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Monthly Magazine

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SANWAD

Her Story. Her Success



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MD's Message

The Dead Horse Theory

A Women's Day Reflection on Smart Leadership at Karma, women play a vital role in leadership, decision-making and driving change. But being a strong leader isn't just about persistence—it's about knowing when to let go of what no longer serves progress.

The Dead Horse Theory reminds us that sometimes, pushing harder is not the answer—instead, stepping back, reassessing and pivoting can lead to real success. Recognizing 'Dead Horses' and Making Smarter Choices

- 1 Holding on to Ineffective Processes** If a system, tool, or workflow isn't delivering results, simply tweaking it over and over won't fix the issue. Instead, identify what truly works and invest energy there.
- 2 Overcomplicating Solutions** Sometimes, instead of solving a problem, we create more steps, more meetings and more discussions. Efficiency comes from simplifying and focusing on action.
- 3 Trying to 'Train' Away Deeper Issues** Workshops and team-building won't fix fundamental problems like poor leadership, unfair treatment, or unrealistic expectations. Address the root cause, not just the symptoms.
- 4 Investing in the Wrong Areas** Throwing money at technology, new hires, or external consultants won't help if internal inefficiencies, lack of clarity, or communication gaps remain. Fix the foundation first.
- 5 Resisting Necessary Change** Holding on to outdated ways of working just because "it's always been done this way" limits growth. Adaptability is the key to success.
- 6 Mistaking Endless Meetings for Progress** Conversations are important, but without clear decisions, ownership and follow-through, they become roadblocks instead of enablers. Action beats discussion.

Strength in Smart Leadership Women at Karma don't just push forward—they know when to pivot, when to streamline and when to move on. Leadership is about decisive action, smart strategy and the courage to let go of what no longer serves progress. This Women's Day, let's acknowledge not just perseverance, but the wisdom in knowing when to step back, rethink and take bold, necessary action—because real strength lies in smart leadership.

- Pratik Vaidya

From Roots to Wings

From the roots of her humble birth,
She rises strong upon this earth.
Like a flower, reaching toward the light,
She blossoms with every day and night.

Laughter fills her every day,
Innocence guides her through the way.
With little fingers soft and small,
She holds the world, embraces it all.

But as she grows, so does her grace,
A woman strong, with wisdom's face.
From a jolly daughter full of cheer,
To a mother, nurturing those dear.

She balances work and home with care,
With strength, with love, she's always there.
From office meetings to family time,
She climbs the ladder, making it shine.

Her hands once picked the flowers' bloom,
Now she creates a home, a place of room.
Balancing dreams that soar so high,
Reaching for the stars in the endless sky.

With ambition burning bright inside,
She steps beyond where dreams reside.
Leaving the comfort of home's embrace,
To find her purpose, and set her pace.

On this day, we honor and cheer,
The women who rise, year after year.
From the day we were born, till now, we see,
How we've grown and shaped our destiny.

Poonam Lingayat

Executive - Tech Admin



My Journey of Growth with Karma

When I first joined Karma, I stepped into a world that was both exciting and unfamiliar. Coming from a legal background, I had little exposure to compliance and labour laws. The legal landscape I had known was different and at first, everything felt complex. But I was fortunate to be surrounded by mentors and colleagues who patiently guided me.

They helped me see that even the most intricate legal queries often have clear answers within the provisions—they just need the right perspective.

With time, I grew more confident. What once felt overwhelming became second nature. I took on new responsibilities, explored different aspects of labour law and discovered a passion for the field.

In the beginning, I was focused on my own learning, working through challenges independently. But as I grew, so did my role. I went from being an individual contributor to guiding others, collaborating on complex cases and eventually leading a team. It was a shift that came with its own set of challenges, but also with immense learning.

Looking back, my time at Karma has been nothing short of transformative. What began as a journey of self-learning evolved into one of mentorship, teamwork, and leadership. Yet, this is not the destination—it is just another step. With each passing day, I continue to learn, evolve, and grow with Karma, embracing new challenges and opportunities along the way.



