

8th Edition of the HCL Grant Pan India Symposiums

Anchored by HCL Foundation and CSRBOX



Duration:
11th May to
17th June 2022



HCL Grant Symposium Report (8th Edition) | 11th May to 17th June 2022

Introduction

The HCL Grant Pan-India Symposiums is an effort by HCL Foundation and CSRBOX to bring together NGOs, Experts, Government, Corporates, and Policymakers on one platform, across India, so that they can interact, develop regional as well as a sectoral understanding of Corporate Social Responsibility (CSR) and deliberate upon how it can contribute towards Nation Building.

This year (2022) commemorated the **8th consecutive edition of the HCL Grant** where the total committed fund is INR 16.5 Crores for projects in the thematic categories of Education, Health, and Environment. With a commitment of INR 5 Crores. being awarded to the winning NGO in each thematic category (Education, Health, and Environment) for a 3 years project, the grant also rewards two finalists in each category with INR 25 lakhs for a 1-year project. Each year over 5000 non-profits register for the HCL Grant application.

In the current year, a total of **10 symposiums** of 6 hours (10:00 am to 4 pm IST) each were conducted by HCL Foundation and CSRBOX (co-host) across the length and breadth of the country to encourage the participation of NGOs who otherwise may not be aware of the same and are invisible to the conventional funders. The symposiums were conducted from the month of May until mid-June 2022.

In order to build the capacity of the non-profits and development professionals, HCL Foundation and CSRBOX methodically hosted these regional series of symposiums along with sector experts offering more details on the grant alongside anchoring relevant masterclasses, motivational segments and a window to insightful and relevant panel discussions. The following locations were covered during the 8th edition journey:

S.no	Symposium Locations	Date of Symposium	Venue
1	Bangalore	11th May	Christ University
2	Vijayawada	17th May	School of Planning and Architecture
3	Bhubhaneshwar	20th May	XIM-B
4	Bhopal	24th May	Bhopal School of Social Sciences
5	Udaipur	27th May	Udaipur School of Social Work, Rajasthan Vidyapeeth
6	Patna	31st May	Adhiveshan Bhawan
7	Kolkata	3rd June	iLead Institute
8	Dehradun	10th June	Graphic Era Hill University
9	Pune	14th June	Tilak Maharashtra Vidyapeeth
10	Delhi	17th June	India Habitat Centre

Summary of registrations:

S. no	Location	No. of participants (On-Venue)	No. of Registrations (Online)
1	Bangalore	350	822
2	Vijayawada	250	323
3	Bhubaneswar	225	292
4	Bhopal	160	270
5	Udaipur	115	143
6	Patna	217	341
7	Kolkata	165	272
8	Dehradun	100	152
9	Pune	278	417
10	Delhi	372	660

Different modes of outreach leveraged:

Outreach:

Emailer, WhatsApp
Messages, Social Media
Posts, SMS, Calls

Confirmation:

Emailer, WhatsApp
Messages, Calls

Reminder:

Mails: 1-Day prior to the
event & Calls: 3 hours prior
to the commencement of
the event

The process of outreach was extensive and structured with an intention to circulate the information related to the HCL Grant Symposium with as many NGO's (both small and large scale) as possible. Platforms such as emails, Whatsapp messages, calls, SMS, and social media were ventured into. The idea was to create a sense of curiosity, continuous indulgence and room for dialogue with the NGOs and encourage them to participate in the symposiums. The process of outreach started nearly a month prior to the commencement of the symposiums to create momentum around the event. Social media platforms were leveraged to create consistent engagement.

HCL Symposium I:

Location: Bengaluru (Karnataka)

Date: 11th May 2022

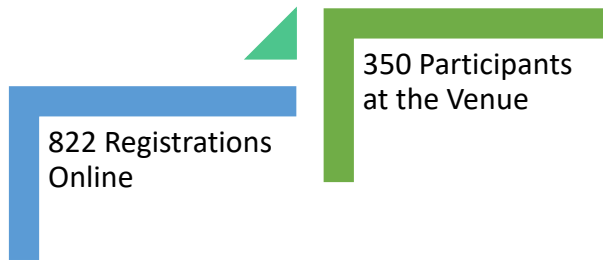
Venue: Christ University, Bannerghatta Campus

Agenda:



Session	Time	Speaker
Welcome Address by Academic Partner	10 – 10:10 am	Dr. Jyothi Kumar <i>Dean, Christ University</i>
Welcome Note by HCL	10:10 – 10:20 am	Vijay Mallya <i>Corporate Vice President, HCL Technologies Ltd.</i>
Context Setting and HCL Foundation Overview	10:20 – 10:40 am	Nidhi Pundhir <i>Director, HCL Foundation</i>
Masterclass I: CSR Law and New Amendments	10:40 – 11:30 am	Bhomik Shah <i>CEO and Founder at CSRBOX & NGOBOX</i> Nikhil Pant <i>Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI</i>
Masterclass II: Programme Management for Non-Profits	11:30 – 12:20 pm	Dr. Usha Manjunath <i>Director & Professor, IIMR University</i>
Panel Discussion: Creating Impact Along with Compliances under CSR	12:20 – 1:05 pm	Srikrishna Sridhar Murthy (Krishna)- <i>Co-founder and CEO at Sattva</i> Nidhi Pundhir <i>Director – HCL Foundation</i> Rishabh Lalani <i>Independent Consultant</i> Rohit Bahadur <i>Partner Social and Sustainability Advisory, Grant Thornton</i> Moderator – Nikhil Pant
Networking Lunch	1 - 2 pm	
HCL Grant Process and Experience Sharing	2 – 3 pm	Archana Tripathi <i>CEO at Saahas</i> Dr. N.S. Senthil Kumar <i>Chief Executive Officer at The Association of People with Disability (APD, India)</i> Puja Marwaha <i>CEO, Child Rights and You</i>
Grant Help Desk and Registration	3:30 – 4 pm	HCL Grant PMO Team

Summary of registrations:



Summary of the symposium segments during the course of the day:

The 8th edition of the HCL Grant Pan India Symposiums began with Bengaluru (Karnataka) on 11th May 2022. The day commenced with the welcome address by **Dr. Jyothi Kumar, Dean, Christ University** and was followed by the welcome note by **Mr. Vijay Mallya, Corporate Vice President, HCL Technologies Ltd.**

Ms. Nidhi Pundhir, Director – HCL Foundation engagingly set the context for the day and comprehensively provided a brief on the expanse of work being done by HCL Foundation. The context setting by Ms. Pundhir was accompanied by engaging messages by **Ms. Roshni Nadar Malhotra, CEO, HCL Foundation** and **Mr. C Vijayakumar, CEO, HCL Technologies.**



Session: Masterclass I - CSR Laws and its new amendments:

Facilitators-

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

Key Takeaways-

The session was typically divided into two parts and was broken into an interactive dialogue for higher comprehension of NGOs from remoter geographies:

Part A – CSR Amendments & Evolution of Compliance over the years - This session broadly covered aspects of:

- Mandating of CSR and parameters of spending within the stipulated time period
- NGOs role transitioning from being implementation partners to compliance partners
- Discussion of the detailed reporting format by the Government introduced in January 2021 for closely monitoring CSR spending and Compliance, 10BD and form for CSRs introduced in February 2022.



- Government is actively using CSR for nation building, disaster and immediate relief along with giving a leeway in research and development.
- Annual action plan for corporates is now mandatory to sink grant cycle to financial year cycle. The coordination between the CFO, the head CSR, the accountant and the company secretary is extremely important.

- New NGO's (less than 3 years) can look for sub granting through domestic funding.

Part B- Impact and way forward for NGOs in relation with CSR

- Compliance is of the utmost importance for corporates which is then followed by the social impact of the interventions in the geographies of the corporate's interest.
- Core competence of NGOs is gauged by the external brand image, theme and geography. This external brand image being developed by NGOs also serves as a framework for their perceived social brand, thus NGOs need to communicate more proactively.
- In the FY 2021-2022, CSR fund touched about 25000-26000 crore per year. By 20-25 its is expected to be 30000 plus.



- The Agenda that will propel CSR beyond 2024-
 - India's commitment to net zero.
 - Companies with global headquarters are pushing Indian companies to focus on ESG through CSR.
- Advice for small-medium sized high calibre NGOs:
 - In order for corporate partners to continue supporting NGOs over a longer period of time, it is crucial for NGOs to uphold trust and connections with them.
 - For collaborations with the Government, it is imperative for the NGO to reiterate the government aligned work in their local geographies to bring out the potential value addition
 - The organization's priorities will change. Sectoral organizations are advised to develop an ancillary skill set, supplemental programs and expand their capacity.

Session: Masterclass II - Program Management for Non-Profits:

Facilitator-

Dr. Usha Manjunath, Director & Professor at IIMB Bangalore

Key Takeaways:

- Focus on data analysis, thoroughly analyse community needs based on the geographies of intervention (one solution does not work across the diverse expanse within the country and needs to be contextually relevant).
- Use logical frameworks across the project cycles and establish sustainability mechanism to strengthen project design, implementation and evaluation.
- Have clearly demarcated roles and responsibilities to simplify and standardize your processes.
- Specify your deliverables in detail. Create indicators and a monitoring strategy based on them.
- Use infographics more often, create interactive dashboards and keep your team updated on developments in real time.



