing challenges is crucial for personal and professional growth.

Managing a team of 50, predominantly women, she ensures the efficient operation of Sri Lanka's electricity systems in one of its most demanding regions. Despite a packed schedule and frequent late-night work, Mahesha credits her supportive family and colleagues for enabling her to balance her professional and personal life.

The **SAR100-2.0** training program was a transformative experience for Mahesha, offering insights into emerging trends and essential networking opportunities.

"The SAR100-2.0 training program has boosted my confidence and inspired me to expand and diversify my career, revealing strengths and abilities I never knew I possessed."

The program inspired her to embrace career diversification while continuing to support the development of future women engineers.





“Becoming a shining star depends on your mindset and commitment. Every opportunity is a stepping stone—embrace them, seize your moment, and create your own brilliance.”

W. P. Samanthi
Sudarshani

Samanthi's advice is rooted in her experiences, emphasizing that opportunities should be seen as stepping stones for growth. She advocates for a strong mindset, commitment to goals, and resilience against discrimination and challenges, highlighting that everyone can inspire change and make a meaningful impact.



A PIONEERING FORCE IN RURAL ELECTRIFICATION:

Samanthi Sudarshani's Journey in Energy

Samanthi's story is one of resilience, vision, and leadership as she transforms Sri Lanka's power sector. With 15 years of experience, she has become a trailblazer, breaking barriers as the first female engineer in her hometown and currently serving as Chief Engineer (Construction) at Ceylon Electricity Board (CEB).

Samanthi's dream of wearing a white helmet and designing electricity networks was fueled by her admiration for power system engineers and their vital contributions. Joining CEB, her early career was a test of patience and perseverance, as societal norms confined her to desk jobs and denied her independence in the field.

"My journey was far from easy; it was filled with challenges, discrimination, and barriers."

Her defining moment came when she was entrusted with operating an entire network while raising her four-month-old baby and leading a team of nearly 150 male staff. Despite initial skepticism, she mastered leadership by observing, listening, and adapting with resilience.

Throughout her career, Samanthi faced discrimination for refusing to engage in social circles that prioritized personal gain over professional integrity. Yet, her resolve to confront challenges directly allowed her to thrive, proving that focus and determination can overcome barriers. Her roles as Commercial Engineer, Area Engineer, and Planning & Development Engineer have shaped Sri Lanka's rural electrification and energy infrastructure.

Participating in the **SAR100-2.0** training program was transformative for Samanthi, expanding her expertise beyond power distribution to include system operations and novel technologies. It reinforced her belief that knowledge and balance are keys to professional and personal success.

"The training has taught me the power of time management. Initially, balancing lectures, assignments, work, and family seemed impossible, but I learned to manage responsibilities effectively."



“Surround yourself with mentors,
build a positive network and a
strong educational foundation, and
remember that your voice,
expertise, and leadership matter.”

M. V. P. Geetha
Udayakanthi

INNOVATING SRI LANKA'S DISTRIBUTION NETWORKS:

Geetha Udayakanthi's Journey

Geetha's career spans over 14 years of transformative work in the energy sector. As Chief Engineer (Distribution Maintenance) at Southern Province 2 (SP2) of Ceylon Electricity Board (CEB), she has revolutionized medium-voltage distribution systems to ensure safe and reliable electricity for consumers.

Geetha's journey into engineering was inspired by her passion for power systems and renewable energy. Equipped with a Bachelor's degree in Electrical and Information Engineering from the University of Ruhuna and two Master's degrees—Electrical Engineering from the University of Moratuwa and Sustainable Energy Engineering from KTH Royal Institute of Technology in Sweden—she explored cutting-edge solutions like hybrid wind-solar systems for Sri Lanka.

"My strong commitment to work, enthusiasm for learning, ability to work independently with minimal supervision, and collaborative nature have distinguished me from others."

Geetha urges future women leaders to build strong professional networks, actively seek mentorship opportunities, and commit to continuous learning. She emphasizes the importance of making their voices heard and playing an active role in shaping the future of the energy sector.