Sadaf Khan

**Senior Executive -
Advisory**



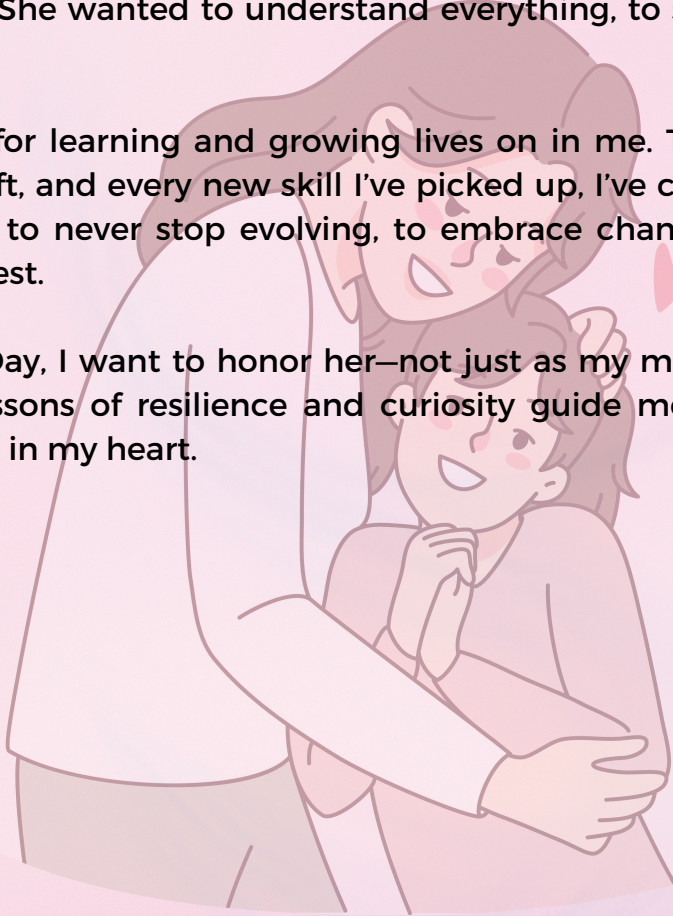
A Mother's Love, A Lifetime of Strength

Losing my mom at 15 was one of the hardest things I've ever faced. The pain of her absence never truly fades, but in her memory, I found strength.

My mom had an unshakable love for learning—her eyes would light up with curiosity, whether it was a book, a conversation, or even a new computer my cousin brought home. She wanted to understand everything, to soak in knowledge like it was magic.

That same fire for learning and growing lives on in me. Through every challenge, every career shift, and every new skill I've picked up, I've carried her spirit with me. She taught me to never stop evolving, to embrace change with courage, and to always do my best.

This Women's Day, I want to honor her—not just as my mother but as my greatest teacher. Her lessons of resilience and curiosity guide me every single day. I will always carry her in my heart.



Jill Chedda

Senior Executive



The Unsung Strengths of Karma Women

For the women of Karma, a heartfelt rhyme,
Who stood by my side, through every climb.

Like the moon, they bring calm to the day,
Their smile lights up the darkest way.

With energy to change the room's vibe,
They lift us all, helping us thrive.

Tough on the outside, soft on the inside,
Their kindness and strength, which cannot be hide.

One who didn't take a break after marriage,
Came back with courage, with endless carriage.

One who's single, yet stands so tall,
Balancing work and life, through it all.

One who handles kids, home and care,
While juggling work, without a despair.

And one who manages the departments alone,
With grace and power, her skills have grown.

To the ones who've worked on weekends too,
With no complaints, just seeing things through.

Thank you for being part of Karma's way,
For your strength, your love, each and every day.