Session: Panel Discussion - Creating Impact Along with Compliances Under CSR:

Panellists-

- **Srikrishna Sridhar Murthy (Krishna)**, Co-founder and CEO at Sattva
- **Nidhi Pundhir**, Director – HCL Foundation
- **Rishabh Lalani**, Independent Consultant
- **Rohit Bahadur**, Partner Social and Sustainability Advisory at Grant Thornton
- **Moderator- Nikhil Pant**



Key Takeaways-

- In the chase for compliance do not lose the NGO's essence and vision for social impact.
- The number of companies that are spending more than 2% on CSR is increasing every year. Organizations are realizing, if they practice CSR well, they can actually perceive a value.
- NGOs who are doing well in the CSR ecosystem are doing these things right-
 - Their programs are more scientifically structured.
 - There is a genuine partnership with the business, one that extends beyond financial considerations. Corporate entities want to participate, and they ought to participate in both design and compliance.
- Government – Corporate – NGO perspectives were discussed as follows:
 - In India, a sizable portion of nonprofits are hyper local nonprofits. The majority of them struggle to convert legislative CSR into meaningful information.
 - Few states (such as Maharashtra, Rajasthan, and Tamil Nadu) receive more financing, and non-profits there are more responsive than in other states (North eastern states), creating a highly skewed distribution of resources.
 - Nonprofits suffer Percussionist Syndrome. They have a clear understanding of their narrative in their heads, but they are unable to communicate it to corporate leaders who are non-executives. Impact comes first, but understanding who is interacting with you and what their needs are, as well as speaking in their language, is crucial.
 - The strategy (CSR amendments) is sensible, however it will take some time for the implementation problems to be resolved. Corporates and NGO's are scrambling as a result of the timing of the amendments.

Session: HCL Grant Process, Experience Sharing and Grant Help Desk:

The purpose of the session was to acquaint the NGOs with the process of application to the HCL Grant, walk them through the seven stages of the application and address any queries they may have regarding the same.

To ensure transparency, the speakers for the session consisted of previous grant winners and finalists along with subject matter experts associated with HCL Foundation to give a candid account of their experience with the grant.

Panellists-

- **Archana Tripathi**, CEO at Saahas
- **Dr. N.S. Senthil Kumar**, CEO at The Association of People with Disability (APD, India)
- **Puja Marwaha**, CEO, Child Rights and You
- **Moderator – Anuj Srivastava**, Deputy Manager, HCL Foundation



Key Takeaways-

- The HCL Grant Journey was a learning journey for each of the NGOs.
- All the panellists encouraged and acknowledged that the process of the HCL Grant due diligence made the organization and their leadership stronger and more fool proof in terms of helping them build confidence.
- The proposal for HCL is like a research proposal – demands high relevance and innovation.
- The HCL Grant helped scaling and replicating solutions to remoter geographies immensely which was conventionally not something a lot of funders are able to support.
- Data needs to be institutionalized for answering the questions. Networking as an organization is also very important. The organisation should be in a position to present evidences for everything that you are putting in the proposal.
- As per Ms. Puja Marwaha, the process is a journey that NGOs must embark upon. To quote her, “CRY applied to this grant at least 4 times what actually pays is that you need to persevere and do what's best for your organization, not just sort of realize we don't have it.”

HCL Symposium II:

Location: Vijayawada (Andhra Pradesh)

Date: 17th May 2022

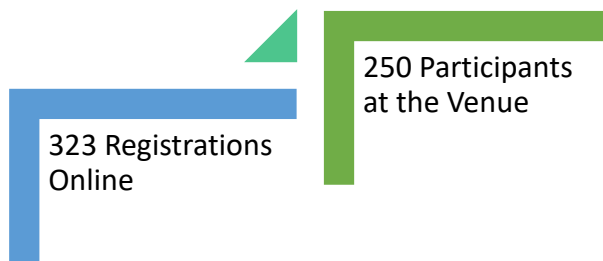
Venue: School of Planning and Architecture, Vijayawada

Agenda:



S.No	Particulars	Time	Speaker
1	Welcome address by Academic Partner	10-10:10 am	Mr. K V Uma Maheswara Rao <i>Registrar, School of Planning and Architecture</i>
5	Welcome Note and Context Setting By HCL Team	10:10 to 10:20 am	Shiva Prasad <i>Global Operations Director at HCL Technologies</i>
2	HCL Foundation: Journey, Experiences, Impacts and Way Forward By HCL Team	10:20- 10:35 am	HCL Team
3	Masterclass on CSR Laws new Amendments By Bhomik Shah and Nikhil Pant	10:35 - 11:25	Bhomik Shah, <i>CEO, and Founder at CSRBOX & NGOBOX</i> Nikhil Pant, <i>Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI</i>
4	Workshop/Masterclass (45 mins) By Independent Expert Managing Multistakeholder Partnerships	11:25- 12:10 pm	Bhavita Bhogaraju <i>Head - Admissions & Partnerships, MSIT-IIIT Hyderabad</i>
6	Health Break with Tea, Coffee and Cookies	12:10 - 12:30 pm	
7	The Motivational Talks or The Cultural Essence Based on the geography	12:30 - 12:50 pm	Gaurav Shah <i>Founder & Director</i> <i>Indian School of Development Management (ISDM)</i>
8	Panel Discussion/Fire Side Chat/ + QnA with experts By CSRBOX Scripting India's Rural Development - Where and what we should focus on?	12:50-1:30 pm	Mr. Chakrapani <i>IAS (Retd.). Former Director General, AP HRD Institute and Ex-officio Secretary to Govt. GAD, Govt. of Andhra Pradesh</i> Mr. Sachindra Sahu <i>Consultant: Revenue Mobilization & Fiscal Policy, Govt of Andhra Pradesh</i> Dr. Chethana T <i>Lead Health, HCL Foundation</i> Moderator: Nikhil Pant
9	Networking Lunch	1:30 - 2:30 pm	
10	HCL Grant Process and Experience Sharing Jointly by HCL Team and Grant Thornton Team	2:30 - 3:30 pm	HCL Team
11	Grant Help Desk and Registration HCL Grant PMO Team	3:30-4 pm	HCL Team

Summary of registrations:



Summary of the symposium segments during the course of the day:

The 8th edition of the HCL Grant Pan India Symposiums second symposium was conducted in Vijayawada (Andhra Pradesh) on 17th May 2022. The day was planned on lines with having an energizing discussion with the NGOs on strategizing corporate social responsibility (CSR) to achieve Sustainable Development Goals. The day commenced with the welcome address by **Mr. K V Uma Maheswara Rao, Registrar, School of Planning and Architecture**. Next in the schedule was the welcome note and context setting by **Mr. Shiva Prasad, Global Operations Director at HCL Technologies**. The event was carried forward with the HCL Team's insightful discussion regarding the HCL Foundations vision, accomplishments, and journey along the way which was accompanied by engaging messages by Ms. Roshni Nadar Malhotra, CEO, HCL Foundation and Mr. C Vijayakumar, CEO, HCL Technologies.



Session: Masterclass I - CSR Laws and its new amendments:

Facilitators*-

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

**(Key Takeaways same as the Bangalore session)*



Session: Masterclass II- Managing Multi Stakeholder Partnerships

Facilitator-

Bhavita Bhogaraju, Head - Admissions & Partnerships, MSIT-IIIT Hyderabad

Key Takeaways-

- In addition to the usual stakeholders including beneficiaries, partners, donors, employees, and others, there is a spectrum of stakeholders, including vendors and children, that often go ignored because they are not immediately linked. There is also an array of external stakeholders, who partake in managing a broader spectrum of work which need to be recognised and acknowledged.
- An elaborative discussion on difference between Multi Stakeholder Partnerships (MSP) and Public Private Partnerships (PPP) happened.
- MSPs minimize the negative consequences of banning/discontinuing a product. It allows products to be examined at all levels through regulatory proceedings.
- The various steps for an effective MSP-
 - Systemic change
 - Transforming institutions
 - Work with powerful organizations
 - Deal with conflict
 - Communicate effectively
 - Collaborative leadership to foster participatory learning.
- The effective ways of leading MSPs are Directive, Participative, or Delegates.



Motivational Talk-

Speaker-

Gaurav Shah, Founder & Director, Indian School of Development Management (ISDM)

Key Takeaways-

- While the corporate sector impacts, and exists because of people who have a voice in society, the social sector functions for people who do not have a voice.
- In the social sector, huge contributions have been made around aanganwadis, SHGs, right to education and microfinances, which is commendable and worth appreciating.
- Despite the progress made, India still has as many people living in abject poverty and that is something that needs to be addressed.
- Steps that can be taken to create the right impact:
 - Rethink the nature of the work
 - Think and alleviate on the current issues such as disaster response, covid and others.
 - Building blocks of the society based on the recent understanding and statistics.
 - Try to change the visuals across society on the issues and revisiting solutions.