Her early career as a Design Engineer marked her as the only woman in her company, a pattern that persisted when she became the first female engineer and Chief Engineer in her province at CEB. Despite these obstacles, Geetha has thrived by offering innovative solutions to complex challenges, mentoring male-dominated teams, and building an identity based on excellence and perseverance.

For Geetha, the **SAR100-2.0** training program represents a transformative opportunity that aligns perfectly with her career aspirations.

"It has expanded my technical expertise and exposure to global best practices in renewable energy integration, smart grid technologies, and energy policies."

Learning from academic and industry leaders enhanced her confidence to lead impactful projects and advocate for diversity in the energy sector.





“Choose the hard path. Challenge yourself, because the destination may be more beautiful than you imagine.”

**A. G. Chenuka U.
Perera**

POWERING RESILIENCE IN SRI LANKA'S ENERGY SECTOR:

Chenuka Perera's Impactful Journey

Chenuka's story is one of perseverance and determination, shaped by her 12 years of service in the Generation Branch of Ceylon Electricity Board (CEB). As an Electrical Engineer at Kelanitissa Power Station, she has contributed to diverse projects, ranging from coal and thermal power plants to emerging energy technologies.

Raised as the daughter of an electrician, Chenuka's fascination with electricity was ignited in childhood. Inspired by her father's work, she pursued a career in Electrical Engineering, stepping into a male-dominated field where stereotypes and biases often prevailed. Her journey has been marked by many challenges—balancing motherhood with professional growth, regaining her footing after career breaks, and overcoming stereotypes of being perceived as “too tough” or “bossy.”

“I was consistent. I never gave up in the face of challenges. I kept my head up and focused on my goals.”

Her leadership skills have earned the trust of her colleagues, leading teams to successfully execute projects at coal, combined cycle, and diesel power plants, as well as battery energy storage systems.

The **SARI00-2.0** training program gave Chenuka an invaluable opportunity to connect with women engineers across South Asia and tackle challenges collaboratively.

“This is not a general training program on fundamentals, but focused on applying learning to mitigate the challenges of a power system.”

The program's case study approach and insights into technical challenges equipped Chenuka to address Sri Lanka's power system issues with renewed confidence.



Chenuka emphasizes the importance of embracing challenges, pushing beyond comfort zones, and building resilience along the way. While the journey may seem tough at times, she believes that the growth and rewards on the other side make every hardship worthwhile. It's a mindset that has shaped her career and fueled her unwavering determination to make a lasting impact in the energy sector.



“Set aside any internal biases and step forward with confidence. Remember, you are the only one who can hold yourself back.”

Nadeesha Chathuri
Manamperi

Nadeesha's empowering advice encourages individuals to embrace their unique perspectives and overcome self-imposed limitations. She highlights the value of finding supportive mentors and building resilience to face challenges. She suggests that solutions to advance the industry can start with each person, urging others to step forward with confidence and determination.

Nadeesha Manamperi's Story of Decoding Resilience IN SRI LANKA'S ENERGY SECTOR

Nadeesha stands at the intersection of engineering precision and unwavering resilience. As an Electrical Engineer specializing in condition monitoring at the Ceylon Electricity Board (CEB), she transforms challenges into opportunities and brings over 15 years of expertise in thermal complex diagnostics and hydropower rehabilitation to enhance high-voltage systems.

Growing up in a family that championed equality, Nadeesha cultivated a mindset where boundaries existed only to be overcome. Her fascination with mathematics fueled her pursuit of Engineering, but the journey was far from seamless. As one of the few women in the generation division, Nadeesha navigated a landscape devoid of female mentors, relying on supportive male colleagues to address intricate technical hurdles.

"Long travel distances and being away from home for a long time added to the difficulty, but support from my family and a dedicated work team helped me manage them."



