

# ILSS PEOPLE PRACTICES PROGRAM

## ✓ FREQUENTLY ASKED QUESTIONS (FAQs)

The ILSS People Practices Program equips participants with the skills they need to attract, engage, grow, and retain the right talent towards achieving the organizational mission. The Program enables organization leaders in the sector to prioritize wholesome people practices, building the organization's' capabilities, growth prospects, and sustainability in the long run. To learn more about the Program and Apply, [click here](#).

QUESTION	
<b>What does the application process look like?</b>	<p>We are now accepting applications for the second cohort of our People Practices Program. The deadlines for the submission of applications are 24th December, 2022. The non-scholarship application deadlines are 4th January, 2023.</p> <p>We have a two-step process wherein you are first required to submit your application through our website. Post that you will be invited for an interview. Your candidature will then be reviewed internally and if accepted, you will be notified of the same.</p> <p>We review applications on a rolling basis and have limited seats, hence, we urge you to not wait until the deadline.</p>
<b>Am I eligible to apply for the People Practices Program?</b>	<p>Criteria for eligibility for the People Practices Program are listed below. You should qualify for at least 3 out of the 6 criteria listed below to be eligible:</p> <ul style="list-style-type: none"><li>● Organization leader who has:<ul style="list-style-type: none"><li>○ A designation of founder/CEO/CXO in the organization</li><li>○ Led the organization for at least 1 year and</li><li>○ Has 5 years of overall work experience</li></ul></li><li>● Organization having:<ul style="list-style-type: none"><li>○ Been in existence for at least 3 years</li><li>○ &gt; 15 employees and</li><li>○ Budget of &gt; 2 crores</li></ul></li><li>● Ambition to scale 2-5x in the next 3-5 years</li></ul>
<b>What are the mandatory documents required?</b>	<p>For non-scholarship applications, we currently only require your Resume. We may reach out to you for certain documents once your candidature is confirmed.</p> <p>If you are applying for scholarships, you are required to submit relevant documents like IT Returns, Salary Slips, Organization's Financial Statements etc. to support your scholarship request.</p>

QUESTION	
<b>What is the application deadline?</b>	The deadlines for the submission of applications are 24th December, 2022. The non-scholarship application deadlines are 4th January, 2023.
<b>What should I do if I missed the deadline?</b>	We follow a strict application cycle. Please get in touch with us at <a href="mailto:peoplepractices@indialeadersforsocialsector.com">peoplepractices@indialeadersforsocialsector.com</a> to explore your candidature. In case, we are unable to process your application at the time, we will inform you of the next round of applications.
<b>How many referrals do I require? Are they mandatory?</b>	Yes, two referrals are mandatory from people who you have reported to or worked with closely and can vouch for you.
<b>Can I bring my team members to the program?</b>	The program is designed to have a Founder/Leader/CEO + 1 member with people related goals and KRAs join the program from each organization (though not mandatory). The program design is calibrated to help leaders/founders/CXOs of organisations identify their 'people-related' goals and strategies. If you identify with any of the above-mentioned positions, we encourage you to bring along your HR Heads or others with people-related KRAs and goals.
<b>What do you look for in your selection process?</b>	<ul style="list-style-type: none"> <li>● Candidate profile: The program is designed for Organization leaders fulfilling the criteria listed in FAQ 2. They can nominate one additional person (with people related goals and KRAs) to join them for the program</li> <li>● Completion of the application form with requisite information submitted</li> <li>● A clear purpose for why the participant is looking to apply for the program and what they seek to gain from it</li> </ul>
<b>How can I apply for scholarships?</b>	We offer limited, need-based scholarships to applicants. You can apply for scholarships by filling out your request in the application form and providing us with relevant documents to support your case.
<b>Can I reapply?</b>	Yes, however you will have to submit a fresh application.
<b>How long is the program?</b>	7 weeks ( 6 weeks online engagement followed by a three-day in-person workshop)

QUESTION	
<b>Can I defer my application?</b>	We don't encourage deferrals. However, if your situation is found to be unavoidable and genuine, we will follow a fair process. The final call rests with the internal management.
<b>What are the program's expectations?</b>	The expected time commitment per week is 6 hours on average.
<b>I am not free on weekdays. What will be the timings of the sessions?</b>	The session is expected to take place on weekends over 7 weeks. However, we follow a blended approach wherein you can expect 2-3 days of in-person classes in Delhi NCR towards the end of the program.
<b>Will the sessions be in-person or online?</b>	The program follows a blended approach. The program has planned for up to 3 days of the 7-week program being in-person sessions. However, these might transition to a fully online program, if the Covid situation escalates.
<b>What is the fee structure for the program?</b>	Fee: <ul style="list-style-type: none"> <li>● 90K + 18% GST per participant</li> </ul> Limited need-based scholarships are available.
<b>What is the payment process?</b>	Once your candidature has been confirmed, we will share the bank payment details with you to pay the fee.
<b>Can non-Indian citizens apply for the program?</b>	Yes. The program is however mapped to weekday evenings and weekends as per IST timelines so you should expect to manage your schedule to align with the program sessions.
<b>I am not the founder or leader of my organization, but I head the HR vertical. Can I still apply for the program?</b>	We strongly believe that leaders of organizations need to prioritize People Management in their organizations and therefore the program has been designed primarily for organization leaders. We encourage you to accompany your organization leader to the program.