



Archana Lawande
Manager
Tata Sons Pvt. Ltd.

Archana has been working as Manager in Tata Sons since 2020. She is responsible for the development and adoption of the Tata Affirmative Action Programme (TAAP) across the Tata Group, a unique programme focused on social excellence. She has over 15 years of experience in the Tata group.

Her core responsibilities include:

- Facilitating diagnostic interventions to assess progress and provide strategic insights using the TAAP framework.
- Coordinating with Affirmative Action Champions across Tata companies to ensure effective policy implementation.
- Executing end-to-end TAAP assessment cycles, enabling continuous improvement and impactful outcomes.
- Supporting the TAAP Assessor fraternity, ensuring customised and effective assessments aligned with company contexts.

Archana is a certified and experienced TAAP and TBEM Assessor, bringing deep domain knowledge in Corporate Social Responsibility (CSR), Sustainability and Social Inclusion, Equity and Community Development, Project and Knowledge Management, Continuous Improvement, and Impact Measurement.

Prior to her role at Tata Sons, Archana contributed significantly to CSR initiatives at Tata Chemicals and Tata Power, including deployment of model village development programmes for tribal communities in the Palghar district.

Archana holds a Post Graduate Degree in Social Work from the Tata Institute of Social Sciences (TISS), Mumbai and an M. Tech in Agricultural Engineering, equipping her with a nuanced understanding of India's rural and urban socio-cultural fabric. Archana's work reflects a deep commitment to social excellence, equity, and sustainable development, making her a valuable contributor to Tata group's inclusive growth agenda.