Session: Panel Discussion- Scripting India's Rural Development (Where and what we should focus on?)



Panellists-

- **Mr. Chakrapani**, IAS (Retd.). Former Director General, AP HRD Institute and Ex-officio Secretary to Govt. GAD, Govt. of Andhra Pradesh
- **Mr. Sachindra Sahu**, Consultant: Revenue Mobilization & Fiscal Policy, Govt of Andhra Pradesh
- **Dr. Chethana T**, Lead Health, HCL Foundation
- **Moderator: Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI

Key Takeaways-

- States like Andhra Pradesh have an intricate system of gram panchayats, that can be used to maximize a cause.
- Bigger organizations could become the key facilitators of work and enable the enormity of opportunities for NGOs and CSRs.
- There are numerous ways for NGO leaders to align more with CSRs, such as they must prepare a database and their work with local structures should be monitored.
- Andhra Pradesh has multiple welfare schemes, covering 80% of the households. Every scheme there has been designed to increase the SDG index, but it does not do well in the areas of gender equality, climate action, education and hunger.
- All NGOs can bring their individual local social capacity into play when dealing with the government.

Session: HCL Grant Process and Experience Sharing



Speaker-

Robin Thomas, Deputy Manager, HCL Foundation

Key Takeaways-

- HCL grant process is extensive and extremely significant for budding NGOs to build their capacity.
- HCL grant has achieved a benchmark across all three categories, i.e. education, health, and environment, bringing about noticeable changes in society.
- Donors need to know how the project will be sustainable, how inclusive it is, and how well it can be scaled.
- It is important for NGOs to understand the financial modelling, and innovation of the project.
- NGOs have to be mindful of how efficiently the project is leveraged to understand the intricacies of it.

HCL Symposium III

Location: Bhubaneswar (Odisha)

Date: 20th May 2022

Venue: XIM University (New Campus)

Agenda:



S.No	Particulars	Time	Panellists
1	Welcome Address by Academic Partner	10-10:10 am	Prof. S. Peppin Professor and Dean, XIM University
2	Context Setting and HCL Foundation Journey So far	10:10- 10:40 am	Nidhi Pundhir Director, HCL Foundation
3	Masterclass on CSR Laws new Amendments	10:40 -11:40 am	Context setting - Dr. Sanjay Panda <i>Former Career Bureaucrat</i> Class by (50 minutes): Bhomik Shah, <i>CEO, and Founder at CSRBOX & NGOBOX</i> Nikhil Pant, <i>Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI</i>
4	Health Break	11:40 - 11:55 am	
5	Panel Discussion Management and retention of effective partnerships	11:55 - 12:40 pm	Jagadananda Mentor and Co-Founder, Centre for Youth and Social Development Nidhi Pundhir Director, HCL Foundation Aurobindo Behera A former Civil servant who worked in diverse fields and the state level policy level in a career spanning about 35 years Moderator – Nikhil Pant
6	The Motivational Talks or The Cultural Essence Based on the geography	12:40- 1:00 pm	Dr Bhagaban Prakash Former National Youth Advisor, Former Human Resource Advisor in Commonwealth Secretariat, Former Sr Advisor to the Election Commission of India, Founder of India International Institute for Election Management
8	Networking Lunch	1:00 - 2:00 pm	
9	HCL Grant Process and Experience Sharing	2:00 - 3:30 pm	Sreeparna Ghosh Mukherjee, Senior Programme Manager, CINI Jagadananda, Mentor & Founder, CYSD NM Prusty, Chief Mentor cum Director at Centre for Development and Disaster Management Support Services (CDDMASS)
10	Grant Help Desk and Registration	3:30 - 4:00 pm	HCL Team

Summary of registrations:

292 Registrations
Online

225 Participants
at the Venue



Summary of the symposium segments during the course of the day:

The third symposium was held in Bhubaneswar in partnership with XIM University. The symposium began with the welcome note by **Prof. S. Peppin, Prof. and Dean, XIM University** which was followed by the context setting and elaboration on HCL Foundation's journey so far by **Ms. Nidhi Pundhir, Director, HCL Foundation**.



The Masterclass on CSR Law and its new amendments by **Mr. Bhomik Shah, CEO, and Founder at CSRBOX & NGOBOX** and **Nikhil Pant, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI** was preceded by a brief session on how CSR can make a difference by **Dr. Sanjay Panda, Former Career Bureaucrat**.

Key takeaways from Mr. Panda's session are as follows-

- For corporates to succeed it is extremely important to address issues relating to society. Four most crucial aspects where we need to address CSR keeping that in view are:

- Health and Nutrition
 - Education
 - Livelihood
 - Environment
- Despite Government's numerous initiatives to end hunger, India has ranked 101 (in the serious category) out of 116 nations in the Global Hunger Report 2021. The proposed way forward for NGOs was to emulate a scalable model (Similar to Akshay Patra) and integrate with Government interventions to help fight the issue.
 - Discussions happened on the handloom sector and how it can bloom with a little external help - providing them with access to customers, online marketplaces, and support for high-quality production and design, can help bring a big change in their income levels.
 - The corporate, the government and the civil society needs to work in synchronization to create impact. Bridging the gaps is possible through three things-
 - i. Positive mindset
 - ii. Multi-disciplinary team work
 - iii. Appropriate technology.



Session : Panel Discussion – Management and Retention of Effective Partnerships

Panellists-

- **Jagadananda**, Mentor and Co-founder, Centre for Youth and Social Development
- **Nidhi Pundhir**, Director, HCL Foundation
- **Aurobindo Behera**, A former civil servant who worked in diverse fields and the state level policy level in a career spanning about 35 years
- **Moderator–**
Nikhil Pant, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI



Key Takeaways-

- Knowing your organization's strengths and capabilities is crucial. Building good collaborations requires specialized knowledge for NGOs and they should build on the same.
- Dynamic process that fosters daily learning, partnership entails creative tensions and dealing with those requires effective partnership management.
- Three types of partnership with government-
 - i. Dependent client centric partnership
 - ii. Adversarial partnership
 - iii. Collaborative partnership
- Partnerships are built and maintained through showing respect, connecting, credibility, trust and responding quickly. They need not stop at just signing contracts; they can extend further; Partnership with the community is one of the most fundamental partnership.
- There was a discussion on the Ps of partnership stated as follows:
 - Passion -It is important for both the parties to have equal amount of passion for partnership otherwise the partnership is bound to fail.
 - Proven past record
 - Problem solving
 - People and planet
 - Profitability is impact created- Equal responsibility of the impact created.

Session: Motivational Talk

Speaker-

Dr. Bhagaban Prakash, Former National Youth Advisor, Former Human resource Advisor in Commonwealth Secretariat, Former Sr Advisor to the Election Commission of India, Founder of India International Institute for Election Management

Key Takeaways-

- Government, non-government, international, and civil society are the four ecosystems operating concurrently. Each ecosystem has its own culture, attitudes, behaviours, and issues. Multilateral communication is required to reconcile all 4 sectors.
- Motivation in a leadership position is crucial. In order to create partnerships, it is important to consider the organization's leader and how he/she tackles certain procedures.
- We have a strong emotional intelligence and a low level of knowledge quotient in the social sector, this needs to be acknowledged and worked upon to effectively build capacity and deliver the last mile impact.



Session : HCL Grant Process and Experience Sharing

Panellists-

- **Sreeparna Ghosh Mukherjee**, Senior program manager, CINI
- **Jagadananda**, Mentor and Founder, CYSD
- **NM Prusty**, Chief mentor cum Director at Center for Development and Disaster Management Support Service



Key Takeaways-

HCL Grant Process: The process of due diligence lasts for about 250 days and comprises of 7 stages. In the initial phase, the basic ideas need to be written down in a concise and effective manner. Out of over 5000 applications that HCL received last year, after a thorough screening only 20% were chosen for the next step. The next step is to elaborate on or develop the notion, which involves crafting the proposal. The third stage is an expert team visit after the second stage of filtering. The purpose of this is to confirm that what you have said makes sense in the real ground level. The concept and proposal receive expert feedback from the team, allowing the organisation to revise and polish it before final submission. The jury is next shown the proposal, which is referred to as the pre-stage. After this, about 30 finalists—ten in each category—become the next cohort. A third-party organization then applies tighter due diligence. They examine the organisations' processes and supporting systems to see whether your firm adheres to minimum standards. After this, the organisation moves on to the semi-final round, where the thematic team performs due diligence in addition to a thorough field visit and field evaluation. This then moves to the final phases involving the feature in the HCL Compendium Coffee Table Book, review of some critical documentation, a 3–4-minute film on your intended work and, to some extent, current work of the organisation will be shot. A thorough record is then submitted to the jury after this. The jury then selects the top three candidates in each theme. The remaining competitors receive 25 lakhs in consolation prizes.

Takeaways from the panel discussion-

- While developing the proposal accountability and cost effectiveness are important factors. Goals for the next 5 years should be clearly set.
- To determine the true impact, the team selected to survey those locations where the organization stopped operating 1-2 years ago.
- Focus on building real organization capacity rather than hiring experts from outside to develop winning proposals. The organisation can narrate their story much better than an external consultant, the proposal is not looking at English language as a parameter, rather the sincerity and execution of intended plans.

