



# ILSS LEADERSHIP PROGRAM

*Structure & Features*

**ILSS began** because we saw many people looking to figure out how they can work in the social sector, contribute as citizens, and involve themselves with social issues they see around them. Our Leadership Program is a bridge between senior corporate talent or senior leadership talent in general, looking to repurpose their work in the social sector.

This program has been designed, largely based on our own experiences of transitioning into the social sector, the knowledge, understanding, and support we believe would have been a game-changer in the journey of transition.

January 2022 will mark four years since we started offering this unique program. Our biggest success stories have always been our Alumni, who have taken up senior roles in leading social sector organisations or are setting up their social enterprises.

What makes our program unique is the focus on understanding and rediscovering the self and one's own context while exploring different realities surrounding us and its complexities. The social sector is challenging, and requires a strong grounding rooted in personal values and intent.

Join us in this journey of inclusive growth, as we bring in people from diverse backgrounds looking to be part of social change.

**Start and strengthen your social impact journey with ILSS.** As the Jewish scholar Hillel, the Elder famously said - *if not now, then when? If not you, then who?*



**ANU PRASAD**

Founder-CEO

India Leaders for Social Sector



# OUR JOURNEY SO FAR

India Leaders for Social Sector (ILSS) was set up in September 2017 as a learning and leadership development organization that would help build and strengthen leadership capacity for India's social sector.

India's growing complexity of problems on the development front underlines the need for organizations to devise innovative, sustainable, efficient and scalable solutions; it has also renewed the focus on developing skills to oversee the implementation of these solutions and plan for future challenges.

## ILSS Launches

*September 2017*

## 1<sup>st</sup> Fundraising Conference

*January 2020*

## 1<sup>st</sup> Blended Learning Leadership Program

*August 2020*

## 1<sup>st</sup> Leadership Program

*January 2018*

## #ILSSOnline Launches

*April 2020*

## 1<sup>st</sup> Fundraising Program

*August 2020*

## 1<sup>st</sup> Fully Virtual Leadership Program

*August 2021*



## OTHER OFFERINGS

Our Programs echo a commitment to strengthen and advocate for the social sector, multiplying impact on the ground.

## ILSS Fundraising Program



The ILSS fundraising program is a rigorous virtual learning course specifically designed for social sector leaders and fundraising professionals. Participants cover a comprehensive curriculum through various approaches, carrying forward vital skills and lasting connections that enable them to raise funds effectively and with confidence.

## #ILSSOnline



The ILSSOnline webinar series is a bouquet of thoughtfully curated online learning sessions that enable widespread learning within and outside the social sector. With 30+ webinars organized so far, our speakers have addressed a host of topics, including Public Health, Rural Distress, Gender, Leadership, Behaviour Change, Entrepreneurship, Education, Philanthropy and so on.

*“Real citizenship is citizens together building a society in which they want to live in, holding the government and the markets accountable to that society. For this to happen, we need the social sector to become much stronger. Bringing in talent is a very critical part of that.”*

**ROHINI NILEKANI**

*Philanthropist, Writer & Founder  
Arghyam Foundation*



# INDIA'S DEVELOPMENT CHALLENGE



At present, **60% of India's population**, or an estimated 812 million people, live below the poverty line.



India has **slipped 28 places** in the World Economic Forum's Global Gender Gap Report 2021.



India ranks **94th out of 107 countries** in the Global Hunger Rankings.

*As the social sector is working to solve some of the most complex issues concerning our country, it faces a shortage of talent and capacity to bring about lasting change.*

*ILSS is working towards **bringing in, training, and supporting some of the best senior leadership talent from across sectors to lead and serve in development and create sustainable impact at scale.***

# DEVELOPMENT NEEDS LEADERSHIP TALENT

## Indian Social Sector in Numbers



India has **3.2 million** registered Non-Government Organisations (NGOs).



The sector currently employs close to **7 million people** in varied capacities.



