

WOMEN IN IP COMPENDIUM

Driving India's Knowledge-Powered Economy



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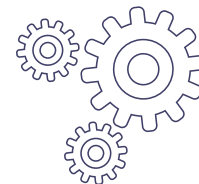
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Published by Confederation of Indian Industry (CII), The Mantosh Sondhi Centre; 23, Institutional Area, Lodi Road, New Delhi 110003, India, Tel: 91 11 45771000; Email: info@cii.in; Web: www.cii.in



FOREWORD



Mr Vivek Shah

Vice Chair – CII National
Committee on IPR And
CEO – Meril Life Sciences

Intellectual Property (IP) underpins the heartbeat of the innovation economy. IP propels technological advancement, sharpens economic advantage, and inspires artistic and cultural expression. A robust and varied IP system is thus important in India's continued growth and its position in the world.

Yet, the sector shows a clear gender gap. Global data from WIPO record women as just about 17.7% of all international patent applicants. In India, the gap is even more intense, with the share of women traditionally filing only about 10.2%. While achieving full gender parity requires long-term commitment, the strong institutional dedication and focused efforts being put forth are already accelerating the pace of positive change.

Building a more inclusive IP landscape requires overcoming some significant hurdles: deep-seated cultural biases against women in the very source of innovation and significant financial barriers to the protection of IP. These challenges also, however, provide an opportunity for concrete action. In this, if the entire innovation ecosystem—government, industry, academia, and legal fraternity—can come together, then India's full creative potential can be unleashed, building an inclusive IP environment.

Advancing women in IP goes beyond policy; it requires visibility. When women inventors, legal experts, and entrepreneurs are seen and celebrated, they become powerful role models. Such visibility helps young women imagine themselves as future innovators and leaders, contesting outdated stereotypes with professional conviction.

Guided by that mission, we proudly present the first edition: Women in IP Compendium - Driving India's Knowledge-Powered Economy to the to recognize and celebrate the women who are shaping the nation's Intellectual Property (IP) ecosystem. This compendium serves as a showcase of the rich talent, dedication, and passion of India's women who are actively creating, protecting, and commercializing intellectual assets.

This compendium is a showcase of achievement, as it shines a light on the real journeys behind these accomplishments, offering inspiration and mentorship for others. The recognition of such pioneering women aims to fire up the next generation to come forward and take their rightful place as equal contributors in this sustainable, inclusive, and innovative future that awaits our society.



Executive Summary

Across the world, women are stepping up as strong contributors to the intellectual property (IP) landscape. They drive innovation, shape creative economies, and support knowledge-based growth. As IP becomes key to global competition, women's roles in creating, protecting, and commercializing intellectual assets are more important than ever. Historically, gaps in awareness, access, and opportunities have affected participation. However, the increasing number of women innovators, creators, IP professionals, and entrepreneurs indicates a promising change. Today, women are not just sharing transformative ideas; they are also changing how innovation is supported, protected, and used. Their growing leadership in IP shows resilience, creativity, and a shared push toward a more inclusive and dynamic innovation environment.

The upcoming CII Global Summit on Technology, R&D, and Intellectual Property, 16th-17th December 2025, presents an important opportunity to highlight and celebrate these contributions. As global efforts toward inclusivity in innovation grow, the summit shows India's commitment to promoting gender equity and increasing women's involvement throughout the IP lifecycle, from idea generation and documentation to protection, commercialization, and leadership in IP-driven sectors.

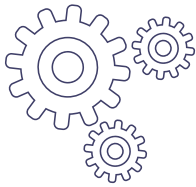
International statistics emphasize the urgency of this issue. According to WIPO (2024), women account for only 17.7%¹ of applicants in international patent applications, which is only a slight increase of 0.6 percentage points from the previous year. This slow progress underscores the need for action. Projections from the Patent Cooperation Treaty (PCT) suggest that achieving gender parity in patenting worldwide might not occur until 2077¹. In India, the situation is even more pronounced: between 2022 and 2024, women made up only 12.1%² of PCT filings, far below the global average. Without sustained and targeted interventions, gender equality in India's IP ecosystem may not be achieved until 2061³, highlighting the scale and persistence of the challenge.

The factors contributing to this gap are complex and systemic. Limited awareness of IP processes, fewer opportunities for early exposure to innovation ecosystems, and reduced access to IP education often lead to fewer women pursuing paths that result in IP creation. Legal and financial barriers, including high costs for patent drafting, filing, and professional representation, add to the challenges for women innovators and entrepreneurs. Shortcomings in mentorship, uneven support from institutions, and professional networks that have evolved without significant female participation further affect entry and growth in the IP field. Additionally, limited access to structured paths for inventorship, collaboration, and commercialization in previous decades has impacted participation patterns that continue to affect the IP landscape today.

¹<https://www.wipo.int/en/web/women#:~:text=Disparities%20exist%20in%20the%20use,are%20rising%2C%20progress%20is%20slow.>

²<https://www.wipo.int/edocs/statistics-country-profile/en/in.pdf>

³<https://www.wipo.int/en/web/economics/w/blogs/gender-parity-patenting>

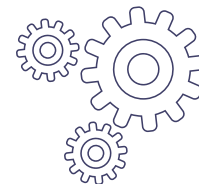


Recognizing these inequities, global and national organizations have started important initiatives to close the gender gap. WIPO's programs, like IP for Women Entrepreneurs and Technology and Innovation Support Centres (TISCs), provide mentorship, training, and essential resources. The PCT offers fee reductions and incentives to support women-led filings. In India, reforms such as reduced fees and faster examinations for female inventors, NITI Aayog's Women Entrepreneurship Platform (WEP), Start-up India's IP support, the National IPR Policy (2016), and the WISE-KIRAN program show a growing commitment to encouraging women's involvement in innovation and IP creation.

Alongside these initiatives, the Confederation of Indian Industry (CII) remains dedicated to increasing women's representation in the IP sector. CII is launching the first edition of the "Women in IP Compendium – Driving India's Knowledge-Powered Economy." This compendium reflects CII's vision for an inclusive and fair IP environment that recognizes and highlights women's contributions across various fields, including industry, academia, research institutions, law firms, startups, and entrepreneurial ventures.

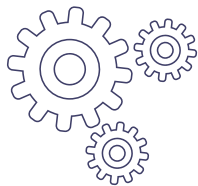
The compendium showcases inspiring stories of women who have thrived in their fields while facing cultural expectations, financial struggles, and institutional barriers. Their experiences reveal the changing Indian IP landscape—one that values diversity, encourages mentorship, and embraces the impact of women-led innovation.

By sharing these stories, the compendium encourages dialogue, reflection, and action. It stresses the importance of ongoing investment in awareness, mentorship, skill building, and reform to ensure that gender does not restrict participation in intellectual property creation or recognition. As India aims to become a global leader in innovation, CII is committed to celebrating, supporting, and empowering women who are shaping the IP field. Their resilience and leadership continue to inspire a future where IP offers equal opportunities and where women's contributions are acknowledged, valued, and championed.



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Ahna Agrawal

UNO Minda



1. Could you please share a short professional profile about yourself?

I am Ahna Agrawal, currently working as Senior Officer – IPR at Uno Minda Limited. I have been associated with Uno Minda since 2022 and have a total of 3.5 years of professional experience. I hold a B.A. LL.B. (Hons.) in Intellectual Property Rights from Nirma University, Ahmedabad.

At Uno Minda, I am responsible for portfolio management, conducting IPR awareness trainings, handling IP contracts, supporting IP commercialization, and contributing to policy advocacy. During my academic journey, I served as the Secretary of the Centre for Intellectual Property at Nirma University and have also completed Advanced Professional Training in IP Valuation and Licensing offered by CII.

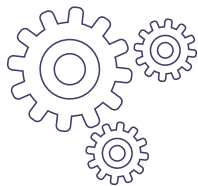
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My fascination with IP law began in law school, when I first encountered the nuances of IPR during an International Moot Court Competition. That experience sparked a curiosity that led me to intern at some of India's top IPR law firms where I quickly realized that IPR is the backbone of industries of all sizes.

Soon, I started noticing IP in the most unexpected places—while exploring exhibitions, chatting with friends, or even traveling. Shopping or using everyday products, I found myself checking whether a logo or brand name was trademarked. Even while watching movies or listening to music, I started noticing copyright notices. These everyday observations deepened my fascination and made me realize that working on IPR wasn't just intellectually stimulating—it energized me. Long hours never felt tiring because I genuinely enjoyed the work. Being a creative person myself, I have always believed that effort and ingenuity should be recognized and rewarded. A career in IPR perfectly aligned with that belief, allowing me to combine my passion for law and creativity.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I regularly conduct IPR awareness trainings for engineering, manufacturing, and marketing teams. I have participated as a guest speaker at the AIPLA Women in IP Global Networking Event in Pune on the theme "Cultivating Leaders." I have also authored a research project on copyright, focusing on piracy in the Indian film industry. In addition, I frequently represent my organization at major IPR conferences such as GIPC and CII, and have actively contributed to initiatives that helped secure recognitions like the National IP Award and the CII Industrial IP Awards.



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My work primarily focuses on trademarks and copyrights. I also conduct IP awareness sessions, support IP commercialization activities, and am involved in reviewing IP related contracts.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I am not directly involved in leadership or decision-making roles within my organization. However, I actively support the leadership team in various IP-related activities. I drafted the organization's IPR Manual, which governs all internal IP processes. As organizations become increasingly IP-driven, I collaborate with business teams to identify and harvest IPRs, discuss commercialization opportunities, and support decisions related to the renewal and maintenance of IPRs in line with our overall IP strategy.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I have been fortunate that my professional journey in IP has been largely smooth. The IPR landscape in India is quite inclusive for women. I am also grateful to be surrounded by exceptionally supportive mentors and leaders in the field. Their guidance have created an environment where I feel confident that any future challenges or obstacles can be navigated.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to young women would be "Write your own stories". Your journey does not have to follow a straight line as every twist and turn carries its own lessons which shapes you into who you are meant to become. One piece of wisdom I hold close is the value of networking. The IP community is incredibly supportive, and connecting with people without hesitation can be truly transformative. You never know when a casual coffee conversation might open the door to a life-changing opportunity. And remember, the IP landscape is constantly evolving. Staying updated, informed, and continuously upskilling is essential to thriving in this field.



Archana Shanker

**Senior Partner & Head of Department
Patents and Design at Anand and Anand**



1. Could you please share a short professional profile about yourself?

My journey at Anand and Anand spans over three decades, evolving from an early curiosity into leading one of India's most distinguished patent teams. With a strong blend of legal insight and scientific expertise, I rose to head the Firm's Patent Department.

Under my leadership, the department has grown into a multidisciplinary team of lawyer-scientists and engineers, handling the full spectrum of patent work—from prosecution and oppositions to enforcement, appeals, revocations and plant variety protection—while consistently advancing innovation with legal excellence.

» **Academic qualifications in IP (institutions/universities), or**

BSc (Hons), LLB from Delhi University, Post-graduate Diploma in Bioinformatics, Post-graduate Diploma in Pharmaceutical Regulatory Affairs.

» **Training (e.g., patent agent, IP courses), and notable achievements (awards, fellowships, industry memberships).**

Included in Managing IP Top 250 Women in IP for over a decade, part of the IBLJ A-list, recognized as an Elite Practitioner by Asialaw, Managing IP Patent Star, AsiaIP India IP Expert 2025, ranked as a Global Leader in the patent space by IAM, and featured in IAM 300 and IAM 1000 as one of the world's leading patent practitioners.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

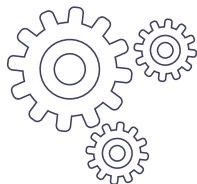
My entry into patents was accidental but decisive. After moving from a planned medical path to law, a government project in law school introduced me to India's evolving patent ecosystem. With a science background, the intersection of science and law immediately resonated. Joining Anand and Anand proved pivotal, alongside India's shift to a TRIPS-compliant patent regime that reshaped the field, particularly in pharma and telecom.

Key milestones include landmark matters such as Pfizer, Bristol Myers Squibb (Nivolumab), and Blackstone in pharmaceuticals, and the Ferid Allani decision in ICT, along with cases involving Monsanto, Novo Nordisk, Roche, Merck and Sterlite. These experiences continue to define my journey in patent law.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Research publications, articles, or blogs authored:

- o Patent Rewind (patentsrewind.wordpress.com/) (Blog), Panorama, Large number of articles being written for international IP publications.



4. Areas of Expertise within IP:

- Patents – Patent Drafting, Searching & Prosecution, Designs, IP litigation, IP awareness, training, and education, IP commercialization and business development

In addition to above: prosecution, litigation and opposition across industries from pharmaceuticals to life sciences, software, ICT, telecom, mechanical, electronics and biodiversity

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I head the Patents & Designs department as a Senior Partner, overseeing team operations, cross-team coordination, and the firm's representation at key forums. I also drive innovation through AI, including co-developing a Patent Automation Module that reduced patent filing time from nearly an hour to under five minutes, improving efficiency, accuracy, and client service.

I am the first woman President of FICPI India, a member of IAM's first Women in Patents advisory board, Vice President (North India) of LES International, and a former nominee to the EPO Standing Advisory Committee (2021–23). I am also a member of APAA, AIPPI, the Delhi High Court Bar Association, and the Delhi Bar Council.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I always wanted a career rooted in science, and in the 1980s chose the unconventional path of combining science with law in a male-dominated, emerging patent field. Starting from the ground up, I learned every aspect of the work, building strong fundamentals. My passion for science, new technologies and a solution-oriented mindset helped me overcome challenges and grow with every opportunity.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Do the hard work. Be self-driven, have the willingness to learn, have a solution-oriented approach, and think 'outside the box'. No job is small, do it with full commitment and willingness to learn. Also, never shy away from doing what you do not know. Doing something new, something from outside your comfort zone, will give you a sense of satisfaction nothing else can match. Learn from your surroundings – your colleagues, seniors, juniors, even your kids – one can learn a lot by simply observing the surroundings.

There are no shortcuts to success but once you have done the groundwork, you will always have a soft landing.



Anju Khanna (Dr)

**Head the Patent Department
Lall & Sethi (L&S)**



1. Could you please share a short professional profile about yourself?

I head the Patent Department at Lall & Sethi (L&S), an IP boutique firm in New Delhi, overseeing both patent prosecution and litigation. With over 24 years of experience—including 22 years in patents—I manage and advise on technologies spanning chemistry, pharmaceuticals, medical devices, engineering, AI and telecommunications. I hold a Ph.D. in Chemistry from IIT Delhi, where I also worked in bioinformatics, followed by post-doctoral research on drug-protein interactions and related software tools.

I lead strategic planning and execution for the firm's patent practice, guiding clients ranging from Fortune 100 companies to start-ups and academic institutions across the full invention lifecycle. My cross-disciplinary expertise helps me craft practical, innovative solutions, and under my leadership the Patent Department has become one of the firm's most dynamic and rapidly growing practices.

On the policy front, I work closely with the Indian Patent Office, DPIIT, CII and NITI Aayog, advocating for modernization of the Patents Act, including reforms to working statement requirements. I have served on several industry committees, including the CII IP Committee, and have held roles on APAA's India Patent Committee (2016–2018), INTA's Design Committee (2016–2017), Parallel Imports Committee (2020–2021), Unfair Competition Committee (2022–2023) and Trade Secrets Committee (2024–2027).

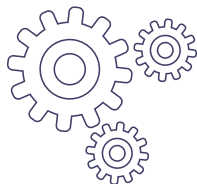
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I always wanted to apply my scientific training in ways that meaningfully serve society and industry, rather than keep it confined to academia. Patent practice offered the perfect balance between science, technology and real-world application. I entered the field just as India was becoming TRIPS-compliant and the Patents (Amendment) Act, 2002 had come into force—an exciting moment to begin this journey.

Over the years, I have had the opportunity to establish Patent Departments in four organizations, including three law firms. A defining milestone came in 2011, when I set up and now continue to lead the Patent Department at Lall & Sethi. Earlier, earning my PhD from IIT Delhi was a major turning point that shaped the trajectory of my career.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I am a regular speaker at conferences and seminars held around the world, including those organized by the Confederation of Indian Industry (CII). I also serve on various committees



of international organizations such as INTA. I have been honored with IAM Patent 1000 global rankings for several years, recognizing my contributions to the field. Together with my team, I frequently contribute to leading publications, including platforms such as Lexology.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- IP commercialization and business development

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. I am an integral part of the leadership and decision-making team at my firm, contributing to strategic, operational, and policy-level decisions. In addition to heading the Patent Department and leading both patent prosecution and litigation, I am actively involved in IP policy engagement with the Patent Office, DPIIT, CII, Invest India, and other industry bodies. I regularly participate in consultations and contribute to policy-development initiatives, including CRI guidelines, pharmaceutical invention guidelines, working statement requirements..

As a Partner of the firm, I am part of the end-to-end organizational decision-making process, which includes:

- Firm-wide strategic planning, expansion and operations, firm P&L oversight and budgeting, organizing and supervising major events and external engagements, policy formulation and internal governance, serving as a member of the PoSH Committee.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Honestly, I cannot recall facing any significant obstacles or barriers in my professional journey. I have been fortunate to work with excellent clients and engage in exciting, intellectually challenging work throughout my career. If I were to identify one true “barrier,” it would be the period when I became a mother and my children were very young. That phase brought real challenges in balancing professional responsibilities with personal commitments. As a society, we must do more to support young women and create an environment that enables them to remain and grow in the workforce.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

What advice would you give to young women who wish to build a career in Intellectual Property — whether in industry, academia, law, start-ups or policy?

My advice is simple: never give up. Do not expect special treatment from an organization simply because you are a woman. Challenges will arise, but the solutions often begin with us. We don’t need to prove anything to anyone—what matters is staying true to ourselves and the choices we make in life. Patent practice, in particular, is an intellectually rewarding and stimulating field. It gives you access to cutting-edge technologies, and each day brings something new to learn—both from a technical and a legal perspective. It is a profession that continually inspires growth and curiosity.



Anjali Rathod

Saurashtra University



1. Could you please share a short professional profile about yourself?

I currently serve as a Research Assistant at the SPRIHA-IPR Chair, Incubation Centre, Saurashtra University, Rajkot. With a strong academic foundation in business management and intellectual property, I have earned a Master of Business Administration (MBA) and a Bachelor of Business Administration (BBA) from Saurashtra University with distinction.

My professional experience includes working as an Operations Assistant at the SUSEC Incubation Centre, where I managed innovation and entrepreneurship initiatives under various state and national programs such as IIC and SSIP 2.0.

I have completed several prestigious training programs, including the WIPO Academy's General Course on Intellectual Property (DL-101E) and the Express Certificate Course on Patents organized by the DPIIT-IPR Chair at IIT(ISM) Dhanbad. I am also a certified evaluator under the SIM/SIC and Nodal Center initiatives for innovation and entrepreneurship.

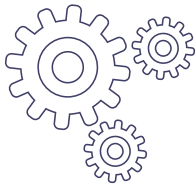
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My journey in intellectual property began through my involvement in university innovation and startup programs. My passion for IP grew as I helped students and faculty file patents and protect creative work. I also managed SSIP 2.0 applications, IPR awareness programs, and IP grant screenings at Saurashtra University.

A key milestone was moving to the SPRIHA-IPR Chair, where I continue to build institutional IP capacity and lead awareness initiatives. On 21st August 2025, I delivered a lecture on "IPR for Startups" at D.K.V. Arts & Science College, Jamnagar, guiding young innovators on the importance of IP in the startup ecosystem.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- Delivered expert lectures and awareness sessions on Intellectual Property Rights (IPR), including the lecture on "IPR for Startups" at D.K.V. Arts & Science College, Jamnagar (August 2025).
- Coordinated multiple IPR Awareness Programs (NIPAM) by the Indian Patent Office between 2022 and 2023.
- Supported over 79 IP grant applications and 129 PoC projects under SSIP 2.0.
- Contributed to the successful implementation of IIC Portal initiatives, helping Saurashtra University secure 3.5-star and 4-star ratings.



- Participated in workshops, regional meets, and training sessions organized by EDII Gujarat, MoE's Innovation Cell (MIC), and WIPO.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- Intellectual Property Awareness, Training, and Education
- Trademarks
- Copyrights

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I play an integral role in coordinating the University's IP and innovation ecosystem. I support policy execution for IP screening and grant allocation, manage reporting through IIC and SSIP portals, and assist in planning and implementing IP sensitization programs. My work also includes guiding faculty and students in IP creation and commercialization.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

As a woman in the domain of IP and innovation management, Anjali initially faced challenges in establishing credibility in a highly technical and policy-driven field. However, her consistent involvement in national-level programs, active coordination with industry mentors, and focus on learning and adaptability helped her overcome these barriers.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

I advise young women aspiring to build a career in intellectual property to stay curious, keep up with policy developments, and actively engage in innovation ecosystems. I believe that continuous learning and strong collaboration between academia and industry can open meaningful opportunities for women in IP.



Aruna Kanthi Jupudi

TATA Motors



1. Could you please share a short professional profile about yourself?

Current designation and role: I am the GM – Legal & Compliance at Tata Motors Passenger Vehicles, overseeing legal, compliance, and intellectual property matters across passenger and electric vehicles, including downstream businesses. My role covers corporate branding, brand promotion and protection (trademarks, domains, industrial designs) in India and international markets, working closely with the Tata Motors IP cell on strategy, enforcement, contracts, and contentious matters.

Key IP leadership outcomes: Over the last three years, we have doubled annual patent filings from 125 to 250, led a successful post-grant opposition revoking an Ashok Leyland patent, strengthened IP positions through negotiations in India and abroad, and built an internal competitor-watch mechanism to mitigate future risks. I have also been instrumental in positioning Tata Motors for multiple external IP awards and recognitions.

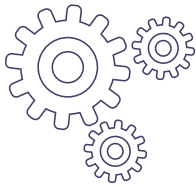
Awards and recognitions: Under this leadership, Tata Motors has received consistent recognition from CII, ASSOCHAM, IAM, GIPC and IPBC Asia, including Best Design Portfolio, Top Patent-Driven Industry, EV Patent Portfolio recognition, Asia IP Elite, Mobility IP Leader and Pioneering IP Leader awards across FY23–FY25.

Strategic Trademark & Digital Brand Protection.

Our achievements span four critical pillars: strategic trademark prosecution aligned with corporate brand values; seamless execution of complex IP reorganization - Composite scheme of arrangement; institutionalization of IP governance frameworks - Forms, processes and stakeholder engagement; cutting-edge digital brand protection in the evolving cyber landscape.

Past roles and functions: I previously served as GM – Legal & Compliance at Piramal Pharma Ltd., handling commercial, compliance, and IP matters across product and services divisions, supporting global manufacturing, R&D, and commercialization across the US, Europe, Africa, APAC, MENA, LATAM and CIS regions. Before that, I was AGM – Legal & Compliance at Mylan Pharmaceuticals (Viatris), leading legal and IP for emerging markets across multiple geographies and managing global trademark portfolios for product launches. Earlier roles include Corporate Legal at Dr. Reddy's Laboratories, supporting large-scale manufacturing, biologics and clinical operations, and Lead Legal for international business at Aurobindo Pharma, where I helped establish its EU hub and managed IP, compliance and legal strategy across global markets.

Academic qualifications: I hold a Master of Laws from the London School of Economics, University of London, and a Master of Laws from the National Law School of India University, Bangalore.