HCL Symposium IV:

Location: Bhopal (Madhya Pradesh)

Date: 24th May 2022

Venue: Bhopal School of Social Sciences, Bhopal

Agenda:



S.No	Particulars	Time	Speakers
1	Welcome address by Academic Partner	10-10:10 am	Abraham Varghese, HOD Dept of Social Work, The Bhopal School of Social Sciences
2	Welcome Note and Context Setting HCL Foundation Journey So far	10:10-10:40 am	Dr. Santanu Basu Project Director, HCL Harit - the Green Initiative
3	Masterclass on CSR Laws and its New Amendments	10:40 - 11:40 am	Bhomik Shah, CEO, and Founder at CSRBOX & NGOBOX Nikhil Pant, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
4	Health Break	11:40 - 12:00 noon	
5	Panel Discussion Role of Civil Society in Climate Action and Ecosystem Services	12:00 - 1:00 pm	Rushikesh Chavan Head - The Habitats Trust R. Parasuram Ex- chief secretary, M.P., Bhopal Dr. Santanu Basu Project Director, HCL Harit - the Green Initiative Lokendra Thakkar - Coordinator, State Knowledge Center on Climate Change, Officer Incharge cum Director, State Wetland Authority, MP, Principal, EIES, EPCO, Department of Environment, GoM Moderator - Nikhil Pant
6	Networking Lunch	1:00 - 2:00 pm	
7	HCL Grant Process and Experience Sharing	2:00 - 3:30 pm	HCL Foundation Team and Partners Rushikesh Chavan Head - The Habitats Trust Thirumalai Narayanan State Program Lead, India Health Action Trust (IHAT) Dr. Arun Dixit Senior Subject Matter Expert, HCL Grant Moderator - Robin Thomas
8	Grant Help Desk and Registration	3:30 - 4:00 pm	HCL Foundation Team

Summary of Registrations:

270 Registrations
Online

160 Participants
at the Venue



Summary of the symposium segments during the course of the day:

The 8th edition of the HCL Grant Pan India Symposiums fourth symposium was conducted in Bhopal (Madhya Pradesh) on 24th May 2022. The course of the day was filled with insightful and engaging sessions and masterclasses with an intent to create meaningful dialogues with the NGOs. The day commenced with the welcome address by **Prof. Abraham Varghese, HOD Dept of Social Work, The Bhopal School of Social Sciences** and was followed by the welcome note and context setting for HCL Foundation's Journey by **Dr. Santanu Basu, Project Director, HCL Harit – the Green Initiative**.

The context setting by Dr. Basu was accompanied by engaging messages by Ms. Roshni Nadar Malhotra, CEO, HCL Foundation and Mr. C Vijayakumar, CEO, HCL Technologies.



Session: Masterclass I – CSR Laws and its new amendments:

Facilitators*-

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

**(Key Takeaways same as the Bangalore session)*



Session : Panel Discussion - Role of Civil Society in Climate Action and Ecosystem Services

Panelists-

- **Rushikesh Chavan**, Head - The Habitats Trust
- **R. Parasuram**, Ex- chief secretary, M.P., Bhopal
- **Dr. Santanu Basu**, Project Director, HCL Harit - the Green Initiative
- **Lokendra Thakkar**, Coordinator, State Knowledge Center on Climate Change, Officer Incharge cum Director, State Wetland Authority, MP, Principal, EIES, EPCO, Department of Environment, GoM
- **Moderator - Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI



Key Takeaways-

- Environmental conservation has shifted from humanitarian aspects to utilitarian necessity.
- Projected light on a few statistical facts such as at least 1/3rd of the food we eat is received via pollinated means or how nearly 60 million people in India do not have access to clear drinking water.
- CSR has strengthened itself over the last 7-8 years and the government has been very actively engaged with the CSR to further the cause of change.
- Climate action (SDG 13) is a necessity in the current times due to the vulnerability of specific sectors involving water sectors, forests, agriculture, human health, and others.
- On the state level, non-state actors- including CSRs, NGOs play a very crucial role in climate action.
- NGOs need to work towards climate action, bring a change in daily life activities, plant more trees, restore the ecosystem, act against crop-residue burning, food wastage, and single use plastic.
- The challenge to attempt climate action activities lies primarily with the local level institutions and NGOs need to adopt a bottom-up approach to work towards adaptation and mitigation of climate change.

Session : HCL Grant Process and Experience Sharing

Panellists-

- **Rushikesh Chavan**, Head - The Habitats Trust
- **Thirumalai Narayanan**, State Program Lead, India Health Action Trust (IHAT)
- **Dr. Arun Dixit**, Senior Subject Matter Expert, HCL Grant
- **Moderator - Robin Thomas**, Deputy Manager, HCL Foundation



Key Takeaways-

- NGOs must be involved in the process of registering, so as to gain outward experience and to reframe their own policies along with defining their impact areas and then should involve the local administration in the whole process.
- NGOs need to find the areas that need maximum attention or where the basic needs and amenities do not reach and create implementation strategies that are scalable.
- Whenever you design a project proposal in cognizance with the local government, the chances of scalability, replication and sustainability are quite high.
- When deciding on the final winners for the grant- jurors notice the nitty gritty of the project, questioning every single point of the problem statement, to the minutest of the details in the proposal.
- NGOs need to create a clear vision and mission and eventually adhere to the cause of impact and must not divert from the same for the sake of the grant- always focus on their expertise.

HCL Symposium V:

Location: Udaipur (Rajasthan)

Date: 27th May 2022 (Friday)

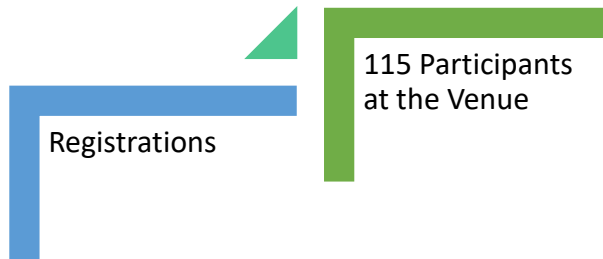
Venue: Udaipur School of Social Work, Rajasthan Vidyapeeth, Udaipur

Agenda:



S.No	Particulars	Time	Speakers
1	Breakfast & Registration	9:00 - 10:00 am	
2	Welcome address by Academic Partner	10-10:10 am	Prof. (Col) Shiv Singh Sarangdewot Vice Chancellor Janardan Rai Nagar Rajasthan Vidyapeeth
3	Welcome Note and Context Setting HCL Foundation Journey So far	10:10- 10:40 am	Robin Thomas Deputy Manager, HCL Grant
4	Masterclass on CSR Laws and its New Amendments	10:40 -11:40 am	Bhomik Shah, CEO, and Founder at CSRBOX & NGOBOX Nikhil Pant, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
5	Health Break	11:40 - 12:00 noon	
6	Panel Discussion Role of PRIs in Nation Building	12:00 - 1:00 pm	Maulik Sisodia Executive Director, Tarun Bharat Sangh Viren Lobo Managing Trustee, Institute for Ecology and Livelihood Action (IELA) Chetan Jha General Manager, Foundation for Ecological Security (FES) Robin Sarkar Project Director, SHIKSHA Initiative, Shiv Nadar Foundation Moderator - Nikhil Pant
7	Networking Lunch	1:00 - 2:00 pm	
8	HCL Grant Process and Experience Sharing	2:00 - 3:30 pm	Dr. Nutan Jain Senior Subject Matter Expert, HCL Grant Robin Sarkar Project Director, SHIKSHA Initiative, Shiv Nadar Foundation Chetan Jha General Manager, Foundation for Ecological Security (FES) Moderator - Robin Thomas
9	Grant Help Desk and Registration	3:30 - 4:00 pm	Robin Thomas Deputy Manager, HCL Grant

Summary of registrations:



Summary of the symposium segments during the course of the day:

The 8th edition of the HCL Grant Pan India Symposiums fifth symposium was conducted in Udaipur (Rajasthan) on 27th May 2022. The event was filled with exciting conversations, insightful discussions with the day starting with keynote address by **Prof. (Col) Shiv Singh Sarangdevot Vice-Chancellor, Janardan Rai Nagar Rajasthan Vidyapeeth, Udaipur**. Post that there was the welcome address by **Robin Thomas Deputy Manager, HCL Foundation** elaborating at length the journey and accomplishments of HCL Foundation. This was accompanied by engaging messages by Ms. Roshni Nadar Malhotra, CEO, HCL Foundation and Mr. C Vijayakumar, CEO, HCL Technologies.



