



INSIDE THESE WALLS LIES A BRIGHTER TOMMORROW

The heart of our Academy lies under the guidance of our well-seasoned faculty, who have helped students build careers and shape their lives for a better tomorrow. Educational institutes aren't just spaces to gain a degree or employment. Rather, it is to cherish memories, finding deep-rooted learnings facilitated by our teachers, moulding us along this journey. In this Newsletter edition, we wanted to celebrate all the teachers with just a few anecdotes.

Bouncing back to normalcy during COVID 19 was hard but not impossible. With teams working together from both, the office and at home, we orchestrated our new normal. Befriending technology was quintessential to crusade through this pandemic world. A special shout out to our training team who adopted and executed effective training programs despite the difficulties.

CPMM 4 Final Evaluation and

Placement process :

Students were evaluated, through an online process, on their detailed presentation on progress and outcomes of their Belstar field internship. They were evaluated by a panel comprising our core faculty team. Based on their written reports, oral presentation, and their earlier performance in the classroom segment, the final assessments were carried out. The Academy is elated to announce that all students but one has completed the course successfully.

We have facilitated the placement process earlier, this time through an online mode, they were interviewed by Mr C. Meenakshi Sundaram, Senior General Manager, and Mr Sathish & Mr Karthick, Regional HR Managers from Belstar. **16 out of 17 students (batch)** have completed the course participated and cleared their placement interview with Belstar. They have been asked to submit their documents to Belstar for verification. Currently, they are awaiting their offer letters from Belstar to kickstart on the new path towards a sustainable career.

Reflections-A
Grassroot
Gazette
Mirror 10

September

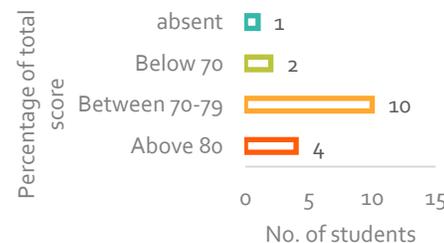
2020

PANACHE

Call for Action :

We are live with our CPMM and IBPS courses online. Now you can learn from anywhere and undergo field internship near your residence. Pass on about this wonderful opportunity with all the young graduates. Find the application form@ <https://bit.ly/3hWkqpu>

Know any Banking aspirants? Please refer them about our IBPS program. For more details visit <https://bit.ly/3iUUEmR>



"Always seek and grab opportunities, they can take you long way"

– Mr C Kumar

Mobilization of Students for IBPS and CPMM :

The team continued its efforts to mobilize suitable candidates for the IBPS and CPMM 5 online courses. The team adopted multiple strategies like visits to Belstar branches, meeting with the clients, SHG members and prospective students, tele-counselling, communication through social media, etc to reach out to students. As a result of these efforts, the team mobilised about **17 students for the IBPS course and about 16 students for CPMM.**



“Consistency in work is essential to sustain your growth”

-Mr M Balakrishnan

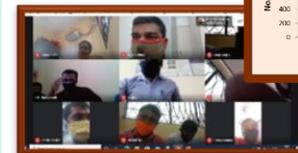
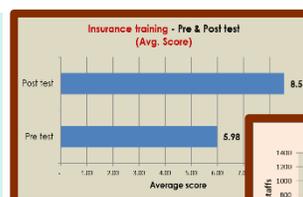
Selection Process for CPMM 5 :

With the support and assistance of the mobilization team, we had identified and shortlisted **16 out of 22 candidates** for the CPMM course. Their suitability was determined by the Academy through a set of selection criteria assessments and the panel comprising two faculty members and an HR representative from Belstar.

Training Activities for Belstar :

Insurance training:

We didn't allow the pandemic to digress our training goals so we continued with the insurance training for the Belstar team to gain a maximum vantage point. The faculty team joined hands with our RTMs to ensure that the programs were conducted seamlessly and the delivery was effective. The Zonal Training Managers (ZTMs) of Belstar played a vital role in ensuring that the attendance was at maximum as planned.