2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I bring strong experience navigating evolving products, services, and legal frameworks, particularly the challenges of digital business models alongside traditional ones. Working closely with business teams across diverse organizations, I have been actively involved in crafting, optimizing, promoting, and protecting IP portfolios aligned with commercial strategy and market realities.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Research publications, articles, or blogs authored: Research Paper at LSE on Tax Characterization of a Digital Product in the EU Directives perspective vis-à-vis Indian IP & Tax regimes – 2003-04; Research Paper at LSE on VAT treatment of information goods or intellectual property products – 2005-04; Research Paper at NLSIU on Software Copyrights – 2000; Book publication, Taxation of Ecommerce, SnowWhite Publications – 2001; Book publication, Ecommerce Taxation, Nalsar University – 2001

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Primary domains of work or specialization, such as: Patents – Patent Drafting, Searching & Prosecution, Designs, Trademarks, Copyrights, IP commercialization and business development

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

- Yes; my role involved in brand promotion, protection of brand equity, optimization of the IP portfolio and IP strategy, implementation and protection

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

The barriers for legal & IP professionals in the commercial sphere:

- is to demonstrate the value of investment in IP protection beyond the bottom-line and top-line nos.
- is to demonstrate to business that brand equity thrives on the long haul

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Your academic qualifications just get you a foot in the door, Domain knowledge is as crucial to a role; Cross-functional knowledge enriches much more than just being an expert in your chosen role; Technology is a beast that needs constant attention, else redundancy is just around the corner



Bhawna Madan (Dr)

Bharat Petroleum



1. Could you please share a short professional profile about yourself?

► Current designation and organization

Manager, R&D, Bharat Petroleum Corporation Limited; former Scientist at DBT-RCGM and IIT Delhi; Assistant Professor/Guest Lecturer at University of Delhi colleges; faculty at Amity University; Post-Doctoral Researcher at University of Delaware and University of California Riverside; Junior Scientist at Novozymes, Bangalore.

► Academic qualifications in IP (institutions/universities), or

- University of Delaware, Newark, Delaware, USA; Post Doctorate — University of California, Riverside; Post Doctorate — Indian Institute of Technology (IIT) Delhi; Ph.D. — University of Delhi; M.Sc. — University of Delhi; B.Sc. (Botany) — University of Delhi

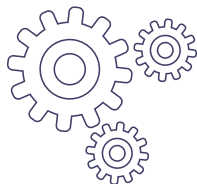
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

As a scientist, my journey into Intellectual Property (IP) began with recognizing its essential role in protecting and commercializing research-driven innovations. Early in my career, I realized that scientific discoveries hold real value only when effectively safeguarded and translated through strong IP management.

Key milestones included leading patent drafting and filing for biotechnological inventions, gaining hands-on experience in IP creation and protection. Specialized IP training programs deepened my technical and legal understanding of patent law and portfolio management. Working with cross-functional teams helped me align scientific innovation with business and legal strategies, while managing complex patent landscapes and advising on commercialization-focused IP approaches strengthened my view of IP as a strategic asset integral to research and development.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- Research publications, articles, or blogs authored:
- Directed Evolution of *Bacillus licheniformis* Lipase to Improve Thermostability, *Biochem Eng J*, 91: 276–282.
- Creation of artificial cellulosomes on DNA scaffolds by zinc finger protein-guided assembly for efficient cellulose hydrolysis, *Chem Commun*, DOI: 10.1039/C3CC47215A.
- High throughput screening for developing a monoclonal antibody affinity precipitation step using ELP-Z biopolymers, *Biotechnol Bioeng*, DOI: 10.1002/bit.24945.



- ELP-z and ELP-zz capturing scaffolds for purification of immunoglobulins by affinity precipitation, J Biotechnol, 163:10–16.
- Engineering a high-affinity scaffold for non-chromatographic protein purification via intein-mediated cleavage, Biotechnol Bioeng, 109: 2829–2835.
- Simultaneous cell growth and ethanol production from cellulose by an engineered yeast consortium, Microb Cell Fact, DOI: 10.1186/1475-2859-10-89.
- Co-expression of lipase and foldase of *Pseudomonas aeruginosa* in *E. coli*, Appl Microbiol Biotechnol, 85:597–604.
- Lipases for industrial biocatalysis: specificity of selected structural groups, J Mol Catal B Enzym, 65:18–23.
- Overexpression, purification and characterization of *Bacillus licheniformis* RSP-09 lipase in *E. coli*, J Mol Microbiol Biotechnol, 17:118–123.
- Genetic Engineering of Crop Plants for Abiotic Stress Tolerance, in Emerging
- Etc...

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- Patents – Patent Drafting, Searching & Prosecution
- System and Method for Automated Container Inspection with 360-Degree Rotational Scanning and Validation — Patent 202511104985
- Genetically Engineered Microbial Construct and Method of Producing 1,4-Butanediol Thereof — Patent 202511032136
- Biofractionated Dried Distiller's Grain with Solubles Based Bio-Plastic Composite and Method of Preparation Thereof — Patent 202311028560
- Process for Isolation and Purification of High-Quality Protein — Patent 202411090635
- Process for Isolation and Purification of High-Quality Protein — PCT/IB2025/061936
- A Pilferage-Proof, Tamper-Evident Shrink Sleeve for an LPG/Gas Cylinder/Container and Method of Applying Thereof — Patent 202411090961

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I am not a part of the leadership or decision-making team; however, I actively contribute to Intellectual Property management through specialized roles. My responsibilities include identifying and evaluating innovative research developments for patentability, drafting and reviewing patent applications, supporting strategy formulation for technology protection.

6. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Build strong technical or legal expertise and actively seek mentorship from experienced IP professionals, while also developing essential skills such as writing, negotiation and strategic thinking to excel in patent drafting and IP management. Be confident, take ownership of IP tasks early, and embrace interdisciplinary roles to accelerate learning and expand career opportunities.



Chitra Iyer

Philips



1. Could you please share a short professional profile about yourself?

I am the Director and Licensing Program Leader at Koninklijke Philips NV (Royal Philips). Previously, I headed Intellectual Property & Standards for Philips India and served as IP Leader for South Asia at El DuPont. I hold an LL.B., a PG Diploma in Patent Law (NALSAR), an MSc in Organic Chemistry, and am currently pursuing a Ph.D. A university rank holder in both bachelor's and master's programs, I have also completed licensing and negotiation programs at the London School of Economics along with multiple WIPO IP courses.

Current Affiliations:

- Vice President (West) - Licensing Executives Society (LES India), - Co-Chair ASSOCHAM IP Committee, - Member - CII (IP Committee), Member - FICCI

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I am an innovation-driven legal professional with a strong blend of technical and legal expertise. After eight years of research in multinational pharmaceutical companies, I transitioned into IP law and have built a 20-year career specializing in IP strategy, policy advocacy, dispute resolution, and enforcement across India, Asia, and Europe. My work spans pharmaceuticals, biotech, ag-tech, polymers, and medical devices, with a focus on strategic IP, licensing, contract negotiation, and shaping India's evolving IP framework through contributions to patent and trademark policy reforms.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

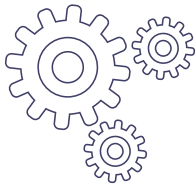
I have been actively involved in IP advocacy across India and have delivered talks at national and international platforms since 2004, including IAM, LES, GIPC, WIP, CII, FICCI, ASSOCHAM and Economic Times conferences. I have also spoken at leading academic institutions such as IIT Mumbai, IISc and major national law universities in Bangalore, Hyderabad, Ranchi and others. In addition to my speaking engagements, I have authored several research publications, articles and blogs contributing to thought leadership in the IP domain.

Book chapter:

Patent Landscape of Nanotechnology In Healthcare - DOI: 10.2174/9789815256505124010013

Advocacy contributions:

- DPIIT consultations- Patent rules amendment, TM rules amendment, Jan Viswas Bill-decriminalization



- Guidelines on Computer-related inventions (CRI guidelines)
- Awards & Recognitions

An indicative list of awards and honors received over the years

Over the years, I have received several recognitions, including Managing IP – IP Star (2025, 2024), IAM Strategy 300: World's Leading IP Strategists (2025, 2024, 2023, 2021), the IP Titan award on behalf of Philips India & IP&S (2024), WIPF's 100 Influential and Powerful Women in IP (2023) and Powerful Women in IP, India (2021), India Business Law Journal's In-house Counsel Award (2023), Legal Era's IP Counsel of the Year (2023) and "IP Star Woman of the Year" (2019), GIPC's Award for Contributions to IP (2019), and WIPF's Powerful Women in Law list (2016).

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I have deep expertise across IP domains, including patents (with a strong focus on Standard Essential Patents), designs, trademarks, copyrights, and IP litigation, with several landmark decisions in India and support for global litigations. I have also led in-house IP training and awareness initiatives for over two decades and have been actively involved in IP commercialization and business development, including global collaborations, licensing, joint research and development, commercial JVs, contract negotiations, and revenue generation.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Over the years, I have received several recognitions, including Managing IP – IP Star (2025, 2024), IAM Strategy 300: World's Leading IP Strategists (2025, 2024, 2023, 2021), the IP Titan award on behalf of Philips India & IP&S (2024), WIPF's 100 Influential and Powerful Women in IP (2023) and Powerful Women in IP, India (2021), India Business Law Journal's In-house Counsel Award (2023), Legal Era's IP Counsel of the Year (2023) and "IP Star Woman of the Year" (2019), GIPC's Award for Contributions to IP (2019), and WIPF's Powerful Women in Law list (2016).

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I do believe that women have to work a little harder to prove themselves. It has been no different for me. As for both genders I believe it is important to play by your key skills and pick up a profession that best suits the person's temperament and long-term objectives.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

There is an increasing awareness and ambition to create a more inclusive and equal environment that respects diversity. One can aim to make the most of this.

However, I believe there is absolutely no shortcut to success. We can only expect that the future in an AI environment may only get more competitive, and bringing distinct value to the table would become very essential.



Debjani Nag

TATA Steel



1. Could you please share a short professional profile about yourself?

I am a research professional specializing in coal carbonization, coke making, pre-carbonization, and low-carbon metallurgical processes. With 18 years of R&D experience at Tata Steel, I have led innovative research on coal chemistry, coke quality improvement, polymer development to enhance the coking potential of non-coking coal, innovative crushing technology, process optimization, and catalyst development for decarbonization pathways in the steel industry. As Head of the Coal and Coke Making Research Group, I play a key role in strategic R&D planning, technology development, and intellectual property creation.

I hold a PhD in Chemical Engineering from IIT-ISM (Indian School of Mines), an MS in Chemical Engineering from IIT Bombay, and a BTech in Chemical Engineering from Calcutta University.

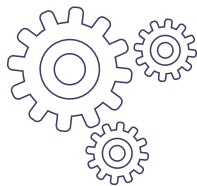
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My interest in intellectual property grew from my 18 years in R&D, where I saw how innovative coke-making and process-optimization ideas create real impact only when protected through patents. At Tata Steel, I have helped identify patentable innovations and contributed to IP filings in coal and coke research, catalyst development, and decarbonization strategy. For me, IP is the bridge between scientific innovation and industrial value creation.

In my 18-year career, I have filed around 32 national patents and 7 international patents, of which 21 have been granted so far. Among these, one key innovation was developing a polymer to enhance the coking potential of non-coking coal. Designed from fundamental understanding, this organic polymer induces coking behaviour in non-coking coal, enabling higher incorporation of such coal in metallurgical coke making. Coking coal is the prime raw material for blast-furnace ironmaking.

India has the world's 5th-largest coal reserve, but 89–90% is non-coking, making it unusable for metallurgical coke. As a result, steel companies, including Tata Steel, import large volumes of coking coal every year—around 52 MT, a figure projected to increase. These imports are costly, and using cheaper, inferior coals normally deteriorates coke quality.

With this innovation, we can use inferior Indian coal for metallurgical coke without compromising quality, significantly reducing dependence on imported coal. By replacing expensive prime coking coal with cheaper grades, this solution generates substantial cost benefits. Its implementation at Tata Steel has resulted in savings of around ₹100 crore, depending on coal prices. Beyond economic impact, it supports national interest by reducing import dependency, better utilising domestic coal reserves, and contributing to lower carbon footprints. The new compounds, methodology, and process have been patented, with the



main granted patent 465303 supported by multiple granted subsidiary patents (370853, 363851, 433258, 394304, 422629, 425734). Seven PCT filings have also been granted internationally.

A second innovation involves an advanced crushing method where coal is crushed differently to expose its reactive parts, improving its performance. The philosophy, process, and new crusher design are patented and granted (300132, 303503, 465303, 461733, 393193, 519201). This project is currently at a 5 TPH demonstration scale and has the potential to deliver ₹300 crore in annual savings.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Publications: International- 30; National- 4; Conference-5

Patents: National patent 32; Granted 21 so far; PCT- 7

Award:

National: Best Project Award -R&D, Tata Steel- 2013, & 2019; Winner of Tata Innovista 2020, Winner of Tata Innovista 2022; National scholarship for B. Sc, Class XII and class X; CSIR research fellowship- 2002; GATE fellowship 2002; Featured in Compendium on Women in STEM: Vanguard of India@75.

International: WISER award (Woman involvement in Science, Engineering & Research) under Indo-German Science & Technology Centre- 2025

4. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

As research group head, I oversee identification of patentable innovations, guide my team in novelty assessment and documentation, and coordinate with corporate IP cell for filing. I also ensure that our research aligns with Tata Steel's IP strategy and innovation policy.

5. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Working in a male dominated field often meant having to constantly prove my technical credibility, balancing assertiveness with professionalism and breaking stereotypes through consistent performance and leadership.

I overcome these challenges by staying focused on technical excellence, continuous learning building a supportive team culture and leading by example.

6. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

I would advise young woman to build a strong foundation in both science and legal aspects of IP, stay curious and keep learning about emerging technologies. Confidence, networking and mentorship are key. Make your voice count in every decision-your perspective adds real value in the IP world.



Debrupa Lahiri (Prof)

IIT Roorkee



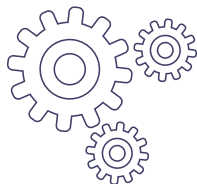
1. Could you please share a short professional profile about yourself?

I am currently serving as Professor, jointly in the Department of Metallurgical and Materials Engineering and Centre for Nanotechnology, IIT Roorkee, India. I have received my PhD in Materials Science and Engineering from Florida International University, USA, M. Tech from IIT Kanpur, India and B.E from Bengal Engineering College, India (IEST). In addition to my twelve years of experience in academia, I have eight years of experience in industry and research environment as well, which includes serving as Scientist in Nuclear Fuel Complex (NFC), Department of Atomic Energy, India. I have authored 140 research articles in peer reviewed journals, 10 book chapters, 2 books and 14 patents (9 awarded and rest applied to Indian Patent office), with an h-index of 52 and ~11k citations. I received the Zwick Science Award 2013, which is an international accolade for innovations in materials' testing by Zwick Roell Group, Germany. I have been cited as one of the women achievers in STEM in India in the compendium published by Confederation of Indian Industries (CII) in 2021 and also in Women in STEM - Vanguards of India@75 in 2022. I have delivered prestigious Dr. Daya Swarup Memorial Lecture - 2024 by Indian Institute of Metals (please see annexure 1 for major award and accolades). Currently, our research group 'Biomaterials and Multiscale Mechanics Lab' performs research in the areas of nano-phase reinforced composites with different functionalities. The aims of our different research activities are developing novel material systems for different applications, including structural, strategic and scaffolds and implants for hard and soft tissue engineering. (<https://www.iitr.ac.in/~MT/dlahifmt>)

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

- » What inspired you to enter this domain, and
- » What have been the key/major milestones that shaped your professional growth in your IP journey.

Professionally I am an academician and researcher, and our research group at IIT Roorkee works on developing biomaterials and structural composites for different real life application. Since we deal with applied science and the direct output of our research are technologies or products, having direct connection with the field of biomedical technology and other strategic applications, we thought, at a point back in 2017, that we should go ahead for filing the patent, before we go for publications. The IPR cell at IIT Roorkee actively advised us in doing so, because any external partner, interested in dissemination of any of these technologies would demand for the same to be patented and transferred to them. This was the starting point of our journey, which has led to 14 patent applications to Indian Patent office, out of which 9 are awarded and 3 of them are transferred to the Industries for further progress towards commercialization.



3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have been engaged in sessions related to women in IP and innovation at two occasions at IITR. On 26th April, 2023, I was invited as an expert in a panel discussion on “Women driving innovation through IP and creativity”, as part of the World Intellectual Property Day celebration. I was also a panellist in the panel discussion on “Role of women in sustainable innovation” during International Women’s Day celebration on 7th March 2024. On both these occasions, I got a chance to interact with the young minds, especially women and shared my understanding about IP and innovation to encourage them to become future IP leaders.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My Primary area of work is related to research in the field of science and technology and securing intellectual property rights for the innovations. Our research efforts often result into patentable ideas and technologies, which we go for registering with the help of IPR cell, IIT Roorkee and sometimes along with our funding agencies as well.

5. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Are you a part of the leadership or decision-making team within your organization, institution, or firm related to Intellectual Property?

If yes, please briefly describe your role and responsibilities in IP-related strategy, management, or policy decisions.

I am not directly a part of IP cell administration at IITR or anywhere else.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

The main obstacle in my professional journey in IP is lack of knowledge about it. General awareness about is very low even today and I am worried many innovative ideas, generated by our young minds, are not properly protected only because of this issue. Interactions with our senior colleagues and multiple workshops/seminars helped me to get enlightened about IP and to move forward with our IP journey. I didn’t face any special barrier as woman, in IP, as such.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

What advice would you give to young women who wish to build a career in Intellectual Property — whether in industry, academia, law, start-ups or policy?

Experts in all fields should participate actively in IP journey. Our country has a bright prospect in IP, as new ideas and innovations are coming up in all fields – we need experts to understand the intellectual property in all those and protect them. Experts from fields of science and technology should take up journey in IP, to safeguard future of our country.



Deepa Tiku (Dr)

K&S Partners



1. Could you please share a short professional profile about yourself?

I am a Partner at K&S Partners, specialising in patent law with a focus on biotechnology, biopharma and life sciences, and also advising on biodiversity and plant variety protection. With an LL.B., Ph.D., M.Sc. in Biotechnology, and registration as an Indian Patent Agent, I additionally serve as a DSCI-certified Data Privacy Lead Assessor for compliance under the Digital Personal Data Protection Act, 2023. My career began as a Microbiologist at Dabur India and later as a researcher at IGIB before transitioning to patent law in 2004. Since then, I have supported clients in protecting their innovations, received multiple recognitions, written and spoken extensively on IP, and contributed to policy advocacy. I am active in several professional bodies, including the IBA, FICPI, CII's National Biotechnology Committee and BCIL's IP & Technology Management Committee.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My entry into Intellectual Property was driven by my passion for science and the desire to ensure that research creates real-world impact. At IGIB-CSIR, I worked on industry-oriented research and filed several patent applications, eventually becoming an inventor on a family of 21 granted patents worldwide. This experience revealed the power of IP in transforming scientific outcomes into valuable assets. Around the same time, India was preparing to become fully TRIPS-compliant, creating a strong need for technically trained professionals in patent law—especially in pharmaceuticals and biotechnology. This convergence of scientific expertise, legal evolution and opportunity inspired me to pursue a career as a patent attorney.

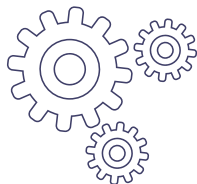
Some key milestones that shaped my professional journey:

- My professional journey has been shaped by several key milestones: transitioning from active research to patent law, where I leveraged my scientific expertise to advise on complex patent matters; earning my law degree and enrolling as an advocate; and leading high-impact patent cases for domestic and international clients while continuously strengthening my skills. I also expanded my practice into Biodiversity and Plant Variety laws, took on leadership roles in professional associations, and contributed to policy advocacy and improvements in patent law. Along the way, I have been honoured with recognitions that acknowledge my work and thought leadership in the field.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- Talks, lectures, training sessions, or workshops delivered

I have delivered numerous talks, lectures, and workshops at national and international IP forums over the last two decades.



Research publications, articles, or blogs authored: Recent works include: Divisional Applications in India: Strategy & Updates (Patent Panorama); Biodiversity Beyond Borders: The 2024 WIPO Treaty (FICPI); AI and Patenting Pharmaceuticals and The WHO Pandemic Waiver (FICPI EXCO News); IP Framework in India and Enforcement Mechanisms (Springer); and Trade Secret Protection in R&D Collaborations (IBA).

Other relevant initiatives or outreach efforts in IP: Part of the stakeholder group actively working with CGPDTM and DPIIT, on suggestions for patent law and administrative reform. Recently invited by the NITI Aayog to provide suggestions for IP policy reform.

- Awards & Recognitions
- IP Stars (Managing IP): Listed as an IP Star in 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025, consistently recognised for excellence in patent law.
- IAM Patent 1000: The World's Leading Patent Professionals, recognised in 2019, 2020, 2021, 2022, 2023, 2024, and 2025, with repeated recommendations in prosecution.
- MIP Top 250 Women in IP: Featured in 2019, 2022, and 2023.
- MIP Patent Star: Recognised as a "Patent Star" in multiple years, including 2019, 2020, 2021, 2022, 2023, 2024, and 2025.
- Asialaw Profiles: Distinguished Practitioner in Intellectual Property, 2020, 2021, 2022, and 2023; frequently lead partner in key cases.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Patents – Patent Drafting, Searching & Prosecution: My core areas of work include patent drafting, searching, prosecution, advisory and contentious matters—particularly in molecular biology, CRISPR, immunotherapeutics, biologics, proteins, vaccines and agrobiotech—along with specialisations in Plant Variety Protection and Biodiversity Law. I am also deeply involved in mentoring and training younger colleagues in these domains.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I have previously served in the Firm's Management Committee and am presently a part of the Leadership Development Committee at K&S Partners. I am involved in firm management activities, talent identification and mentorship programmes of the Firm. I am also responsible for overseeing all the Firm-wide case law updates as well as thought leadership publications in patents and allied areas, and mentoring colleagues in this area.

6. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I have been fortunate to have worked in reputed organisations and with a great set of mentors. I have not faced any gender-based professional barriers.

7. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

In my view, building expertise and a good reputation in your chosen professional field is critical. My advice to young women who wish to build a career in IP would be to continuously enhance their skills, seek mentors and build networks within industry, academia, and professional bodies. Stay curious, resilient yet grounded, and committed to lifelong learning. Above all, remember – the only one stopping you from growing might be you, yourself!



Dipanithya Banerjee

National Research Development Corporation (NRDC)



1. Could you please share a short professional profile about yourself?

I am currently an Assistant Manager (IPR) at the National Research Development Corporation, with prior experience as an IP and Technology professional at NRDC and earlier work in an NABL-accredited laboratory managing quality assurance for diverse food products. I am a DST-TIFAC Women Scientist-C (WOS-C) and a Registered Patent Agent (IN/PA/3896), with formal training across multiple domains of intellectual property.

I have completed extensive IP coursework, including WIPO Academy programmes (DL-101, DL-318, DL-301), the WIPO–Harvard PatentX programme, the WIPO–South Africa Advanced Summer School, IP Panorama, and NPTEL certifications in patent drafting (All-India Rank 1) and patent law. I also hold certifications in IP valuation, licensing, and startup legal frameworks, and have been recognized with AIR 11 in the IPR Olympiad. I serve on the BIS MSD 02 Committee and the KAPILA Committee at NIDMP as a Legal Advisor (IPR).

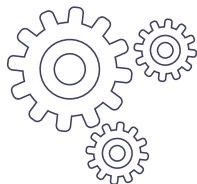
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

During my Master's, I worked on R&D projects at the University of Delhi and TIFAC, followed by R&D trials, method validation and SOP development in a NABL-accredited lab. My perspective on IP transformed after being selected as a Women Scientist–C at TIFAC, where focused training highlighted the role of IP in protecting research and enabling commercialization. At NRDC, this understanding now shapes my work in technology transfer and value creation.

