

Dear Reader!

I am delighted to present the recent activities and achievements of the Indian School of Development Management (ISDM). On 27<sup>th</sup> January this year, ISDM celebrated its 7<sup>th</sup> Foundation Day. Seven years ago, we embarked on a journey to create a positive impact on society. Today, we stand tall as a community that is co-creating knowledge and is committed to the mission of creating leaders who can drive sustainable social change.

Bear with me, dear readers, as this note may be longer than you had imagined. We have our very audacious ambition and our never ending energy to blame for making so much happen at the organisation and for the social impact ecosystem!

As with most years, we began this year with a bang! The class of 2022 of the Post Graduate Program in Development Management (PGP DM) celebrated their convocation on March 18, 2023, with Ms Madhabi Puri Buch, Chairperson SEBI, gracing the occasion virtually as guest of honour. The day brought us joy and excitement for many reasons. One of ISDM's Centres of Excellence, the Centre of Innovative Finance for Social Impact (CIFSI), has been working with the Bombay Stock Exchange (BSE) to create the eligibility portal for India's Social Stock Exchange (SSE). Our guest of honour launched this portal formally at the convocation, marking a historic moment for India's social impact ecosystem. The SSE eligibility portal and the SSE platform open a plethora of opportunities for social purpose organisations to access and gain from diverse financing models and sources.

And after five years of their convocation, the ISDM family welcomed the founding class of PGP DM, the class of 2018-19 for their reunion. We also celebrated our first-ever Founder's Day this year in March, bringing together, presenting and formally recognising the sea of support, counsel and encouragement that our founders bring to us as an organisation. Our convocation this year truly was a day of unparalleled joy and pride!

And this is not all! Onto ISDM's Strategic Capacity Building efforts, 21 women have enrolled in the third cohort of our very sought-after Women On Boards program. The program is a testament to our commitment to diversity and inclusion in leadership positions.

Additionally, the team at ISDM together with the DCM Shriram Foundation, are empowering stakeholders at the grassroots with the knowledge and skills needed for sustainable impact at scale. Our recent workshop on creating sustainable impact by understanding the role of stakeholders fostered collaboration and shared responsibility among corporate board members, corporate social responsibility teams and non-governmental organisation partners. We believe that collaborations are the keys to sustainable impact.

Our other Centre of Excellence, the Centre for Philanthropy and Inclusive Development (CPID) launched its digital book "A New Era of Giving," which features insights and perspectives from thought leaders and pioneering philanthropists from India and abroad. It is a remarkable anthology of essays and conversations that provide valuable insights on how to shift from a charitable model of support to an approach that prioritises social justice.

The ISDM team also put together a discussion of experts on Nurturing Talent Practices in Social Purpose Organisations. The virtual convening has given our team of researchers a lot of food for thought and we are carefully crafting our plan to explore the next phase of the talent study.

We welcomed more brilliant minds with years of experience to our team, further strengthening our capacity in various verticals. I would like to express my gratitude to our faculty, staff, alumni and partners for their unwavering support and dedication to our mission.

There's always a lot of brewing at ISDM.

Stay tuned for more!

Thank you.

## What's New

PGP-DM Class of 2022 Graduates

'A New Era of Giving' by CPID

ISDM Celebrates its 7<sup>th</sup>  
Foundation Day

Women on Boards 3.0

1<sup>st</sup> Founder's Day at ISDM



## ADMISSIONS OPEN

For young leaders who aspire  
to be **global changemakers**

INDIA'S FIRST-OF-ITS-KIND  
DEVELOPMENT MANAGEMENT INSTITUTE  
FOR SOCIAL SECTOR

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## ISDM | A Milestone Celebration

*A two-day retreat away from the city made for beautiful memories and celebrations for ISDM. The Class of 2022 had its convocation ceremony amidst the scenic campus of TERI Gram and embarked on their professional journeys. A reunion retreat was also held for the first batch of the PGP DM, rekindling old memories and forging new connections. For the first time since its inception, ISDM held its first Founder's day during this memorable weekend.*