The ILSS Leadership Program brings you the **knowledge, networks and frameworks needed** to help find the right opportunities based on your existing skill sets while providing the necessary support to **successfully start and navigate a career in the social impact space.**

## The Leadership & Talent Gap

- According to a Bridgespan study, **53% of nonprofits** do not have strong leadership in their organizations other than the founder.
- **40% of NGOs** struggle to attract senior leadership talent.
- **97% of nonprofits** surveyed believe it's vital to invest in the organization's leadership talent to be successful.

# PROGRAM REACH *At a Glance*



11

**Editions**  
*of the Program*  
*so far*



230+

**Alumni**  
*completed*  
*the Program*



160+

**Faculty**  
*& Speakers*



115+

**Alumni**  
**Transitioned**  
*to development roles*



*“If you want to make a big change, I think it is very helpful to have the opportunity to hear multiple perspectives, see multiple experiences on the ground, and meet people.*

*It informs your decision-making process.*

*To me, the ILSS Leadership Program is doing a terrific job of bringing those experiences to all those who want to think about change.”*

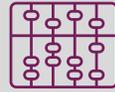
## **NACHIKET MOR**

*Visiting Scientist*

*Banyan Academy of Leadership in Mental Health*

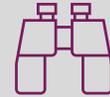
# KEY ELEMENTS

*A holistic experience designed to build empathetic, informed leaders for social change.*



## Capacity Building

Enhances sector-specific knowledge to better understand and engage with the sector, ask the right questions, and better understand self and motivations to continue work and find suitable opportunities in the sector.



## Impact-Driven Engagement

Enables professionals to develop a nuanced understanding of the social sector and shift perspectives to look at problems from a social lens and understand and work with dynamic contexts.



## Inspirational Speakers

Learning from the best. We bring together some of the most inspiring and experienced social sector leaders, practitioners, academicians and thought leaders to share their learnings and insights.



## Network

Even after the Program, the participants have access to a large pool of philanthropists, practitioners, foundation heads, NGO leaders and a network of talented and passionate alumni who have gone through our programs. Our Alumni also have access to emerging job opportunities in the sector through the ILSS network.



## Customized Mentoring & Buddy Support

Program participants are mapped to buddy mentors working in their areas of interest in the social sector. To get a better picture of the work and opportunities, helping them make informed choices.

# PROGRAM CURRICULUM

*Structured & comprehensive learning*



## Demystifying the Sector

Gaining new knowledge about the sector, relooks what is known, and separates the myth from reality. The program offers a deep dive looking at research and data available in the sector and qualitative nuances, learning how to look at changing contexts with a sharp lens, especially that of Gender, Equity, Justice and Privilege.

## Perspective Development

Expanding views to understand the landscape of the social sector and empathise with its challenges, speaking and interacting with social sector leaders working across different verticals and roles within the sector.

## Competency Building

The program focuses on learning and practising the tools and frameworks required to impact the social sector through systems thinking approach successfully. A module aimed to help address challenges that arise when working in social change interventions. A practical tool to help design interventions, understand the interconnectedness of the sector and its complexities.

## Understanding the Self

Using the Radical Transformational Leadership Approach designed for sourcing our inner capacities and wisdom to manifest change that embodies universal human values of dignity, compassion and fairness, and simultaneously transform unworkable systems and norms to solve problems. This module will deconstruct fallacies that societies continue to promote related to self and the world around us, leading to complacency and non-action. It aims to anchor leadership in universal human values instead of efficiency-oriented paradigms to effect cultural and systemic change through various exercises and activities.

## Field Visit

A curated on-ground experience to get a real taste of the complexities of the social problems and the work happening on the ground, meeting various stakeholders. Local Immersion in one's city, followed by reflections and discussions on experiences and analysis.

## Careers in the Sector

Understanding the kind of roles, opportunities, and organisations in the sector and connecting with individuals, institutions, and networks, mapping interest and skill sets to opportunities available.