Key milestones include assessing IP potential of Startup India technologies for the Inter-Ministerial Board and contributing to the IP Facilitation Cell at DGQA under Mission Raksha Gyan Shakti—drafting IP policies for DPSUs/OFBs, developing SOPs, training R&D teams and supporting filings. I have also contributed to MRGS capacity building and publications, curated online IP training with BEL, and authored the concept note for the IPR component of the Ministry of Heavy Industries' Capital Goods Scheme Phase II.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have delivered and supported multiple IP training programs, including sessions for MIDHANI personnel, BIT Mesra, DRDO scientists, ASEAN delegates, and national workshops under the National IP Festival (RBSM). My publications include contributions to the Compendium of Indian Technologies for Combating COVID-19 and articles on prior art search, innovation monetisation and TRL assessment in Invention Intelligence, Kaleidoscope (SCOPE Magazine) and MRGS Samvaad. I also serve as a Trainer under NIPAM 2.0, Evaluator for the MoE–AICTE



Investor Connect Program, ATL Mentor of Change, evaluator for national school innovation contests, and was an Expert Evaluator at Smart India Hackathon 2019. My recognitions include featuring in DST's 100 Success Stories of WOS-C and empanelment as a Registered Start-up Facilitator for patent filing in India.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My core specialization is in patents, including searching, prior art analysis, patentability assessment and prosecution support. I am also actively involved in IP awareness and capacity building for government bodies, academia and startups, along with IP management through policy formulation, strategy and valuation. Additionally, I work on IP licensing, technology commercialization and facilitating technology transfer initiatives.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I play an active role in decision-making at NRDC in the areas of Intellectual Property and innovation management. I help strengthen NRDC's IP policies, develop internal guidelines and institutional frameworks, and support academic institutions, PSUs and startups in securing IP and innovation-related assistance. I also prepare proposals for IP consultancy for NRDC's MoU partners and other ecosystem stakeholders.

Additionally, I head NRDC's National Establishment for Technology Readiness Assessment (NETRA), where I oversee TRL evaluations, prepare assessment reports and issue TRL certifications to support technology commercialization, deployment and further R&D.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I have not faced any major challenges specifically on account of being a woman in the field of Intellectual Property. However, coming from a scientific and research oriented background and transitioning into the domain of IP, I observed that professionals with a formal legal background are often more readily accepted and recognised within the IP community. I addressed this by proactively strengthening my expertise in Intellectual Property through continuous learning, formal courses, and professional certifications. These efforts not only enhanced my knowledge and understanding of IP laws, policies, and practices, but also enabled me to bridge the gap between scientific innovation and legal frameworks more effectively.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

To young women aspiring to build a career in IP, I urge you to see IP not as a legal formality but as a strategic asset that drives innovation, competitiveness and long-term value. With fast-evolving technologies and regulations, understanding IP early is essential—especially for women leading start-ups in emerging tech domains. IP strengthens market position, attracts investment and enables sustainable growth. As women, we bring foresight, resilience and collaboration to the table, so be confident, embrace challenges, stay updated and build strong professional networks to succeed in the IP field.



Divya Sree Pemula

Renault Nissan Technology



1. Could you please share a short professional profile about yourself?

My name is Divya Sree Pemula. I have completed my Masters in Digital Systems and Computer Electronics and my Bachelors in Electrical and Electronics Engineering.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I found my interest in Intellectual Property when I started my career as a Patent Analyst, back in 2017 with a start-up KPO. As a natural researcher, I found it free-flowing and easy to get into Research and Analytics of Intellectual Property.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Today, I am 8+ years old in the IP industry with good enough experience from different schools of thought. When I was in the startup, I pursued to write for Indian Patent Agent exam and cracked it. Later, I moved to Tier-1 automotive supplier as an in-house IP Engg, where my view on Research & Analytics has taken a new shape and a new lens to look at inventions. I have gained first-hand knowledge of how a product-based company works or pursues IP by working with IP Engineers and inventors. And I have turned my generic Research & Analytics IP career into Specialized IP Analyst in Automotive. In 2022, I moved to another automotive supplier which offered me a significant advancement in career with ADAS and related field of inventions and have deepened my knowledge in IP and Automotive.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Now I am with Renault Nissan Tech. As an OEM, my expectations about this job are spot on. It has widened my view on the automotive sector and IP thereof. In my current role as Patent Intelligence Analyst, I'm working on Landscape studies, Clearances and Prior Art searches on a wide variety of topics in Automotive. Though my expertise lies in Research & Analytics, I have briefly tried my hands on Patent Drafting, Prosecution and Paralegal as well. I have worked with some great minds in my career so far, and I am eternally thankful to them for sharing their knowledge and experiences. In my little journey so far, I have been able to be part of the IP Community where I associate with my fellow IP professionals to discuss distinguished cases, Global and domestic IP laws, and IP matters in general.

5. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

I advocate the motto – “Be patient while building your career and don't be afraid to experiment!”



Garima Sahney

Saikrishna & Associates



1. Could you please share a short professional profile about yourself?

I am Garima Sahney, HOD–Patents and Partner, leading the patent practice at Saikrishna & Associates. I am a biotechnologist by training, studied zoology honors during my graduation, and am a registered Indian Patent Agent and patent attorney.

With over two decades of experience in the patents industry, I have dealt extensively with patent drafting, filing, prosecution, prior art searches, landscapes, claim mappings, due diligence, and validity assessments across domains including biotechnology, pharma, chemistry, electric, hybrid and conventional automobiles, mechanical, telecommunication, and software. In the past several years, I have also played a pivotal role in pharma, mechanical, computer science, and SEP telecom litigations.

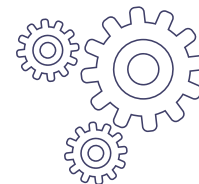
I routinely advise Fortune 500 companies and have, over the years, advised several organizations—including MNCs, domestic firms, and start-ups—helping them achieve their IP objectives efficiently and cost-effectively.

I have received several accolades, including being recognized among the Most Powerful Women in IP by WIPR in 2020, named an IP Star by MIP in 2019, awarded Best Patent Prosecution Expert by the Global Advisory Experts Committee in 2021, and recognized as Best Prosecution Expert by Asia IP.

I am also a regular speaker at IP conferences at both national and international levels.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

At the time I completed my post-graduation, the biotechnology industry was just too new and had not witnessed any boom in India. In the midst of exploring various options, I got an opportunity to intern at a Delhi based law firm in the field of Intellectual Property. That was my first exposure to IP, after which I was unstoppable in this field! Every technical person has a strong hunger for research, innovation, finding something new, designing someone unique and to continue to learn every moment from everything around. This field offers all of this to the people with technical aptitude. One gets to work on multiple technologies and multiple inventions in parallel. Projects are challenging and keeps the adrenaline rush going ! Every day there are ten thousand new things to learn in different technology areas. This is what inspired me to pursue this as a career option and I haven't ever regretted with this choice. In last 20 years, I have handled several thousand projects in searches, drafting, litigations, advisories, filings and have thoroughly enjoyed each and every invention I have worked upon till date.



I had the opportunity to intern at a Law Firm during the initial phase of my career where I got exposed to the nuances of patent law. Post that I leaped towards analytics and e-discovery in LPOs and finally landed up in litigation at my current firm Saikrishna & Associates. The work, responsibilities and environment at Saikrishna & Associates added stability to my journey. Its been 15 years since I started the patent practice here which is now more than 70 people team and is only growing upwards and onwards. In last 15 years, I got an opportunity to not just work on several patent litigation matters but also set up the department and run the show holistically !

3. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- Patents – Patent Drafting, Searching, Analytics, Landscapes, Commercialization, Patent Litigation, Filing & Prosecution

4. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I head the Patent Prosecution & Analytics department of the firm and ensure that we as a team are able to prioritize client objectives while not compromising on the team environment and work ethics. I oversee the operations and administration of the department while keeping account of various activities being performed by the team. My endeavor is to achieve maximum productivity in the most efficient way. From time to time and depending on the evolution of the market, I endeavor to add or substract service lines from the department. Likewise, I ensure that the department is enabled with the technical and professional skill set that is in demand and is required for the services offered by the department. Lastly, it is of outmost important for me to keep up the team moral and enthusiasm at all given times since this field requires a lot of hard work and persistence.

5. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

What were some of the significant obstacles or barriers you faced in your professional journey in IP as a woman? How did you address or overcome them?

I did not face any challenges as a woman, specially because my current organization Saikrishna & Associates is absolutely free from any gender biases. I am fortunate to have been associated with an organization with respects and promotes women talent !



Geetha Priya Rajendran

Qualcomm



1. Could you please share a short professional profile about yourself?

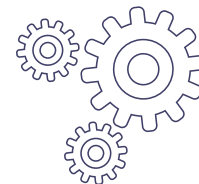
I, Geetha Rajendran, currently work as Senior Staff Engineer in Qualcomm for the past 3.6 years. Prior to that I worked in different organizations in different roles as Senior Technical Architect in Radisys, System Specification Engineer in Nokia, Technical Consultant in Cavium Networks, Technical Developer in Nokia Siemens, Technical Lead in Infosys. I completed my Bachelors in Electronics and Communication Engineering in Anna University in 2006 and started my career in IT in the same year. I completed Masters in Telecommunication from University of Melbourne in 2012. I have overall experience of 19 years in IT and Telecommunications industry. I am part of Open RAN and 3GPP forums currently representing Qualcomm as a delegate in these standards body.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My stint into Telecommunications started in my early days when I was working for Telstra (Australian Telecom Operator) through Infosys. I was working for their Network Operation center (NOC) applications which manage coverage and outage in different parts of the country. The systems were so complicated and any issue in the software of these applications would cause inconvenience to the NOC users to track outages, faults, alarms and Network key metrics. This was when I decided to completely move into Telecommunication industry. I took a break from work and pursued Masters in Telecommunication in University of Melbourne. This course gave me good insights into Radio wave propagation, IP backbone and multimedia on Telecom networks. During my Masters, I took a project as an Intern on Multimedia streaming Technology DASH and presented outcome of the results to Telstra multimedia team. They were very impressed with the information presented to them on DASH. I wasn't exposed to IP to during then, else I would have filed my project outcome. It was in Nokia, when I was working on pre 5G standards, I got exposed to IP. Sessions were provided by Nokia on IP and there was an initiative to foster patent generation in Nokia during pre-5G times. I understood how patent generation works and started with patent generation. Working in 5G Standards was my first exposure to patenting world.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

My main area of expertise in IP is Telecom domain. Majority of IP contributions are in areas of application of Artificial Intelligence (AI)/ Machine Learning (ML) techniques to Radio Access Network, Non Terrestrial Network architecture for Radio Access Network and Open RAN areas like Digital Twin, RAN Intelligence Controller, Intent Management.



I have given talks on the Digital Twin technology, application of AI/ML techniques in Telecom domain in O-RAN workshop, IEEE conference, WiSig, IISC Workshop.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My main area of expertise within IP is Patent generation in different areas of Telecom domain.

5. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Patent generation is an area with no bounds. It is not specific to gender or any other classification. All that is needed is to think about what new and better can be done in the current way. There is no gender differentiation in this area. Be it man or women is time all that is needed is good thinking, good presentation of the thoughts on paper and way to submit patents. As a women getting time to put across the thoughts as presentation and spending time with patent attorney could be a bit challenging. However, I could effectively manage time across family and work with assistance from family and colleagues at work.

6. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Everyone right from school days should always question why things are done in a particular way and always think of other ways to achieve the objective. Be open and think out of the box. Patent generation should be inculcated right from school.



Jahanvi Miglani

Chandigarh University



1. Could you please share a short professional profile about yourself?

I am a Prosecution Specialist in the IPR Division at Chandigarh University, Mohali. Previously, I served as a Judicial Law Clerk-cum-Research Associate at the Supreme Court of India, worked as a Legal Trainee at Tis Hazari Courts, and completed internships with the Supreme Court, BSK Legal, and a Trademark Attorney.

I hold an LL.B. from the University of Delhi and a B.Sc. (Hons.) in Chemistry, and am a Registered Patent Agent (IN/PA-5087) and Trademark Attorney, with advanced IP training including PatentX (Harvard-WIPO) and IIT Madras NPTEL certifications. My key achievements include AIR 104 in the Supreme Court Judicial Clerkship Exam, being a Republic Day Parade 2025 Special Guest for IP excellence, and contributing to policy discussions with CGPDTM and the Hon'ble Minister Shri Piyush Goyal.

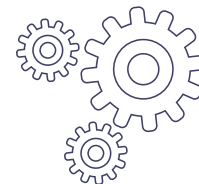
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My transition from a science background to the legal field was driven by the desire to bridge innovation and its legal protection. The interplay between science and patent law inspired me to pursue IP as a career.

Key milestones in my journey include qualifying as a registered Patent Agent and Trademark Attorney, serving as a Judicial Law Clerk at the Supreme Court of India where I worked on major constitutional bench matters, and leading IP prosecution and policy initiatives at Chandigarh University—attending 50+ hearings, drafting 75+ submissions, and filing 15+ design applications. I have also contributed to drafting institutional IP policies, supporting technology transfer MoUs, and driving IP awareness initiatives.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Talks, Publications & Initiatives: I have delivered an IPR Day lecture as a lead speaker at G.D. Goenka University and conducted multiple IP awareness sessions at Chandigarh University on patent filing, design protection and innovation. My publications include a book chapter on IP and global green initiatives, along with articles on constitutional and judicial analysis. I have also drafted and implemented the University's IP Policy and SOPs, negotiated MoUs for technology transfer and commercialization, and supported IP compliance and portfolio management.



Awards & Recognition: I was invited as a Special Guest for Republic Day 2025 in recognition of IP excellence, secured AIR 104 in the Supreme Court Judicial Clerkship Examination, and received multiple university-level distinctions for leadership and extracurricular contributions.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- Patents – Drafting, Searching & Prosecution, Designs, Trademarks – Filing, and Advisory, IP Litigation, IP awareness, training and education.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

As a Prosecution Specialist at Chandigarh University, I develop and execute IP strategies for R&D projects, lead the prosecution team and manage patent, design, and trademark filings, draft and implement the Institutional IP Policy and SOPs, advise the legal office on IP enforcement and contractual matters, and support decision-making for IP-related collaborations and MoUs with industry and academic partners.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Entering IP as a woman with a science background brought initial skepticism about balancing technical and legal expertise. I addressed this through rigorous self-learning, advanced IP certifications and hands-on experience in patent drafting and prosecution, building a strong bridge between science and law. Early challenges in establishing authority before the Controller were overcome through perseverance, mentorship and growing confidence, strengthening my commitment to India's evolving IP ecosystem and to encouraging more women to lead in this field.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

This is my favourite part of the questionnaire because I truly enjoy sharing what I've learned with my juniors. Every lesson below comes from real experiences that shaped me.

There are no shortcuts to meaningful success—only smart, focused, and strategic work. Stay eager to learn, because the moment you stop learning, you stop growing. Create your own opportunities instead of waiting for the perfect moment; consistent effort opens unexpected doors. Never complain about challenges—each one teaches what smooth paths never can. Be confident, even in rooms where you may be the only woman or the youngest person; preparation and clarity will make space for you. And finally, grow through connection and mentorship. Learn from others, share generously, and honour your own pace without comparison.



Joshita Davar Khemani (Dr)

L S Davar & Co.



1. Could you please share a short professional profile about yourself?

I am the Managing Partner and Principal Attorney at Law at L.S. Davar & Co., one of India's oldest and largest intellectual property law firms, founded in 1932. With over three decades of expertise in intellectual property (IP) law, I am widely regarded as a pioneering thought leader, particularly in the field of trademark law. My career has been shaped by impactful advisory roles to both global clients and Indian government bodies, contributing significantly to national policies on patents, trademarks, and copyrights.

My legal acumen is reflected in my advocacy work before Indian courts, which has helped shape the evolution of IP jurisprudence in the country. I actively participate in global IP conferences and seminars, offering insights on aligning Indian IP law with international best practices, and I write extensively on diverse IP issues.

Under my leadership, L.S. Davar & Co. has grown to over 125 attorneys, transforming into a dynamic, full-service law firm. Recognizing the changing legal landscape and client needs, I have led the firm's expansion into new practice areas such as Arbitration, Data Protection and Privacy, Cyber Law, and Corporate Advisory.

Beyond my professional work, I am deeply committed to social welfare. As the President of the Bustee Welfare Centre (BWC), I lead initiatives that provide free education, uniforms, meals, and healthcare to over 500 underprivileged children in West Bengal.

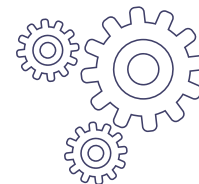
My career stands as a reflection of my commitment to visionary leadership, legal excellence, and social impact. Under my stewardship, L.S. Davar & Co. has not only upheld its legacy but has also evolved into a modern, globally aligned legal powerhouse offering comprehensive, high-quality legal services. My contributions to IP policy, mentorship of emerging professionals, and efforts to expand access to legal services continue to shape both Indian and international legal landscapes.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My professional journey has been defined by strategic foresight, innovation, and an unwavering commitment to excellence. When I assumed leadership at L.S. Davar & Co., I envisioned positioning the firm as a client-centric, future-ready legal institution. This vision has shaped a firm culture rooted in integrity, innovation, inclusivity, and a deep commitment to legal scholarship and service.

One of my major milestones has been transforming the firm from a traditional IP practice into a diversified, full-service legal advisory aligned with global legal trends and evolving client expectations. This strategic evolution was designed not only to broaden our portfolio but also to ensure sustainable growth and international competitiveness.

I have also fostered an internal culture of continuous learning and cross-functional collaboration, enabling our team of over 300 professionals to stay responsive to changing legal and technological landscapes. My leadership style centers on mentorship and empowerment, cultivating a resilient, agile, and forward-looking workforce.



3. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I have deep expertise across the spectrum of intellectual property law, with a specialized focus on trademark law. I have advised clients on high-stakes, complex trademark disputes, brand protection strategies, and cross-border IP enforcement. My advisory roles to Indian government departments have enabled me to contribute to policy development on patents, trademarks, and copyright, further reinforcing my position as a thought leader in the IP domain.

A core part of my work lies in advocacy through the courts, where I have been instrumental in shaping and strengthening Indian IP jurisprudence. My hands-on experience across litigation, policy, and international cooperation allows me to be a versatile and influential voice in global IP discourse.

4. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

As Managing Partner of L.S. Davar & Co., I have always led with a strategic, people-first approach. My decisions are rooted in a strong ethical framework and guided by a focus on innovation, quality, and long-term value creation.

I have played a key role in significantly scaling the firm's operations—expanding our headcount to over 300 professionals and broadening our geographical and practice reach. My vision has been to establish the firm as a comprehensive, one-stop legal solutions provider, equipped to meet the complex and evolving needs of businesses and institutions.

Globally, my active participation in IP forums and my scholarly publications have strengthened the firm's international presence. I remain committed to harmonizing Indian IP law with global standards and to positioning both my firm and India as influential contributors within the global IP ecosystem.

5. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

My journey has not been without its challenges. Navigating the male-dominated legal landscape in India, especially in the early stages of my career, required resilience and conviction. Driving innovation within a traditional legal setup also meant overcoming internal resistance and adapting to rapidly evolving global IP norms.

Balancing policy-level engagements, firm leadership, and complex litigation has been demanding, but my clarity of purpose and strategic focus have enabled me to address these challenges effectively.

6. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

I encourage the next generation of legal professionals to embrace continuous learning, adaptability, and ethical integrity. I advise young lawyers to cultivate both deep domain expertise and cross-disciplinary knowledge, especially in today's technology-driven legal environment.

I also emphasize the importance of giving back to society, reminding emerging leaders that true legal leadership lies not only in professional excellence but also in a strong sense of social responsibility.



Jyotirmoi Aich (Dr)

Meril Life Sciences



1. Could you please share a short professional profile about yourself?

I am the Deputy General Manager at MICROCRISPR, having advanced through senior and managerial R&D roles. I hold a PhD in Biotechnology from IGIB, New Delhi, with postdoctoral research experience, and M.Sc. and B.Sc. degrees in Microbiology from the University of Delhi, providing a strong foundation in life sciences and translational research.

My work has been recognized through CII Excellence in Women in STEM 2025, Phase 1 SUMMIT Trial Appreciation (2025), and the Meril Group Best Performance Award (2025), along with earlier academic honors, fellowships, national qualifications, and international research grants.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

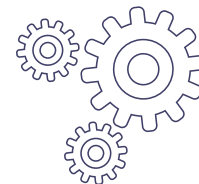
My journey into Intellectual Property evolved from my scientific work in asthma and cancer biology, where I first saw how research becomes protectable, commercially valuable innovation. I began with patent drafting and patentability assessments and soon expanded into strategic IP creation—novelty evaluation, claim development, landscape analysis and aligning IP with R&D priorities.

At MICROCRISPR, I helped shape the CD19 CAR-T IP portfolio, contributing to eight patent applications and guiding innovation strategy in cell and gene therapy. Key milestones include leading translational initiatives, integrating IP into cross-functional workflows and mentoring teams to embed IP thinking into research, strengthening both R&D direction and organizational competitiveness.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Patent & IP Contributions: At MicroCrispr Pvt. Ltd. (Meril Group), I am an inventor on multiple CRISPR-based patent applications, supporting advanced cell and gene therapies, including the lead product MyCART-01, which has shown strong Phase 1 and 2 outcomes. Several additional filings are planned to support the expanding pipeline.

Training & Research: I conduct IP training on patent drafting, invention disclosures and prior-art searches, deliver sessions for PhD scholars and R&D teams, and lecture on translational research and innovation protection. My peer-reviewed research strengthens patent strategy, while I actively drive invention disclosures, mentor teams, and align IP with product development at MICROCRISPR.



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I have led end-to-end patent drafting, searching, and prosecution, including ideation, prior-art analysis, patentability assessments, and support for FERs and hearings, particularly in CAR-T and immunotherapy. My work also includes IP awareness and training through workshops on invention disclosures and integrating IP into R&D, as well as IP commercialization, aligning research innovation with patent strategy to build early product pipelines and generate robust, research-driven patent filings.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I actively contribute to leadership and decision-making in IP at MICROCRISPR, shaping strategy for cell and gene therapy programs. I identify patentable innovations, guide disclosures, prioritize filings, and oversee FTO evaluations and prior-art searches. Collaborating with R&D, regulatory, clinical, and manufacturing teams, I integrate IP early into product development and mentor staff on best practices. These efforts strengthen MICROCRISPR's competitive position in the CAR-T and gene-therapy landscape.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Transitioning from science to IP brought challenges, including establishing credibility and visibility amid gender expectations. Managing technical IP work alongside leadership responsibilities required structured processes, strong cross-functional communication, and persistence in advocating long-term IP value. These experiences strengthened my leadership, sharpened my IP judgment, and built resilience as an innovation advocate.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to young women entering the IP field is to stay confident, curious, and committed to learning. Build a strong foundation in IP basics through courses and hands-on experience and use your scientific or legal background as a strength. Seek mentors who can guide you, speak up confidently in discussions, and stay adaptable as the IP landscape evolves. Most importantly, believe in your ability to lead—women bring valuable perspectives to innovation, and your voice can help shape the future of IP across industry, academia, start-ups, and policy.



