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POOJA GIANCHANDANI

A “Policy to Action” professional with 360 degree experience of working with Government (Central & State), Industry, CSR Foundations, Association, Civil Society, Development Agencies, International Institutions on various social sector projects with the goal of ‘inclusive growth through building long –term capacities’.

Professional Goals :

- Develop & Deliver complex national / global programmes that contribute towards effective policy making with focus on people impact and outcomes

Sectoral exposure:

Education, Skills Development, Health Management and Industrial Development

Key Skills :

- Policy Advocacy
- Stakeholder Aggregation
- International Development
- Project Development

Executive roles delivered :

- Group Head at IL&FS Education
- Director & Head at FICCI
- Country Head : India at People Plus (formerly A4e, UK)

Awards & Recognition :

- Aspire Circle Fellow for Leadership in Social Development
- Honoree ‘Apex Society US - Power 30 Under 30 Awards 2012’ which recognizes Young Leaders across the globe under age 30 for their exemplary work in chosen field. Selected in Business Category
- SMM Gold Medal for Group Work, M.A (Social Work)

A stealth leader and synergist, who connects business purpose with pace, process and profits. My strength is in setting up for –profit social enterprises by forging strategic alliances and operational streamlining.

Value Promise ~ Top-level strategic decision-maker, supporting executive team in driving profitability and direction of firm; advancing opportunities in EduTech and Skills Development; defining and closing lucrative new business opportunities; and building internal and external team consensus.

Leadership Brand ~ Energetic, collaborative, honest, out of box thinker. Known for getting things done, raising the bar with new standards of strategic development, creating a “sense of place” congruent with the community, and seamlessly integrating all the pieces.

EXPERIENCE:

Group Head – Global Business (present) IL&FS Education & Skills

Strategy, Business Development, Alliances, Market Entry

Role ~ Oversee market entry for Africa, Middle East, South Asia, Pacific regions

- Execute strategies to expand the business pipeline for Education Technology Solutions, TVET Consulting, Skills for Jobs programmes for IL&FS Education and IL&FS Skills.
- Create business value leveraging relationships with funders, private institutions, international partners, policy makers; advance qualified opportunities; and identify, underwrite, close on, and execute new development opportunities.
- Innovate solutions and develop strategic plans for large scale Education & Skills development projects after thorough market research and need analysis
- Benchmark client experience, by institutionalizing processes, training resources and providing strategic leadership

Profit centre incubation, new product development, Team development

Role ~ Incubate strategic business units to support business acquisition

- Incubate new divisions with the MD and Senior Management with focus on generating business pipeline of ~Rs 50 crore
- Build robust processes in setting up of three brand new divisions for IL&FS Education Group – Policy, CSR Services, Central Business Development Unit,
- Developed EduSkills catering to Skills at Schools and Colleges through employability programmes. The programme has now been scaled upto 5 states, 15 University – College partnerships
- Work with best of Young Professionals to mentor them into becoming Team Leaders / Project Heads who have established their credentials

Policy Advocacy, Corporate Communication

Role ~ Standardize & roll out communication strategy for improving brand positioning for improved business

- Point person for evidence based technical inputs to Government of India on various subjects in skills development & TVET, ICT in Education, Employability, Skills Qualification Framework, Skills @ Schools, Role of Industry

Consulting Assignments :

- Social Scientist with the NTPC Ltd - CSR and Resettlement and Rehabilitation Division.
- Consultant – Yes Bank, Responsible Banking Division. Working on Carbon Credits, Environment, Education for Street Children

Publications:

- Engineering Students: Introspect, Invent and Interact, Career Link , July 2014
- Skill Matters, Digital Learning Magazine, July 2015
- International Collaboration for Global Workforce, NHRD Network Journal, Jan 2013
- National Pledge for Vocational Education, The Human Factor Magazine, November 2012
- Skills Ahead Magazine, 2011 – 13 - 'The World of Skills; Creating Skills Revolution; A Movement has Begun; Skills Ideas for the 12th Plan

Knowledge Reports :

- Report on 'Forging Partnerships between India UK in Education and Skills' released during 8th JETCO in London, Business Digest, April 2012
- Report on Forging India Germany Partnerships in Skills Development released during India Days in Germany, April 2013
- Co-Authored FICCI-Ernst & Young: Knowledge Paper on 'Strategic and Implementation
- Co-Authored FICCI – E&Y Knowledge paper on Skill Development in India - Learner First, September 2012
- Co-authored Pearson and FICCI report on Skills for All, IITF, November 2012

- Defined the marketing and communication strategy, identified long-term emerging market opportunities, and re-positioned IL&FS Education and its subsidiaries
- Led engagement with Ministry of Skills Development & Entrepreneurship, National Skills Development Authority, National Skills development Council etc. Go – to person for drafting notes, working papers, model institutes, skills express, community colleges, skills qualification standards

Director & Head – Skills Development

Federation of Indian Chamber of Commerce and Industry (FICCI)

Government Advisory for Public Policy, Industry Aggregation

Role ~Nurture FICCI Skills Development Forum into an International stakeholder platform that contributes towards National Policy Making

- Sector Lead and Industry representative on various Working Groups, Committees, Advisory For a convened by Government of India. Worked with 10 + Ministries and State Governments. In the process presented numerous papers , notes, concepts and ideas on Making India the Skills Capital of the World
- Aggregate Stakeholders by highlighting the role of employers and learners into the skills mission. A 1500+ member strong Skills Development Forum actively participated in nurturing the ecosystem. FICCI set up 6 Sector Skills Councils (SSC) which are now defining the National Occupational Standards (NOS) for India
- Knowledge Initiatives with best of partners from 11 countries with TVET expertise (Germany, UK, US, Australia, New Zealand)
- Brand Positioning and Marketing of “Skill India” through events, B2B, B2G, B2C platforms

Country Head - India

People Plus (formerly A4e Ltd)

Market Entry : Strategy – Execution

Role ~Set Up A4e India operations in 6 states of India to offer employability & perofessional development programmes to youth

- Study in depth the various models of TVET and engage with Industry to curate the programmatic framework for skills for their industry / sector
- Execute strategies to stir a national level dialogue with stakeholders, more than 17 national and international events , several pilots in partnership with developed countries, skills programmes for youth from developing countries
- Member of core team articulating the bid process for India's membership to WorldSkills International

Education:

- **MA (Hons), Social Work**, University of Delhi, New Delhi
- **B.A.(Hons) Applied Psychology**, University of Delhi, New Delhi
- **PGDRD** (Post Graduate Diploma in Rural Development), IGNOU, New Delhi
- **PGDHRM** (Post Graduate Diploma in Human Resource Development), Pondicherry University

Professional Training:

- Certificate in 'Introduction to CSR', from World Bank Institute, 2006 - 2007
- Training on Monitoring, Evaluation & Learning (MEAL) by DFID for PACS
- Programme on Entrepreneurship Development and CSR in India, at XIDAS – Jabalpur
- Certificate in Project Management, 2010 by Kokoroe Institute affiliated to Project Management Institute, USA and Certificate in PM Step 1 from Institute of Project Management Certification, 2011