

# Achiever's Success Story



With an inspirational professional journey, Mrs. Sunita Thawani envisions gender equality through more equitable workplaces

Sunita Thawani, Founder CEO of 'Full Circle' is an accomplished legal professional with senior management and Board Room experience. She has 25 years of rich working experience with the Tata Group. "Full Circle" is culmination of her passion and dream of several years to see more and more women leaders in corporate India and workplaces that give equal opportunities based on equitable policies.

She began her career as a lawyer with Supreme Court of India which came to a sudden halt due to relocation after marriage. The break lasted for 12 years during which she taught in a kindergarten school, tried her hand at a small business and worked in a travel agency but deeply missed her profession. Finally, a chance opportunity occasioned her return with Tata Steel in 1988. Last 10 years of her career, she headed the legal function as DGM (Legal) of JUSCO, a Tata Enterprise and 100% subsidiary of Tata Steel.

“I always wanted to do something for ‘Women equality’. However, my sympathy for only women turned into empathy for both genders when two decades ago, my Spiritual Master one day asked me one simple question, “Is there any difference between a man and woman at the spirit level?” She says.

From that day onwards her journey to gender equality started with an open mind. As her intense research and passion took her deeper into gender issues, she started realizing that men and women both suffer from biases and stereotypes in different ways.

This became the basis for birth of Full Circle in 2014 and that is how she conducts her very successful and interactive workshops now on POSH, Leadership, Gender Sensitization and how to return to a career after a break. Non-judgmental and with an open mind,

She has conducted more than 225 workshops in the country across various sectors. To name just a few, World Bank, XISS Ranchi, IIM Lucknow, XLRI Jamshedpur, Confederation of Indian Industries (CII), Delhi Management Association, Delhi University, National Skill Development Corporation, various companies in Tata Group, law firms, hospitals etc.

Under her leadership, Full Circle has been empaneled by Ministry of Women & Child Development, Government of India to provide training on the Law of Sexual Harassment at Workplace along with gender sensitization. She is currently advising several organizations on these issues.

Her journey towards gender equality along with Full Circle continues with a belief that if we really want to move the needle to equality, we must change our mindsets, have empathy and respect for all. Real answers can be found only at spiritual level Not by dividing but together we can make a real difference.

Her work can be viewed at [fullcircle.net.in](http://fullcircle.net.in)

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