

Success factors
for women
in technology
careers

By Julie Barker

WORTHY OF IMITATION



Chaya Pamula
CEO of PamTen, Inc.

Chaya Pamula, CEO of PamTen, Inc., conceives and develops software products like ConnectPro-Global, for membership organizations, allowing pre-event networking. The Princeton-based company allocates a percentage of its profits to the non-profit organization Sofkin, which Pamula founded for destitute children in India.

How she got her start: After her undergraduate degree, took courses for a diploma in Computer Science. She started her career training people on IT, moved up to project management, programmer, developer, and then got an MBA. In her mid-30s, she came to the U.S. from India and joined Bristol-Myers Squibb's IT department.

Mentors, preparation: At the pharmaceutical company, she had a woman mentor who was both

assertive and a successful leader. To add

balance, she chose a man to mentor her simultaneously. She wanted

to "understand the views of men, how they view women leaders." A teenager when her parents died, Pamula "always felt that I didn't receive the guidance that I should have for launching my career."

Discrimination: "I have friends who have shared a few incidents with me. Yes, it does happen, but I don't want to say it's just technology companies."

She'd tell young women: "Technology is something that can take a lot from you in terms of keeping yourself up-to-date..." so "determine if that is really your passion." Nurture your leadership skills right from the beginning of your career; be able to voice your concerns to your management.

Skills and personal qualities: Compassion, dedication, analytical thinking.

If you are sitting in a group of men, you have to make sure that you are heard and that you are visible in that room by sharing your experience, your thoughts, your decision.