Session: Masterclass I - CSR Laws and its new amendments:

Facilitators*-

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

**(Key Takeaways same as the Bangalore session)*

Session: Panel Discussion- Role of PRIs in Nation Building

Panellists-

- **Maulik Sisodia**, Executive Director, Tarun Bharat Sangh
- **Viren Lobo**, Managing Trustee, Institute for Ecology and Livelihood Action (IELA)
- **Chetan Jha**, General Manager, Foundation for Ecological Security (FES)
- **Robin Sarkar**, Project Director, SHIKSHA Initiative, Shiv Nadar Foundation
- **Moderator - Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI



Key takeaways-

- The panchayat is the custodian of natural resources and plays a crucial role in the process of developing a nation.
- For panchayats to develop their capacity, investment is crucial. A significant portion of CSR funds can be used to improve the Gram Panchayat Development Plan (GPDP) planning process, increase capacity, and provide panchayats with access to more information and resources.
- Ecology and Livelihood projects can be brainstormed, strategized and implemented by NGOs to fill the gaps.
- Empowering, training and capacity building of women sarpanchs can be instrumental in making them more accountable. This way they can manage the process on their own.
- NGOs need to play a catalytic role. Technology can be a key to this. It is important to design technological interventions towards simplicity.
- It is important to work in collaboration with PRIs to give actual advantage to villagers.

Session: HCL Grant Process and Experience Sharing:

Panellists-

- **Chetan Jha**, General Manager, Foundation for Ecological Security (FES)
- **Robin Sarkar**, Project Director, SHIKSHA Initiative, Shiv Nadar Foundation
- **Dr Nutan Prabha Jain**, Professor SD Gupta School of Public Health, IIHMR University
- **Moderator - Robin Thomas**, Deputy Manager, HCL Foundation



Key Takeaways-

- The HCL grant process leaves no stone unturned. They take into consideration everything from policies, documents, governance to implementation of policies.
- The process of the grant is of learning and exchange. It helps NGOs to strengthen their internal and monitoring systems.
- Bringing a partnership angle to the project is beneficial.
- The depth of the proposal is considered during evaluation. Detailing is very important in this phase.
- Working on feedback and continuous improvement is integral.
- The concept note should come from the NGOs and local stakeholders and not from the consultants. The proposal should reflect themselves and their work.
- It is important for NGOs to reveal everything to the evaluation team because they will be the one defending the NGOs case in front of the jury.

HCL Symposium VI:

Location: Patna (Bihar)

Date: 31st May 2022 (Tuesday)

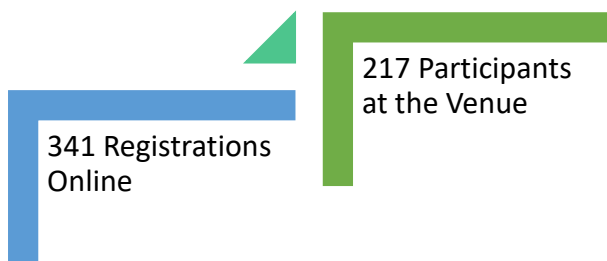
Venue: Adhiveshan Bhawan, Rajbansi Nagar, Patna

Agenda:



S.No	Particulars	Time	Speakers
1	Welcome address by Academic Partner	10-10:10 am	Dr. Ravikant Singh President, Doctors For You
2	Welcome Note and Context Setting HCL Foundation Journey So far	10:10- 10:30 am	Alok Varma Director - HCL Samuday
3	Masterclass: Role of Gender & Inclusion in Mainstreaming the Marginalised Communities	10:30 - 11:00 am	Sujeet Kumar Verma Lead - Gender and Inclusion, HCL Foundation
4	Masterclass on CSR Laws and its New Amendments	11:00 -11:50 am	Bhomik Shah CEO, and Founder at CSRBOX & NGOBOX Nikhil Pant Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
5	Health Break	11:50 - 12 noon	
6	Panel Discussion Mobilising technology for good in challenging geographies	12:00 - 1:00 pm	Alok Varma Director - HCL Samuday Dr. Ravikant Singh President, Doctors For You Dr. Hemant Shah Senior Consultant, Bill and Melinda Gates Foundation Prasannakumar Narayanan Director Programme Operations. Sightsavers India Dr. Madhu Bala Assistant Professor, Dept. of Political Science, MGC, Gaya, Ex Consultant, Bihar State Disaster Management Authority Moderator - Bhomik Shah
7	Networking Lunch	1:00 - 2:00 pm	
8	HCL Grant Process and Experience Sharing	2:00 - 3:30 pm	HCL Foundation Team and Partners Prasannakumar Narayanan Director Programme Operations, Sightsavers India NM Prusty Subject Matter Expert, HCL Grant Mohd Dilshad Subject Matter Expert, HCL Grant Moderator - Robin Thomas
9	Grant Help Desk and Registration	3:30 - 4:00 pm	HCL Foundation Team

Summary of registrations:



Summary of the symposium segments during the course of the day:

The 8th edition of the HCL Grant Pan India Symposiums sixth symposium was conducted in Patna (Bihar) on 31st May 2022. The entire day involved a series of panel discussions, masterclasses and riveting conversations. The event commenced with the welcome address by **Dr. Ravikant Singh President, Doctors for You**. This was followed by the welcome note and a fetching context setting by **Alok Varma, Director, HCL Samuday**. Mr. Varma gave an extensive overview of HCL foundations journey and the milestones it has achieved during the span.

This was accompanied by engaging messages by Ms. Roshni Nadar Malhotra, CEO, HCL Foundation and Mr. C Vijayakumar, CEO, HCL Technologies.



Session: Masterclass I- Role of Gender & Inclusion in Mainstreaming the Marginalized Communities

Facilitator-

Sujeet Kumar Verma, Lead - Gender and Inclusion, HCL Foundation

Key Takeaways-

- Gender equality plays a crucial role in achieving other SDG rules. They cannot be accomplished without considering the attainment of gender impartiality.

- Programs for women shouldn't be designed in isolation; instead should be included within programs in normalcy.
- Women should be considered an integral part of the decision-making process and their opinions should be regarded across all areas of impact.
- People's perspective around gender roles needs to be revamped and must be given a new approach.
- In between men and women, other gender identities are usually left behind.



Organizations need to consider all genders as one, while drafting programs.

Session : Masterclass II - CSR Laws and its new amendments:

Facilitators*-

- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

**(Key Takeaways same as the Bangalore session)*



Session: Panel Discussion: Mobilizing technology for good in challenging geographies

Panellists-

- **Alok Varma**, Director, HCL Samuday
- **Dr. Ravikant Singh** President, Doctors For You
- **Dr. Hemant Shah**, Senior Consultant, Bill and Melinda Gates Foundation
- **Prasannakumar Narayanan**, Director Programme Operations. Sightsavers India
- **Dr. Madhu Bala**, Assistant Professor, Dept. of Political Science, MGC, Gaya, Ex Consultant, Bihar State Disaster Management Authority
- **Moderator - Bhomik Shah**



Key Takeaways-

- Bill and Melinda Gates Foundation works with Govt of Bihar, in technical support focusing on health and nutrition among other areas of impact. They work towards increasing technological efficiency of ASHA/ Anganwadi workers, to assist them in building capacities while conducting the home visits.
- In Bihar, the HCL foundation is attempting to make education accessible for the specially-abled.
- Advancement in technology has been achieved after years of experimentation, and for it to be cost effective, has taken years of research and development.
- Technology needs to be cost effective, easily scalable and accessible. In the disaster management area, it has taken huge leaps as well.
- Capacity building needs to come into play to bridge the gap between the existence and familiarity with the technology.

Session: HCL Grant Process and Experience Sharing

Panellists-

- **Prasanna Kumar Narayanan**, Director Programme Operations, Sightsavers India
- **NM Prusty**, Subject Matter Expert, HCL Grant
- **Mohd Dilshad**, Subject Matter Expert, HCL Grant
- **Moderator - Robin Thomas**



Key Takeaways-

- HCL grant majorly focuses on education, healthcare, and environment. However, within these categories there are a lot of sub-divisions an NGO can focus on while drafting their proposals.
- To run an organization, the leader has to be inclusive of the various policies and implementation basics.
- Leaders must go through the application process and methods section-wise, and take every point into consideration while making the concept note.
- It is important for NGOs to mention the process through which they will leverage the grant proposal and the funds involved.
- Inclusivity of all genders, communities and all sections is important.
- Projects must be ecologically sustainable and the proposal and impact needs to be synchronized with the outcome and to each other.
- Financial modelling of the project is very important. The budget mentioned in the proposal should be in lieu of the outcome.
- Proposals, if mentioned in bullets instead of long paragraphs, are easier to read and comprehend.

