



INDIA
LEADERS
FOR
SOCIAL
SECTOR



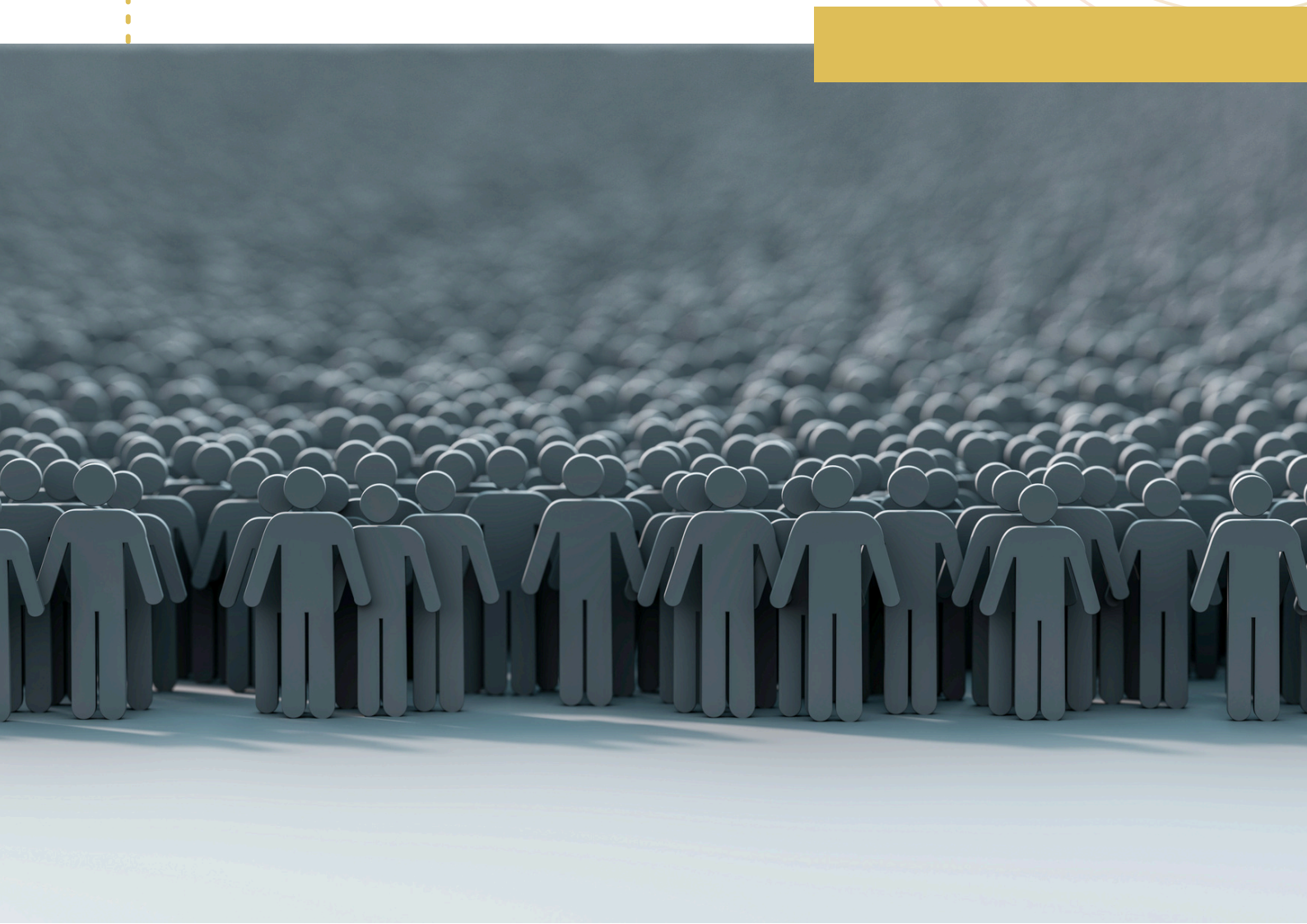
THE ILSS PEOPLE PRACTICES PROGRAM

People are critical to the success of social purpose organisations.

