



Sadhana Educational & Empowerment Foundation's (SEEF)
Sadhana Centre for Management & Leadership Development
(SCMLD)

Seminar: **“Learning from the Leaders” - Series XIV**

Theme: **“Enhancing Skills & Building Competencies**

- Realities & the Challenges Ahead”

Venue: **Le Méridien, Pune** | Date: **16th & 17th July, 2011**

CONCEPT NOTE

Dear Sir / Madam,

We have the largest and biggest asset base in the world – the youth. But are we really preparing them for the opportunities being thrown up all around and in all areas of creating / offering goods and services? All concerned, from Prime Minister to planners & policymakers, Confederations & Chambers to CEOs and hirers are worried as to how to find right fit people and if found how to retain them and if retained, how to get work and outcomes out of them. All are aware that the quality of Human Resource, Governance and Institutions and that of the legal, political & social systems are the pre – requisites for economic growth and progress. But where are we today in the context of today's actions design and deliver the tomorrows we aspire for?

On the other side on campuses, and in multiplexes, restaurants & discos, cricket stadiums, film fare awards (all in cities) we find display of huge energy, enthusiasm, fun and ‘I don't care’ kind of relationships and consumption – the youth expressions of today. In the rural side and in the underbellies of cities it is the opposite – denial, despair, deprivation, anxiety, helplessness, resentment, anger, confusion and hopelessness. However, for productive and serious economic activity in both urban and rural geographies, there is acute shortage of right people- the Human Resource of desired quality. The situation is that, those who want to work are lacking in skills. Those who claim to be educated (qualified) are attitudinally illiterate when it comes to work and delivery of outcomes. Exceptions are there but few. By exceptions organization / nation building is impossible.

According to me, knowledge, skills, aptitude, attitude, habits, good health – physical, mental emotional, spiritual & social and enthusiasm & energy appropriate to the context, place, time, people and their needs, make one right fit. This calls for pro-active macro and micro planning and implementation of dynamic and transformational HRD initiatives on a continuous basis.

However, our education system is 'marks' and knowing (information not knowledge) oriented. Parents expect that once the fee is paid it is the duty of the school, college or institute which is responsible to get their wards behaviourally changed educated (marks) and employed with maximum pay & comforts and least of difficulties. The students expect the institute / and teachers put "knowledge" in their brains and skills in their hands and get them an employment with the "profile" they are looking for. The teachers think and behave as if they know everything that the students should know and keep lecturing. The business and industry "hunt" for the talent that once employed must "deliver" from the next day. They want the "charitable" "not for profit" institutions to supply them with "work ready" straight fit HR for them to make 'profit' out of them. Government as usual is "allocating" huge sums for skill development, higher education, school education and so on. Branded institutions arrogate and decide 100 %... 97% in 10th, 12th etc. or 99 percentile as cut off due to the shortages manufactured by the license permit raj in education sector. Then we claim that India is blessed with "the huge population" dividend. What a pity and self-deception? If simple qualities of listening, punctuality & commitment to deliver what is promised or agreed upon, are practised, implemented or enforced and if we are learners, our country will progress to a great extent. If we stop arguing and start doing, learning will happen and skills will develop at least over a period of time. India was known for its knowledge and skills.

All of us – parents, teachers, institutions – educational and business / industry / government all working together can only convert this population with unlimited energy and potential into a real asset base for dividends to be reaped by one and all. Parents and teachers in schools must consciously offer "formative" grooming & education. Higher and technical education institutions & faculty must provide "re-formative" education relevant to the context, time and need. Business and industry must take them and groom them further for specific purposes without looking for whether they would stay with them or not. In any case they will be with 'us – India' our country, being in any organization. With me or with them does not matter as long as they are productive in India or for India.

May be this is my utopia. But I love that utopia. Government, business, industry, society, religion etc. are here to offer "goods and services" so that society, its members, nations and countries progress and live in peace, harmony & happiness, being healthy. In India focus is on employment, not work or serving. 'What is the way out and what we the institutes and organizations can do at our levels?' is the theme of the seminar. Government will do what it desires. But waiting for government to build talent for businesses and industry, will keep them waiting only.

In this context we look forward to your being with us and sharing your experience, insights, concerns and the way forward as you see it. You may like to discard whatever is written above.

The above is only one view point. You are at liberty to have your views. We expect to listen and learn from your views and wisdom.

At SCMLD we are trying our best to turn out 150 -180 youngsters to be all terrain & all weather fit people, to perform. We have consciously selected them from lower strata of the society. We have in fact started special classes for “common sense” application. As regards positive attitudinal shift, we are almost successful in making it happen. Now focus is on logic, reason common sense and intuition alongside our attempt at intellectual development.

Our admission advertisement, CV format we use for campus interviews and prospectus will give you a glimpse of what we are doing. Ours is a humble effort at creating a small model - a replicable model.

With warm regards,

Yours Sincerely,

M.S. Pillai

Founder Director, SCMLD

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