HCL Symposium VII:

Location: Kolkata (West Bengal)

Date: 3rd June 2022 (Friday)

Venue: iLEAD - Institute of Leadership, Entrepreneurship and Development, Topsia, Kolkata

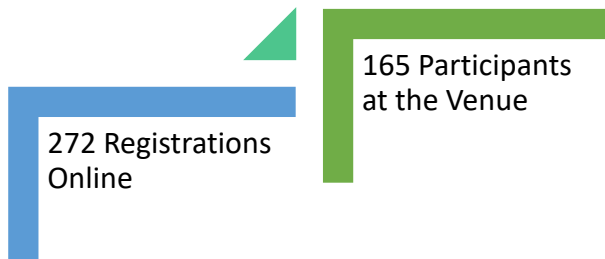
Agenda:



S.No	Particulars	Time	Speakers
1	Welcome address by Academic Partner	10:00-10:10	Pradip Chopra Chairman, iLEAD
2	Welcome Note and Context Setting HCL Foundation Journey So far	10:10 - 10:30	Robin Thomas Deputy Manager, HCL Foundation
3	Masterclass on CSR Laws and its New Amendments	10:30 - 11:20	Nikhil Pant Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
4	Health Break	11:20 - 11:30	
5	Motivational Segment	11:30 - 12:00	Dr. S. D Gupta MD, Ph.D (Epidemiology, Johns Hopkins University), FAMS Distinguished Professor, IIHMR University, Adjunct Professor (Epidemiology), Johns Hopkins Bloomberg School of Public Health, USA Trustee Secretary, Indian Institute of Health Management Research (IIHMR) Former Chairman, IIHMR University Gates Leadership Fellow
6	Panel Discussion	12:00 - 1:00 pm	Dr. Indrani Bhattacharyya Chief Executive Officer (CEO), Child in Need Institute (CINI) Dr. Raktima Mukhopadhyay Executive Director of IBRAD (Indian Institute of Bio Social Research and Development) Dr. Abhijit Chowdhury Chief Mentor, Liver foundation, West Bengal Dr. S. D Gupta Trustee Secretary, Indian Institute of Health Management Research (IIHMR) Former Chairman, IIHMR University Moderator - Dr. Chandrayee Das Freelance Development Professional and Founder Secretary of Hijli INSPIRATION, a not for profit formed by a group of IIT Kharagpur Alumni.
7	Networking Lunch	1:00 - 2:00 pm	
8	HCL Grant Process and Experience Sharing	2:00 - 3:30 pm	Dr. Chandrayee Das Freelance Development Professional and Founder Secretary of Hijli INSPIRATION, a not for profit formed by a group of IIT Kharagpur

			<p>Alumni</p> <p>Amitava Roy Honoray General Secretary, Lokamata Rani Rashmoni Mission</p> <p>Kirti Karamchandani Head - Government Relations, HCL Foundation</p> <p>Sourangshu Banerjee Team Coordinator (Special Function), Jungle Mahal Development Cluster, PRADAN</p> <p>Moderator - Robin Thomas</p>
9	Grant Help Desk and Registration	3:30 - 4:00 pm	<p>Robin Thomas Deputy Manager - HCL Foundation</p>

Summary of registrations:



Summary of the symposium segments during the course of the day:

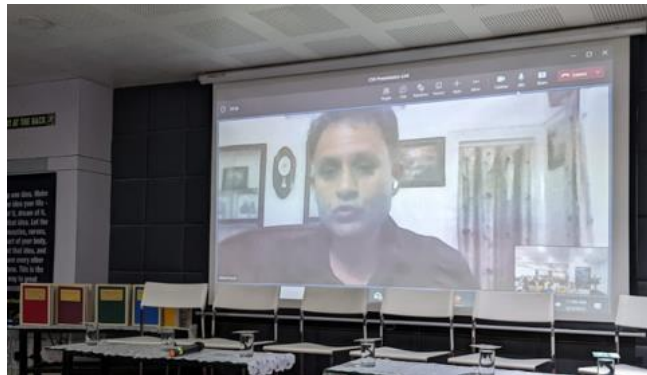
The 8th edition of the HCL Grant Pan India Symposiums seventh symposium was conducted in Kolkata (West Bengal) on 3rd June 2022. The day commenced with the welcome address by **Mr. Pradip Chopra, Chairman, iLead University** and was followed by the welcome note and an engaging and insightful context setting by **Mr. Robin Thomas, Deputy Manager, HCL Foundation**. His elaborative brief on HCL Foundation's journey so far delayered a lot of meaningful insights.



Session: Masterclass I - CSR Laws and its new amendments:

Facilitator*:

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
**(Key Takeaways same as the Bangalore session)*



Session: Motivational Segment

Facilitator-

Dr. S. D Gupta, MD, Ph.D (Epidemiology, Johns Hopkins University), FAMS Distinguished Professor, IIHMR University, Adjunct Professor (Epidemiology), Johns Hopkins Bloomberg School of Public Health, USA Trustee Secretary, Indian Institute of Health Management Research (IIHMR) Former Chairman, IIHMR University Gates Leadership Fellow

Key Takeaways-

- The discussion expanded on the key question of how NGOs can influence and be instrumental in change of communities.
- For NGOs to bring about meaningful change, it has to start from the base levels through capacity building and effective management skills.
- Malnutrition among children continues to be the same and has not changed in magnitude for the last 70 years or more. It is still 70-80% in children across India.
- More than 70% of children and women are anaemic.
- Acute infectious diseases still continue to affect lives along with malnutrition.



- NGOs need to take charge. They can bring effective change in cognizance with the SDGs through innovation and entrepreneurship.
- Lack of scalability leads to any particular project eventually losing its significance.
- There are 5 breakthroughs to achieve change- mindset of people involved, organizational values, knowledge of human resources, work culture should be revolutionized and deliver results and give credit.
- Leadership is all about self-development. An individual should be willing to learn. To be a leader one has to be a learner.

Session: Panel Discussion- Working with indigenous tribe and their inclusion in the mainstream narrative of nation building.

Panellists-

- **Dr. SD Gupta**, Trustee Secretary, Indian Institute of Health Management Research (IIHMR), Former Chairman, IIHMR University
- **Dr.Indrani Bhattacharyya**, Chief Executive Officer (CEO), Child in Need Institute (CINI)
- **Dr.Raktima Mukhopadhyay**, Executive Director of IBRAD (Indian Institute of BioSocial Research and Development)
- **Dr. Abhijit Chowdhury**, Chief Mentor, Liver Foundation, West Bengal
- **Moderator - Dr. Chandrayee Das**, Freelance Development Professional and Founder Secretary of Hijli INSPIRATION, a not for profit formed by a group of IIT Kharagpur Alumni.



Key takeaways-

- Exclusion began with the advent of colonialism. Tribes were subjected to exploitation by the British and by non-tribes.
- Capacity building for the tribes is very important. The need for inclusion is very important so as to bring forth issues into consideration such as disaster mitigation, lack of resources, and others.
- NGOs can work with the government to promote education and employment among the tribes and towards their development involving social inclusion. They must start negotiations between tribes and the government, for effective implementation at all scale- institutional, policy-level and program -level.
- Feudal mindset against minority societies needs to be avoided, and the approach should be humbler.
- Important legislations that empower the tribal communities must be pondered upon and these communities should be made aware of these legislations.
- SDGs play a very crucial role and should be included while thinking about development.

HCL Grant Process and Experience Sharing

Panellists-

- **Sreeparna Ghosh Mukherjee**, Senior Programme Manager, CINI
- **Dr.Chandrayee Das**, Freelance Development Professional and Founder Secretary of Hijli INSPIRATION, a not for profit organization formed by a group of IIT Kharagpur Alumni.
- **Amitava Ghosh**, Honorary General Secretary, Lokmata Rani Rashmori Mission
- **Kirti Karamchandani**, Head - Government Relations, HCL Foundation
- **Sourangshu Banerjee**, Team Coordinator (Special Function), Jungle Mahal Development Cluster, PRADAN
- **Rohit Bahadur**, Partner Social and Sustainability Advisory, Grant Thornton
- **Moderator - Robin Thomas**, Deputy Manager, HCL Foundation



Key takeaways-

- The size of the NGO does not matter, as long as the ideas and vision to apply for the grant process are structured and clear.
- More than being a competition, the grant is more of a learning process for NGOs to prepare themselves on the practical front.
- During the process of evaluation, a well-defined theory of change and law-frame analysis is always applauded and reflects well on the NGOs work culture.
- The strategies, approach, outcomes and impact to bring about change should be simple, clear and well defined.
- While submitting a proposal it is important to address that what are the indicators of output, and how has the change been brought about?
- One of the key pointers for evaluation is whether the project is replicable and scalable.