Their **commitment, passion and drive** propel an organisation to achieve its objectives.

However, for leaders in development, building the best people management practices continues to be a challenge.

Let's change that.



UNIQUE CHALLENGES

*for People Management
in India's Development
Sphere*

- Lack of revenue-generating motive.
- Operating in resource-constrained environments which does not allow for financial incentives such as bonuses, ESOPs, etc., as tools for employee motivation.
- Challenging and emotionally draining work on important issues such as child rights, prevention of sexual abuse, disaster relief, etc.
- Operating in remote locations with meagre resources.
- Diversity of talent from different backgrounds, from grassroots to corporate, academicians to frontline workers to functional specialists, usually with double or triple-hatting responsibilities.
- Little to no funding is available to address the capacity-building and emotional needs of people in the organisation.



THE ILSS PEOPLE PRACTICES PROGRAM

is designed to equip social impact leaders with the skills, attitudes, and knowledge they need to attract, retain, and nurture the right talent to drive their organisational mission.



**Alumni of
THE ILSS
PEOPLE
PRACTICES
PROGRAM**

PROGRAM OUTCOMES

*The ILSS People Practices Program leads to the building of **better people leaders, organisations, and a larger development ecosystem.***

CAPACITY BUILDING

Increased capability of social sector leaders to attract, grow and retain talent within the sector.

INVESTMENTS IN TALENT MANAGEMENT

Investments in the people function are increased, strategic and timely.

IMPROVED COMPLIANCE AND ORGANISATIONAL PRACTICES

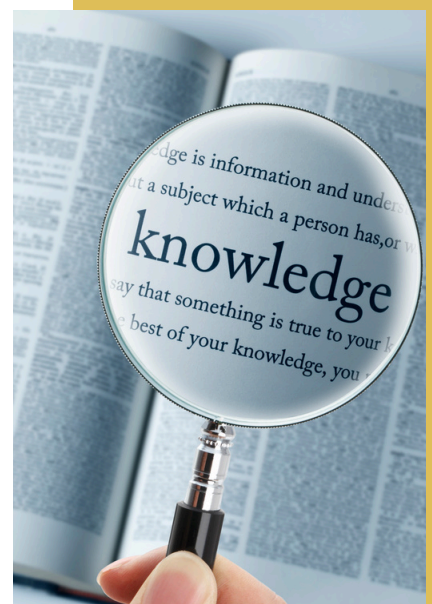
Improved organisational compliance and practices due to prioritisation of people and development of better people leaders.

KNOWLEDGE BANK OF PEOPLE-RELATED TOOLS & TEMPLATES

A curated repository of tools, templates and frameworks related to people practices relevant to the realities of the Indian development ecosystem and ready to plug-and-play, enabling better managed organisations.

STRENGTHENED DEVELOPMENT ECOSYSTEM

Improved models of people management relevant to the Indian development sector landscape lead to an inclusive, fair, people-centric sector that is viewed as an attractive vocation/career prospect.



How is the Program Structured?

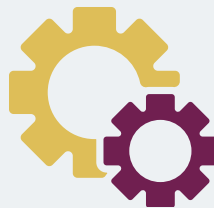
The Program begins on 15 November with a 3-day residential component from 15 to 17 November 2024. This will be followed by a series of virtual workshops, expert sessions, and panel discussions spread over 7 weeks.

Guided by industry stalwarts as mentors, the Program enables participants to design interventions tailored to the unique needs of their organisations.

The Program will support them in building a resilient, inclusive, and sustainable people-first strategy.



7 WEEKS



3-DAY SPRINGBOARD



**70 HOURS OF
LEARNING**



**25+
SPEAKERS**



**20
ORGANISATIONS**

PROGRAM CURRICULUM

Structured and Comprehensive Learning

I, A Leader. This, My Vocation.