Karthika Paladugu

Qualcomm



1. Could you please share a short professional profile about yourself?

I am a Senior Staff Engineer in Qualcomm's Wireless R&D group, specializing in the design, evaluation and standardization of advanced wireless technologies for 5G Advanced and 6G. With over 17 years of experience, I have contributed to 4G LTE, 5G NR and now 6G research, focusing on end-to-end system design, power and performance optimization, and low-latency device-cloud interactions for applications such as VoIP and IoT. My work has helped shape next-generation wireless standards and enhance connectivity for billions of users worldwide

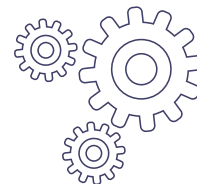
Key Highlights

- 1. Academic Background:** I hold an M.S. in Electrical Engineering from the University of Cincinnati, a B.E. (Hons.) in Electrical and Electronics Engineering from BITS Pilani, and a Post Graduate Certification in AI & ML from IIIT Hyderabad, graduating in the top 10%.
- 2. Professional Development:** I have completed extensive internal training in IP strategy, patent drafting and innovation processes through Qualcomm's IP programs.
- 3. Industry Contributions:** I actively contribute to 3GPP standardization, shaping global wireless technology, and have received multiple Qualcomm Inventor Awards for high-value patents.
- 4. IP Achievements:** I hold more than 350 patents worldwide, including 100+ granted by the USPTO, covering 6G and 5G mobility management, dual connectivity, carrier aggregation, sidelink/V2X, mesh networks, QoS optimization and low-latency VoWiFi.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My journey in IP began as a natural extension of my engineering work. Early in my career, while contributing to 4G LTE standardization, I realized the critical role IP plays in protecting innovation and enabling technology leadership. This realization inspired me to actively engage in patent creation and strategy. Over time, I progressed from developing foundational features for 4G LTE to becoming a strategic contributor driving Qualcomm's IP portfolio in 5G and 6G. Today, my work has had a global impact, with more than 350 patents worldwide, many of which are standard-essential and have influenced the wireless ecosystem significantly. I have been consistently recognized for high-value patents and leadership in innovation, contributing to Qualcomm's licensing success and shaping next-generation technologies.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?



I have made significant contributions to IP through multiple avenues. I have authored technical contributions to 3GPP standardization documents, shaping critical features for 4G, 5G, 5G-Advanced, and 6G. In addition, I have delivered internal sessions on innovation best practices, patent drafting techniques, and IP awareness for engineering teams, helping foster a culture of innovation. Mentorship has been an important part of my journey, as I actively guide young engineers on IP creation, strategic thinking, and standards participation.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My primary areas of expertise within IP include patent drafting, patent searching, and prosecution, where I focus on creating high-quality patents that align with technology and business objectives. Additionally, I contribute to IP commercialization and business development, ensuring that IP supports the growth and success of wireless standards and next-generation technologies.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, as a Senior Staff Engineer, I play a strategic role in IP-related decisions within Qualcomm's Wireless R&D group. My responsibilities include identifying high-value innovation areas aligned with 5G Advanced and 6G roadmaps, working on standard-essential patent creation, and collaborating with legal and business units to ensure IP supports commercialization objectives. In addition, I contribute to influencing IP policy decisions through participation in internal committees and industry forums, helping shape the organization's approach to intellectual property and innovation.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

One of the key challenges in my IP journey was achieving visibility and impact in a highly technical and innovation-driven environment. I addressed this by building deep technical expertise and consistently delivering impactful contributions that demonstrated clear value. In addition, I focused on drafting high-quality patents and navigating potential hurdles during prosecution, ensuring timely filings and maintaining quality across a large volume of innovations. Continuous engagement with internal IP training programs and mentoring peers further enhanced my ability to scale innovation while maintaining impact.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice for the next generation is to build strong technical depth, as it forms the foundation of high-value IP. Think strategically—understand how patents align with business goals, standards and technology roadmaps. Stay curious, persistent and willing to challenge assumptions, because innovation grows from exploration. Seek mentorship, collaborate across teams and learn how IP supports commercialization, licensing and industry leadership. Above all, keep learning; technologies and IP practices evolve quickly, and adaptability is key to long-term success.



Kasturi Punse

Endurance



1. Could you please share a short professional profile about yourself?

I am a Mechanical Engineer from BD College of Engineering, Sevagram (Wardha), with over three years of experience in IP analytics, product design and innovation. I currently work as an IP Analyst at Endurance Technologies Limited. In this role, I am closely involved in prior-art searches, patentability analysis, IP documentation, competition watch through patent publications and supporting inventors in broadening the scope of their patents.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

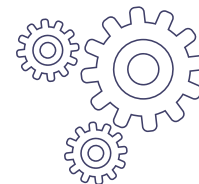
I began my career as a product designer, working in innovation, product design and validation, and ensuring GD&T compliance with industry standards. Seeing my colleagues in the IP department discuss advanced technologies inspired me to pursue IP as my career domain. Today, I am a well-trained IP Analyst with the IP Cell at ETL, and my aspiration is to become a leading IP expert and help promote IP culture in society.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I am skilled in prior-art searching, patentability analysis and competition watch through patent publications. My dedicated involvement in innovation and IP analytics reflects my commitment to pushing boundaries in product development. I also help spread IP awareness across various R&D and product development teams at ETL and serve as an active member of the quarterly IPR Newsletter.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My areas of expertise include patents—such as prior-art searches, patentability analysis, FTO searches and state-of-the-art reports—and design registrations, including preparing design filing case files. I am a regular speaker on IPR in our monthly knowledge-sharing sessions, contributing to IP awareness across the R&D teams. I also serve as an active member of the editorial team for ETL's quarterly IP Newsletter.



5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

No, I am not part of the organization's leadership or decision-making team. However, I serve as the lead for patentability analysis in the IP Cell at ETL and am actively involved in decision-making regarding the patentability of disclosures.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Being completely unaware of IPR and its importance was one of my biggest barriers. I overcame this by familiarizing myself with the IP ecosystem at ETL and attending both in-house and external IP workshops and training programs. My growing passion for the field eventually led me to join the IP Cell and build my career in the IP domain.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

I believe Intellectual Property is one of the best career options for women, as it offers the opportunity to contribute to strengthening the nation technologically while staying well informed about emerging and future technologies.



Kirti Balsubramaniam

Trilegal



1. Could you please share a short professional profile about yourself?

I am a mechanical/robotics engineer turned IP lawyer and registered patent agent with 13+ years of experience, currently a Partner in the IP & TMT practice at Trilegal. I advise clients across sectors on IP strategy, commercialization, enforcement, and risk, covering the full IP lifecycle and IP-intensive transactions, with a strong focus on technology, media, and life sciences.

I hold a B.Sc. in Mechanical Engineering (Drexel University) and an LL.B. (ILS Law College, Pune), am a registered Indian Patent Agent, a member of INTA and AIPPI, and a Notable Practitioner in Intellectual Property (Asialaw 2025).

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

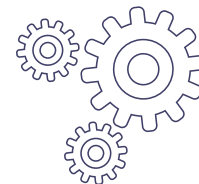
My interest in Intellectual Property emerged during my mechanical engineering studies, where I became intrigued by how technology translates into business value and commercialization. This curiosity led me to law school and ultimately to a career focused on protecting, structuring, and leveraging technology-driven innovation.

Key milestones in my journey include transitioning from engineering to law, qualifying as a registered patent agent, and building cross-functional expertise across patents, trademarks, designs, and copyright. Over time, I have led complex IP structuring, licensing, and high-value litigation matters for multinational clients, and grown into a leadership role at Trilegal, advising across traditional and emerging industries. I view IP as a strategic commercial asset that drives valuation, competitiveness, and innovation-led growth.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

My interest in Intellectual Property (IP) began during my mechanical engineering studies, evolving into a career focused on translating technology into business value. Key milestones include transitioning to law, qualifying as a registered patent agent, and building cross-functional expertise across patents, trademarks, and copyright. I now leverage this expertise in my leadership role at Trilegal, advising multinational clients on complex IP structuring, licensing, and high-value litigation. I view IP as a strategic commercial asset that drives competitiveness and innovation-led growth.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?



My practice spans the full IP lifecycle, with a strong focus on IP commercialization, cross-border licensing, strategic portfolio development, and patent and technology advisory across pharmaceuticals, engineering, energy, software, and deep tech. I also advise on brand protection, digital and celebrity IP, IP-driven investments and M&A, and creative and media industries.

Additionally, I support health and life-sciences clients on regulatory and transactional IP matters and advise extensively on AI and emerging technologies, including IP ownership, data governance, algorithm protection, and commercialization.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

As Partner leading Intellectual Property and Technology at Trilegal, I advise CXOs, boards, and investors on leveraging IP for competitive advantage, valuation, and growth, while steering the firm's IP practice toward commercialization, digital transformation, and AI-led innovation. My role spans complex IP-driven transactions, portfolio governance, enforcement strategy, technology-enabled legal services, cross-practice collaboration, board-level training, and mentoring talent to build a future-ready, inclusive IP practice.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

My journey reflects the realities of building a high-impact legal career as a new mother and female leader. Rather than conforming to traditional expectations at litigation and negotiation tables, I have chosen to lead through technical depth and business credibility.

Stepping into partnership alongside early motherhood required new rhythms and strong institutional support, which Trilegal provided. This experience now motivates me to foster a culture where women and men alike can grow as leaders without having to pause or compromise their personal lives.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Stay curious about technology, business, and the purpose behind innovation—IP matters most when you understand its commercial impact. Build strong technical and legal skills, communicate clearly and persuasively, and focus on offering solutions, not just identifying risks.

You don't have to choose between personal milestones and professional growth; with the right support, boundaries, and self-belief, both can progress together. Seek mentors, be visible, ask for opportunities, and take on challenges—your place at the table is earned through capability, insight, and the value you bring to innovation.



Lelitha Devi (Prof)

IIT Madras



1. Could you please share a short professional profile about yourself?

- » Current designation and organization : Professor, IIT Madras
- » Past roles and functions : MoRTH Chair Professor at IIT Madras, Adjunct Professor at School of Civil and Environmental Engineering (CEE) in Queensland University of Technology Australia, Associate Professor IIT Madras
- » Academic qualifications in IP (institutions/universities), or : NIL
- » Training (e.g., patent agent, IP courses), and notable achievements (awards, fellowships, industry memberships) – last 5 years. :
 - o Springer Nature Editorial Contribution Award 2025
 - o Best paper award for the paper 'Automated Detection of Roadway and Traffic Control Conditions Using On-Board Image Processing' in COMSNETS ADVnet 2025 o Listed in '10 award-winning women professors from IIT Madras' by India Today 2023.
 - o Women Inventor with Maximum Patent Filing, IIT Madras, 2023.
 - o Best paper award for the paper titled 'Real-time Maximum Queue Length Estimation from Connected Vehicle Trajectories using Shockwave Analysis', RATE Conference, 2022.
 - o Arthur M. Wellington Prize, American Society of Civil Engineers, 2019.
 - o Best Women Engineer Award in Civil Engineering Division for the year 2018 – 2019, Institution of Engineers (India), Tamilnadu.

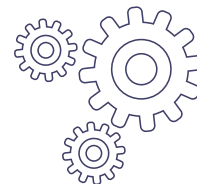
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

Please describe your journey in the field of Intellectual Property

- » What inspired you to enter this domain :

Need to translate my research findings to solutions that can be transferred for field implementations
- » What have been the key/major milestones that shaped your professional growth in your IP journey:

After spending several years to solve the problem of accurate bus arrival time prediction under the heterogeneous and lane less traffic conditions such as the one existing in India, I have been publishing my findings without thinking about patenting. At some stage when industry and user agencies started showing interest in the product I realized the mistake.



From then on, I am careful in patenting whenever I work on a field implementable solution. This became more important while collaborating with industry partners.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- Awards & Recognitions: Women Inventor with Maximum Patent Filing, IIT Madras, 2023

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- Patents – Patent Drafting, Searching & Prosecution

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, Member of the PCT Sub Committee of IIT Madras 23-24. The committee review the PCT applications and approve.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

The biggest challenge I faced in the starting of this journey was the difficulty in translating the research into patents. Though there was support from attorneys, the language we speak were so different that I had major communication gap due to the legal language and the research language that we use. Lack of exposure to IP and the time it took to get the research finding translated to an IP document were really challenging. Lack of mentorship in general and particularly from other women was another challenge.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

When in doubt, do it. Many women underestimate their contributions due to lack of confidence. Have confidence in yourself, about your findings and its value. Consider IP as another validation, which also helps to broaden your academic impact. It is always safe to protect your knowledge that will help in meaningful industry collaborations and to proudly translate to field implementations.



Manisha Kolhe

Serum Institute



1. Could you please share a short professional profile about yourself?

I am currently working as Manager of Intellectual Property Cell at Serum Institute of India Pvt Ltd (World's largest vaccine manufacturer) and managing a team of 7+ IP professionals.

My professional experience spans 18+ years encompassing Innovation harvesting, IP portfolio management, IP prosecution, Freedom to operate assessment/risk mitigation, IP due diligence, technology scouting, litigation/opposition, IP licensing, IP Contracts & IP compliances.

I am a Registered Patent Agent with Masters in Analytical Chemistry (Savitribai Phule Pune University), Diploma in Patent law (NALSAR University) & CII certified IP valuation expert.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

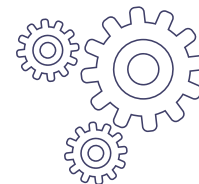
I was looking for an impactful career beyond conventional Research and Engineering when I came across IPR which is a techno-legal field with unique intersection of science, technology, law and business, which fascinated and inspired me. Over the years, I have become deeply passionate about this dynamic field.

The diploma in IP/NALSAR provided the much-needed real world setting exposure that served as a strong foundation, subsequent certification of Patent Agent served as springboard. My mixed experience in both KPO and traditional corporate role that too spanning across multiple technology domains (Chemical Industry, BioPharma, Engineering) provided a strategic advantage viz Data-driven decision making, cross-cultural competency skills from KPO and the strategic, operational expertise from corporate environments. I have recently received IP valuation certification from CII, which equipped me to understand the transactional significance of IP assets & its correlation to commercial /business goals.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- CII Industrial Intellectual Property Award 2024 - Best Patent Portfolio & CII Innovation Award/Incorporate year (Serum Institute)
- CII Industrial Innovation Awards 2023- Top 50 Innovative Companies 2023 (Serum Institute).
- CII's Special Appreciation Award in 2021 (Tata Chemicals).

Other initiatives include diligent patent filing that map to commercial product/process, Framing IP Policy, carrying out complex IP valuation, integral part of preparing IP Awareness program materials.



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My primary domains of work or specialization

Patents — Patent Drafting, Searching & Prosecution

IP litigation

IP awareness, training, and education

IP commercialization and business development

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Preliminary decision making for Innovation harvesting /IP filing, Challenging/Defending challenge to IP. Drive patent filing, country selection, IP budgeting, competitive intelligence & support IP policy /Good practice implementation. I collaborate with cross-functional teams including legal, R&D, and business to strengthen the IP assets and support in IP due diligence for licensing and collaboration opportunities thereby shaping product pipeline.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

- On professional front, I had Chemistry background qualifications but still I am successfully managing Biopharma (Biotechnology) IP aspects efficiently, although this transition was challenging. Further extracting data from Inventor teams for patent purpose has always been challenging (irrespective of domain) & requires context building/persuasion skills. Consistency and a 'never-give-up attitude' were critical for my career success, which were achieved by resilience and persistence even when faced with numerous obstacles.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

IP is very dynamic, deadline based, having business implications, requires multitasking / staying updated to changing global IP laws/securing training in advance IP domains.

It's important to have techno-legal educational qualifications which position you better for future career in IP.

IP professionals also need to be vigilant, have good communication /negotiation, problem solving skills, quick decision-making skills & practice having strategic /optimistic mindset.

The corporate IP Cell, Law Firms & KPOs although working on similar IP aspects have different working approaches/work products having inherent set of challenges.

It is important for women to develop skills like prioritization, adaptability and focus under pressure to succeed in demanding environment. It is also imperative to focus on building your expertise through continuous learning.



Manisha Singh

LexOrbis



1. Could you please share a short professional profile about yourself?

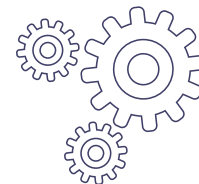
I am the Founder and Managing Partner of LexOrbis, one of India's leading full-service intellectual property law firms, established in 1997 to bridge India's evolving IP framework with global best practices post-TRIPS. Over nearly three decades, I have built LexOrbis into a multidisciplinary firm of over 340 professionals, with strong practices across patents, trademarks, designs, copyrights, and IP enforcement. I hold degrees in Law and Economics from the University of Delhi and am a registered Indian Patent Agent. I actively contribute to global IP discourse through associations such as AIPLA, AIPPI, APAA, LESI, FICPI, MARQUES, and CII, and serve as Standing Counsel for the Reserve Bank of India before the Delhi High Court.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My entry into IP was driven by the belief that innovation underpins national progress. In the mid-1990s, as India transitioned to a TRIPS-compliant regime, I saw a gap in specialised IP advisory services, which led me to establish LexOrbis at a time when IP law firms were rare. From a five-member team, the firm has grown into a national leader with offices across India. Key milestones include representing clients in landmark matters such as *The Regents of the University of California vs Controller General of Patents* and contributing to national and international IP policy reforms. Mentoring young professionals, particularly women, has remained a core part of my journey.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I regularly speak at national and international forums including AIPLA Women in IP, ASSOCHAM Global IP Leadership Summit, CII's Technology & IPR Mission to Sweden, and conferences by AIPPI, INTA, MARQUES, and APAA. I engage extensively with students, startups, and government institutions on IP strategy and enforcement. I have authored articles for Lexology, IAM, Asia IP, Mondaq, Legal500, and Chambers & Partners on emerging IP issues such as AI, patents, and trademarks. Through LexOrbis' Knowledge Sharing Series, GI initiatives like Haath ka Bana, and Women in IP platforms, I support IP awareness and inclusion. My work has been recognised by honours including IAM Strategy 300 Global Leader, WTR 1000, Legal Icon (IBLJ), AIPLA Woman to Watch, and Forbes India Legal Powerlist.



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My expertise spans the full IP lifecycle, with a strong focus on patents—drafting, prosecution, oppositions, and litigation—across biotechnology, pharmaceuticals, electronics, mechanical engineering, AI, and green technologies. I also advise extensively on trademarks, designs, and copyrights, helping corporations, research institutions, and startups protect and commercialise innovation through a strategic, business-oriented IP approach.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. I lead LexOrbis' strategic direction alongside a strong leadership team, focusing on practice growth, technology adoption, and innovation-driven services. I place strong emphasis on building an inclusive, merit-based culture supported by policies on diversity, flexibility, and well-being. Beyond the firm, I actively engage with policymakers and global IP bodies to strengthen India's IP ecosystem.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Establishing an IP-focused firm as a young woman in the late 1990s involved overcoming scepticism, limited IP awareness, and gender bias. I addressed these challenges through consistency, excellence, and resilience. Over time, credibility replaced doubt. I am proud that LexOrbis today reflects values shaped by lived experience—mentorship, inclusive leadership, and policies that genuinely support women professionals.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

To young women aspiring to make a mark in intellectual property, my advice is simple: be fearless, curious, and authentic. IP law evolves with technology. Keep learning, stay ahead of the curve, and engage globally. Integrity must remain your cornerstone; the IP world values credibility above all else. Build strong networks, seek mentors, and don't hesitate to take up space where it's not offered.

Most importantly, remember that leadership in IP is not just about expertise, it is about empowering others to rise with you. As I often remind my mentees, "Empower yourself to empower others, and that is how real change happens in the IP ecosystem".



Mansi Chaudhry

The Frontiers Legal



1. Could you please share a short professional profile about yourself?

I am the Founder and Managing Partner of The Frontiers Legal (TFL), an IP-focused law firm, with extensive experience in patent drafting, prosecution, oppositions, litigation support, portfolio management, and IP strategy across diverse technical domains. Before founding TFL, I worked with leading IP firms including Intl Advocare, Perfexio Legal, and Subramaniam & Associates, handling the complete patent lifecycle and life sciences IP.

My IP journey began as a DST-TIFAC Women Scientist (WOS-C), following research training at TERI. I hold a Master's degree in Microbiology and Herbal Medicines, an LL.B., and advanced WIPO Academy certifications. I am a Registered Patent Agent, Registered Trademark Attorney, and an Advocate with the Bar Council of Delhi, and also serve as a facilitator under the Government of India's SIPP Scheme and NIPAM-TIFAC Coordinator.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

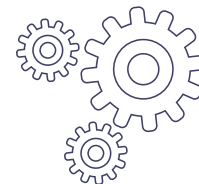
My introduction to IP began during my master's program, when I was assigned a topic on IPR and biotechnology. What started as an academic exercise quickly became a deep interest in how science, innovation, and law intersect. This curiosity led me to apply for the DST-TIFAC Women Scientist Scheme, which I cleared on my first attempt and which laid the foundation for my IP career.

Key milestones include my technical and legal training under the WOS-C program, pursuing law alongside science to practice IP holistically, earning multiple WIPO certifications for global exposure, and eventually founding my own IP law firm in 2019. Establishing TFL marked a defining moment—allowing me to build a values-driven practice focused on quality, accessibility, and innovation.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I actively contribute through speaking, training, outreach, and IP awareness initiatives. I have delivered talks and trainings at institutions including IIT Roorkee, IIT Kanpur, TMU Moradabad, SKUAST, Amity University, and St. Thomas College of Engineering, addressing topics such as IP and SDGs, patent lifecycle management, IP valuation, startup IP strategy, and patent prosecution.

I am also the founder of IP Amoeba®, a registered IP awareness platform designed to simplify intellectual property for creators, scientists, designers, and entrepreneurs—particularly in life sciences and fashion. The initiative aims to build IP literacy beyond traditional legal circles.



My work has been recognised through several honours, including recognition in DST-TIFAC's 100 Success Stories of Women Scientists, World IP Forum's Powerful Women in IP India, appointment as External Expert Member (IQAC), and recognition as a Global IP Leader by WIPR.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My expertise spans the full IP lifecycle, with a strong focus on patents—including drafting, prosecution, oppositions, revocations, infringement analysis, FTO studies, and validity opinions—particularly in life sciences, biotechnology, pharmaceuticals, herbal medicine, and emerging technologies.

I also advise extensively on design protection, especially for the fashion industry; trademarks, including brand protection and enforcement; IP litigation support and dispute resolution; IP awareness and training for academia, startups, and institutions; and IP commercialization, including licensing, valuation, assignments, and innovation-driven business strategy. I actively support startups under the Government's SIPP Scheme.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. As Founder and Managing Partner of TFL, I lead the firm's IP strategy, client advisory framework, and practice development. My role includes shaping protection and commercialization strategies, overseeing high-value IP portfolios, guiding enforcement and litigation decisions, and advising on risk management and compliance. I am also responsible for the firm's long-term vision, ethical standards, training systems, and innovation-led legal services.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I did not face overt barriers purely due to gender; however, motherhood introduced subtle yet persistent assumptions about professional commitment. As a single woman entrepreneur, I also encountered bias in the form of undervaluation of my work and disproportionate fee negotiations.

I addressed these challenges through consistency, confidence, and uncompromising professional standards. Each experience strengthened my resilience and reaffirmed that ambition—whether as a mother, founder, or leader—deserves equal respect.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Take up space, own your voice, and lead with confidence. Invest deeply in knowledge, prepare thoroughly, and never question whether you belong—you do. As you grow, lift others with you. Success is most meaningful when it creates pathways for more women to rise.

As Zozibini Tunzi powerfully said, we must teach young women leadership and the courage to take up space. That belief continues to guide my journey in IP.



Manisha Shridhar (Dr)

World Health Organization (WHO)



1. Could you please share a short professional profile about yourself?

I, Dr. Manisha Shridhar, currently serve as Regional Advisor at the World Health Organization – South-East Asia Regional Office (WHO-SEARO). My work spans communicable diseases, pandemic preparedness, traditional medicines, non-communicable diseases, tobacco control, nutrition, and international health regulations. A core part of my role involves intellectual property rights (IPRs), trade regimes, and national and international regulatory frameworks, which are critical to advancing universal health coverage and ensuring equitable access to health products and services.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

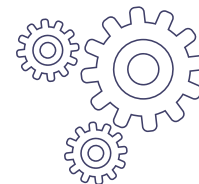
My engagement with IPR began during my service in the Indian Administrative Service (IAS) when I was posted as faculty at the Lal Bahadur Shastri National Academy of Administration, Mussoorie, training senior civil servants. This coincided with India's entry into the WTO, and I was tasked with researching and teaching the TRIPS Agreement, a highly debated subject at the time. This exposure sparked a deep interest in the interface between trade, innovation, and public policy.

