



Reflections-A Grassroot Gazette Mirror 5

April
2020

INSIDE THESE WALLS LIES A BRIGHTER TOMORROW

PANACHE

Microfinance Mania :

Our CPMM 4th batch students are super excited to step into the real world experience after completing their month-long training sessions. The orientation for the field internship process took place on 20th March 2020. In coordination with Belstar Microfinance Limited, students were placed at branches closer to their native to start their field internship for a period of one month. They will resume the field practice sessions right after the lockdown.

New Beginnings :

Our CPMM 2nd batch students completed their 6 months probation period as Operations Executives (OE) on 20th March 2020. Unlike other academic institutes, we stay in touch with the students and mentor them through their careers. We host their appraisal process at our Academy premises. Mr. Kishore, Zonal HR and Mr. C Meenakshisundaram, GM-Operations of Belstar Microfinance Ltd.,(BML) conducted their appraisal process. We are happy to share with you that all 19 of our OEs have received a job confirmation. About 40% of them were identified as potential to become branch managers, according to their performance in the coming six months. BML is quite attentively looking to assign mentors for their employees, to navigate them in the right direction of their career path.



Training and Development :

We have accredited over 2000 participants via training programs in less than a year, this is a huge win for us! We have adhered to the memorandum with Belstar and have trained their professionals from all cadres like Credit Officers, Branch Managers, Branch Accountants, Regional Managers and CAT, RAT Executives. For every training program, we curated specified training materials and also developed a post-training impact assessment. We also made attempts to assist the young graduates with employability skill training programs to accentuate their understanding on job prospects and develop their interpersonal skills. Apart from these we also had training sessions exclusively focused on MSME and Varashakti Housing Finance staff members. We are working on diversifying our training programs to potentially attract a need-based bandwagon.



Hand in Hand Academy for Social Entrepreneurship
Training progress 2019-20



S.No.	Month	CO		BM		BA		RAT		RM		Total		
		No. of training	Participants	No. of training	Participants	No. of training	Participants	No. of training	Participants	No. of training	Participants	No. of training	Participants	
Belstar staff refresher training														
1	August	4	111										4	111
2	September	9	208	1	24								10	232
3	October	7	163	2	73								9	236
4	November	4	83	2	42	1	30				1	35	8	190
5	December	2	48	1	23	2	66	2	55				7	192
6	January 2020					2	67		1	29			3	96
7	March								1	17			1	17
Sub total		26	613	6	162	5	163	4	101	1	35	42	1074	
Belstar staff follow up training														
1	January 2020	10	234	3	93								13	327
2	February 2020	17	304	2	54	1	34						20	392
3	March 2020					4	147				1	29	5	176
Sub total		27	538	5	147	5	181	0	0	1	29	38	895	
Total		53	1151	11	309	10	344	4	101	2	64	80	1969	

Other training programmes

S.No	Training	No. of training	Participants	Date of training
1	Training on KYC for BMs	1	28	3-Aug-19
2	Training on MSME	1	29	9-10 Oct 2019
3	Mentoring workshop for OEs	3	52	1 Nov, 2-3 Jan & 20 Mar
4	Employability skill training	1	27	28-Nov-19
5	Training for Varashakthi staff	1	35	04-Jan-20
Sub total		7	171	



What is Brewing ?

Academy is keenly focused on building partnerships with the front runners of microfinance, insurance and banking sectors to establish a platform for the students to start their career path successfully.

Meeting with Chola MS :

The sustained efforts of Mr. Kumar and Mr. Ramraj during the discussion with Chola MS General Insurance Company and COO, Mr. Vedanarayanan Sheshadiri and HR-Head, Mr. Shailen Merchant, to explore opportunities to collaborate with each other. Mr. Kumar briefed the table with plans on expanding the Academy's reach via satellite centers in Salem, Madurai and Indore. The meeting moved towards a positive note as Chola MS put forward their requirements for a short term course on "Direct Sales Team (DST) and SMO channels". They are also looking forward to partnering with the Academy for running courses in Karnataka and Gujarat.



MoU with Belstar-Training Services for 2020-2021 :

The Academy has been offering various training services for BML over 2 years. We are happy to continue this memorandum with Belstar for the year 2020-2021 as well. The Academy is looking forward to extending the training projects on a pan India scale. This opportunity can help us gather multitudes of experience and expertise in the microfinance sector.

Taskforce Meet :

We extend a hearty welcome to Mrs. J Lalitha, as our Consultant faculty.

Our entire team sat down for a cup of chai to brainstorm the roles that the Academy can play in supporting the other pillars of the Hand in Hand India group. We also tried to understand the expectations for the year 2020-2021 and made a brief plan to orient our priorities.





MoU with Sahasankha :

Sahasankha Advisory and Consulting Services Private Limited aims to create awareness on the benefits of insurance products offered by different service providers. It organizes community awareness programs through events, camps and seminars to educate the clients of Hand in Hand group, Belstar, and the general public on insurance-related services. The Academy is extremely proud to join hands with Sahasankha to develop training manuals, IEC materials and also conduct training programs focusing on insurance aspects for all the operational team members of Belstar.

Mull over Mobilization :

Our mobilization team is toiling their hands hard on the field to reach out about the upcoming courses - CPMM and CPFS. They are directing their sustained effort towards the budding professionals by indicating the value-based job opportunities that one can achieve after pursuing these courses. Our team has visited 39 colleges and 13 Belstar branches in Chennai and Pondicherry within 30 days. We have strategized to involve the students by organizing career orientation sessions along with their parents as to why they should choose our Academy for their career growth and further job prospects.



What's Coming Up ?

Certificate Program on Financial Services (CPFS) :



We have shaped the course contents, timelines and schedules with our dedicated expert panel. Awaiting to start the course once the lockdown is lifted. For more information about the course please visit <http://www.hihacademy.edu.in/certificate20-21.php>

POSH Society :



POSH [The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)] Act is in force since 2013. However, it still requires the need for greater awareness and enforcement. The need to create a safe work environment for everyone especially women is our utmost priority. A first of its kind, our training programs will include POSH and will be a mandatory segment in the training curriculum.

Things to remember during Lockdown :

DO's:

1. Get the right information.
2. Schedule and follow a routine.
3. Be happy, positive and sensible.
4. Simplify the information to children.
5. Engage in family activities.



DON'T'S

1. Fear, anxiety and stress
2. Fake news spread
3. Social isolation
4. Stigma about survivors
5. Risk-taking behaviors



PM's 7 Pleas to the Countrymen:

1. Take special care of the old people.
2. Follow lockdown and social distancing religiously-Use masks.
3. Work on enhancing your immunity-follow guidelines laid down by AYUSH Ministry.
4. Download AAROGYA Setu App.
5. Feed poor families and take care of the needy.
6. Show empathy towards your employees.
7. Respect our Corona warriors- doctors, nurses, paramedics, and policemen.