- Uncovering personal leadership style
- Understanding people-related challenges as mirrors and pathways for growth

Why Invest in Your People?

- Learning from relevant organisations
- Uncovering and articulating one's own philosophies for investing in people
- Understanding people-related policies and legal compliance

Aligning Organisation and People

- Building organisation culture
- Attracting, sourcing and aligning talent
- Managing and developing talent
- Rewarding and growing talent

Creating a Plan for Change

- Consolidating Program learnings
- Designing plans for change management and a plan for change based on learnings



FACULTY IN PREVIOUS EDITIONS



AMITAV VIRMANI
Founder & Chief Executive
Officer,
The Education Alliance



BASURI DUTTA
Practice Head, Vice
President,
Great Places to Work



NOSHIR DADRAWALA
Chief Executive Officer,
Centre for Advancement
of Philanthropy



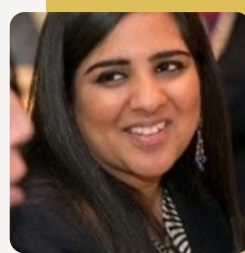
RAKHI SINGH
Co-Founder, Timshel



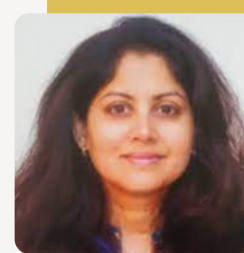
SUDARSHAN SUCHI
Chief Executive Officer,
Save the Children



**SURABHI
BHIKCHANDANI**
Partner, Career Coach,
Quadrangle



TANYA ARORA
Senior Director - People,
Teach for India



VANESSA D'SOUZA
Chief Executive
Officer, SNEHA

PROGRAM MENTORS IN PREVIOUS EDITIONS



JOVITA XAVIER
Senior
Consultant,
Cerebrus



MANGAL DHURI
Associate Director,
Cerebrus



NUPUR BHARGAVA
Independent Consultant,
People Practices & HR



PIYUSH DOSHI
Operating Partner,
The Convergence
Foundation



POOJA MATHUR PANDE
Independent Consultant;
Ex-Director - Human R
esources & Administration,
Aga Khan Foundation



SAURABH NIGAM
Vice President -
Human Capital,
Omidyar Network

WHO IS THE PROGRAM FOR?

Small to Medium Organisations

FOUNDER/CEO/CXO LEADERS



HR Leads or Others

LEADERS WITH PEOPLE-RELATED PRIORITIES, KRAS AND GOALS

ELIGIBILITY CRITERIA

Eligibility criteria for the People Practices Program are listed below. You should qualify for at least 3 out of the six criteria listed below to be eligible:

Organisation leader who has:

- A designation of Founder/CEO/CXO or an HR leader of an organisation
- Led the organisation for at least one year
- Has five years of overall work experience

Organisation having:

- Been in existence for at least three years
- >15 employees
- Budget of >2 Crores

Ambition to scale 2-5x in the next 3-5 years.

APPLICATION PROCESS

Next Steps

- Apply to the Program through the ILSS Website
- Applications are processed on a rolling basis
- ILSS will invite shortlisted candidates for a virtual interview
- Program Fees: 75,000 + 18% GST per participant
- Limited need-based scholarships available

For any assistance, including nominating or sponsoring talent, please reach out to Adil Shah at adil@indialeadersforsocialsector.com
+91 85275 00306



'The module on adaptive leadership with Dr Stuti Shukla was one of the most interesting parts of the course. Any change has to begin with the self, and this module forced us to introspect, examine our own identities and our own barriers to change, and develop empathy and open-mindedness. In this VUCA world, leaders generally face adaptive rather than technical issues and this module helped us with a concrete framework to deal with such challenges. It made us re-examine our beliefs and approach challenges with a solution-oriented mindset. Dr Shukla provided us with an array of supplementary reading so that we could go deeper into each topic and have richer discussions during the online class.'

- Nita Luthria Row, Adhyayan Foundation



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GET IN TOUCH

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+91 85275 00306 for more information.