One of her defining challenges emerged when maternity leave postponed her promotion—a balancing act between professional aspirations and new motherhood. With resilience as her compass, she forged ahead, earning the trust of initially skeptical male subordinates through consistent performance and uncompromising dedication.

The **SAR100-2.0** training program became a turning point in her career, providing her with the tools to challenge internalized biases and embrace leadership with confidence.

"The soft skills and various data interpretation tools I learned during the training have added a vibrant touch to my everyday work."

Beyond technical skills, the training connected her with inspiring women leaders, enriching her outlook on empowering inclusivity and collaboration in the energy sector.

ABOUT WEPOWER

WePOWER—the Women in Power Sector Professional Network in South Asia—is a groundbreaking initiative spearheaded by the World Bank to advance gender equality in the energy and power sectors across South Asia. Established in response to the persistent underrepresentation of women in these fields, **WePOWER** serves as a collaborative platform that brings together utilities, government agencies, academic institutions, development partners, and civil society organizations.

Operating under a structured, results-oriented framework, WePOWER mobilizes its partners to take action across five strategic pillars: STEM education, recruitment, retention, professional development, and mentorship and networking. Each pillar is designed to foster systemic change, ensuring that women not only enter the sector—but thrive, lead, and influence its future.

Beyond metrics, **WePOWER** is a movement—a network committed to cultivating talent, dismantling barriers, and transforming institutional culture. Through regional dialogues, capacity-building programs, and flagship initiatives such as SARI00, WePOWER is nurturing a new generation of female leaders who are redefining what's possible in energy and infrastructure. With over 60 committed partner organizations and a growing footprint across South Asia, WePOWER is more than a network. It is a catalyst—amplifying voices, unlocking potential, and powering the path to a more inclusive, resilient, and sustainable energy future.



ABOUT SAR100

The **South Asia Region 100 Women Leaders' Program (SAR100)** is a flagship regional initiative designed to elevate women professionals in South Asia's energy and power sectors. Spearheaded under the World Bank's WePOWER network and implemented by the Yunus Center at the Asian Institute of Technology (AIT), SAR100 stands as a model for inclusive leadership development across borders. At a time when gender disparities remain entrenched in technical fields, SAR100 offers more than training, it delivers a transformative leadership experience. Through a curated, cloud-based platform, participants engage in an intensive learning journey that integrates technical mastery with strategic leadership, policy insight, and peer collaboration.

The program brings together 100 outstanding women from seven South Asian countries, representing government bodies, utilities, academia, and the private sector. Backed by over 40 institutional partners and a distinguished network of international and regional faculty, SAR100 creates a dynamic ecosystem for growth, visibility, and lifelong connection.

From capacity building to community building, SAR100 is redefining the leadership landscape. It is not only preparing women to lead, it is positioning them to shape the future of energy in South Asia with vision, purpose, and collective strength.



YCA-RKH

Leveraging SAR's groundbreaking educational platform, SAR100 Regional Knowledge Hub introduces a transformative hybrid education experience. Serving as an invaluable bridge, it seamlessly connects students and teachers, empowering them to learn and teach irrespective of their geographical location. By eliminating the constraints of physical boundaries, SAR100 RKH ensures uninterrupted learning, guaranteeing that education remains accessible to all.



Prof. Faiz H. Shah
Program Lead

Taking the WePOWER-SAR100 program from concept to execution has been a most rewarding experience. An educator's greatest pride is seeing their charges grow as professionals and individuals.

As Program Lead, I have been particularly fortunate in the participants of our two graduating SAR100 cohorts this far. Seeing the contagious enthusiasm sustain through a rigorous learning program, and the buoyant sense of achievement shining through during Capstone Week, vindicates the program design.

Overseeing strategic direction and guiding program operations, QA, stakeholder engagement, and resource management has reinforced my faith in the YCA-RKH team. Their round-the-clock dedication has been key to ensuring on-time delivery and on-spec outcomes.

Working closely with colleagues at the Sustainable Energy academic program, leading subject experts on the Regional Working Group, and faculty from over a dozen countries, has been a privilege. The unflinching support and understanding shown by colleagues in energy establishments in Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka has been an anchor for SAR100's repeated success.

