



# **The Center of Excellence for Social Change**

## **Execution Plan**

### **Objective & Purpose of centre for excellence for social change:**

1. To build and develop the capacities of NGOs [Non-Government Organizations], NPOs [Non-Profit organizations ], Civil societies and CBOs [Community based organizations] and to strengthen their institutions in Policy Formulation, Institutional Development, Program Planning, Technical knowhow & Thematic Knowledge, Project Management & implementation and Financial Management.
2. To impart trainings for corporate on CSR to build the right understanding and perspective on Socio-economic development sector.
3. To provide the short customized training /courses for youths to upgrade their skills to serve efficiently in social development sector. And to provide Internship opportunities to domestic as well as overseas university students.
4. To develop Centre of Excellence as Knowledge Resource Centre & Research unit.

### **Organization Hierarchy and Human Resource**

The Centre of Excellence [COE] for Social Change will function as an aegis of SUKARYA under the leadership of Founder & Chairperson Mrs.Meera Satpathy along with board of trustees and advisories. The management of the COE from planning to execution will be under the direct supervision of the Chairperson. It is proposed that COE will be self –sustained in the long run.

- The COE will have a small team of Manager for operation, business development & communication assisted by an Asst. Manager and Accountant.

### **Pool of Trainers /Resource Person /Experts**

-The outsourced trainers will be available to conduct trainings on their specialized subject-matter /domain.

- Panel of qualified & experienced expert trainers are to be prepared /confirmed and they will be engaged and paid on session hours /lecture /days wise.

**See Annexure -1 - Panel of Resource Person**

#### **Course Curriculum, theme & Topics of Training**

- The Course Curriculum, Syllabus, Themes & Topics of Training is designed

**See Annexure -2 Syllabus of Training for NGOs/CBOs and Students /Professionals**

- A separate syllabus will be prepared for corporate on CSR and Social development issues
- A separate training procedure and schedule will be prepared for overseas interns.

#### **Participant Friendly Resource Material & Training tools & Methodologies**

- Customized training materials will be prepared as per the requirements of participant agency, individual, students, professional and corporate.
- Modern tool & equipment will be kept to promote digital user friendly, high efficiency content and materials.

### **COE Execution & Sustainability Plan**

#### **COE execution will be done in phased manner**

**1<sup>st</sup> year exclusively focus on NGOs/CBOs training only**

**2<sup>nd</sup> Year adding up Students /Individual Professional Short term courses /Training**

**3<sup>rd</sup> Year Strengthening & up scaling**

The first 3 years will be modeled on 75-25 basis [75 % amount resource will be taken as grant] to ensure the sustainability of COE. Another 25% will be generated through training fees/honorarium from clients.

#### **Next Phase**

The next 2 years will be focused for broadening the horizon by adding corporate CSR training and overseas Internship.

-Efforts will be made to make the COE on 50-50 scale [50% grant and 50% self –generated amount] by the end of first 5 yrs.

#### Another 5 yrs

-COE would be acquiring a commendable position and focus will be directed towards strengthening, up scaling & quality assurance.

#### Ensuring full sustainability/ Making COE as self –sustained Model unit

- On completion of 10 yrs COE will be a fully self- sustained unit.

### Training Topics & Syllabus

1.Institution building, Policy Formulation and Framework Analysis, Organization Structure, Vision & Mission, Goal & Objectives, Governance, Approaches, Strategies, Guiding principles etc.  [For newly established organizations]	1 day	Founder/Board/Organization representatives
2. Project Management, Project Cycle Management, Result based Management and Project Implementation.	2 days	Managers/Project team
3.Thematic training on Health, maternal and child health , reproductive & child health , Sexual health , Adolescent health , Nutrition, sanitation, hygiene , public health , social health , mental health , community health .	2 days	Managers/Project team
4.Program Communication, IEC, BCC, IPC, Advocacy, Media, press release, films, Annual reports, leaflets, banners, posters, brochures, reports etc.	2 days	Managers /Project team
5. 6. Community organization, Need identification,	2 days	/Managers/Project team

<p><b>Felt –need analysis, Prioritization of needs, Participatory planning, PRA, PLA, Transit walk, Social mapping, Needs mapping, Key informants meeting, FGDS, Stakeholders Meeting, Service mapping, Infrastructure mapping etc.</b></p>		
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## Centre of Excellence for Social Change

### Pool of Trainers

#### Outsourced:

S.no	Name	Profile
1	Hemlata Sharma	Founder SHP solutions
1	Ramesh Pandey	Sr .Manager Magic Bus
2	Pritam Prasun	Sr. Manager Magic Bus
3	Afzal Ahmad	CSR head Ambuja Cement
4	Arshe Alam	Manager Care India
5	Dharma Rao	AVP ,Hindustan Family Latex Limited
6	Dr.G.S.Joshi	Sr. Executive, Jindal Group CSR
7	Md .Rehan	Consultant World Bank Project
8	R.K .Mishra	Consultant Edcil Group & UNESCO
9	Tafsirul Mazahir	DGM ,World Health Partners

<b>10</b>	<b>Virendra Singh Kadian</b>	<b>Manager ,Deepalaya</b>
<b>11</b>	<b>Abdul Sami Khan</b>	<b>Sub-Regional Coordinator ,UNICEF</b>
<b>12</b>	<b>Reyaz Khan</b>	<b>Associate Professor , Delhi University .</b>

**Internal Staff:**

<b>S.no</b>	<b>Name</b>	<b>Profile</b>
<b>1</b>	<b>Shahnawaz Shahid</b>	<b>Director Programs - Sukarya</b>
<b>2</b>	<b>Shipra Shukla</b>	<b>PR &amp; Communication Coordinator, Sukarya</b>
<b>3</b>	<b>Devendra Singh Kataria</b>	<b>Senior Volunteer ,Sukarya &amp; President of Bhumi Foundation</b>
<b>4</b>	<b>To be recruited as Manager[ in assistance role]</b>	<b>Sukarya</b>

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