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Common and Role-based Induction training :

Continuing their previous efforts our RTMs have inducted new employees into Belstar, those who joined during the pandemic period. The newly employed have been integrated into the Belstar family, they were made aware of the organization and their job roles. Following this, our RTMs interacted with them individually and in small groups. To discuss and engage in meaningful dialogues, ensuring they have understood their key roles and responsibilities.

Soft Skills Modules :

Earlier last month, we developed self-learning training modules on two key aspects – 1. E-mail etiquettes and 2. Remote team management. These modules were shared with Belstar for enabling access to their staff for self-learning. Further, we are also in the process of digitizing the content of the 'POSH' module with the help of our communication team.

“There is no shortcut to Success – but only Hard work “

-Mrs R Sumathi

“Effective Communication always radiates Immense Confidence”

-Mrs J Lalitha

HELPLINE

Extending support to Health Pillar :

We hold great faith in working together with pillars and Belstar as a whole team. Dr Parvatha continues to extend her support for helpline calls and tele-counselling activities. She works closely with the Health pillar to develop new strategies for a smooth transition from COVID-19 awareness helpline to General health queries based on our CMT Mam's guidance.

Webinars :

Our webinar series is a huge hit, with a good number of development sector participants and feedback. We extend a hearty thanks to Ms Sahaana Sankar for her continued guidance and support and the moderators from our senior management team. We are making firm strides towards positioning the Academy on online platforms. And creating a forum where experts could deliberate the burning questions from society.

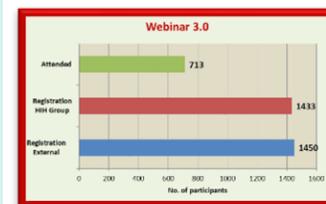


Webinar 3.0 :

Entrepreneurship has been a subject of evolutionary importance in the economic world. An occupation that allows you to innovate and create solutions, entrepreneurial ventures have always been the game-changer. It is crucial to discuss these ventures at the time of COVID-19 crisis, to understand how people can earn their income and support their family through the crisis. For this fortnight we chose **"Entrepreneurship at the bottom of the pyramid"** as the topic of deliberation to throw light on the challenges faced by innumerable entrepreneurs across the country.

Key Takeaways :

1. For a business to flourish, capital margins need to be high, with technological support, commoditized services, and retail which are not at the disposal for the people at the BoP.
2. With the reduced cash flow during the lockdown period, the ideation should lie on harnessing the human capital.
3. Formulation of a comprehensive model that functions under stimulating factors like identifying the right entrepreneurs, building the technical competency, and skilling them with financial literacy. Also includes supporting factors like providing them credit, credit plus resources, and skilling them forward to gain market linkages. And sustaining factors to bring out women-led or people led institutions.
4. Leadership paves way for Resilience and pivoting models which can keep all the newer opportunities agile.
5. Importance of Competency building post-COVID-19 times is essential to underpin factors like Businesses meeting the local and neighbourhood markets and Businesses trying to capture distant market.



Webinar 4.0 :

Corporate Social Responsibility is the social change making kingpins in the development sector. But what type of blow did CSR take from the COVID wave? Has the multifaceted concentration diluted to fill the COVID needs? From being the first country to mandate CSR and now battling on to manage the current storm, the sector has seen multiple facades. We formulated our next webinar on the metrics of **"CSR- The Emerging Scenario"** to unwind this knot. We brought in the erudite panelists who have extensively worked their career balancing the corporate-community bridge.



Key takeaways :

1. CSR rose to the occasion to play a substantially complementary role in mitigating the adverse effects on the lives and livelihoods of the vulnerable masses, alongside the governments and other development actors.
2. Though the short-term focus of CSRs of most corporate firms has turned towards combating the pandemic they are quite confident that their long-term focus will remain unchanged.
3. Most CSRs have evolved with a sharpened focus on specific development themes, which they find in perfect alignment to their societal vision where they are ready to collaborate and partner with NGOs who share their vision so that they can stand committed to the cause on a long-term basis.
4. The pandemic has also thrown open many opportunities for the society at large, especially to embrace technology as an uncompromisable option to progress forward.
5. Most CSRs look for optimizing their resources, while they are going lean and maximizing the returns.

