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An Equal Workplace, An Equal World – CBRE

Equality could be a real thing for many in the world, but for women in India it often is an aspiration for which they must work every day. It is not difficult to find women who call themselves lucky for getting born in a house which not only preached, but practiced gender equality. Fortunately, I was not only born in a house which believed in sort of equalities but am working in an organization which never-ever and even remotely believed in any biases – let alone the gender one.

Yes, that is CBRE for me – a world of opportunities, a place where nothing else but your merit as a professional and as a person matters.

Lessons on equality began right at home

I was born and brought up in Meerut, a small town in Western Uttar Pradesh and an unlikely place to champion the cause of gender equality. But my parents ensured that I and my brother rise above these obscure societal constraints and focused their attention on teaching more important things in life such as punctuality, discipline, honesty and hard work. Even though I was an introvert person, the foundation my parents built for us helped me go for many unconventional things in life, including my career as an architect.

After graduation (Bachelor of Architecture) I cleared GATE exam (Graduate Aptitude Test in Engineering) with good marks. While I got selected for the prestigious Indian Institute of Technology (IIT), Roorkee under a scholarship program, I decided to go for Master's in Construction Management from School of Planning and Architecture, New Delhi.

Many people were surprised with my choice as construction industry till today isn't perceived as the right place for a woman. But today when I look back it was perhaps one of the best decisions of my life. Right after completing my course in 2012, I got selected in CBRE's Project Management Team and honestly what a journey it has been since then. It was my first introduction to a place which was truly above all biases and was ready to assign me work on basis of my knowledge and talent.

Equality in Workplace – CBRE was my Answer

My early days in CBRE were full of excitement and I was keenly looking forward to the practical on-field

experiences. It was an opportunity to execute the things I learnt in college. I must agree that Project Management in construction industry isn't an easy thing to do. For the uninitiated, it largely amounts to working at sites which often does not have the luxuries you get in an office environment.

Having witnessed my own share of raised eyebrows for my unusual choices, I in a way had prepared myself to respond to the same old gender-based rhetoric. And I was pleasantly surprised when no such things happened, and tasks were assigned to me without tagging them as "suitable-for-girls" thing.

Days became years and soon I became an "experienced project manager" who always is eager to learn and get things done. While I was also passionate for my work, I must thank my senior and colleagues for their regular guidance and support. Whenever faced with a difficult situation I would ask myself a simple question "How can I solve this issue or challenge?" and the answer would be there right in front of me.

Don't stress it out just talk it out!

All my life I heard that difficulties are an integral part of your professional life and just like everyone I had prepared myself for my own share. But then there are circumstances which just refuse to come under your control. My first encounter with such a situation took place within one year of my joining CBRE and at a project site. I tried my best, but I then came a time when I was just unable to handle it anymore and decided to speak with my Reporting Manager.

Naturally I was skeptical and didn't know how things will turn out to be. But the situation only helped me witness the other side of CBRE where everyone is considered equal and issues are resolved on topmost priority. I didn't know that a concern raised by a fresher will be accorded so much of importance and the belief I had about CBRE being the best place to work, only became stronger that day.

CBRE always shows you the path

Eight years in CBRE has changed me from an introvert person to a strong one with an unwavering belief in things like equality, hard work, dedication and learning. But the most important lesson it has taught me is that "I am the answer to all my challenges".

There Is Something About CBRE