But what has been most fulfilling has been witnessing even in a short period, SAR100's impact on our graduates' careers, and their heightened sense of professional solidarity. It is indeed most satisfying to have witnessed the personal growth, resilience, and leadership potential of our SAR100 "Superwomen". Joining this journey has been an amazing opportunity for my own growth, seeing how a program like SAR100 can translate vision into action, building a trans-national professional community, empowered to drive gender equity in South Asia's energy transition.

Prof. P. Abdul Salam

*Dean, School of Environment,
Resources and Development*

As Dean, I led the academic oversight and curriculum development for the SARI00 program, coordinated by the Asian Institute of Technology (AIT). In this role, I ensured the program's academic rigor and alignment with AIT's commitment to advancing Sustainable Development Goals, particularly SDG 5 (Gender Equality) and SDG 7 (Affordable and Clean Energy). By fostering knowledge exchange and regional collaboration, I supported the empowerment of South Asian women professionals in the energy sector and promoted gender equity and leadership in clean energy transitions.



Dr. Pradeep Kumar Dash

Development Lead

As the Administrative Lead in the SARI00 program, I played a limited but pivotal role in supporting key aspects of program coordination and strategic planning. My contributions included evaluating program effectiveness, identifying areas for improvement, and recommending enhancements to the curriculum and delivery methods. Despite the narrow scope of my involvement, I helped ensure program success and enhance the learning experience for participating women engineers from South Asia's power sector.



Dr. Jai Govind Singh

Academic Lead

As Academic Lead for the WePOWER-SARI00-2.0 program, I oversaw curriculum development and academic quality for the second cohort of South Asian women energy professionals. Building on the program's mission to integrate technical expertise with inclusive leadership, I coordinated the design and delivery of an updated curriculum covering renewable energy, emerging technologies, energy markets, and leadership skills. I worked closely with regional and international experts to ensure rigorous content, facilitate teamwork and research projects, and guide participants in developing practical and publishable outputs. My role supported the empowerment of women leaders in South Asia's evolving energy sector and contributed to fostering an inclusive and resilient regional energy future.



YCA-RKH

Ms. Saw Theint Theint Htet *Operations Manager*

As Operations Manager at the Yunus Center, Asian Institute of Technology (AIT), I oversee the coordination of regional programs that foster leadership, gender equity, and social innovation. One of my most meaningful roles is managing the SAR100 program, where I lead cross-country coordination, partner engagement, and digital learning Platforms.

Working with over 60 organizations and a global faculty network, I ensure that our scholars receive a seamless, impactful experience on our cloud-based learning platform. With a background in Civil Engineering and Environmental Management, my journey has evolved from infrastructure planning to empowering women leaders in sustainable development. My roots in Myanmar and experience in development have deepened my belief that systems should be inclusive and people-centered. Behind every success is thoughtful, dedicated work, and I'm proud to contribute to a program that uplifts women across South Asia.



Mr. Binay Karna *EdTech and Coordination Lead*

As the EdTech and Coordination Lead for the SAR100 program since its inception, I have had the privilege of building the digital backbone of this transformative journey. From creating an integrated learning management system and Google Classroom to ensuring seamless coordination across seven countries, my role has been to make sure every participant and faculty member experiences a smooth and empowering learning environment. Drawing on over a decade of academic experience and my ongoing PhD journey, I've merged innovation with intuition to support 211 incredible women engineers in two cohorts. One of the most memorable moments for me was seeing participants who initially struggled with digital tools gain confidence, later leading breakout sessions and mentoring others. It reminded me that when given the right platform and encouragement, people don't just adapt—they rise. SAR100 is not just a program; it's a movement, and I'm proud to have been part of its foundation, helping build a community where knowledge, leadership, and empowerment converge across borders.