# FEATURED SPEAKERS



**VANESSA D'SOUZA**  
CEO  
SNEHA



**SRIKANTH VISWANATHAN**  
CEO - Janaagraha  
Centre for Citizenship  
and Democracy



**KAMLA BHASIN**  
Social Scientist &  
Advisor  
Sangat & Jagori



**NACHIKET MOR**  
Visiting Scientist  
BALM - Banyan  
Academy for Leadership  
in Mental Health



**ANURAG BEHAR**  
CEO  
Azim Premji Foundation



**NEERA NUNDY**  
Co-Founder &  
Managing Partner  
Dasra



**DR RS PRAVEEN KUMAR**  
IPS, Secretary  
Telangana Social  
Welfare Residential  
Educational Institutions  
Society



**RANI BANG**  
Co-Founder  
SEARCH



**ADIL ZAINULBHAI**  
Chairman  
Quality Council of India  
(QCI)



**SHAVETA SHARMA-KUKREJA**  
Managing Director  
Central Square Foundation  
(CSF)



**ANIL SWARUP**  
Former Secretary  
Govt. of India  
Founder - Nexus of  
Good Campaign



**HARI MENON**  
Country Director  
Bill & Melinda Gates  
Foundation India

# FEATURED SPEAKERS



**AK SHIVAKUMAR**  
*Development Economist,  
Professor & Policy  
Advisor*



**MIHIR MATHUR**  
*Founder  
DESTA Research LLP*



**CHAKSHU ROY**  
*Head Outreach  
PRS Legislatives*



**SEEMA BANSAL**  
*Partner & Director  
Boston Consulting  
Group (BCG)*



**VISHAL TALREJA**  
*Co-founder & Trustee  
Dream a Dream*



**JAYANT RASTOGI**  
*Global CEO  
Magic Bus  
Co-Founder & Managing  
Partner - Dasra*



**SUDARSHAN  
RODRIGUEZ**  
*Founder - RTL Works,  
Transformational  
Leadership Coach*



**ANSHU GUPTA**  
*Founder  
Goonj*



**PIYUSH TEWARI**  
*Founder & CEO  
SaveLIFE Foundation*



**YAMINI AIYAR**  
*President & CEO  
Centre for Policy  
Research (CPR)*



**URVASHI BUTALIA**  
*Feminist Writer,  
Publisher and Activist*



**ARCHANA CHANDRA**  
*CEO  
Jai Vakeel Foundation*

# ALUMNI REFLECTIONS



*I attended the program in January 2020 and I can't congratulate the team enough on how thoughtfully they've curated the Leadership Program. **I absolutely recommend it for folks who are new to the sector.** The ILSS team through this program has developed this incredibly talented pool of alumni - a great network.*

**ANUPAMA ANAND** Financial Advisor, Bill & Melinda Gates Foundation  
Former Corporate Strategy Manager - Chairman's Office, Hero Cycles Ltd.  
Alumna, January 2020 Program



*ILSS was an **immersive, exhilarating journey that renewed my faith in myself**, fellow human beings and the path into social impact space.*

**ROMONIKA D SHARAN** Project Director - Strategic Partnerships, Central Square Foundation (CSF)  
Former Senior General Manager - Finance, BSNL  
Alumna, January 2020 Program



*While I was keen to make a transition into the social Sector, **ILSS turned out to be the perfect program to support me in my decision.** It has been instrumental in providing access to new opportunities and networks in the sector, along with guidance to make the best decision, aligned to our passion & purpose, and a great set of peers.*

**ISHMEET SINGH** Senior Vice-President – Health, Piramal Swasthya  
Former CEO, Fonterra Future Dairy  
Alumnus, August 2020 Program

# ALUMNI TRANSITIONS

## *& Placement Support*

Through the Leadership Program, we have enabled leaders from diverse sectors—such as the private sector, defense and government services— to transition into senior roles in the social sector. Through the program, we have had the opportunity to be part of the journey of upskilling and re-orienting senior leaders already working in the social sector.

We are equally proud to see our participants recruited by top impact organizations such as **Educate Girls, Ashoka University, Tata Trusts, Piramal Foundation, Central Square Foundation, Public Health Foundation of India, and Edelgive Foundation,** among others.

The ILSS Leadership Program equips professionals with the skills and knowledge to excel in their development roles and shapes the demand for informed, motivated, and skillful social sector talent.