## ISDM | Through the Years

*ISDM has grown from a humble dream to a significant force in the development sector. ISDM's PGP DM, Global Knowledge Hub (GKH) and Strategic Capacity Building (SCB) have enabled it to create a community of changemakers. PGP DM has groomed over 268 leaders for social purpose organisations, with a 95%+ placement record. GKH is spearheading research studies and knowledge creation on development management and allied domains, and efforts and programs of SCB have brought together passionate minds in the industry.*

*We are grateful for a strong community that has collaborated and supported us. Events such as DM Day and CEO Forum talks are illustrative of the warmth and high emotion that has been central to our journey. ISDM is excited to continue making an impact in the development sector. Watch this video of our dreams coming to fruition.*



## ISDM | Donor Wall

*We'd like to welcome the Amita Shah Memorial Fund to our donor family and thank them for their support. The Amita Shah Memorial Fund started in the loving memory of Professor Amita Shah with the objective of promoting research in the education sector. The trust is extending postgraduate scholarship support for a meritorious female student enrolled in ISDM's PGP DM.*

*We are thankful to Sanjeev Bikhchandani for the continued support and engagement since the last two years and are glad to welcome him onboard as a Founder Sponsor to ISDM.*

*We are incredibly grateful to the NatWest Group in India for their support in newer areas of our work through their multi-year partnership. We are glad to announce that NatWest Group is supporting ISDM in bringing together a first of its kind hybrid library – with digital and physical resources – for the social sector. The NatWest Library will be housed in ISDM's campus with a small physical set up, but would be a rich digital resource with far reaching impact for the social sector.*

*We would also like to express our thanks to Sanjay Kirpalani for the continued support through scholarships for ISDM's PGP DM students through the years.*

## **ISDM | Must Reads**

*Here's a smorgasbord of interesting reports, articles and blogs authored and developed by ISDM's Global Knowledge Hub and other verticals dedicated to strengthening and building the body of knowledge on Development Management*

### **Top Career Opportunities in the Social Sector**

Over the last five to eight years, the social sector has evolved at a rapid pace. The sector is now more diverse in terms of providing opportunities to people from different backgrounds, with different hopes, aspirations, skill sets and visions for change. Whether you're a student or have work experience, the social sector now offers numerous exciting opportunities and many interesting job roles. Tap to read more.

[READ MORE](#) 

### **How Does Organisational Culture Affect Talent Retention?**

Written by Satender Rana and Siddharth Gandotra from the talent team ISDM, the article was published in India Development Review (IDR) and picked up by the Times of India. The blog analyses the building blocks of organisational culture in social purpose organisations and the consequences of various forms of such a culture.

[READ MORE](#) 



## Talent Management - Case Studies and Research Reports

Tap to find several research reports from the study based on talent retention, compensation and benefits. This case study series focuses on specific social purpose organisations, their practices and styles of management as well as their direction for the future. Read case studies on Arghyam, Humana People to People India, U&I, Community Development Centre (CDC) and National Centre for Promotion of Employment for Disabled People (NCPEDP).

The Talent Management study has been carried out by ISDM with the Centre for Social Impact and Philanthropy (CSIP), Ashoka University, with support from donors and execution partners.

[READ MORE](#)



## ISDM | Women On Board 3.0

*The Women on Boards for Social Impact program, developed and curated by ISDM along with Dasra and Governance Counts, is divided into three modules – Understanding of the Social Sector and Self in that Context, Board Roles and Effectiveness and Governance Mechanisms and Best Practices. It is designed for senior women leaders who have the desire to learn and drive social impact by being a part of advisory boards of nonprofits.*

*As part of our vision of 100 Women on Boards by 2023, we concluded the program for the second cohort of 29 women in December 2022, and have enrolled 23 more women for the next cohort. Here is a glance at the members of the upcoming cohort:*