Ms. Hnin Htet Htet Htun

Administrative Associate

In my capacity as an Administrative Associate, I, Hnin Htet Htet Htun, leveraged my Master's in Development Planning, Management, and Innovation to play an instrumental role in the seamless execution of the SARI00 program. I meticulously managed logistics, maintained critical documentation, and prepared all necessary materials for participants and stakeholders. Through my strong organizational skills and unwavering attention to detail, I facilitated effective coordination among all involved parties, ensuring the program's on-time delivery and overall success. My proactive approach and solid foundation in development planning were key to ensuring every aspect of the program ran efficiently, contributing to its impactful results. By transforming complex tasks into manageable actions, I consistently delivered high-quality outcomes, directly contributing to the program's success.

Ms. Nant May Than Htay (Esther)

Gender and Student Relations Archivist

As Gender and Student Relations Archivist, I was responsible for coordinating the participant selection process across seven countries, facilitating effective and timely communication with national focal points, and maintaining dynamic databases. I prepared and issued essential program documents, contributing to the program's efficient implementation.

A key accomplishment was the development of the Participants' Handbook, designed to ensure clarity, inclusivity, and practical utility. I also co-drafted the concept note for the Women and Leadership module's panel discussion, supported meeting reports, and proofread the SARI00 stories book. In addition to administrative duties, I actively supported program planning, implementation, and session moderation to promote inclusive, gender-responsive engagement. I take pride in having meaningfully contributed to the successful delivery of this regional leadership initiative—one that supports South Asian women engineers in advancing toward impactful leadership roles in the energy sector and contributes to broader efforts to enhance gender diversity and sustainable progress.



YCA-RKH

Mr. Aung Phy Kyaw

Media and Comm: Associate

As the Media Associate and Communication Officer at RKH-YCA, I played a key role in the SARI00-2.0 training program by contributing to both the development of the SARI00 website and the design of graphics for the SAR LinkedIn page. I also created the documentation formatting guideline to ensure consistency and professionalism across all materials.

In my role, I was responsible for aligning YCA's branding with other stakeholders involved in the SAR project, ensuring a cohesive visual and communication identity. My focus has been on delivering a strategic communication approach that reflects the program's core values, amplifies the leadership journeys of women energy professionals, and enhances the program's visibility across South Asia. The SARI00-2.0 Storybook stands out as one of my proudest achievements—an opportunity to document and celebrate the inspiring impact of the program.



Ms. Sristi Sen Gupta

Communications & MEL Officer

As part of this role, I developed a comprehensive communication plan to guide SARI00-2.0's outreach strategy. I oversee the planning and execution of content featured on the official SARI00 LinkedIn platform. The focus lies in delivering a consistent communication strategy that reflects the program's core values, highlights the leadership journeys of women energy professionals, and strengthens visibility across South Asia. Through a combination of strategic outreach and storytelling, the aim is to capture and convey the program's impact to a wider audience. This includes curating participant narratives, contributing to the design of visual materials, and ensuring that all communication aligns with SARI00's vision of gender-inclusive leadership in the energy sector. It's a privilege to contribute to SARI00-2.0 — a capacity-building initiative that not only equips mid-career women professionals in South Asia's energy sector with essential skills, but also fosters a meaningful platform for professional networking and leadership in the region's energy transition.

Ms. Parichad Nuntavong

Logistics support, Program

As Program Secretary, I was responsible for the comprehensive logistical coordination of the SAR100 program. Leveraging my administrative and event logistics expertise, I arranged travel, scheduled meetings, managed on-site operations, and provided real-time support to participants and facilitators. My attention to detail and proactive approach ensured smooth execution across all logistical elements, contributing to a professional and efficient environment that supported the success of this multi-country initiative.