Mudra Dave

Marketing Executive



WOMEN'S DAY CELEBRATION

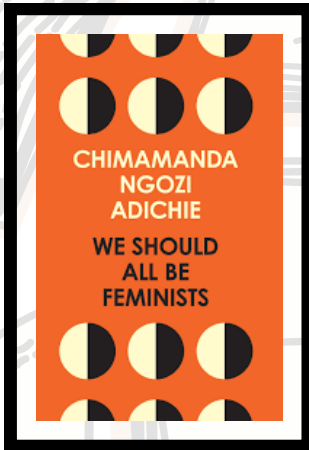


A vibrant watercolor background featuring a central orange and yellow sun-like splash. To the left, there are splashes of blue and green. To the right, there are splashes of pink and red. Thin, wispy lines of color extend from the main splashes towards the edges of the frame. The entire composition is enclosed within a thin dark blue border.

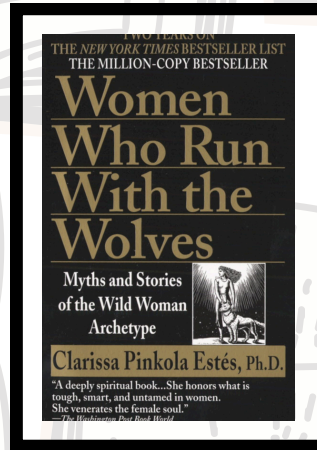
Creative corner

BOOKS

BY WOMEN FOR WOMEN



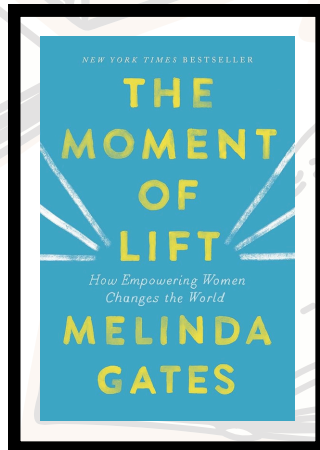
A modern take on why gender equality benefits everyone.



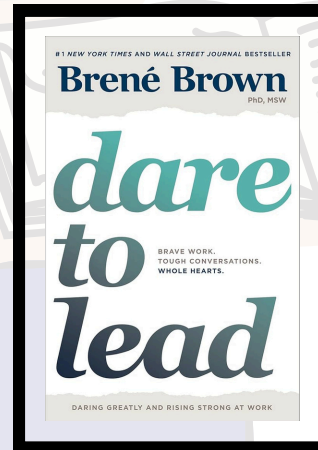
A deep dive into the power of female intuition, creativity, and resilience.



The former First Lady's inspiring journey of growth, resilience, and purpose.



Explores how empowering women drives progress and societal change.



A guide to courageous leadership and embracing vulnerability as a strength.

LABOUR LAW FACTS

EVERY WORKING WOMAN SHOULD KNOW!

Equal Pay for Equal Work

Under the Equal Remuneration Act, 1976, men and women must be paid equally for the same work or work of a similar nature.

No Job Restrictions for Women

The new Labour Codes have removed restrictions on women working in mines, factories and hazardous jobs, allowing equal opportunities across all industries.

Workplace Safety & Protection from Harassment

The POSH Act, 2013 mandates that every organization has an Internal Complaints Committee (ICC) to address cases of sexual harassment at work, ensuring a safe and respectful workplace.

Maternity Leave & Protection

The Maternity Benefit Act, 1961 grants women 26 weeks of paid maternity leave, medical benefits, and protection from termination due to pregnancy.

Work-from-Home for New Mothers

The Maternity Benefit (Amendment) Act, 2017 allows new mothers to request work-from-home options if their role permits, ensuring a smoother transition back to work.

Crèche Facilities for Working Mothers.

Companies with 50 or more employees are required to provide a crèche facility under the Maternity Benefit Act, making it easier for working mothers to manage childcare.

Equal Growth & Promotion Opportunities

The Equal Remuneration Act ensures that no woman can be denied a job, promotion or benefits just because of her gender.

Crèche Facilities for Working Mothers.

Companies with 50 or more employees are required to provide a crèche facility under the Maternity Benefit Act, making it easier for working mothers to manage childcare.

WORDS OF POWER: BY WOMEN, FOR WOMEN



Do not live someone else's life and someone else's idea of what womanhood is. Womanhood is you.

