

Ms. Sonica Aron

(Founder and Managing Partner, Marching Sheep)

Ms. Sonica Aron is the Founder and Managing Partner of Marching Sheep, an HR advisory firm specializing in Diversity and inclusion interventions , Strategic HR advisory, and capability building.

An XLRI post graduate, Sonica has worked with companies like Pepsico, Vodafone, ICI paints. She started her career with a sound understanding of business where she went route-riding with Pepsico and was part of the team that launched Pepsi 200 ml at Rs 5. She was the first lady HR Manager stationed at a factory in Upcountry UP and there the seeds to her diversity practice were born.

Prior to starting Marching Sheep, Sonica was head of HR for the consumer lifestyle business at Philips.

Sonica is passionate about HR, empowering women and all things in between. A mother of two, she decided to set up Marching Sheep in 2013 with a vision of delivering interventions that truly move the needle. **As a Human Resource and D&I (Diversity and Inclusion) specialist with an experience of 18 years, both in the industry and consulting, She has designed one of the most evolved 'Diversity and Inclusion' frameworks in India with exclusive programs like - Women@Work , Unleash and diversity@work! Marching Sheep works with clients across industries on gender, generational and sexual orientation diversity.**

In the past 5 years or so, Marching Sheep has gone from strength to strength under the leadership of Sonica. Today Marching Sheep boasts of a healthy roster of clients, including Reckitt Benckiser, SBI cards, Sterlite Power, JCB India, Continental Tyres, Diageo, Baxalta, Oetiker to name a few.

Seen as a thought leader, her opinions on motherhood penalty, unpaid work, generational diversity, inclusion of the LGBT community have been published by leading publications including Hindu, TOI, HT, Business World, The stateman, DNA and the Tribune

Sonica is a passionate advocator of diversity. Having been a woman professional, Sonica has both experienced and observed gender based bias closely. Every woman in the workspace experiences this at some time or the other. This prompted her to launch her diversity practice. 'Organizations need to move ahead of the curve and drive inclusive teams and mindsets, gender sensitive processes and mentor and coach women'- She believes and advocates.

She works on board of 'Gender at Work India Trust' actively delivering to the society. Sonica loves her little garden and is an avid reader.