## COHORT 3.0

Proud to introduce  
**23 Powerful Women Leaders**

*Stay tuned to know more about the program and applications for cohort 4*

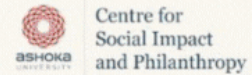
### **ISDM | Leader's Speak**

*Leading minds, mentors, academia and sector experts visited us and spoke at ISDM, sharing their valuable insights and journeys while envisioning an impactful social sector.*



### **ISDM | Research Insights**

*Bringing you the key takeaways from the first-ever study on Talent Management in the Indian Social Sector – a report by CSIP and ISDM*



## *Future challenges* for attracting talent in the social sector

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Mapping mindsets around result orientation, open-mindedness, and the ability to work as teams



Source: Decoding Talent: Talent Management in the Indian Social Sector. September 2022.


### **ISDM | Sky is the Limit**

*Nothing makes us proud more than our alums marking various milestones and going places.*





ISDM | #SkyIsTheLimit



With an academic background in Economics, Shreya leaped into the social sector with ISDM. She has now graduated from **Institute of Development Studies, University of Sussex** with a Master's in **Development Studies**

*Kudos Shreya!*

## **ISDM | Recap**

*A glance of the recent developments and events at ISDM.*

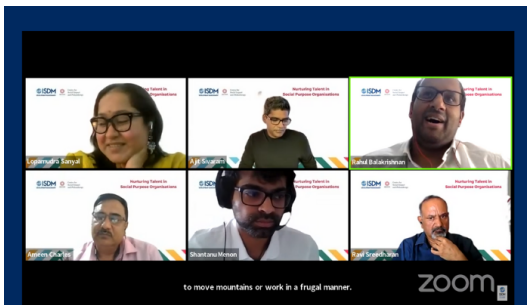




**Celebrating 7 years of driving innovation and excellence in Development Management at ISDM**

## ISDM | Development Management Dialogues

*If you missed them, we bring the conversations back to you:*



### Nurturing Talent in Social Purpose Organisation

*The convening focused on analysing talent management practices in the development sector and sharing best practices from organisations and their founders. The panellists and speakers included eminent professionals from various organisations in the development sector, including Armeen Charles (CDC), Rahul Balakrishnan (Arthan) and Ajit Sivaram (U&I), along with Ravi Sreedharan, President and Founder, ISDM.*

[▶ WATCH NOW](#)



### Organizational Development: Laying the Foundation for a Resilient Social Sector

*A stakeholder dialogue organised by ISDM, Catalyst 2030 and Bridgespan India, covering perspectives of different stakeholders on the importance and benefits of organisational development, challenges stakeholders face when it comes to investing in organisational development and actionable steps for overcoming these challenges.*

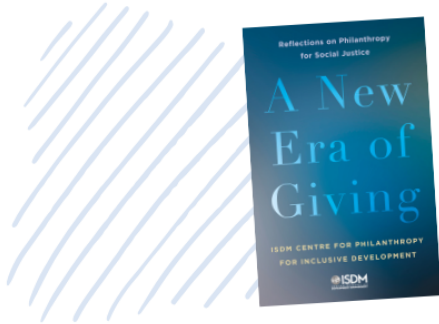
[▶ WATCH NOW](#)

## ISDM | What Are We Reading?

*Books that supplement the idea of the social sector and why it requires management professionals trained with tools specific to them.*

## New Era of Giving by the Centre for Philanthropy for Inclusive Development at ISDM

In this anthology of essays and conversations, thought leaders and pioneering philanthropists from India and abroad share their insights and perspectives on how to shift from a charitable model of support to an approach that prioritises social justice.



## Social Entrepreneurship: What Everyone Needs to Know by David Bornstein and Susan Davis

The book explains what social entrepreneurs are, how their organisations function and the challenges they face. The book gives an idea of how social enterprises are different from regular for-profit ventures and not-for-profit organisations.



The Development Management (DM) Newsletter aims to familiarise the reader with the concept of development management and the journey ISDM has taken thus far to develop an ecosystem of experts and industry-specific knowledge for the sector.

Our Initiatives: [PGP DM](#), [CPID](#), [WOB](#), [Research Centre](#) , [Talent Management Report](#)