HCL Symposium VIII:

Location: Dehradun (Uttarakhand)

Date: 10th June 2022

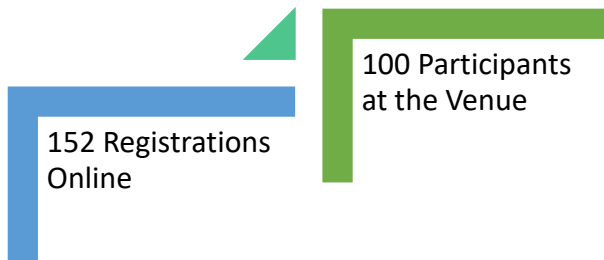
Venue: Graphic Era Hill University

Agenda:



S.No	Particulars	Time	Speakers
1	Welcome address by Academic Partner	10-10:10 am	Professor Dr. J. Kumar Vice Chancellor, Graphic Era Hill University
2	Context Setting and HCL Foundation Journey So far	10:10- 10:40 am	Parveen Juneja Executive Vice President - HR, HCL Corporation and Shiv Nadar Foundation
3	Masterclass on CSR Laws and its New Amendments	10:40 -11:30 am	Bhomik Shah, CEO, and Founder at CSRBOX & NGOBOX Nikhil Pant, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
4	Masterclass: Early Childhood Care and Development	11:30 - 11:50 am	Dr. Neelima Chopra Thematic Lead, Early Childhood Care and Development, HCL Foundation
5	Health Break	11:50 - 12:00 noon	
6	Panel Discussion Post Pandemic Roadmap to Resilience - For solving social sector challenges leading to high scale impact	12:00 - 1:00 pm	Sahil Mukesh Choksi Joint Director and Head - Development, WTI Ruma Malhotra Principal, Him Jyoti School, Dehradun Dr. Anuj Singh Secretary, Swami Vivekanand Health Mission Society, Uttarakhand Manoj Kumar Senior Scientist, Indian Council of Forestry Research & Education, Ministry of Environment, Forest & Climate Change, Government of India Moderator - Nikhil Pant
7	Networking Lunch	1:00 - 2:00 pm	
8	HCL Grant Process and Experience Sharing	2:00 - 3:30 pm	Parveen Juneja Executive Vice President - HR, HCL Corporation and Shiv Nadar Foundation Sahil Mukesh Choksi Joint Director and Head - Development, WTI Nikhil Pant Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI Moderator - Robin Thomas
9	Grant Help Desk and Registration	3:30 - 4:00 pm	HCL Foundation Team

Summary of registrations:



Summary of the symposium segments during the course of the day-

The session began with the welcome note from **Dr. J. Kumar, Vice Chancellor, Graphic Era Hill University**, followed by the context setting session and elaboration of the HCL Foundation Journey so far by **Parveen Juneja**, Executive Vice President - HR, HCL Corporation and Shiv Nadar Foundation.



Session: Masterclass I - CSR Laws and its new amendments:

Facilitators*-

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

**(Key Takeaways same as the Bangalore session)*

Mr. Bhomik Shah and **Mr. Nikhil Pant** conducted an engaging session on the CSR Laws and its new amendments and clarified doubts of the small to medium sized high calibre NGOs in the room and from the difficult to reach geographies of Uttarakhand.



Session: Masterclass II - Early Childhood Care and Development

Speaker-

Dr. Neelima Chopra, Thematic Lead, Early Childhood Care and Development, HCL Foundation

Post the session, in Dehradun, there was a special masterclass segment on Early Childhood Care and Development by **Dr. Neelima Chopra, Thematic Lead, Early Childhood Care and Development, HCL Foundation** which was very well received. Here are some insights from the session:

- Investment in early childhood care and development (ECCD) is important because of the following reasons:
 - i. Makes a good economic sense. According to a research \$1 invested in early childhood yields around \$16 in a longer run.
 - ii. Pre-school years are foundation years. It prepares student for reach maximum in his/ her potential.
 - iii. It helps kids to face various challenges in the life ahead.
- Daily engagement and family support are two crucial ECCD aspects that are sometimes overlooked.
- The impact of climate change and the impact of COVID on children can be planned with interventions and initiatives.
- Lack of early childcare might cause toxic stress.



Session: Panel Discussion – Post Pandemic Roadmap to Resilience – For Solving Social Sector Challenges leading to high scale impact

Panellists-

- i. **Sahil Mukesh Choksi**, Joint Director and Head -Development, WTI
- ii. **Ruma Malhotra**, Principal, Him Jyoti School, Dehradun
- iii. **Anuj Singhal Secretary**, Swami Vivekanand Health Mission Society, Uttarakhand
- iv. **Moderator – Nikhil Pant**

Key Takeaways-

- Observationally, when students (especially girls from deprived backgrounds) returned to school after COVID, it was crucial to focus on their emotional and nutritional needs first. The next step was to close the educational gap that COVID exposed. To help with this, volunteers can be mobilised to offer remedial classes.
- Parents need to give their children enough of time to help them cope with COVID as they were also very emotionally affected during the pandemic given their age.
- COVID had a favourable effect on the environment, it helped in reducing pollution levels and also resulted in increase in migratory bird population. Only in a healthy environment can humans survive. We are not the owners of the planet we are the trustees of the organization. Plant more and trees for a sustainable future.
- COVID showed us that we need to work on developing our skills and capabilities. In order to learn from one another, we must create stronger documentation.
- Since there are connections among the several realms (health, education, and environment), the sector cannot approach one problem at a time in isolation. Instead, there needs to be a more must work as a system.

Session : HCL Grant Process and Experience Sharing

Panellists-

- **Parveen Juneja**, Executive Vice President - HR, HCL Corporation and Shiv Nadar Foundation
- **Sahil Mukesh Choksi**, Joint Director and Head - Development, WTI
- **Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Program Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Moderator – Robin Thomas**



Key Takeaways-

- The HCL grant process raises your levels and gives you the confidence to make bids to any national or international organizations.
- The organisation's case will be made to the jury by consultants. Thus, when they arrive for the evaluation, the organisation must ensure that they are fully informed.
- Selection parameters are divided into 2 parts
 - a. Organizational level 40%-
 - i. Organizational Strength
 - ii. Capacity to deliver
 - b. Project level 60%-
 - i. Relevance
 - ii. Impact
 - iii. Sustainability
 - iv. Inclusiveness
 - v. Replicability
 - vi. Financial Modelling
- The NGO must decide, how differently, they can solve the issue. In addition to being innovative, the process should be replicable, sustainable and applicable on a worldwide scale. Technology is the most important component of innovation because it determines how the organisation arrives at solutions while using the most recent technology.
- Three important pillars of a good proposal are-
 - i. Need assessment
 - ii. Engagement Model
 - iii. Team
- It is important that the evaluation team is not only introduced leaders but also to the team who will be delivering the program to the ground level and few beneficiaries of the program. Technicality of the subject should be related to ground situation.

HCL Symposium IX:

Location: Pune (Maharashtra)

Date: 17th June 2022

Venue: Tilak Maharashtra Vidyapeeth, Pune

Agenda:



S.No	Particulars	Duration	Time	Speakers
1	Welcome address by Academic Partner	10 minutes	10-10:10 am	Dr. Pranati Tilak Dean, Department of Management Studies, Tilak Maharashtra Vidyapeeth
2	Welcome Note and Context Setting HCL Foundation Journey So far	20 minutes	10:10-10:30 am	Nidhi Pundhir Director, HCL Foundation
3	Masterclass on CSR Laws and its New Amendments	50 minutes	10:30 - 11:30 am	Bhomik Shah, CEO, and Founder at CSRBOX & NGOBOX Nikhil Pant, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
4	Panel Discussion Evolving nature of CSR & its Impact on the Social Sector	60 minutes	11:30 - 12:30 pm	Nidhi Pundhir Director, HCL Foundation Ravi Sreedharan Founder, Indian School of Development Management Vijay Wavare Senior Consultant - CSR , Pimpri Chinchwad Municipal Corporation Sakina Bedi Chief Spoke Person, Cause Advisor (Education) and Career Development, National Federation of The Blind Maharashtra Moderator - Nikhil Pant
5	Masterclass on Effective Storytelling for NGOs	90 minutes	12:30 - 2:00 pm	Prasanna Hulikavi Founder, MetaStories
6	Networking Lunch	60 minutes	2:00 - 3:00 pm	
7	HCL Grant Process and Experience Sharing Grant Help Desk	60 minutes	3:00 - 4:00 pm	Devdutta Deshpande CEO, MelJol Dr. Dhruv Mankad Subject Matter Expert, HCL Foundation Sumedha Kulkarni Head, CSR Cell at Jnana Prabodhini Moderator - Robin Thomas

Summary of registrations:

417 Registrations
Online

278 Participants
at the Venue



Summary of the symposium segments during the course of the day:

The inaugural began with the welcome note by **Dr. Pranati Tilak, Dean, Department of Management Studies, Tilak Maharashtra Vidyapeeth** followed by the context setting by **Ms. Nidhi Pundhir, Director, HCL Foundation**.



Session: Masterclass I - CSR Laws and its new amendments:

Facilitators*-

- **Mr. Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Mr. Bhomik Shah**, CEO and Founder at CSRBOX & NGOBOX

**(Key Takeaways same as the Bangalore session)*



Session: Panel Discussion: Evolving Nature of CSR and its Impact on the Social Sector



Panellists-

- **Nidhi Pundhir**, Director, HCL Foundation
- **Ravi Sreedharan**, Founder, Indian School of Development Management
- **Vijay Wavare**, Senior Consultant CSR, Pimpri Chinchwad Municipal Corporation
- **Sakina Bedi**, Chief Spoke Person, Cause Advisor (Education) and Career Development, National Federation of the Blind, Maharashtra
- **Moderator – Nikhil Pant**

Key takeaways-

- Three phases for NGOs to adopt CSR and create projects are as follows:
 - Educate- The first and most important step is to educate yourself on the law.
 - Organization- knowledge and resources
 - Struggle - to have a dialogue to reach to a meaningful conclusion.
- In order to attain the goals of a better world, NGOs, society, government, and markets should collaborate and work in synchronization.
- The social sector needs to be more professionally organized. NGOs must study how companies use technology, data, and program management. Businesses could take a cue from NGOs on how to conduct themselves humanely and with more purpose.
- It is imperative for NGOs to be aware and attentive of the CSR funds spent so far to analyse, the pattern of giving and potential to make a significant change.
- It is critical for NGOs to envision to create a social impact. This should be backed by the right kind of passion and right kind of people.