Viola Davis



No one can make you feel inferior without your consent.

Eleanor Roosevelt



You don't have to be pretty. You don't owe prettiness to anyone

Erin



An important attribute of success is to be yourself. Never hide what makes you, you.

Indra Nooyi



There is no limit to what we, as women, can accomplish.

Michelle Obama



Women belong in all places where decisions are being made.

Ruth Bader Ginsburg



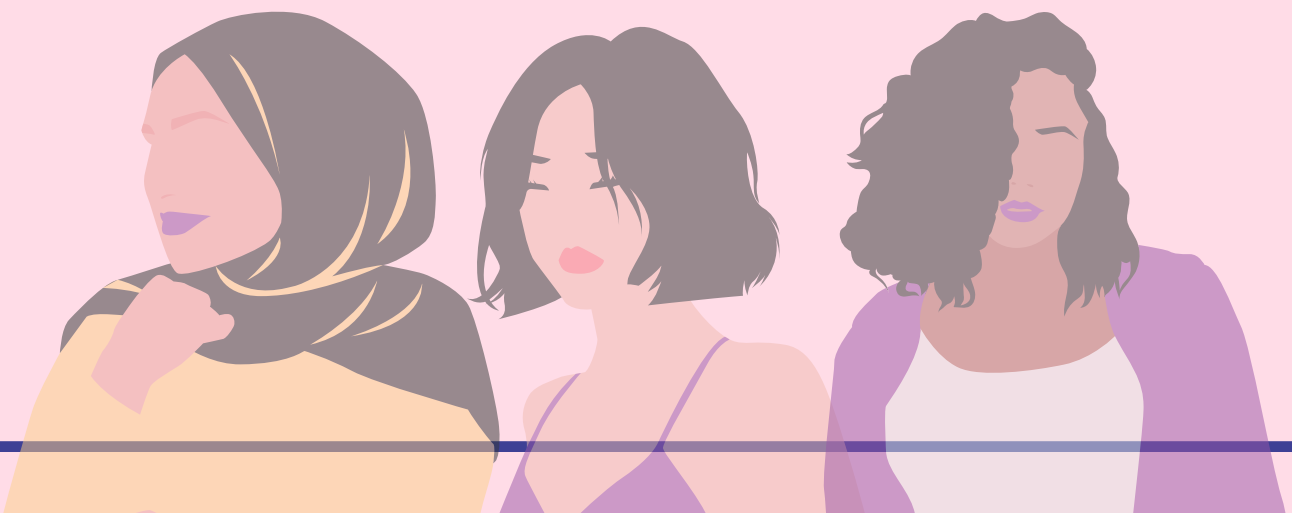
Owning our story and loving ourselves through that process is the bravest thing we'll ever do.

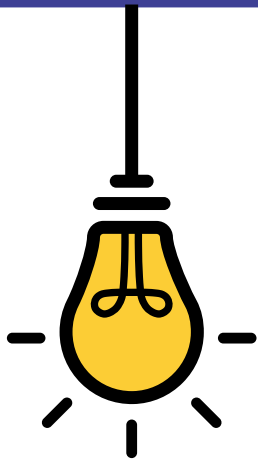
Brené Brown



Above all, be the heroine of your life, not the victim.

Nora Ephron





New Onboard

Ashish Gurav



Sonal Kolekar



Birthday Recap



RANJEET
PRAJAPATI



ZUBER KHAN



JAGADISHA K



KAPIL SHARMA



SANTOS DAS

CLIENT TESTIMONIAL



Subhash Arsekar

Subhash has been persistently engaging with the PF Office to ensure the case is resolved and we appreciate his hard work and dedication to the matter.



Sonam Patil

Sonam has been consistently maintaining the record for interest and damages every month for this case. we appreciate her hard work and dedication to the matter.



We are Hiring

Open Position



Advisory Executive -
Mumbai

Backend Developer -
Mumbai

Sales - Bangalore, Delhi,
Ahmedabad, Noida,
Mumbai



**Refer talented candidates and
receive referral amount !**