I pursued a Master's degree in Intellectual Property Law (Patent and Biotechnology Law) and qualified as an International Mediator for IPRs from Franklin Pierce Law Center, USA, followed by a Doctorate from IIT Delhi on technology innovation and patent activity in Indian industry. As Joint Development Commissioner in the Ministry of MSMEs, I worked on enterprise policy and contributed to IPR curriculum design for IIFT Delhi, NLSIU Bangalore, and NLU Jodhpur.

At WHO-SEARO, I have applied IP and trade expertise across multiple public-health domains, supporting access to medicines, traditional knowledge, and health technologies, reinforcing my belief that IPR must ultimately serve public good.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have contributed to IPR capacity-building through numerous national and international lectures, trainings, and WHO-led workshops, addressing public health, trade, and access to medical products. My published work includes research on public health and trade agreements, traditional medicine bio-resources, and innovation policy, along with technical reports for WHO and regional regulatory networks.



Key contributions include concept development and technical support for the World Conference on Access to Medical Products, BIMSTEC recommendations on traditional knowledge protection, and assessments on innovation and IP for access to medicines in South-East Asia, including a national IP assessment for Sri Lanka.

I have authored two books published by Thomson Reuters: *Public Health: Innovations through a Maze of International Instruments* (2023) and *Universal Healthcare: Navigating the Intellectual Property and Trade Regime* (2024). I have also scripted and produced an IPR awareness film for WIPO. I continue to serve as visiting faculty at IIFT, ICAI, and as a resource person with CII.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

IP awareness, training, and education

IP policy management

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I am the only person in World Health Organization with formal qualifications in patent law and IPR, hence, often I am called upon to advise on the subject at global, regional and national levels.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I don't recall any challenges I faced as a woman, however, the subject of IPR itself is daunting to many, especially as it relates to innovation and access to health products.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

IPR is a high-impact, future-oriented field with immense relevance across innovation, trade, valuation, licensing, and technology transfer. For young women, it offers an opportunity to develop specialised expertise while shaping policy, enterprise growth, and societal outcomes. With global trade and technology increasingly driven by IP, investing in this domain enables both personal growth and meaningful institutional and national contribution.



Neelam Deodikar

TATA Motors



1. Could you please share a short professional profile about yourself?

► Current designation and organization & Past roles and functions:

- o I am Neelam Deodikar, Senior Manager – Intellectual Property Rights at Tata Motors Ltd., Engineering Research Center, where I have been working since 2013. I bring over 14 years of experience in Intellectual Property, having earlier worked as a Patent Associate at CSIR–URDIP. I am a Registered Patent Agent (IN/PA-2985) and currently manage the IPR portfolio of Tata Motors Limited, supporting innovation across automotive technologies.
- o I hold a Bachelor's degree in Electronics & Telecommunication Engineering from Pune University. My professional training includes programs on IP valuation and licensing (CII), AI for Legal Professionals (IDEMI, Govt. of India), and IP practice training by WIPO and CIPA (UK).

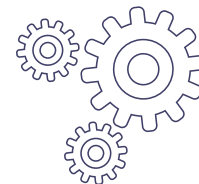
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My interest in IP grew from working closely with R&D teams, where I realized that protecting innovation is as critical as creating it. IP offered the ideal intersection of technology, law, and business strategy, allowing innovations to translate into real enterprise value.

Key milestones include building robust IP governance frameworks at Tata Motors, leading the planning and implementation of an IT-based IP management portal, and contributing to record growth in patent filings year after year. These experiences have shaped me into a strategic IP professional aligned with business and technology goals.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- o I actively contribute to IP thought leadership through industry forums and internal capacity building. I have served as a panelist and keynote speaker at platforms such as the R&D and Design Leaders' India Summit, Annual IPR India Summit 2025, and the Automotive R&D & Innovation Summit 2025.
- o Within the organization, I have delivered multiple IP awareness and idea-generation workshops, developed a digital IP portfolio management platform, and led initiatives on AI-powered patent search tools to enhance efficiency and decision-making.



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My expertise includes strategic IP portfolio management, patent drafting and filing, prior-art and FTO analysis, and aligning IP strategy with R&D and business objectives. I also handle industrial design protection for automotive components and lead IP awareness and training programs to foster an innovation-driven culture. Additionally, I represent the organization at IP conferences and seminars, sharing insights on IP strategy and risk management.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. I play a key role in IP strategy and decision-making, ensuring strong alignment between technology development and legal protection. My responsibilities include guiding inventors to strengthen inventive steps, mitigating IP risks, and driving future-focused IP strategies for emerging technologies such as electric vehicles, AI/ML, ADAS, connected vehicles, and software-defined vehicles.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Like many professionals, balancing work and personal life has been a key challenge. Managing demanding responsibilities requires effective time management, clear priorities, and strong support systems. I have been fortunate to receive consistent family support and workplace mentorship, which enabled me to navigate challenges smoothly and continue growing professionally.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Stay aligned with evolving technologies and continuously invest in learning. Set clear career goals with defined timelines and commit fully to execution. Seek mentors, remain self-motivated, and do not hesitate to explore new or niche domains.

Equally important is teamwork, collaboration, and balance—great outcomes are achieved collectively. Lead by example, believe in yourself, and never let perceived limits define your potential.



Neha Masram

C Dot



1. Could you please share a short professional profile about yourself?

I am currently working as Scientist E handling the IP matters of Centre for Development of Telematics (Bangalore Office).

I have also worked as a research engineer in software development for 6+ years & contributed majorly to a GSM project. Eventually I switched to the field of IP as a Senior Research Engineer & have been working in it for past 11 years (overall work experience is 17+ years).

I became a registered patent agent in 2023. As while working as part of the in-house IP team, I felt the need to have better understanding of the IP matters especially patents.

I have also attended multiple IP trainings including the 5-day Patent drafting program at Rajiv Gandhi National Institute of Intellectual Property Management, Nagpur, Maharashtra.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

From the beginning of my professional journey, I was fascinated by how individuals & companies were known for their specific innovations & solutions which in turn led them to serve society better with also rewarding in terms of better business opportunities & loyal customer base. This helped to take up the opportunity to join my organization's IPR CELL.

Brain storming with innovators, interacting with IP law firms & becoming a Patent Agent myself has been few of the milestones of my professional journey in the field of IP.

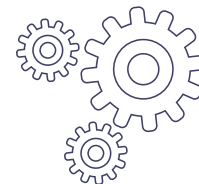
3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have been a part of IP training for new recruits of my organization for more than 7 years now, where I introduce the attendees to IPRs, give them a glimpse of working of IPO & explain them the organizational protocols being followed in C-DOT with respect to IPs.

I have also been a part of organizing the IPR awareness programs in my organization through competitions & seminars.

I happen to be the first registered Patent Agent in my organization.

As of now I have no individual awards to my credit; but I have contributed towards the major win of my organization in National Intellectual Property (IP) Award 2016, jointly hosted by CII and India Patent Office and Karnataka State Council for Science & Technology (KSCST) IPR award in 2021.



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I take care of the IP cases in my organization end to end; I do specialize in:

- IP awareness, training, and education
- Patent Drafting, Searching & Prosecution

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, I am a part of the decision-making team in my organization. As part of this team, I regularly voice my opinion on improvising the rewards scheme for innovators, timely IP trainings for the staff at all levels, upgradation of internal documents like company's IPR policy, employment documents, project level documents, etc.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Luckily the obstacles faced had nothing to be done with my gender as a woman, they are more of the generic nature that technologists/ business professionals not understanding the criticality of time lines associated with filing/filed IPs and role of IP in today's world.

I have tried my best to explain both importance & power of IPRs while trying to overcome these challenges.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

This field provides individuals an exposure to extremely rich experiences of technology, strategy, business & IP Law which shapes them into highly important professional in their professional journey. I would suggest upcoming generations to:

- Prioritise learning over mundane part of their professional roles.
- Keep up their skill set as per the evolving scenarios of IP field.
- Keep themselves always updated with latest IP happenings in the world.
- Ensure that their communication serves as the bridge between the technology, business & IPRs.



Neha Thakore

Avik Pharma



1. Could you please share a short professional profile about yourself?

I currently serve as the COO of Avik Pharmaceutical Limited, Director at Anantco Enterprises Ltd., and Independent Director at both Themis Medicare and Relic Technologies, contributing to strategic leadership, governance, and industry growth across these organizations.

In addition to my corporate roles, I am the Vice Chairperson of the IDMA API Committee and Chairperson of the IDMA ESG Committee, reflecting my commitment to industry advancement, policy engagement, and responsible, sustainable practices.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My journey in Intellectual Property is rooted in my family's legacy of developing science-driven, critical-care molecules and making high-quality therapies accessible and affordable. This commitment to innovation and responsible science naturally drew me toward IP, where protecting and nurturing meaningful ideas is essential. Over the years, I have focused on addressing unmet healthcare needs, improving process parameters, and integrating sustainable, green-chemistry practices into product development.

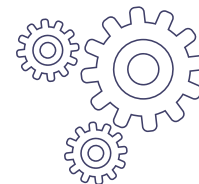
Key milestones in my IP journey include securing two patents for distinct products that have both been successfully commercialized. One of these, in the inhalation segment, received a Green Chemistry award for significantly reducing solvent usage, making the process safer for patients and the environment. These achievements strengthened my belief that pharmaceutical innovation must always balance scientific advancement with responsibility toward people and the planet.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

While I have not delivered formal academic lectures, my IP contributions have come through strategic leadership and deep industry engagement. I have guided my organization's IP vision—from identifying innovation opportunities to supporting patent filings and commercialization. I also actively promote awareness of our innovations and sustainable technologies across the Indian pharmaceutical sector. Through collaborations with global innovators like Pfizer, Hovione, Phynova and Topharman, I have helped bring advanced technologies and best practices to India. My core focus has been ensuring that valuable IP is protected and transformed into accessible, high-quality healthcare solutions.

Research publications, articles, or blogs authored: Patents granted for the manufacturing process of Methyl testosterone (Patent no.: IN 353785) and Methyl prednisolone Aceponate (Patent no.: IN 360372)

Awards & Recognitions: Received patent award by IDMA in 2021; Green chemistry award by IGCW for our one of the product



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My primary area of focus within Intellectual Property lies in IP commercialization and business development. While I am not directly involved in patent drafting, searching, or prosecution, I play a key enabling role by ensuring that our R&D and IP teams have the necessary infrastructure, resources, and collaborations to conduct comprehensive patent literature searches and prior art analyses.

My expertise is centered around translating intellectual property into tangible business outcomes — identifying market opportunities, building strategic partnerships, and ensuring that innovation aligns with our organization's commercial and sustainability goals. I also contribute to IP awareness and advocacy, particularly in demonstrating how strong IP practices can enhance competitiveness and responsible growth in the Indian pharmaceutical sector.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role

Yes, I am part of the leadership and decision-making team responsible for our organization's Intellectual Property strategy. My role involves defining the overall IP vision and roadmap, ensuring that innovation and commercialization efforts are closely aligned with our business objectives and regulatory landscape.

I provide strategic oversight for decisions related to patent filing priorities, product pipeline protection, and partnership opportunities with global innovators. Additionally, I guide our teams in integrating green chemistry and sustainable innovation principles into our R&D and IP strategies, reinforcing our commitment to quality, affordability, and environmental responsibility.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I have been fortunate not to encounter significant discrimination in my professional journey, and I recognize the privilege and support that enabled me to pursue my goals freely. However, I am aware that many women in India face a “sticky floor” rather than a “glass ceiling”—the real challenge is often gaining initial traction and confidence, not just breaking through at the top. Once that foundation is built, opportunities expand. With this awareness, I have sought to use my position responsibly by fostering an inclusive environment, encouraging women to step into leadership roles, and reinforcing that capability and commitment are gender-neutral.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to young women pursuing a career in Intellectual Property is to stay curious, confident, and committed to continuous learning. IP is not limited to science or law — it's about connecting innovation with impact. Technicalities can be learned what matters most is vision, persistence, and integrity.

And as you grow, remember to lift others with you. Collaboration, empathy, and purpose-driven thinking are the real strengths that will define the next generation of leaders in IP.



Nidhi Raut

Renault Nissan Technology



1. Could you please share a short professional profile about yourself?

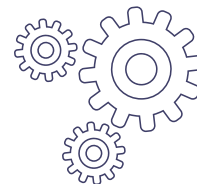
- » Currently Assistant Manager in Research & Advanced Engineering at Renault Nissan Technical Business Centre India (RNTBCI).
- » Senior Engineer in Research & Advanced Engineering at RNTBCI (2022-2024)
- » Engineer in Research & Advanced Engineering at RNTBCI (2019-2022)
- » Post graduate Engineer in Research & Advanced Engineering at RNTBCI (2018-2019)
- » Intern in Research & Advanced Engineering at RNTBCI (2017-2018)
- » M. Tech in Embedded Systems from Vellore Institute of Technology (VIT)
- » B. Tech in Electronics & Telecommunication from Gujarat Technological University (GTU)
- » 7 patents over 7 years — including 5 filed and 1 granted under Nissan Motor Corporation, and 1 filed under Renault S.A.S.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

- » My journey in the field of Intellectual Property began organically through my work in Research & Advanced Engineering over the past 8 years in the automotive industry. I have always been drawn to innovation — identifying gaps, conceptualizing new ideas, and transforming them into tangible solutions. Working on upstream and advanced technology projects allowed me to contribute ideas that were novel, practical, and strategically aligned with business goals.
- » This curiosity and drive to create meaningful impact naturally led me toward the domain of patent creation and technology innovation.
- » Patent Grant Achievement: Receiving a granted patent was a significant milestone that validated the technical novelty and practical value of my contribution.
- » Strategic Innovation Contribution: Contributed to defining innovation roadmaps for HMI domain and supporting idea evaluations through internal patent review committees and innovation campaigns.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- » Published Technical Paper: Authored and presented a technical paper at ITECH 2023 – IEEE International Transportation Electrification Conference, showcasing innovation in advanced automotive technologies.
- » STEM Star Award (2024): Recognized with the STEM Star Award at the MyAvatar Career Conference 2024 for contributions toward technology innovation and leadership in STEM.



- ▶▶ Innovation Recognition: Secured 2nd Place for “Best Innovation Framework” at the GIMI Innovation Awards 2024, acknowledging excellence in structured innovation processes and IP-driven R&D.

4. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

- ▶▶ Many initial innovative ideas overlapped with existing prior art, making it challenging to establish novelty. Through persistence and deeper analysis, I learned to reframe problems, identify unique technical angles, and successfully file patents with clear novelty. These experiences strengthened both my IP understanding and creative resilience.

5. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Be curious, innovative, and confident in your ideas. Embrace continuous learning, collaborate across teams, and seek mentorship to grow your IP expertise. View challenges as opportunities, and don’t hesitate to protect and present your innovations—your contributions can shape the future of technology and policy.



Nitin Tewari (Dr)

Council of Scientific & Industrial Research (CSIR)



1. Could you please share a short professional profile about yourself?

I hold a PhD in biomedical research and am a registered Indian Patent Agent. I received the DST Women Scientist-C award for IP training, the DST-IUSSTF Khorana Tech Transfer Fellowship at the University of Wisconsin–Madison, the Chevening Fellowship at the University of Oxford, and was nominated by the Indian Patent Office for the JPO/IPR Training Program in Japan.

I serve as Senior Principal Scientist and Head of the Intellectual Property Group at CSIR–NCL/ NCL Innovations, and I am on the Indian Patent Office’s Roll of Scientific Advisors for life sciences and biotech. With over 18 years of experience at the intersection of science, law and policy, I advise on IP protection, portfolio management, licensing and PPP negotiations, and contribute to innovation and technology policy. Prior to NCL, I worked as a Patent Scientist at a leading IP consulting firm in New Delhi.

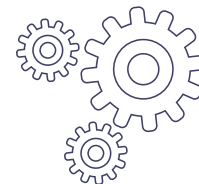
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

During my doctoral research in 2004 on *Taenia solium* infections in northern India, I identified a significant gap: the lack of a sensitive, low-cost diagnostic tool for detecting infections in the general population. Motivated to address this, I developed a diagnostic kit and began preparing for its patent. However, I later realized that prior publication of part of my work had unintentionally placed the invention in the public domain, making it unpatentable. This experience proved transformative—it sparked my interest in Intellectual Property Rights (IPR) and highlighted their importance in translating research into innovation. Pursuing this new direction, I qualified for the DST Women Scientist-C Scheme, which provided one year of hands-on IPR training. Exposure to experts and IP consultancy practice deepened my understanding and commitment to the field. Choosing between a traditional wet-lab research career and the emerging IPR domain in India was challenging, but I opted for IPR—a field that allowed me to stay connected with cutting-edge science across disciplines. Recognizing the need for capacity building, I began designing IP awareness programs and training courses, combining my academic inclination with professional expertise. This shift became a turning point, enabling me to merge my passion for research and education through the lens of intellectual property.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Directed a nationwide IP awareness campaign (2024) with 113 events across all States/UTs, training 10,000+ participants, including at 12 IITs, 5 NITs, and 2 IISERs.

Felicitated as the Top IP Trainer of the Country (2023) by the Indian Patent Office after training 5,000+ participants under NIPAM.



Led CSIR–NCL to contribute 35% of CSIR's total patent filings, helping CSIR win the National IP Award in 2018 and 2021.

Supported the Venture Center's recognition through the National Entrepreneurship Award (2019) and the National Award for Technology Business Incubation (2016).

Designed and delivered 15+ national workshops on innovation and technology management, training 700+ early-career researchers, and taught Technology Management at Savitribai Phule Pune University.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- Patents – Patent Drafting, Searching & Prosecution, IP awareness, training, and education, IP commercialization and business development

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. I lead institutional IP strategy and decision-making. My role includes evaluating invention disclosures, advising scientists on patentability and filing strategies, overseeing patent portfolio management, and facilitating technology transfer and licensing. I also coordinate with Govt bodies, legal teams, and industry partners to align institutional IP practices with national policy frameworks. Additionally, I design and conduct IP awareness and training programs, fostering an innovation-driven culture and ensuring that CSIR-NCL's research outcomes are effectively protected and translated for industrial and societal impact.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I have been fortunate to work with supportive and understanding colleagues, both men and women, who recognized my responsibilities as a primary caregiver and provided the necessary flexibility in my schedule. As a result, I did not encounter significant challenges in my professional journey as a woman. Of course, I have personally made adjustments—limiting travel, opting for day trips when possible, taking time off for family needs, and often working late nights or from home during emergencies—to maintain a balance between professional commitments and family responsibilities.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Never hesitate to step into leadership roles—embrace every opportunity that comes your way. As Sheryl Sandberg highlights in her book *Lean In*, women often hold back from leadership positions, feeling undeserving or burdened by guilt when balancing ambition with family and personal responsibilities. This self-doubt is common, but it should never limit your potential.

For women aspiring to build a career in Intellectual Property (IP), the message is even more relevant. The IP field thrives on strategic thinking, analytical depth, and collaboration—qualities that women naturally bring to the table. So, lean in confidently, take initiative, and make your voice heard in this dynamic, evolving domain. Ambition and empathy can coexist beautifully; your perspective and leadership are essential to shaping the future of innovation and IP governance.



Pranju Hinge

Endurance



1. Could you please share a short professional profile about yourself?

I hold a Diploma in Metallurgical Engineering from Government Polytechnic, Nagpur, followed by a Degree in Mechanical Engineering from WG College of Engineering, Nagpur. With over ten years of experience in product design, product development, innovation and creativity, I am currently working as a Senior Design Engineer at Endurance Technologies Limited. I am an inventor on several patent applications related to suspension technologies for automotive vehicles and focus on delivering innovative solutions that meet customer requirements while optimizing cost, performance and manufacturability. I have also completed workshops on IP management, innovative mindset and prior-art searching using free patent databases.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

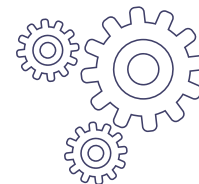
My work involves innovation, VAVE (Value Analysis and Value Engineering), validation of product designs and ensuring GD&T compliance with industry standards. While working in the innovation domain, I was introduced to the IP ecosystem at ETL, which sparked my interest in intellectual property. Today, I am a prolific female inventor at ETL and have filed several patent applications on suspension technologies for automotive vehicles, consistently focusing on delivering innovative, high-value solutions.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I am an inventor on several patent applications filed in the area of suspension technologies for automotive vehicles, and I focus on consistently delivering innovative solutions that meet customer requirements while optimizing cost, performance and manufacturability. I currently serve as the IP Champion (SPOC) for Suspension R&D and Systems at ETL. I am also the first female inventor from Suspension R&D at Endurance Technologies Ltd. to file patents for the innovations I have developed, and I am a recipient of the Patent Award under the Endurance Innovation Appreciation Policy (EIAP).

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I am a prolific inventor and the first female inventor from Suspension R&D at ETL. I am skilled in claim mapping, drafting provisional specifications and documenting inventions. I currently serve as the IPR Champion (SPOC) for Suspension Systems at ETL, actively leading IP



awareness initiatives among the designer community. I am also focused on exploring new customers to commercially leverage IP-protected suspension technologies, contributing to IP commercialization and business development.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

No, I am not part of the organization's leadership or decision-making team. However, I serve as a section lead in Suspension R&D, where I lead innovation, VAVE and benchmarking activities to identify ideas suitable for patent protection. I also function as an extended arm of the IP Cell at ETL. In addition, I closely coordinate with McKinsey & Company on Value Analysis and Value Engineering projects that contribute to cost reduction.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Lack of awareness about IPR and its significance to a corporate organization was one of my biggest barriers. I overcame this by familiarizing myself with the IP ecosystem at ETL and attending both in-house and external IP workshops and training programs. In addition, self-reading—especially case studies on IP exploitation, infringement and litigation—played a major role in shaping my journey as a woman in IPR at ETL.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Intellectual Property is an integral part of product development and one of the greener pasture for women to make their career. Therefore, it should be a mandatory part of academic curriculum during the college days. Exposure to IP domain not only keeps every individual well updated with the current technologies but provides trigger to the future technologies.



Priyanka Arak

Endurance



1. Brief professional profile

I am a Mechanical Engineer from the Government College of Engineering, Chh. Sambhajinagar, with over thirteen years of experience in innovation, automotive product design, development and manufacturing. I currently work as a Deputy Manager in Brakes R&D at Endurance Technologies Limited, where I lead innovation activities and New Product Development (NPD) projects for braking systems. My role involves design feasibility brainstorming with production, quality and development teams, as well as problem analysis and solving through innovative approaches. I have successfully completed workshops on the IP ecosystem, IP mining and innovative mindset, and I am also a certified IATF internal auditor.

2. Professional Journey & Key Milestones

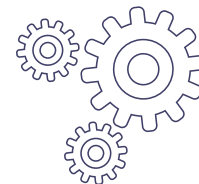
My work involves innovation, VAVE (Value Analysis and Value Engineering), validation of product designs and ensuring GD&T compliance with industry standards. I have successfully guided products from concept through prototyping to mass production, contributing to improved reliability and reduced development cycles through innovative solutions with IPR protection.