Session: Masterclass II – Effective storytelling for NGOs

Speaker-

Prasanna Hulikavi, Founder, Meta Stories

Key Takeaways-

- Storytelling is important for NGOs to explain their purpose and work with an external audience in a simple yet impactful manner. For smooth storytelling, it is important that NGOs should be passionate and happy about what they are doing and not make their narrative very fund and acquisition related.
- Important components of storytelling that were discussed were as follows- Voice modulation, facial expressions, eye contact, and cue from the audience.
- Storytelling helps NGOs to provide emotional relevance to the audience.
- Storytelling has 4 key components that NGOs should keep in mind:
 - Introduction
 - Problem
 - Solution
 - Closure
- Each story can become global or local in terms of cultural context, thus do not limit the context in your head.



Session: HCL Grant Process and Experience Sharing

Panellists-

- **Devdutta Deshpande**, CEO, MelJol
- **Sumedha Kulkarni**, Head, CSR Cell at Jnana Prabodhini
- **Nikhil Pant**, Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
- **Moderator – Mr. Robin Thomas**



Key Takeaways-

- HCL Grant is more of a learning experience and a capacity building process than an accomplishment. It helps the organisation to build its capacity. Going through the process enables the NGO to identify areas for improvement and to fill any gaps. The tough due diligence helps each NGO to standardized models and policies.
- It is important that the evaluation team is not only introduced leaders but also to the team who will be delivering the program to the ground level and few beneficiaries of the program. The technicality of the subject should be related to the ground situation.
- The NGO team must be involved in the proposal-writing process. It won't assist to involve someone from outside the organization in proposal writing as they will be the ones to carry out the project on the ground, it is crucial that your staff is aligned with it. Whatever the NGO writes in the proposal should be visible on ground level.
- Writing the proposal in limited words is challenging. To face this challenge, the NGO needs to visualize your proposal first and then write it like a story. Strong and realistic data figures are very important.

HCL Symposium X:

Location: Delhi

Date: 17th June 2022

Venue: India Habitat Centre, Lodhi Road, Delhi

Agenda:



S.No	Particulars	Time	Speakers
1	Welcome Address and Context Setting	10-10:30 am	Nidhi Pundhir Director, HCL Foundation
2	Panel Discussion: The role of NGOs in shaping the emerging ESG narrative in India	10:30 - 11:30 am	Dr. Bhaskar Chatterjee CEO Anil Agarwal Foundation and Chairman DLC Global CSR & Philanthropy Committee Former Director General & CEO at Indian Institute of Corporate Affairs Nidhi Pundhir Director, HCL Foundation Parul Soni Global Managing Partner, Thinkthrough Consulting Rituj Sahu Independent Consultant, Former German Chancellor Fellow Moderator - Rahul Rishi Lead - Social Sector Practice, Nishith Desai Associates
3	Masterclass: CSR Laws and its New Amendments	11:30 - 12:30 am	Bhomik Shah CEO, and Founder at CSRBOX & NGOBOX Nikhil Pant Chief Executive Officer at REACHA, Former Chief Programme Executive, National Foundation for CSR, IICA, Ministry of Corporate Affairs, GOI
4	Masterclass: The Science and Art of Effective Communication	12:30 - 1:30 pm	Payal Randhawa Founder, BWorks Communication and Advisory Services
5	Session on: Applying Theory of Change in Programme Design	1:30 - 2:00 pm	Chowhan Balaji Singh DRM Specialist
6	Networking Lunch	2:00 - 3:00 pm	
7	HCL Grant Process and Experience Sharing; Grant Help Desk	3:00 - 4:00 pm	Parveen Juneja Executive Vice President - HR, HCL Corporation and Shiv Nadar Foundation Dr. Shafia Wani Subject Matter Expert, HCL Grant Sami Wani Executive Director, She Hope Society RN Mohanty CEO, Sightsavers India Moderator- Robin Thomas

Summary of Registrations:

660 Registrations
Online

372 Participants
at the Venue



Summary of the symposium segments during the course of the day:

The culmination of the series happened in Delhi. The symposium began with **Ms. Nidhi Pudhir**, Director, HCL Foundation's welcome note and context setting.



Session: Panel Discussion - The role of NGO's in shaping the emerging ESG narrative in India

Panellists-

- **Dr. Bhaskar Chatterjee**, CEO, Anil Agrawal Foundation and Chairman DLC Global CSR and Philanthropy Committee
- **Nidhi Pudhir**, Director, HCL Foundation
- **Parul Soni**, Global Managing Partner, Thinkthrough Consulting
- **Rituj Sahu**, Independent Consultant, Former German Chancellor Fellow
- **Moderator – Rahul Rishi**, Lead – Social Sector Practice, Nishith Desai Associates



Key Takeaways-

- To harmonise the entire structure is the main focus of ESG. Government, civil society, and businesses are collaborating to address the difficulties brought on by ESG, which primarily focuses on what businesses can do. NGO's can promote activism, and they can carry out environmental projects for businesses as part of CSR.
- Before investing, investors examine your ESG efforts. Companies need to change certain ideologies as now investors are leaning towards adding value instead of merely contributing through funds.
- Three elements of ESG:
 - Environmental – This forms a very critical aspect considering any business in the markets at present. Emissions, Climate Change and use of non-renewable uses of energy all form a part of this.
 - Social – Upkeep and upliftment of the dignity of each individual and employment equality, human rights among other things form an important aspect under this element
 - Governance – This element is concerned with ethics & values, transparency, stakeholder rights and policies.
- It has been observed that despite being critical representative of the social sector, NGOs are seen doing many of non-environmentally friendly practices similar to those of bigger corporates, thus, ESG should be a part of board meeting agenda even for NGO's.
- NGOs can play a major role by showing the industries what ESG can add in terms of value creation for businesses.

The panel discussion was followed by the masterclass on CSR Laws and its new amendments anchored by **Mr. Nikhil Pant and Bhomik Shah**. In Delhi, a pre-context to the class was set up by **Dr. Bhaskar Chatterjee**, given his close involvement in devising the law.



Session : Masterclass II - The Science and Art of Effective Communication

Facilitator-

Payal Randhawa, Founder BWorks Communication and Advisory services

Key Takeaways-

- Storytelling is the best way to grab someone's attention. For their work and them to be remembered, NGOs were advised to put forth a unique selling proposition on the table which would help them be differentiated from the crowd.

- The key for effective communication is to put forth things simply yet powerfully to hook people with the narrative.
- Three I's of communication
 - Information (What are we?, What we do?)
 - Influence (What do I want people to do?)
 - Inspiration (Becoming the Ambassador/ Influencer of your work)
 - Inclusive (write your content in such a way that it is understood by external audience)
- A skilled communicator must begin from the heart rather than the mind. He or she must create an sea of emotions around the recipient.
- Important key points to remember-
 - *Story not Jargon.*
 - *Feelings not Facts.*
 - *More than Information it's about the Inspiration.*
 - *Curate the narrative for them and not yourself.*



Session: Masterclass - Applying Theory of Change in Programme Design

Facilitator- Chowhan Balaji Singh, DRM Specialist

Key Takeaways-

- Change is both product and process. All the stakeholders should come forward and speak about the change and discuss the necessary conditions for the change, deadlines, and resources required before reaching an agreement on what has to be done.
- Important principles for Theory of Change-
 - Credible (not biased)
 - Achievable (the change that you are trying to achieve should be set on realistic standards)
 - Supported (the change should be supported by all direct and indirect stakeholders)
 - Testable (if someone else goes through your process the result should not be completely dissimilar)
- To keep it updated, the Theory of Change needs to be reviewed frequently to account for the additionalities that have come into the path.



Session: HCL Grant Process and Experience Sharing

Panellists-

- **Parveen Juneja**, Executive Vice President - HR, HCL Corporation and Shiv Nadar Foundation
- **R. N. Mohanty**, CEO, Sightsavers India
- **Shafia Wani**, Subject Matter Expert, HCL Grant
- **Sami Wani**, Executive Director- She Hope Society
- **Moderator – Robin Thomas**



Key Takeaways-

- HCL Grant is more of a learning experience. It helps NGOs to build their capacity. Going through the process enables them to identify areas for their organization's improvement and fill any gaps. The tough due diligence helps in standardized models and policies.
- For drafting concept note important parameters take into consideration are- impact, diverse yet inclusive, scalability and sustainability. It's ideal to stick to the thematic area in which the NGO has expertise.
- The Subject Matter Experts visit NGOs not only to evaluate the projects but more so to understand them as they present the same before the jury and explain the NGOs proposals.
- Deciding factors for sub jury-
 - a. What area is the NGOs project trying to address?
 - b. How big is the need for work in that area?
 - c. Which project is addressing the issue in the most convincing manner? (in terms of innovation, impact, sustainability and scalability)
- The NGO team must be involved in the proposal-writing process. It won't assist to involve someone from outside the organization in proposal writing as the NGO personnel will be the ones to carry out the project on the ground.