# CONTINUOUS ENGAGEMENT

*Even after the program concludes, ILSS continues to engage and support Alumni through*



## Alumni Meets

Organizing Alumni chapter meets in different cities (Delhi, Mumbai, Bangalore).



## Learn Sessions

Webinars and Coffee chats with Industry Leaders, mapped to Sustainable Development Goals (SDGs). Organizing field visits with NGO partners to understand their work and operations on the ground.



## Mentoring & Career Transition Coaching

Connecting Alumni to Industry leaders and practitioners in the social sector for mentorship and coaching based on specific needs of the Alumni.



## Alumni Council

ILSS nominates city chapter leads from among Alumni to co-create Alumni events in various cities and engage Alumni at a local city level. A National Alumni Council is also in the works to support overall outreach and partnerships.



*“ILSS Leadership Program is a wonderful chance for young to middle-aged people who are perhaps in the corporate sector, but definitely **thinking of how they can be involved in social change.**”*

*The number of people and speakers the participants are meeting and are exposed to currently serves a purpose. **We need more Indians to think about the social sector, either joining it or supporting it.***

*Therefore, I think this program is a wonderful initiative.”*

## **ANU AGA**

*Padma Shri Awardee, Philanthropist, Social Change Advocate & Former Executive Chairperson  
Thermax Group*

# WHO CAN APPLY? *Eligibility Requirements*

- ✓ **Candidates with a minimum of 8 years of professional experience** in the corporate or social sector are eligible to apply. Experience in a mid-senior level role is necessary.
- ✓ **Candidates currently engaged in the CSR or Diversity & Inclusion** initiatives within the corporate sector are eligible for the program.
- ✓ **Senior Executives** who wish to explore careers in social impact or simply want to build their knowledge of the social development space.
- ✓ **Candidates who have taken a break from full-time roles** may apply as long as they meet the criteria of the minimum work experience.
- ✓ **Women on a career sabbatical**
- ✓ *Those open to a virtual learning program*

# UPCOMING PROGRAM DETAILS & *How to Apply*

**1<sup>st</sup> Application Deadline** 18th October 2021

**2<sup>nd</sup> Application Deadline** 13th December 2021

*\*Application review and interviews are on a rolling basis.*

**Program Dates** 14th January - 12th March 2022

**Program Fee** INR 1.25 Lakh + 18% GST

## Time Commitment

**Sessions on Friday and Saturday evenings**

✓ ~ 6 hrs commitment weekly

✓ 60 hours in total, over the Program duration

- Registration on the [ILSS website](#)
- Submit Written Application  
*with two professional references contact details*
- Virtual Interview
- ILSS conducts Reference Checks
- Selected Candidates receive Offer Letter
- Program Fee Payment

# TEAM ILSS



**Adil Shah**  
*Associate Director*



**Anu Prasad**  
*Founder-CEO*



**Archana Ramachandran**  
*Director*



**Atal Agarwal**  
*Managing Director*



**Isha Sharma**  
*Sr. Program Manager*



**Radhika N**  
*Sr. Program Associate*



**Alam Bains**  
*Associate Director*



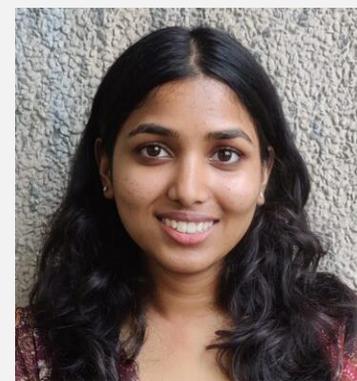
**Diksha**  
*Sr. Program Associate*



**Khwaish Grover**  
*Program Associate*



**Nikita**  
*Associate Director*



**Swechha Sikaria**  
*Program Associate*



**Vineet Mittal**  
*Finance & Operations  
Manager*



INDIA  
LEADERS  
FOR  
SOCIAL  
SECTOR

## CONTACT US

Write to Isha, [isha@indialeadersforsocialsector.com](mailto:isha@indialeadersforsocialsector.com), or call +91 97690 07297 for more information and to nominate candidates for the Program.