



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

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

Theme: **“Bridging the skill gap: Issues & challenges”**

Venue: **Yashada, Pune** | Date: **14<sup>th</sup> & 15<sup>th</sup> January, 2012**

**CONCEPT NOTE**

Dear Sir / Madam,

This seminar is restricted to Banking & Non-Banking Financial Services including Insurance. As per certain published data there are more than 25951 colleges with 16 million students under 527 universities pursuing higher education in India. Going by demographics the number of students is going to increase to 40 million by 2020. Additional capacity creation will entail Rs. 10 lakh crores.

However, the irony is that not more than 15-18% of the above are employable. That means there is a colossal wastage of prime time of the youth, resources and efforts. In the Time's best 400 higher education institutions in the world only IIT Mumbai appears at Sl.No.317. Thousands of Indian students go abroad for higher education at a cost of almost US\$ 5 billion in foreign exchange outflow from India. Even the employable need re- training by the employers to be effective at work. This information is only to highlight the opportunity cost, the direct money losses and waste due to low productivity and the NPA (Human Resources) of the nation.

This seminar is to deliberate as to how institutions can by their own innovative approaches improve the quality of education so that more and more students become employable and / or entrepreneurial and what employers can do to support such institutions. Waiting for systemic change by policy interventions by the state is a utopia. The only quick way to improve the quality is to initiate changes at the individual and organizational levels, without waiting further. If not, things will become costlier for everyone and India will miss the opportunities knocking at its doors.

Employability demands knowledge, skills, aptitude, attitude, healthy habits, holistic health etc. relevant to the business & industry and specific to work outcomes to be delivered in quality and within cost as dictated by the ever changing market realities. Productivity and quality are adversely affected by lack of any or all of the above. In India, employment is emphasized upon and not work. And to deliver work all the above characteristics are to be employed 100% by one and all with enthusiasm and motivation for building competitive organizations and through that the nation. Unfortunately, this culture is not there in our society. We have more of instruction

oriented, 9-5 individualistic and entitlement driven work force than initiative taking purpose driven self-inspired Human Sources of Action.

At SCMLD we have initiated action leaning, shared team learning, OJT, internships, earn while learn, and many such innovations for students to pick up at least a rudimentary understanding of market realities. 3-4 hrs of daily compulsory reading is another aspect. We have very high emphasis on self-discipline, sense of responsibility, punctuality, action orientation, authenticity, team work, inter personal relations and so on. Also in a span of two years a student of SCMLD is exposed to varied wisdom of at least 240-250 practitioners by way of a seminar each trimester addressed by at least 30 practitioners – men and women who exemplified leadership in their own chosen fields. There are 8 such seminars. Out bounds, workshops, vipassana, yoga, pranayama, meditation etc. are also their regular academic sessions.

In seminars we request speakers to share their experience – successes, failures and learning rather than theoretical presentations. We believe in facilitation of learning. Students can relate to practitioners' real life stories – personal and professional, better than conceptual sessions. May be a few will appropriate certain lessons out of such real stories.

Hence you may like to share your experiences as to how you achieved your position / success being a product of the same educational system. Furthermore, it will be great if you could also dwell upon employers' expectations from the employment seekers as far as behaviours, attitudes, values, knowledge, skills, habits etc. are concerned. This will inspire students to take the best out of their formal education years even if the system is as it is today. For the institute you may like to suggest as to what innovations in the curriculum and processes are required to improve the quality. What organizations can do to assist the institutions given the compulsions and constraints of business & market realities may also be included so that institutions can initiate changes to meet employers' skill / talent requirements. It would be nice if you could also dwell a little on the opportunities available in Banking and Non-Banking Financial Services to help students prepare to avail of those opportunities and build their careers. May I hope that it is not too much to expect and also not very burdensome for you. The purpose of this seminar is to inspire and enlighten the students and also academicians on the existing & emerging realities.

With respect to our institute SCMLD, the enclosed copy of the Business India article on its creation, the C.V. format which students are to fill up for the campus placements and the copy of our admission advertisement, will fairly explain as to what this institution stands and is striving, for. Recently the Ravi Mathai Centre for Innovation in Education IIM (A) has written a case study on SCMLD for its innovative practices. We take very ordinary students and help them emerge extraordinary because more than 95% of the youth population is in that segment due to circumstances or lack of good educational opportunities. They have potential. Most of the branded institutions select the so called cream of students. Our effort is to create an institution

for the ordinary and less than ordinary and make them extraordinary at work. The 'performance of our alumni and out of turn promotions etc. they gain' bear testimony to our conviction and efforts. Our mission is to develop a no nonsense simple & easily replicable model and thus serve the society and the country. Your being with us and addressing the seminar is an honour and privilege for us. It is a very valuable contribution as well in our journey of "making the ordinary extra ordinary". We can only do it for 120-150 students a year. But if we create a low cost, less sophisticated model many will benefit. We will remain thankful for your kind support.

Looking forward to welcoming you.

Yours sincerely,

M.S. Pillai

Founder Director, SCMLD

[www.scmlid.org](http://www.scmlid.org)