3. IP Contributions

I am an inventor on multiple patent applications filed in the field of braking systems and automotive braking technologies. I focus on consistently delivering innovative solutions to technical problems that meet customer requirements while optimizing cost, performance and manufacturability. I currently serve as the IP Champion (SPOC) for Braking Systems at Endurance Technologies Ltd. I am also the first female inventor from Brakes R&D at Endurance Technologies to file patents for the innovations I have developed, and I am a recipient of the Patent Award under the Endurance Innovation Appreciation Policy (EIAP).

4. Areas of Expertise within IP

I am an inventor and the first female inventor from Brakes R&D at ETL. I am skilled in patent claim mapping and documenting inventions. I currently serve as the IPR Champion (SPOC) for Braking Systems at ETL, leading IP awareness initiatives among the designer fraternity. I remain focused on exploring new customers to commercially leverage IP-protected braking technologies, contributing to IP commercialization and business development.



5. Leadership & Decision Making

No, I am not part of the organization's leadership or decision-making team. However, I serve as a section lead in Brakes R&D, where I lead innovation scouting activities and make decisions on which innovations should be taken forward for potential patent protection. In this capacity, I function as an extended arm of the IP Cell at ETL.

6. Barriers & Challenges faced

Lack of awareness about IPR and its significance to a business was one of my biggest barriers. I overcame this by familiarizing myself with the IP ecosystem at ETL, attending in-house and external IP workshops and trainings. Self-study—especially reading case studies on IP exploitation, infringement and litigation—also played a major role in shaping my journey as a woman in IPR at ETL.

7. Advice for the Next generation

IPR is an emerging field for the women to make their career which keeps every individual well updated with the current technologies.



Racha Arundhati (Dr)

Bharat Petroleum



1. Could you please share a short professional profile about yourself?

I am a Senior Manager (Research & Development) at the Corporate R&D Centre, Bharat Petroleum Corporation Limited (BPCL), a Government of India enterprise. Over the years, I have held roles including Manager, Senior Research Scientist, and Research Scientist at BPCL, and earlier worked as a Postdoctoral Researcher at Osaka University and a Research Associate under the RMIT–IICT collaborative program.

I hold a Ph.D. in Heterogeneous Catalysis from IICT Hyderabad, an M.Sc. in Chemistry from the University of Hyderabad, and a B.Sc. in Microbiology, Genetics & Chemistry from Osmania University. Alongside core R&D, I have developed strong expertise in patent drafting, filing, prosecution, IP strategy, and commercialization, and actively contribute to IP awareness initiatives within BPCL and at industry forums.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

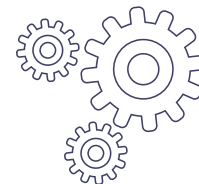
My interest in IP emerged from realizing that scientific innovation achieves real impact only when protected and translated into applications. Early in my research career, I saw how unprotected inventions lost commercial value, which motivated me to integrate IP strategy into R&D.

Key milestones include exposure to global IP practices, my transition into industry-led IP work, achieving early IP successes, and gradually taking on leadership roles in IP strategy. Notable initiatives include leading IP efforts under a DST Mission Innovation project on CO₂ capture and conversion to jet fuel (2024) and enabling collaborative IP development through MoUs with IIT Delhi and NCL Pune.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I regularly deliver keynote and technical talks at national and international platforms, including conferences of the Catalysis Society of India, IGCW-2023, and ISFL, and conduct internal IP awareness and innovation strategy sessions at BPCL. I also contribute to IP-focused workshops at IIT Delhi and IIT Madras on sustainability-driven innovation.

My research output includes 30+ peer-reviewed publications, book chapters such as “Production and Applications of Bio-Jet Fuel as a Sustainable Aviation Fuel” (Elsevier, 2025), and industry articles on sustainable fuels. I am an inventor on 14+ patents filed or granted in India, the US, and Europe, with multiple technologies commercialized at BPCL refineries. I also mentor young researchers in patent drafting, filing, and commercialization.



4. Have you received any awards or recognitions for your work in the field of IP, and if yes, could you please specify them?

My IP and innovation contributions have been recognized through BPCL Smiley Awards (2015, 2018), Best Oral Presentation at IGCW-2023, a National Safety Day Award at IICT, and recognition for my role in the DST Mission Innovation CO₂-to-Jet Fuel project. I have also led and co-invented patents involving prior-art/FTO analysis, prosecution across jurisdictions, and commercialization support.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

While I am not part of the formal IP policy body, I play an active strategic role in IP-related activities at BPCL. My responsibilities include IP strategy development, patent portfolio management, commercialization and licensing support, governance inputs, and mentoring R&D teams on invention disclosures, patentability, and IP integration into research planning.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Early challenges included limited formal IP exposure, balancing intensive R&D with IP responsibilities, and gaining visibility in male-dominated technical and IP forums. I addressed these through self-learning, hands-on patent work, collaboration with legal teams, and consistent delivery of technically strong, commercially viable outcomes. Managing global IP systems initially felt daunting, but experience across India, the US, and Europe steadily built confidence and resilience.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

For young women entering the IP field, embrace IP early by understanding its strategic role in innovation and learning the basics of patentability, prior-art searches, and filing processes. Build strong technical expertise and complement it with IP-focused courses, while staying curious about evolving laws, technologies, and policies. Networking with IP professionals and seeking mentorship can open valuable opportunities. Strengthen communication and negotiation skills for drafting claims, explaining technical concepts, and supporting licensing. Most importantly, cultivate confidence and resilience—let your work reflect your expertise. Always think beyond protection and focus on how IP enables commercialization, licensing, and technology transfer to create real value and impact.



Ragitha Karuparambil

UNO Minda



1. Could you please share a short professional profile about yourself?

Myself Ragitha Karuparambil currently working with Uno Minda Limited as a Sr. Lead Engineer in IP Cell. Earlier, I worked as a Patent Associate in a law firm located in Pune and as a TIFAC WOS-C scholar in CSIR-URDIP. I cleared the patent agent examination in 2017 with patent agent ID IN/PA 2832. I did bachelor of engineering and masters in engineering in Electronics and Telecommunication Engineering.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My journey in the field of Intellectual Property began with a one-year training program at TIFAC and CSIR-URDIP as a TIFAC WOS-C scholar. This experience triggered my curiosity about how innovation is protected and nurtured. Over the time, exposure to various technology domains and frequent interactions with highly knowledgeable professionals inspired me to explore IP more deeply. These learning experiences have not only broadened my understanding of the field but have also helped me grow personally and professionally, allowing me to refine my skills and realize my full potential.

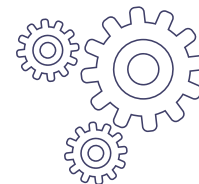
Gaining exposure to diverse technologies early in my career helped me build a strong technical foundation, which proved essential for understanding complex inventions. Working closely with experienced IP professionals and mentors of my present and previous organizations further deepened my knowledge of patent drafting, prosecution, and analysis. Handling real-world IP projects and collaborating with innovators across various technical domains enhanced my practical skills and strengthened my ability to interpret and protect intellectual assets effectively. Additionally, each of these milestones has contributed to my confidence and competence as an IP professional.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I delivered IP talks, and training sessions to junior colleagues, young inventors from various colleges, and R&D professionals. Additionally, I mentored young women professionals in IP, particularly in patent drafting.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My specialization as an IP professional includes conducting patentability analysis, drafting patent applications, reviewing patent drafts, preparing responses to office action



and examination reports issued by various jurisdictions, preparing design registration applications, and handling various stages of the design registration process in India.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Previously, I have also supported startups and inventors by helping them shape their inventions using insights gained from prior art searches. In my current organization, based on the search analysis, I typically advise the inventor team on whether to proceed with a patent application or to abandon the invention disclosure. This guidance helps them redirect their focus from the current project and invest their time in new ideas or further refine their existing work.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

A significant challenge I faced as a woman was establishing credibility in highly technical discussions, where women are still underrepresented. At times, I had to work and voice out harder to demonstrate my expertise and ensure my contributions were acknowledged. However, each obstacle strengthened my resilience, enhanced my confidence, and motivated me to support and mentor other women entering the IP profession.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

IP is a dynamic and interdisciplinary field, so developing a strong foundation in both technology and legal principles is essential. Stay curious, confident, and persistent, seek excellent mentors, explore broadly, and don't hesitate to take on challenging roles, as these often accelerate professional growth. Most importantly, trust your capabilities and continue investing in your learning.



Rishika Tindola

Qualcomm



1. Could you please share a short professional profile about yourself?

I am currently an Engineer, Staff at Qualcomm India Private Limited, Hyderabad, where I work on 4G/5G/6G modem software. Before this role, I joined Qualcomm as a Senior Engineer and previously worked at Alcatel Lucent Enterprise and Aricent Technologies. My academic background includes an MCA from Banasthali Vidyapith and a B.Sc. in Computer Science from Mohanlal Sukhadia University.

In the IP space, I have been recognized as one of the top contributors of invention disclosures in 2023, with over 45 IDFs filed. I actively co-lead invention disclosure discussions with outside counsel and continue to expand my understanding of IP strategy through Qualcomm's innovation programs. Working on complex, high-impact features has strengthened my technical depth and enabled me to make meaningful contributions to Qualcomm's intellectual property portfolio.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

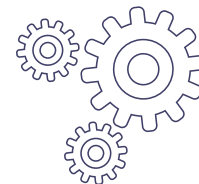
I began my journey as a modem software engineer, gradually moving into solving complex customer and product issues in areas such as RRC/mobility, multi-SIM, and now NTN/Rfid concurrency—each challenge naturally evolving into potential inventions. Through deep involvement in design, debugging, and field escalations, I noticed recurring patterns: small timing or configuration choices—like CHO behavior, paging/IDRX tuning, or SIB interactions—could dramatically affect user experience. This realization sparked my interest in IP, motivating me to capture robust, scalable solutions that could benefit multiple devices and product generations.

Over time, I have contributed to several 5G/6G and IoT PRBs, collaborated closely with cross-functional teams, and gained end-to-end exposure to the invention cycle—from idea formulation to attorney claim reviews and ultimately to granted patents.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Granted patents (sample): Cell selection for in-vehicle emergency call services, US 11,206,587 B2; Techniques for cell selection and service continuity for conditional handover, US 12,041,495 B2; Radio (NR) cell addition in non-standalone mode, US 12,089,100 B2

Published Applications: Maintaining a frequency database for cell selection in multi-SIM devices, WO2022011629; Dual connectivity cell prioritization, WO2023050443; Prioritization of activities on SIMs, WO2021097739; Management of NTN and terrestrial node cells, WO2025096137



Talks / mentoring / outreach: I regularly co run internal inventor circles and IDF study/review sessions (weekly cadence) to help peers shape ideas and strengthen claims/drawings.

Awards & recognitions: Highlighted in MSW all hands for top IDF filings; recognized by org leadership for sustained invention pipeline.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

- I have extensive experience in patent drafting, searching, and prosecution, including identifying inventions, preparing IDFs, and closely collaborating with attorneys during drafting, claim reviews, and prosecution stages. My IP work spans key wireless domains such as LTE/NR RRC and mobility, 6G features, positioning, dual SIM/DSDA, conditional handover (CHO), NTN positioning and SRS, RFID-WWAN concurrency, and EnTV.
- IP awareness, training, and education:
 - o Mentoring peers on invention quality, novelty checks, and detectability.
 - o Leading internal inventor forums and knowledge-sharing sessions.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

- o While not a formal IP manager, I lead cross functional inventor working groups (MST/Dev/RRC) to mature ideas, align with product priorities, and interface with outside counsel for IDMs and claim iterations. This includes curating drafts, coordinating reviews, and ensuring confidentiality until filing.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Like many women in deep tech IP, the early barriers were visibility and voice—bringing novel positions into busy program forums and balancing field escalations with time to write strong IDFs. I addressed this by (i) blocking “invention hours” weekly with peers, (ii) turning tough issues into prior art aware problem statements, and (iii) leaning on mentors/attorneys to improve inventions.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Treat every debug or design discussion as a potential source of innovation, focusing on real user problems, field data, and customer pain points to identify gaps and creative solutions. Stay ahead by tracking emerging technologies (6G, RFID-WWAN, ISAC, 3GPP trends) and aligning ideas with future directions. Maintain an idea log, draft concise concept notes, check novelty, and collaborate with peers and attorneys to convert strong concepts into IP-worthy inventions.



Safia Naveed (Dr)

KCG College of Technology



1. Could you please share a short professional profile about yourself?

I currently serve as the Head of Intellectual Property Rights and Associate Professor in the Department of Computer Science & Engineering at KCG College of Technology, Chennai. Alongside my academic role, I function as a Registered Patent Agent (IN/PA-4586), Registered Trademark Agent (TMA/2327), Patent Consultant, Patent Facilitator under the SIPP Scheme, and Resource Person for NIPAM 2.0 and the Indian Patent Office. I also serve as an Innovation Ambassador and Recognized Supervisor of Anna University.

I was selected as a Women Scientist (WOS-C) under the WISE-KIRAN IPR program (TIFAC-DST) and completed my on-the-job training at the Chennai Patent Office. I received a cash award from TIFAC for qualifying as a Patent Agent and later cleared both the Patent Agent (2022) and Trademark Agent (2024) examinations on my first attempt.

My professional development includes completing the WIPO General Course on IP, along with multiple NPTEL certifications, earning Silver Elite in Patent Law for Engineers & Scientists, Patent Drafting for Beginners, Managing IP in Universities, and Patent Search & Analysis. These milestones collectively strengthened my expertise in IPR, training, and innovation facilitation.

PATENT GRANTED - Diabetes detection using particle swarm optimization in tongue image - Patent No. : 546154

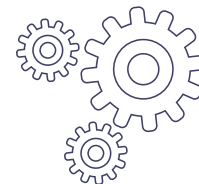
I serve as an IPR Consultant to several academic and research institutions, including University College of Engineering (Anna University), VIT Chennai, Madras Institute of Technology, Saveetha University and Saveetha Engineering College, SRM University, Sathyabama University, Jeppiaar Engineering College and Jeppiaar University, Amity University Noida, Anna Adarsh College for Women, Dhanalakshmi Srinivasan College of Engineering & Technology, AMS College of Engineering, Vel Tech University, and Chettinad Dental College and Hospital.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

While pursuing my Ph.D., my supervisor encouraged me to file a patent for my work, and what began as a simple visit to get a progress report signed became my unexpected introduction to intellectual property. I soon realized how essential patenting is for protecting inventions and enabling real-world impact. That experience sparked my interest in IP and helped me appreciate its role in fostering innovation and creating professional value.

During my Ph.D., I discovered the Women Scientist program, which inspired me to set—and achieve—the goal of becoming a Women Scientist. Since then, key milestones in my journey have included becoming a registered Patent Agent and Trademark Agent.

My next aspiration is to grow as a Technology Transfer Officer, continuing my work at the intersection of science, innovation, and intellectual property.



3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have actively contributed to IP awareness and outreach as a Chief Guest, Resource Person, and Panelist across several academic and innovation-driven forums. I have delivered sessions on the basics and importance of IPR at institutions such as Dhanalakshmi Srinivasan College of Engineering, AMET University, Women's Christian College, AMS College of Engineering, SRM University, and KCG College of Technology. I have led workshops on safeguarding ideas and fostering innovation at Shasun Jain College for Women, served as a Panelist for the UN SDG event at MEASI Institute of Information Technology, and acted as Session Chair at the IEEE-sponsored International Conference on STEM at Jeppiaar Engineering College, Chennai.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Patents – Patent Drafting, Searching, Filing, Publishing, FER Reply, Hearing; Designs- Drafting, filing; Copyrights- Filing; IP awareness, training, and education- Conducted several sessions. (Kindly refer the above table)

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, I am responsible for framing the Intellectual Property (IP) Policy of the institute and overseeing various patent-related activities. This includes evaluating innovation disclosures, prioritizing patent filings, and ensuring timely protection of key intellectual assets. My role includes conducting patent searches, assessing the novelty of submitted patent applications, and facilitating their progression to either fast-track or ordinary publication. I also assist inventors in drafting responses to First Examination Reports (FERs), support them during hearings, and help prepare and file written submissions following the hearings. In addition, I actively conduct IPR awareness sessions to educate faculty, researchers, and students on the importance of intellectual property protection and commercialization.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

One of the key challenges I faced was balancing professional commitments with personal responsibilities — a situation many women professionals can relate to. I learned to overcome this by developing strong time management skills, seeking guidance from mentors, and building a supportive network of colleagues and peers who valued collaboration over competition.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to young women aspiring to build a career in Intellectual Property is to believe in the value of your ideas and your voice. Build a strong foundation by understanding core IP principles, stay curious and multidisciplinary, and explore how IP connects with science, technology, law, and business. Seek mentors, networks, and collaboration opportunities, as they accelerate learning and confidence. Above all, embrace perseverance, integrity, and continuous learning — the IP field thrives on diverse perspectives, and your contributions can meaningfully shape the innovation ecosystem.



Sahida Kamri

Biocon



1. Could you please share a short professional profile about yourself?

- » Current designation and organization: Senior Manager – IPR, Biocon Biologics Limited
- » Past roles and functions: I have 15+ years of experience in IPR domain including Patent, Trademark, Copyright. My expertise includes Patent, Trademark filing prosecution maintenance as well as Patent, Trademark, Copyright litigation and settlement. In my professional career, I have handled 3000+ Trademark and 1000+ patent portfolios across the globe.
- » Academic qualifications in IP (institutions/universities), : M.Sc. Biotechnology (Bangalore University); Post Graduate Diploma in IP and Technology Management (National Academy of Agricultural Research Management, ICAR)
- » Training (e.g., patent agent, IP courses), and notable achievements (awards, fellowships, industry memberships). : Registered Indian Patent Agent and Registered Trademark agent; LLB from Karnataka State Law University.

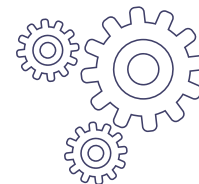
2. Professional Journey & Key Milestones

Please describe your journey in the field of Intellectual Property —

- » What inspired you to enter this domain, and :
As a biotechnologist, I am fascinated by intellectual property, especially as it brings together cutting-edge technologies, legal complexities and commercial value. I work closely with cross-functional teams to determine the most suitable IP strategy for the organization.
- » What have been the key/major milestones that shaped your professional growth in your IP journey.
Managing global Patent (1000+) and Trademark (3000+) portfolios in the domain of Biotechnology and a few successful settlements of Copyright and Trademark litigations.

3. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

- Talks, lectures, training sessions, or workshops delivered : in-house training sessions conducted for R&D



4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Patents – Patent Drafting, Searching & Prosecution

- Trademarks
- Copyrights
- IP awareness, training, and education
- IP commercialization and business development

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, I am part of the decision-making team for patent and trademark portfolio management. I also contribute to patent litigation matters, as well as trademark and copyright litigation and settlement matters.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I am fortunate to be associated with the organization where equal professional opportunities given to men and women.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Intellectual property domain is a great amalgamation of cutting-edge technology, legal and commercial aspect of innovation. It keeps demand of skilled IPR professionals across industries, academia, law, start-ups or in policy making. Very relevant example like incorporation of AI in different sectors need IP check.



Samta Mehra

Remfry & Sagar



1. Could you please share a short professional profile about yourself?

I am a Partner and the Trademark Chair at Remfry & Sagar with over two decades of experience advising leading domestic and multinational companies on IP protection and enforcement. My core expertise lies in trademark law, particularly strategic portfolio management, international filings under the Madrid system, non-traditional marks, and transactional IP. I also lead the firm's industrial designs practice, representing clients across sectors such as automotive, engineering, fashion, and medical devices.

Beyond practice, I contribute actively to policy and global IP thought leadership. I will serve as Chair of INTA's Non-Traditional Marks Committee (2026–27) and am a member of INTA's AI Advisory Group and Global Advisory Council, in addition to past leadership roles across multiple INTA committees. I also engage with MARQUES and PTMG on trademark policy and practice. An active writer and speaker, I frequently share insights at national and international forums.

My work has been consistently recognized in global rankings, including Managing IP's Trade Mark Star (2019–25), WTR 1000 Silver Band (2020–25), WIPR Leader (2024), Lexology Thought Leader (2020–25), Asia IP Top 100 (2020–25), IBLJ A-List (2024–25), and Chambers Asia-Pacific (Band 4, 2024–25).

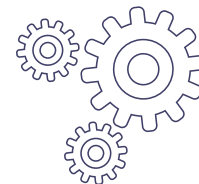
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My entry into intellectual property was almost accidental, but a fortunate turning point. When I began, IP was still a niche field, and as brands and innovation grew central to business strategy, the discipline expanded — and I grew with it. Working in a top-tier firm exposed me early to complex, high-stakes matters that shaped my strategic and rigorous approach to practice.

Key milestones include rising to partnership quickly, becoming the Firm's Trademark Chair, and building deep expertise in international filings, non-traditional marks, and industrial designs. My policy and thought-leadership roles — including work with the Trade Marks and Designs Office and leadership positions within INTA — have further strengthened my understanding of the broader ecosystem and allowed me to contribute to IP development in India and globally.

At the core of my journey is a belief in consistent, purposeful effort. It has been immensely rewarding to build a career in a field that has transformed from a niche legal area into a major driver of business value — and to have evolved alongside it, both professionally and personally.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?



In May 2025, the Firm hosted a panel discussion titled “Building a Global Brand via the Madrid System.” I developed the programme framework with a WIPO representative, and we co-panelled the session along with two additional speakers, focusing on strategies for international trademark protection under the Madrid System.

My recent writing includes articles and expert comments on trademark and design law, such as pieces in Managing IP, World Trademark Review, IAM, Mondaq and INTA Bulletin, covering topics like functionality vs. aesthetics in designs, numeral marks, GUI protection, fashion law, examination practices, and insights published in the Economic Times and other industry platforms.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My primary domains of work and specialisation are: Trademark; Designs; IP awareness, training and education; IP commercialisation and business development.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

As Partner and Trademark Chair at Remfry & Sagar, my role does entail managing the overall direction of the practice - helping set priorities, assessing emerging challenges, and ensuring that strategies remain aligned with client needs in the wider IP landscape. That said, leadership within the practice is grounded in a consultative ethic. Decisions are shaped through collective discussion, shared expertise and cross-team engagement. Within this framework, my responsibilities extend to supporting firm-level deliberations on IP management, quality standards, talent development and practice evolution, as well as representing the firm's perspective in external policy dialogues that advance the robustness of IP systems in India and worldwide.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

I would consider myself to be fortunate – I faced no structural obstacles in the professional environment — the firm has long had strong gender representation, including at senior levels, and decision-making has never been shaped by gender. That foundation has greatly aided my professional journey. The real challenges were the more universal ones: managing time, sustaining energy across demanding phases of work, and balancing professional and personal commitments. In that sense, the journey has been less about overcoming barriers and more about finding a rhythm - through support at home, a collegial work culture, and setting priorities - that allows both work and life to move forward with intention.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

IP is a field that rewards curiosity and depth. For young women entering the profession, the strongest foundation you can build is a genuine understanding of how technologies and brands work, along with the judgment to navigate the space where business and regulation meet. This judgment develops over time, through deliberate practice.

Make reading a habit — not just cases and laws, but commentary, global trends, and sector insights. IP evolves fast, and staying informed is one of the easiest ways to stay ahead. Just as important is choosing environments where your voice is valued, because culture and support strongly shape long-term growth.

Above all, be consistent. Progress in IP rarely comes from perfection, but from showing up, learning continuously, and persisting with purpose.



Sandhya Kheraliya

Indofil Industries Limited



1. Could you please share a short professional profile about yourself?

I am the Lead – Intellectual Property at Indofil Industries, managing the company's patent portfolio. I hold a Master's degree in Organic Chemistry, an LL.B., and I am a registered Patent and Trademark Attorney. I have also completed multiple IP courses from NIMS, WIPO, and other institutions. With over 20 years of experience across R&D, pharmaceuticals, new chemical entities and agriculture, I have worked in various law firms handling IP matters and specialize in global patent filing and prosecution. I have participated in international IP conferences, and I am recognized as a Woman IPR Icon among the top 20 women leaders who have made remarkable contributions to India's IP sector, supporting innovation and strengthening IP protection.