As Program & Academic Associate for the SAR100 initiative, I had the opportunity to contribute to both the academic and operational pillars of the second rendition of this uniquely impactful program. I co-executed the module on Women and Leadership, co-drafted the completion reports, was an emcee for lecture sessions, and proofread the SAR100 stories book—helping shape an engaging, inclusive learning environment for the aspiring women leaders in the energy sector across the seven countries. It was a privilege to witness firsthand the transformative growth of the scholars as they further developed their confidence, technical expertise, and leadership vision. Behind each module delivered was a collective effort—and I am proud to have played a part in holding the threads together, helping amplify voices of women leading the sustainable energy transition in South Asia.

Ms. Sadia Zahid

Program & Academic Associate

YCA-RKH

Mr. Shubham Dhital
Academic Coordinator

In the capacity as Academic Coordinator for the SARI00-2.0 program I was responsible for overseeing the academic delivery of six modules, coordinating with 70+ global faculty members who conducted online class for 110 aspiring female engineers across South Asia in the power and energy domain. Over the course of six months, I had the privilege of facilitating knowledge exchange and capacity building ensuring high-quality education supported by Sustainable Energy Transition, AIT, contributing to the program's mission of empowering women in engineering. It was an incredibly rewarding experience, and I am grateful to have been part of such a meaningful initiative.



Awaneendra K Labh
Ed-Tech Associate

Being a part of the Yunus Center at AIT was more than an academic engagement—it was a meaningful journey into the heart of social impact. Working quietly behind the scenes and supporting execution, I witnessed how thoughtful action can spark real change. This rare opportunity allowed me to align purpose with practice, nurturing both technical and human sensibilities. I remain deeply thankful to have contributed, however modestly, to a vision that dares to redefine development with empathy and innovation at its core.

Ms. Raashi Shrestha

Communications Liaison Associate

As the Communications Liaison Associate, I played a key role in shaping the program's experience and visibility. I had the honor of moderating Modules 1 to 3, fostering a space where meaningful conversations could unfold—conversations that built connection, empowered expression, and strengthened regional solidarity among participants. Supporting my second SAR100 cohort, I was once again moved by the stories of 110 women engineers—each one a powerful reminder of strength, purpose, and leadership. I had the privilege of helping shape their journeys into the SAR100 storybook, ensuring their voices were seen, felt, and heard. In addition, I supported event coordination, communications strategy, and the creation of detailed Resource Person profile reports, all of which contributed to enhancing the program's engagement, visibility, and long-term impact. This experience not only expanded my professional toolkit but also deepened my commitment to storytelling, inclusion, and purpose-driven leadership.



Mr. Sultan Adeel

Data Analyst Associate

As the Data Analyst Associate at the Yunus Center, I have had the privilege of contributing to the SAR100 training program for the second time, now SAR100-2.0. This year, my work involved editing the stories of amazing women from South Asia. Immersing in their narratives has been more than just a professional task; it has been a powerful journey into the heart of resilience, innovation, and unwavering determination. Through their experiences, I have witnessed how women are holding their communities together and actively leading transformative change beyond the energy sector. It is an honor to contribute, even in a small way.



ABOUT YUNUS CENTER AIT

The Yunus Center at the Asian Institute of Technology (YCA) is a regional hub for innovation, policy dialogue, and capacity building in social business and sustainable development. Established in partnership with Nobel Laureate Professor Muhammad Yunus, the Center operates at the intersection of academia, enterprise, and social transformation—bringing together changemakers, scholars, and practitioners from across Asia and beyond.

Rooted in the principles of inclusive development and environmental responsibility, YCA designs and implements programs that empower individuals, strengthen institutions, and catalyze systems-level change. Its work spans a range of sectors, including renewable energy, circular economy, education, digital innovation, and gender equity.

As a dedicated Regional Knowledge housed within the Asian Institute of Technology, YCA combines the intellectual rigor of a leading international university with the values of social justice and grassroots engagement. Through flagship initiatives like SAR100, the Center champions women's leadership and regional collaboration in traditionally underrepresented fields.

With a focus on practical solutions and cross-sector partnerships, Yunus Center at AIT continues to serve as a platform where ideas are tested, voices are amplified, and impact is scaled—advancing the global movement toward a more just, sustainable, and inclusive future.

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