



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

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

Theme: **Entrepreneurs/CEO's Meet**

“Wisdom from the Wise & Experienced”

Venue: **Yashada, Pune** | Date: **24th & 25th December, 2011**

CONCEPT NOTE

Dear Sir / Madam,

With respect to our institute we enclose our C.V. format which every student has to fill up for his / her campus placement process. This we give them when they apply to us for admission and also after 6 months of their being with us after having a great detailed discussion on why all those parameters (in the C.V. format) and how one can utilize one's time with us to acquire those qualities. We inculcate / groom / facilitate the just ordinary and ordinary students to emerge extra ordinary at work. Our admission notification enclosed herewith highlights our focus. As behaviours are expressions of mental patterns, beliefs, and habits, we put them through a daily regimen to “re- habituate” qualities which are essential for “performance” at “work”. Today employment is considered as work. We do not believe so. Work is work and there are plenty of it all around. Unfortunately, “work-abled” (employables) are in short supply. Further, we want our students to be ready for any work as situation demands and organization's purpose requires. This requires egolessness. Therefore, we focus and measure-knowledge, doing aspects (execution / implementation), integrity / authenticity, deadline orientation, and so on. May be due to many such innovations, IIM (A), Ravi J. Mathai Centre for Educational Innovation (RJMCEI) wrote a case study on our institute.

However, in spite of whatever we do, our processes will not be complete without students developing some understanding of the various practical aspects of business and industry (at least rudimentary wisdom), which can come only from facing realities and / or going nearer to the reality. Hence we organize 8 seminars during the two years of one's studentship with us and thereby each student gets an opportunity to listen to, interact and pick up a great amount of wisdom from 200 - 240 practitioners. Also we have factory visits, mandi visits, out of the box selling activity as “footpath vendors”, surveys, field assignments, short duration “Earning while learning” apprenticeship assignments and so on.

This seminar is one of such many attempts. Here we envisage you sharing your story with the audience:

- 1) Personal as to how you came this far and at what cost of time, efforts, resources, constraints, circumstances, barriers, choice, choicelessness, failures, and so on, and
- 2) Professional successes and failures - as to the business / profession you are in, its challenges and issues including economic, environmental (legal, administrative, bureaucratic, political), financial, market, marketing, employee performance and non-performance etc. It will be excellent if you can also add as to
- 3) The problems you are facing now in terms of “the skill / competency / talent, performance gap” issues, and challenges vis-à-vis qualification, quality, functional skills, knowledge, attitude and behaviours of employees and its impact on business and its competitiveness, career success for employees themselves etc.
- 4) You may also like to dwell on the benefits and challenges if management graduates choose the SME sector organizations to make their careers. Students are starters on the path. We the ones travelled the path need to share the titbits of wisdom we gained so that their travel becomes that much easier if they have the curiosity to learn from the wiser. We do not expect any theoretical or conceptual presentation which we have already overloaded them with. You may like to take 25 minutes for your talk / presentation. 10 minutes after that are for Q&A for two speakers jointly.

Once again, I express my gratitude for your kindness of being available to our students to help them emerge better informed. It is a great contribution.

With warm regards and thanking you,

Yours Sincerely,

M. S. Pillai

Founder Director, SCMLD