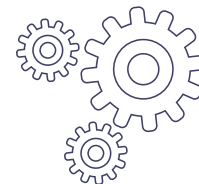
Role & Key responsibilities

I have been managing the global IP portfolio of the organization since June 2024. I develop IP strategies aligned with business and sustainability goals, ensuring responsible innovation in the agriculture industry. My key activities include conducting patentability searches, IP landscaping and freedom-to-operate (FTO) analyses before new product launches. I manage IP portfolios, licensing and leverage IP for revenue generation and competitive advantage. I also collaborate closely with R&D, regulatory teams, field teams and business units to protect new inventions and ideas.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

While working in R&D and interacting with IP law associates to justify patented inventions, I became intrigued by how ideas transform into innovations that shape industries. The intersection of law, technology, and creativity drew me toward Intellectual Property, and the prospect of helping safeguard inventions while contributing to innovation ecosystems motivated me to build a career in this field.

Key milestones in my journey include early exposure to patents and other IP rights, which built a strong conceptual foundation; working on my first patent matter, which taught me the practical nuances of drafting and prosecution; and receiving guidance from experienced attorneys, which strengthened my analytical and strategic abilities. As I handled more complex portfolios, oppositions, and IP-driven business strategies, my interest deepened and my professional identity within the IP domain solidified.



3. IP Contributions

- I have conducted various training sessions, or workshops delivered in R & D in internal stakeholders. I am inventor of one of the patent during my career.
- I have been awarded with certificates for best contribution in IP and recognition in drafting and prosecuting the patent applications.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Patents – drafting, searching & prosecution, Designs, Trademarks, IP litigation, IP awareness/training/education, IP commercialization & business development.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. I play an active role in the decision-making process related to Intellectual Property within my organization. I independently manage the IP function, collaborate closely with cross-functional leaders, and contribute to strategic discussions, especially those related to innovation, product commercialization, portfolio development and decision-making. I am responsible for developing IP strategy, evaluating IP risks, supporting product commercialization, and shaping the organization's innovation strategy.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

At the start of my IP journey, I struggled to manage complex IP matters while coordinating with multiple stakeholders, and being the only woman in a business-strategy team made communication and alignment more challenging. But my passion for IP, confidence in my abilities, and clarity of vision helped me overcome these barriers. As I grew, I strengthened my people-management and communication skills, stayed focused on my responsibilities, and built the resilience needed to navigate demanding situations. Today, I independently manage the entire IP function and support the business in product commercialization and strategic decision-making—an experience that has solidified my professional identity and deepened my commitment to meaningful contribution through IP.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

IP is a vast and dynamic field, and anyone who aspires to build a career in it must be both passionate and focused. Intellectual Property is more than just legal discipline, it is an advantage that supports innovation, empowers industries, and ultimately benefits society. By protecting ideas and enabling their responsible use, IP plays a crucial role in driving progress and helping people create better solutions for the future.



Saya Choudhary

Singh and Singh



1. Could you please share a short professional profile about yourself?

I am a Senior Partner at Singh and Singh Law Firm with professional experience of more than 18 years. I head a patent litigation team, which primarily deals with the litigation pertaining to multiple fields including telecommunications, electronics, diagnostics, chemicals, pharmaceuticals etc. I have handled various landmark patent cases in India representing both Indian and foreign multinationals. I have extensive experience in relation to disputes pertaining to the field of pharmaceuticals, Standard Essential Patent, and have also handled various mediation and arbitration proceedings pertaining to FRAND licensing issues. I am actively involved in policy issues and is member of AIPPI, APAA, IGAL, CII etc.

I hold a B.Sc (Hons) Physics degree from Delhi University (Hindu college) and read law at Campus Law Centre, Delhi University. I have also pursued PG Diploma courses in IPR Law & Banking and Securities Law from Indian Law Institute.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

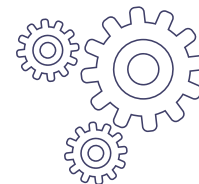
For me personally, entering the field of IP litigation was a trial-and-error process where by trying different fields/areas (including corporate law) and exclusion, I was able to zero in on my area of interest. Fortuitously, I joined Singh & Singh at an early stage in my profession and as they say rest is history. I have enjoyed my area of practice and continue to do so immensely. In my opinion, there is no better high than seeing your strategy work in court and gaining a favorable order. I can honestly say that the past 18 years have been a blur with major highs where I was involved in landmark cases like Roche/Cipla, Novartis, Glenmark, Bayer/Alembic, Ericsson/Lava, Ericsson/CCI etc. I can only hope that this wonderful journey continues.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I actively participate in workshops/lectures/talks attached with universities and institutes. I have been a regular speaker at various international and national seminars/conferences. I was one of the members who represented India in the International Mock Trial held by Japan Supreme Court in collaboration with Tokyo High Court and JPO. I was also a contributor to the India chapter of the WIPO International Guide for Patent case management for judges.

I have been recognized as one of the leading patent professionals in India by IAM, Managing IP, IP Stars, WTR 1000, Asialaw, Legal 500 Asia-Pacific, etc.

In 2025 itself, I have been recognized as: IAM Global Leader 2026; Influential Woman in IP Top 100 list: WIPR Diversity & Inclusion 2025; Litigation Star in the Benchmark Litigation



Asia Pacific 2025 Rankings; Nominated as the Leading Female Lawyer in India by Asia Law; WIPR Leader 2025; Patent Star 2025; IAM 1000 Recommended Individual (Gold); Asia IP India IP Experts 2025; IAM 300 Global Leasers 2025 (recommended individual); WTR 2025 Recommended Individual in Enforcement and Litigation

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

IP litigation and patent prosecution are my core work areas.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, I manage and head a team at my Firm. My role and responsibilities involve business development, firm administration, managing and training young team members, working towards expansion of work, strategizing, instituting and litigating matters in court while managing clients' expectations.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

In my profession, I have been very lucky in the sense that I was attached to an office very early on in my career where I never felt that I was discredited or not recognized because of my gender. My mentors not only guided and taught me about the profession but also gave me ample opportunities to become the person that I am. My work and achievements were always acknowledged and rewarded. In that sense, I believe I am truly blessed.

My struggles in the profession were about finding what I like doing, creating my space as per my preferences and not in general what is expected of a litigating lawyer, dealing with constant pressure and client expectations that are attached with litigation and to create a work-life balance, which continues to be a struggle.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice would be to try multiple options/areas/fields to gain as much exposure as possible and to try and find out what clicks for them. Once you find your standing/area of interest – give it your all.

- Always work with sincerity, integrity, and honesty.
- Never shy away from seeking advice or discussing with others including juniors in the field as two minds are always better than one.
- Always be prepared for the matter/brief.
- Never stop working towards improving yourself.

In my opinion, all professions require time and dedication. With time, not only will you learn the ropes but you will also learn about yourself and what makes you happy. Therefore, give yourself time to grow organically and be patient and kind to yourself.



C. Shanthameena

SAP Labs



1. Could you please share a short professional profile about yourself?

Current designation and organization: IP Attorney Expert at SAP Labs India Private Limited. As a Patent Portfolio manager, I am involved in making strategic decisions for inventions in certain Business units. Liaison with external counsel to ensure best practice of the organization is adhered to. I work closely with the Leadership & management teams of various Labs globally to drive Patent engagements and initiatives.

Past roles and functions: I have extensive experience in patent drafting, prosecution, and IP counselling before the USPTO and Indian Patent Office as a registered patent agent. My work spans patent analytics, benchmarking, and managing India Patent Office practice for diverse portfolios. I began my career as a senior software developer, contributing to product design and development, and this technical foundation—combined with strong problem-solving and analytical skills—enabled a smooth transition into patent practice and continues to support my effectiveness as a Patent Attorney.

Academic qualifications in IP (institutions/universities), or Training (e.g., patent agent, IP courses), and notable achievements (awards, fellowships, industry memberships).

Professional Memberships: Member, NASSCOM IP Enablement; Member, CII National Committee on Intellectual Property Rights.

Legal & IP Qualifications: LL.B., Karnataka State Law University; Passed the U.S. Patent Bar Exam; Completed multiple PLI certifications in patent prosecution; Registered Indian Patent Agent (IN-PA-1878).

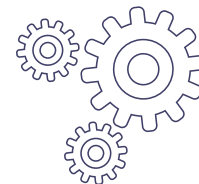
Academic Background: M.S. in Software Systems, BITS Pilani; B.E. in Information Technology, Sona College of Technology.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I began my career in software development but soon realized I was more drawn to continuous learning and education-driven roles, which naturally led me to patents. The field's constant exposure to new inventions and emerging technologies aligned perfectly with my curiosity and technical background, motivating my transition into IP. Over time, I built a strong foundation and now work as a Patent Attorney at the intersection of innovation and law.

My early IP years spanned patent analytics, drafting, prosecution, and strategy for the Indian Patent Office. Qualifying for both the Indian and U.S. patent bars expanded my global perspective, while each project deepened my legal insight and strengthened my strategic approach to patents. Continuous training across technical and legal domains has been central to my professional growth.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?



I drive innovation enablement through patent training, awareness sessions, speed mentoring, and invention workshops. I co-lead Patent Buddy and Patent evangelist, mentor first-time inventors, and contribute to IP frameworks as part of Nasscom Thinktank. My efforts include authoring IP content, serving as a panelist for innovation contests, and supporting new-hire onboarding. Our efforts were recognized with the ASSOCHAM Award for Best In-house IP Team couple of years ago.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Please specify your primary domains of work or specialization, such as:

- Patents – Patent Portfolio management, Patent Drafting, Searching & Prosecution, analytics, evaluating & strategizing tools and processes
- IP awareness, training, and education – Patent process training and awareness sessions across the organization, Speed mentoring sessions, on-boarding mentoring, Patent workshops

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I manage global patent portfolios and shape IP strategy across business units, driving decisions on patent initiatives and innovation priorities. I lead inventor enablement, patent process training, and awareness programs, while fostering engagement through initiatives like Patent Buddy and evangelist networks. Additionally, I oversee Patent Awards with data validation, influence IP policies, and guide cross-functional collaboration to align patent strategy with business objectives and strengthen our innovation ecosystem.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Navigating the corporate world—whether in tech or law—came with challenges, especially as one of the few women in highly technical settings. My early experience in a startup taught me to assert my voice, stay confident, and build resilience. Transitioning into law brought new biases to overcome, but it also equipped me with tools for advocacy, strategy, and influence. Over time, I learned to use my voice not just to solve problems, but to shape arguments and drive impact.

Self-belief, adaptability, emotional intelligence, and strong mentors helped me grow through each transition. Balancing family, education, and a long career has not been easy, but it has reinforced that growth comes from stepping outside your comfort zone and staying open to learning.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

If you're considering a career in IP—whether in industry, academia, law, start-ups, or policy—focus on discipline, curiosity, and consistent learning. Break big goals into smaller tasks, stay organized, and build habits that support long-term growth. You don't need to have everything figured out; what matters is asking questions, thinking critically, communicating clearly, and exploring what interests you. My own journey has been shaped by resilience and steady effort, and I've learned that there is no fixed timeline for success. It's never too late to begin—step out of your comfort zone, stay open to learning, and you'll find countless opportunities ahead.



Shilpa Garg Shaw

Godrej & Boyce



1. Could you please share a short professional profile about yourself?

I am the Head of Intellectual Property at the Godrej Enterprises Group, overseeing IP strategy, governance and value creation across 14 diverse businesses. With nearly two decades of experience across IP, litigation, contracts, competition law, arbitration, regulatory frameworks and global brand protection, I work at the intersection of law, business and innovation to ensure strategic protection of inventions, products and brands. I collaborate closely with Marketing, R&D and Design teams to guide patentability, filings, brand-usage frameworks and enterprise-wide IP governance. A key milestone in my role was contributing to the Godrej Family Settlement and brand realignment.

I hold an LL.B. from G.J. Advani Law College, a Bachelor's degree in Economics, a WIPO Diploma in IP, FICCI certification in IP & Competition Law, and ISO 9001:2015 Internal Auditor credentials. Alongside my legal career, I have pursued a parallel artistic journey as an Indian classical and folk dancer, with over 1,000 performances worldwide.

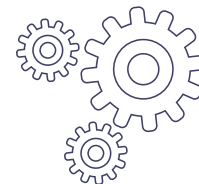
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My journey into IP grew from a lifelong engagement with creativity, discipline and originality, shaped early through Indian classical dance. This sensitivity to creative expression naturally evolved into an interest in protecting intellectual and commercial assets. I began my career as an Associate Advocate, independently handling a wide range of civil, commercial, criminal and arbitration matters, which built a strong litigation and analytical foundation. Joining Godrej in 2011 marked a defining milestone, enabling me to integrate litigation rigour with business-focused IP strategy and scale my impact across a large, diversified enterprise.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have led the end-to-end IPR portfolio of Godrej & Boyce and its Group companies, covering global patents, trademarks, designs and copyrights, along with oppositions, enforcement and brand protection. I built Group-wide IP infrastructure, including lifecycle management systems, monitoring tools, policies and SOPs, and led due diligence, FTO searches, audits, risk assessments and anti-counterfeiting actions. My role also extends to advising on high-value transactions, licensing, collaborations, M&A, software agreements and brand-usage strategy, in close partnership with senior leadership.

From a thought-leadership perspective, I authored "India's Intellectual (IP) Stakeholders" for CII's first IP ebook, contributed articles on India's leading brands, and developed internal manuals, alerts, blogs and newsletters. My recognitions include The Great Indian Women IPR Icon 2024, Finalist – Young Lawyer of the Year (In-House), ALB India Law Awards 2023, Best



Trademark Portfolio – CII Industrial IP Awards 2019, and contributing to Godrej being declared a Well-Known Trademark.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I handle end-to-end trademark, copyright, patent and design matters, including filing, prosecution, oppositions, enforcement, licensing and portfolio maintenance. My work also spans brand protection and anti-counterfeiting—covering raids, seizures, takedowns and online monitoring—as well as litigation and dispute resolution across civil, criminal and commercial matters.

I manage IP commercialization through licensing, assignments, technology transfer and strategic advisory, while driving IP policy, governance, SOPs, audits, due diligence and risk mitigation. I also conduct cross-functional IP training and support enterprise-wide risk management.

Alongside IP, my broader legal expertise—contracts, competition law, data privacy, legal metrology, arbitration and commercial litigation—enables me to provide holistic, business-aligned legal counsel.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. As part of the organization's strategic leadership team, I formulate and implement the Group's IP strategy, lead global portfolio management and budgeting, and work closely with business, marketing, R&D and design leaders on innovation, licensing and global expansion. I oversee worldwide prosecution, enforcement and brand protection, drive digital transformation and process excellence, and represent the organization before regulators, IP bodies and external stakeholders.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

As a woman navigating law, corporate leadership and litigation, I faced challenges such as gender stereotypes, balancing intellectual depth with cross-functional expectations, and working within traditional hierarchies. I overcame these by demonstrating consistent subject-matter excellence, strengthening communication and stakeholder alignment, and relying on mentorship, self-driven learning and a sustained commitment to excellence and growth.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

To young women aspiring to build a meaningful career in IP: focus on building a strong foundation, because IP rewards depth, precision and curiosity; stay future-focused as AI, digital content, deep tech and global markets continue to transform the landscape; develop a strategic mindset, remembering that IP is a business asset, not just a legal function; communicate with clarity and confidence, since your voice is your influence; collaborate and build networks that open doors; embrace your multidimensional strengths—creativity, empathy and discipline—and lead with integrity and resilience, because IP protects value, identity and innovation, and it needs courageous leaders like you.



Shruti Patwardhan

Siemens



1. Could you please share a short professional profile about yourself?

I am currently the Associate Vice President and Head of Intellectual Property (IP) at Siemens India. With over a decade of experience in the IP domain, I have had the opportunity to lead and contribute to IP management across a range of industrial sectors. My academic journey includes an MSc in Sustainable Electrical Power from Brunel University, London, where I was honoured as the best academic performer of the year, and a Bachelor of Engineering in Electronics and Telecommunication from Pune University.

I am a Registered Indian Patent Agent, a Registered Indian Trademark Agent, and hold a TRIZ Level 1 certification. Along with my work at Siemens, I actively engage with industry bodies such as CII, FICCI, and GLIPA India, where I contribute to discussions, initiatives, and reforms that help strengthen India's IP landscape.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

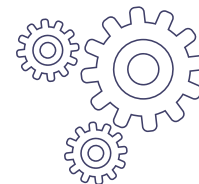
My journey in Intellectual Property began with a deep passion for technology and innovation. During my academic and early professional years, I realized the pivotal role of intellectual property in fostering creativity and providing legal protection for breakthrough ideas. This understanding inspired me to shift from purely technical roles to a career dedicated to IP, where I could merge my technical background with strategic decision-making to support innovation more holistically.

Key Milestones in My IP Journey

My IP journey has been shaped by key transitions—from moving out of a technical role at Tech Mahindra into focused IP positions at Unicita Consulting and later Siemens, to supporting a wide range of business and technology areas, including smart infrastructure, energy and automation. At Siemens, I helped build strategic IP portfolios, manage third-party risks, identify exploitation opportunities and contribute to enforcement efforts such as anti-counterfeiting and domain-name protection in India.

A major milestone was becoming the Head of Intellectual Property at Siemens India while also taking on global responsibilities for IP quality and best practices. More recently, I have been driving digital transformation within the IP function by integrating AI into processes, improving efficiency, decision-making and future readiness.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?



I have delivered numerous training sessions and lectures on IP awareness, technology innovation, and industry-specific IP strategies—both within Siemens and in universities across India—to help graduating students develop an “IP mindset.” Alongside my corporate responsibilities, I am actively involved in technology innovation consulting and in spreading awareness about innovation protection. I have also played a key role in introducing methodologies such as TRIZ and Design Thinking within Siemens, fostering a stronger culture of structured creativity and problem-solving.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My expertise spans patents, technology innovation consulting, IP risk management, anti-counterfeiting and domain-name protection, IP awareness and training, and the digitalization of IP functions. This includes drafting and prosecuting patents across India, Europe and the US; aligning innovation strategy with IP goals; conducting FTO, invalidity and infringement analyses; leading Siemens India’s brand-protection initiatives; mentoring teams through IP workshops; and driving adoption of emerging technologies—including AI—within IP processes.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

As part of Siemens India’s leadership team and Head of Intellectual Property, I oversee the company’s IP strategy, align the portfolio with business goals, manage IP-related risks to ensure compliance with global standards, lead a team of attorneys and analysts in shaping IP processes across Siemens’ Indian entities, and drive the development of policies that strengthen IP governance and support innovation.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

As a woman entering a predominantly male-driven technical domain, one of my early challenges was breaking into leadership roles and gaining acceptance among peers who held preconceived notions about women in STEM. I overcame this by proactively upskilling, pursuing relevant qualifications, and continuously learning; exploring leadership styles grounded in empathy; consistently delivering strong results in IP initiatives; and building a supportive network of mentors and peers who valued my contributions and helped reinforce my place in the IP ecosystem.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to young women entering the IP field is to build a strong technical and legal foundation, continuously upskill, and stay curious about evolving technologies. Embrace opportunities early—whether filing your first patent, presenting your work, or taking on new responsibilities. Be resilient and patient; biases may exist, but consistent performance and confidence help break barriers. Avoid forming assumptions about others, and stay open-minded. Seek mentors and coaches who can guide your growth and open new pathways. Above all, let your passion for technology and the law drive you—IP is a rewarding space where sustained learning and purposeful effort truly pay off.



Shivani Bhupal

TATA Motors



1. Could you please share a short professional profile about yourself?

» Current designation and organization

I am a distinguished Intellectual Property (IP) professional with over a decade of experience contributing across automotive engineering, advanced mobility, artificial intelligence, electronic systems, communication technologies, and global IP prosecution frameworks. I currently work as Senior IPR Manager at Tata Motors Limited, Pune. In my role, I collaborate with critical functions that directly influence product launches, technical strategy, and risk mitigation.

» Past roles and functions

I began my career at TVS Motor Company (2015–2018) as Deputy Manager – IPR, where I gained strong grounding in the end-to-end IP lifecycle, focusing on mechanical engineering patents, embedded software/system patents, and two-wheeler technological innovations.

I then transitioned to Wipro Limited (2018–2019) as Senior IP Executive, which allowed me to expand beyond automotive technology into ICT and software-heavy inventions.

At UnitedLex Irunway (2019–2020) as Senior Patent Associate, I had my first deep immersion into autonomous vehicle technologies. Working with a US-based four-wheeler manufacturer, I drafted high-value patent applications for ADAS systems, autonomous driving algorithms, sensor fusion, vehicle intelligence, control systems, in-vehicle communication and telematics, and real-time perception models.

» Academic qualifications in IP (institutions/universities), or

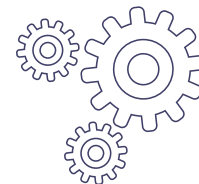
Her academic foundation—B.Tech. in Electronics and Communication Engineering followed by an LL.B. with Honors in Intellectual Property Laws from IIT Kharagpur's Rajiv Gandhi School of Intellectual Property Law—shapes her rare dual competence as both a technologist and legal strategist.

» Training (e.g., patent agent, IP courses), and notable achievements (awards, fellowships, industry memberships).

As a Registered Indian Patent Agent (IN/PA-3755), my role extends far beyond traditional patent drafting—I lead invention evaluation, strategic claim development, competitor intelligence, freedom-to-operate (FTO) reviews, AI/ADAS-related invention protection, and foster an innovation culture within large-scale organizations.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

My academic journey reflects consistent excellence and dedication. I graduated with distinction in Electronics & Communication Engineering, securing a strong academic rank



and demonstrating early technical curiosity. My transition into law—particularly IP law—was driven by a keen interest in the intersection of technology and legal frameworks.

Joining the Rajiv Gandhi School of Intellectual Property Law (RGSOIPL) at IIT Kharagpur profoundly shaped my professional identity. The unique curriculum, integrating law with technology, encouraged me to:

- Explore patent structures for emerging technologies
- Participate in case-study-based analysis of IP disputes
- Develop deep familiarity with Indian, US, and EU patent systems
- Understand the business and commercial dimensions of innovation

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

- Talks, lectures, training sessions, or workshops delivered: Conducting IP awareness programs for Inventors at Tata Motors. Conducted successfully TRIZ level workshops at TVS motor Company. Collaborating with external patent attorneys at Tata Motors. Preparing IPR award submissions
- Awards & Recognitions- Received recognition mails from inventors at previous and current organizations for filing Patent Applications, Received Accolades & recognition in preparing and prosecuting maximum number of Patent Applications.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

As Senior Manager of the Intellectual Property Rights division, I have expertise in drafting high-quality patents across automotive, electrical, AI, ML, EV components, and connected vehicle platforms, as well as design and copyright filings.

5. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to aspiring IP professionals emphasizes building a strong foundation, staying curious, and persevering. I encourage young individuals to develop solid grounding in both technology and law, no matter their starting point. Engineers should explore the legal aspects of innovation, while law graduates should cultivate comfort with technical concepts.

I believe curiosity is the engine of growth. Asking questions, exploring new technologies, and engaging with inventors helps young professionals deepen their understanding and build confidence. Intellectual property is a dynamic field, and continuous learning is essential to stay relevant.

For women in particular, I stress the importance of self-belief. I urge them to participate actively in meetings, articulate their perspectives clearly, and overcome the fear of being the only woman in the room. Over time, competence and visibility build influence.



Shivani Sheldenkar

Godrej & Boyce



1. Could you please share a short professional profile about yourself?

I currently serve as Deputy Manager–Corporate Legal (Intellectual Property Rights) at Godrej & Boyce Mfg. Co. Ltd., where I handle patent, design, and broader IP strategy for the Group. Before this, I worked as a Patent Attorney at GNANLex Associates LLP, gaining hands-on experience in prosecution, drafting, and IP advisory.

My academic background includes an LL.M. in Intellectual Property Rights and Technology Laws from O.P. Jindal Global University, an LL.B. from JCCL Mumbai, a PGD in IPR from Government Law College Mumbai, and a B.Sc. in Microbiology from Mithibai College. I am also a Registered Patent Agent (IN/PA 4415).

I have received internal recognition at Godrej & Boyce, including a Certificate of Appreciation for the strategic handling of patents and designs that resulted in significant cost savings and improved business efficiency.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

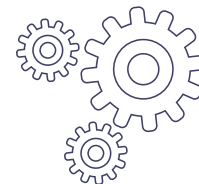
What inspired you to enter this domain, and

From an early age, I aspired to be part of a process that creates meaningful value- both for my professional development and personal growth. Being a science student, I was introduced to the concept of Intellectual Property Rights (IPRs) during my undergraduate years. That exposure sparked my interest in how innovation is protected and leveraged. Coupled with my natural knack for creativity and innovation, this curiosity evolved into a strong inclination toward patent law and its enforcement, as I realized its critical role in fostering innovation and safeguarding IP rights.

What have been the key/major milestones that shaped your professional growth in your IP journey.

Throughout my IP journey, I have been fortunate to find great mentors, from my professors in college to my seniors at work, who have motivated me and instilled valuable lessons at every stage. Clearing the Patent Agent Examination in the first attempt was another significant milestone that strengthened my foundation in this field. Additionally, gaining hands-on experience across diverse domains, including ideation of inventions, IP strategy, prosecution, maintenance, and litigation, has provided me with a holistic understanding of the IP ecosystem and shaped my professional growth.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?



Training sessions delivered on the following topics: Patentability requirements, Design Protection in India, Demystifying Patents,

Industrial design infringement in India, Patentability Search and the requirement of non-obviousness in a patent application, Research publications, articles, or blogs authored.

1. India quashes Johnson & Johnson's attempt to prolong monopoly on patented life-saving TB drug, IDMA Bulletin March 2023
2. De Jure Nexus, Law Journal, Volume 1 Issue 3 (ISSN No-2582-7782)

An exhaustive analysis of IPR in pharmaceutical industry, Protection of Digital IPR,

Role of Mass Media in investigation, A comprehensive analysis of Fashion law in India

As an IPTSE Youth Leader in 2020, I worked to expand IP awareness among students, advocating for IP literacy, engaging peers in discussions on innovation, and promoting the importance of intellectual property within my institution.

I have also been recognized for my contributions and interest in IP, securing AIR 03 in the ISERD India National IPR Olympiad 2021 and AIR 13 in the IPTSE National IPR Olympiad 2021.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Please specify your primary domains of work or specialization, such as:

- Patents – Conducting Patent Searches, Drafting, Prosecution, Opposition, Maintenance and Enforcement.
- Designs- Conducting Design Searches, Prosecution, Maintenance and Enforcement.

5. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

One of the key challenges I faced as a woman in the IP field was overcoming stereotypes and proving credibility in a domain that demands deep technical-legal expertise and strong commitment. Implicit biases often questioned women's ability to handle complex litigation or strategic IP decisions. I addressed this by continuously upskilling, delivering consistent results across ideation, strategy, prosecution and litigation, and building a strong mentor network that helped amplify my confidence and ensure my work spoke louder than any bias.

6. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

What advice would you give to young women who wish to build a career in Intellectual Property — whether in industry, academia, law, start-ups or policy?

My advice to young women aspiring to build a career in Intellectual Property is to stay curious and keep learning, because IP is a dynamic field that evolves with technology and innovation. Build a strong foundation of science, law and business and complement it with specialized IP training or certifications. Most importantly, don't limit yourself to one single role or responsibility, explore diverse roles across industry, academia, start-ups, or policy, as each offers unique experiences that will broaden your perspective and accelerate your growth.



Sowmiya Chandrasekaran

Renault Nissan Technology



1. Could you please share a short professional profile about yourself? And what inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I am Sowmiya Chandrasekaran, registered Indian patent agent and an Electronics and communication engineer. I started my career at a startup KPO and handled all types of searches and patent monitoring, got the opportunity to learn about Intellectual property. The term Patent itself is new to me, so I tried to explore it. But Intellectual property is an ocean. I worked on patent monitoring projects, and I learnt a lot, in each country how they have procedures and following protocols. Later moved to another KPO and worked for specific OEMs and gained knowledge of how inventions developed stage by stage. Then I got curious to work inside the OEM, currently I am working at Renault Nissan Tech, handling patent searches and guiding inventors.

2. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Conducted a few awareness sessions for college students about patents. In this overall 7 years of experience in IP industry got specialized in Patents – Patent Drafting, Searching & Prosecution, Design searches, IP awareness, training, and education, IP commercialization and business development.

3. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

The main barrier I faced in my career is reading multiple patent paragraphs for the whole day during my career starting time. Reading a single patent took a lot of time. Then I tried to shorten the time for each patent. Then I followed the 20-20-20 rule for eye relaxation and 5 min eye closing exercise occasionally, which boosted productivity.

4. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

In patents, the combo of technology and legal knowledge plays an important role, equally we need to balance it. Every invention, every song, every brand begins with an idea. Studying IPR is learning how the world protects and powers those ideas.



Sukla Chandra

Dolby Atmos



1. Could you please share a short professional profile about yourself?

- » Current designation and organization
 - Senior Director, Legal & DOLBY TECHNOLOGY INDIA PRIVATE LIMITED
- » Past roles and functions
 - Past roles - Senior Managing Director and CTO for GE Licensing
 - Functions - leadership positions in GE in Global Product strategy and Corporate R&D, led a very large Patent Strategy team for GE for several years
- » Academic qualifications in IP (institutions/universities)
 - BS degree in Chemical Engineering from Jadavpur University, Kolkata
 - Master's degree from the US in Chemical Engineering
 - Senior Executive Leadership Program, Business Administration & Management, General from Harvard Business School
- » Training (e.g., patent agent, IP courses), and notable achievements (awards, fellowships, industry memberships).
 - Inventor in US patents US-6742282-B2, US-6643951-B1, US-6134805-A, US-6085548-A
 - Certified Agent by United States Patent and Trademark Office

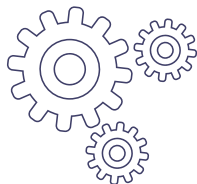
2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

After spending a decade in Technology and hands on research I switched to a Patent agent role in 2003 which started my journey in the world of IP. I was always fascinated by the technology decision that was taken by GE and wanted to understand the underlined thought process to take such technology investment decisions. Being part of the IP team gave me the opportunity to do so. I build a team of 100 IP professionals in GE at Bangalore Research center which supported Patent Analytics and Preparation and prosecution work for all GE businesses.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Past and Present Professional Associations

- Board Member of Alliance for Rural Electrification (ARE) based in Belgium.



- Jury member for IET (International E) Innovation Challenge
- Member of CII (Confederation of Indian Industry) National Committee for Technology and Innovation
- Department Advisory Panel (DeAP) – Dept. of Engineering Design, IIT Chennai
- Committee member for FICCI Innovation Council.
- Member of CII IPR Council from 2011-2014
- Delivered many Talks, Panel Discussions and conducted workshops on Technology, Innovation Ecosystems, Inclusive Innovation, IPR challenges and DEI topics at international conferences/Academic Institutions
- Inventor in several global patents
- Registered Patent Agent with USPTO

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

Please specify your primary domains of work or specialization, such as:

- Patents – Patent Drafting, Searching & Prosecution
- Patent Analytics
- IP awareness, training, and education
- IP commercialization, Licensing and business development

5. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

My advice to the young women will always be to follow your passion and never stop learning.



Sumitha Vibhu (Prof)

IIT Madras



1. Could you please share a short professional profile about yourself?

I am an Advocate, Patent and Trademark Attorney with over 25 years of experience, and among the early IP specialists in Chennai. I previously worked with Kamath & Kamath and Lakshmikumaran & Sridharan before establishing my independent practice, where I also handled outsourced IPR work for organizations without in-house IP teams. My experience spans pharmaceuticals, FMCG and IT, covering prosecution, litigation and IP agreements.

I currently serve as Legal Advisor to the IPM Cell at IIT Madras, where I led its strategic expansion—achieving one patent filing per day for two consecutive years and scaling the team from 5 to 28 members. Under my guidance, IIT Madras won the CII Award for Best Patent Portfolio (Educational Institutions) for three consecutive years. I hold a B.Sc. in Mathematics, a B.L. in Law, and am a Registered Patent and Trademark Agent. My recognitions include the Visionary Women Award 2025 (WEDO) and the International Women's Day Award for Consultancy in IPR (2024).

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

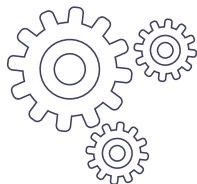
My journey reflects a balance of personal resilience and professional growth. I completed my law degree while raising a young child, which instilled discipline and perseverance early on. Joining Kamath & Kamath exposed me to diverse IP matters, each demanding mastery of new technologies—an aspect that continues to motivate me.

Key milestones include my first patent trial in the Butterfly 3-stone Grinder case, assisting in the landmark Novartis–Glivec litigation at Lakshmikumaran & Sridharan, and handling scientifically complex infringement matters. Other defining experiences include work on indigenous knowledge benefit-sharing, securing an early product-shape trademark, supporting USPTO filings, and now leading large-scale institutional IP creation at IIT Madras.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I have conducted numerous IP training and awareness programs for students, faculty and researchers at IIT Madras, Anna University, PMRF national meets, and institutions across Tamil Nadu. I have also supported start-ups and incubation cells such as CFI and NIRMAAN, and assisted multiple organizations in setting up IP cells and awareness frameworks under IIT initiatives.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?



Patents – drafting, searching & prosecution; Designs; Trademarks; Copyrights; IP litigation; IP awareness, training & education.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes, I am the decision maker for the IP team in the IPM Cell at IIT Madras, alongside my private practice. I lead a team of 28, including 3 Patent and Trademark Agents, 9 Patent Agents and 16 operations staff. I refined the foreign filing system and initiated in-house prosecution for patents and designs. I also revised the IIT Madras IPR Policy and strengthened student participation by leveraging early patent grants, enabling students to graduate with a granted patent that supports future research funding and career opportunities.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

What were some of the significant obstacles or barriers you faced in your professional journey in IP as a woman? How did you address or overcome them?

Like I mentioned earlier, the first obstacle was balancing time between home and work. As the children grow and become more and more independent, I also scaled up my working hours accordingly and have clocked regular 12 hour working days. The advantage of this field is that you can scale up or scale down your practice according to other demands to balance your life.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Be clear about the time you can commit to your career, and remember that today's flexible work options and expanding non-litigation roles make IP a highly accessible field. Keep learning, choose the path that fits you—litigation or non-litigation—and explore the wide range of opportunities across sectors, including part-time roles or re-entry after breaks. Whether as a Patent Agent, Trademark Agent, Lawyer, or in renewals, prosecution support, or international collaborations, the possibilities are diverse. With many creations still under-protected, the demand for IP professionals is only growing—and stronger IP protection ultimately drives greater innovation and prosperity.



Tara Prasad (Dr)

Tata Consultancy Services



1. Could you please share a short professional profile about yourself?

I am currently heading the TCS IP Safe Assessment Function and IP Delivery Partner for Corporate Research & Innovation (R&I) Unit of Tata Consultancy Services (TCS). She is also deputy process owner of New Products and Services Development (NPSD) governance Framework which focusses on the conceptualization, assetization, and commercialization phases of all the innovative products in TCS.

I work closely with Corporate R&I and various business units, where she guides them on Invention Mining, IP Creation, IP Protection, assetization, IP risk management, Patent Landscape & portfolio management, Freedom to Operate study and IP Training.

I engage regularly with global IP stakeholders to promote collaboration. As TCS relationship manager for the European Patent Office, I have participated in knowledge-sharing sessions and spoken at leading IP forums like GIPC and IPBC Asia. I hold patents in India and the US and was recognized as a 'Powerful Woman in IP' at WIPF 2023 in Bengaluru.

I earned a doctorate in theoretical physics from the University of Hyderabad, Telangana, and published six papers in reputed physics journal for my thesis, which have received over 1,000 citations.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

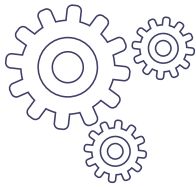
While managing customer projects as operations and delivery head, I saw the value in identifying and protecting innovative processes and software that improve efficiency and reduce costs, which sparked my interest in IP.

In addition to the IP-related clauses in a Statement of Work, the Master Agreement piqued my interest in learning more about intellectual property.

I contributed to the digital transformation initiatives of IP where in TCS has its own IP Rights Management, IP Assessment System and Patent Analytics tool. Getting involved in these initiatives I was able to gain hands on experience in the entire IP Lifecycle from idea generation and assessment to filing, management, and leveraging IP for business advantage. I helped develop and deploy basic IP web-based training at TCS.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I engage regularly with global IP stakeholders to promote collaboration. As TCS relationship manager for the European Patent Office, I have participated in knowledge-sharing sessions



and spoken at leading IP forums like GIPC and IPBC Asia. I hold patents in India and the US and was recognized as a 'Powerful Woman in IP' at WIPF 2023 in Bengaluru

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I collaborate with Corporate R&I and multiple business units, providing guidance on invention mining, IP creation and protection, assetization, IP risk management, patent landscapes, portfolio management, freedom to operate studies, and IP training.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

In my capacity as the lead of the IP Safe Assessment Function and deputy process owner for the New Products and Services Development (NPSD) Governance Framework—which focuses on the conceptualization, assetization, and commercialization stages of innovative products—I was instrumental in establishing processes, procedures, and guidelines. Additionally, I contributed to the digital transformation initiatives related to these workflows.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

- Juggling work and family responsibilities can be tough but online meetings help simplify things.
- It's important to seek assistance. Support from my family and my team at work and to be in a company that provides flexible work options has proven extremely helpful.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

IP domain evolves rapidly with technologies like AI, Generative AI and sustainable energy. Stay informed through news from patent offices and other sources. Maintain curiosity, confidence, and resilience—setbacks are normal in this challenging yet rewarding field.



Vidya Vikas

Tata Consultancy Services



1. Could you please share a short professional profile about yourself?

I am a seasoned Intellectual Property professional with over two decades of diverse experience across patents, software quality assurance, and engineering consultancy. As a registered Indian Patent Agent, I bring an interdisciplinary perspective, backed by a Master's in Intellectual Property Law and a Bachelor's in Electrical Engineering. My expertise lies in bridging the gap between technology and law, with a strong focus on patent filing strategy, prosecution, and innovation management.

2. What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

I started my career in the design and engineering of electrical power systems with a multinational engineering consultancy, where I engineered electrical systems across sectors including oil & gas processing, refineries, and petrochemicals. My journey into IP was sparked by a strong foundation in electrical engineering and a growing curiosity about how innovation could be protected and scaled. A pivotal moment came during my relocation to the United States, where I transitioned into software quality assurance, leading QA automation for enterprise compliance software and strengthening audit frameworks. This experience deepened my understanding of technology systems and laid the groundwork for my move into IP. I currently head the in-house patents team at Tata Consultancy Services (TCS), where I have built and scaled enterprise-wide IP functions and actively handle initiatives for adopting AI-driven automation and agile digitization of strategic IP activities.

3. What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

I am the inventor of Indian Patent No. 537665, titled "Method and System for Sentence Classification Using Dilation and Capsule Based Neural Network", reflecting my ability to integrate deep technical insight with legal acumen in advancing innovation.

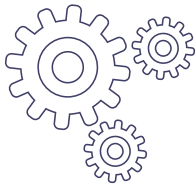
I play an active role in industry outreach through my participation in the CII National Committee on IPR, contributing to policy-level discussions and shaping best practices.

I have been recognized for my contributions toward talent development and fostering a culture of learning by conducting enterprise-wide IP trainings adopted by over 500,000 employees within TCS.

I spearhead IP automation and digitization initiatives at TCS, significantly improving operational efficiency and governance.

I am known for transforming complex R&D pipelines into protected, monetizable assets through cross-functional alignment.

I lead mentorship programs for junior patent professionals, fostering skill development and career growth in IP.



I have authored internal IP process documentation and contributed to IP automation frameworks.

4. What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

I bring deep expertise across multiple domains of Intellectual Property, with a strong focus on patents, IP strategy, and international IP law. My core competencies include patent drafting, searching, and prosecution across India, the US, and the EU, as well as handling oppositions, revocations, and hearings at the Indian Patent Office. I have led enterprise-wide IP automation and governance initiatives and actively contribute to IP awareness and training through workshops and mentorship programs. My experience with leading law firms has helped me provide strategic guidance on freedom-to-operate and infringement analysis. I have also played a pivotal role in IP mining, commercialization, and business development, leveraging my deep understanding of global IP frameworks to align innovation with legal protection across jurisdictions.

5. Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

I play a strategic leadership role in Intellectual Property at Tata Consultancy Services (TCS), where I head the in-house patents team. I have built and scaled the company's IP function, leading initiatives that automate tasks and embed governance across the IP workflow. I partner with senior leadership to develop and implement enterprise-wide IP strategy, compliance, and training programs. As TCS's representative on the CII National Committee on IPR, I contribute to shaping national IP policy and industry best practices. My leadership also extends to mentoring patent professionals and driving data-backed decision-making across TCS's global IP portfolio.

6. What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

As a woman navigating both technical and legal domains, I have managed and overcome several systemic challenges throughout my career. From the outset, in fields that have traditionally seen limited representation of women—especially in engineering and site operations—I had to consistently prove my capabilities and earn credibility. I addressed these challenges by focusing on performance excellence, seeking mentorship, and actively mentoring others. I also advocate for inclusive practices, helping to create more equitable and supportive environments for future professionals throughout my career.

7. What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

As a woman navigating the dual demands of professional advancement and personal responsibilities, my advice to young women aspiring to build a career in Intellectual Property is to embrace both with intention and resilience. It's essential to build a strong foundation in technology and law, while also cultivating a robust support system—personally and professionally—for mentorship, guidance, and encouragement. IP is a dynamic, interdisciplinary field that thrives on innovation, legal insight, and strategic thinking. Challenges are inevitable, but so are opportunities to lead, influence, and make a lasting impact. Stay resilient, nurture your voice, and use it to help shape the future of IP.



Vijayalakshmy Malkani

Sun Pharmaceuticals



1 Could you please share a short professional profile about yourself?

I am AVP – Head Trademark (India Business, Emerging Markets and Japan) at Sun Pharmaceutical Industries Ltd., where I lead trademark strategy, prosecution, litigation, and advisory for licensing, M&A, brand adoption and enforcement. I have over two decades of experience across leading Indian and multinational companies including Hindustan Unilever, BIC-Cello, Marico, UPL and DIL, managing complex brand portfolios and high-stakes disputes.

I hold an LLM from Franklin Pierce University (USA), an LLB from Mumbai University, a PG Diploma in IPR from NLSIU, and certifications from Harvard Law School, WIPO and Interpol. I am actively engaged with industry bodies including INTA, FICCI, CII and DPIIT, and also serve as a Visiting Faculty at leading law schools.

2 What inspired you to enter the field of Intellectual Property, and what key milestones have shaped your professional journey in IP?

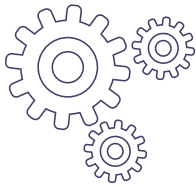
I was drawn to IP by its power to protect creativity, identity and innovation. Entering the field in the mid-2000s, when IP in India was still evolving, I developed a strong affinity for trademarks and copyright, where law intersects with brand value and culture. Working with innovation-driven organizations reinforced my belief that IP is both a strategic and creative discipline.

A defining phase was leading trademark strategy at Hindustan Unilever, where I built a robust brand-protection framework, introduced John Doe actions in FMCG, achieved a 99% success rate in litigations, and handled major brand transactions including HUL's acquisition of Horlicks from GSK. I have also contributed to policy advocacy, including inputs to the National IPR Policy 2016, and led extensive IP capacity-building initiatives across industries and enforcement agencies.

3 What principal contributions have you made in the field of Intellectual Property, including talks, lectures, trainings, workshops, publications, articles, blogs, or other outreach initiatives?

Between 2016 and 2024, I led IP awareness programs for schools, colleges and law-enforcement agencies, including NACIN, Customs and police officials. As a Visiting Faculty at institutions such as NMIMS and Pravin Gandhi School of Law, I regularly teach, examine and mentor students.

I have authored articles for the FICCI IP Newsletter and led innovative public outreach initiatives—such as street skits and metro campaigns in collaboration with CIPAM—to educate the public on the dangers of counterfeiting and encourage ethical consumer behaviour.



My work has been widely recognised, including repeated listings as Global Leader – Corporate Trademark and Leading Corporate TM Professional by WTR, Corporate IP Star by Managing IP, and Most Influential Woman in IP by WIPF.

4 What are your primary areas of expertise within Intellectual Property, such as patents, designs, trademarks, copyrights, IP litigation, IP education, IP commercialization, business development, or other relevant domains?

My core expertise lies in trademarks and copyrights, supported by deep experience in IP litigation, enforcement, brand protection, IP awareness and training, as well as IP commercialization and business development, including licensing and M&A support.

5 Are you part of the leadership or decision-making team related to IP strategy, management, or policy within your organization, and if so, could you briefly describe your role?

Yes. As Head of Trademark at Sun Pharma, I lead strategic decision-making on brand adoption, enforcement, portfolio management, licensing and M&A across India, Emerging Markets and Japan. I manage a large in-house team and integrate IP considerations into broader business strategy, positioning IP as a core strategic function rather than a support role.

6 What significant barriers or challenges have you faced as a woman in the IP domain, and how did you address or overcome them?

Like many women in leadership, I often had to work harder to be heard, recognised and trusted as a strategic voice—especially when IP was still seen as niche. Assumptions around capability and leadership required deliberate effort to counter.

I overcame these through resilience, consistent performance, mentorship and collaboration, building credibility through results rather than rhetoric. These experiences have shaped my leadership style and strengthened my commitment to diversity and inclusion in IP.

7 What advice would you offer to young women who aspire to build a career in Intellectual Property across industry, academia, law, start-ups, or policy?

Own your voice, stay curious, and don't wait for permission to lead. Build both legal depth and business understanding, seek mentors, and invest in networks. IP rewards originality, strategy and foresight—qualities women bring naturally.

You may face resistance, but every confident step forward expands opportunities for others. The IP ecosystem needs more women leaders—claim your seat at the table and help others rise with you.



Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organisation, with around 9,700 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 365,000 enterprises from 318 national and regional sectoral industry bodies.

For 130 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with the Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness, and business opportunities for industry through a range of specialised services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Through its dedicated Centres of Excellence and Industry competitiveness initiatives, promotion of innovation and technology adoption, and partnerships for sustainability, CII plays a transformative part in shaping the future of the nation. Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes across diverse domains, including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

For 2025-26, CII has identified "Accelerating Competitiveness: Globalisation, Inclusivity, Sustainability, Trust" as its theme, prioritising five key pillars. During the year, CII will align its initiatives to drive strategic action aimed at enhancing India's competitiveness by promoting global engagement, inclusive growth, sustainable practices, and a foundation of trust.

With 70 offices, including 12 Centres of Excellence, in India, and 9 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with about 250 counterpart organisations in almost 100 countries, CII serves as a reference point for Indian industry and the international business community.

Confederation of Indian Industry

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