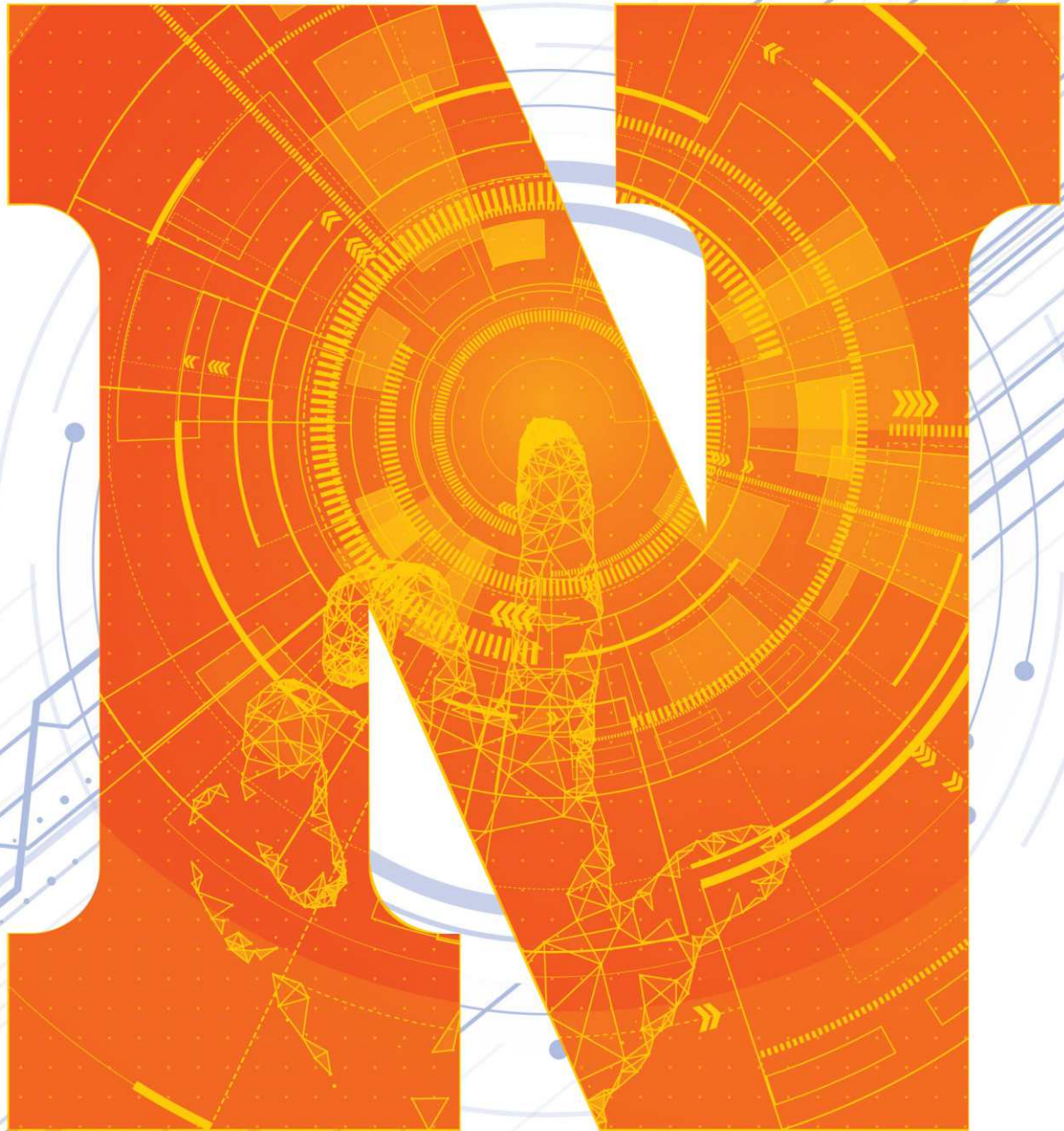


# NIIT

NIIT in the News  
July- September 2020

## NIIT Digital

#NeverStopLearning





## **Rajendra S Pawar felicitated with 'Lifetime Achievement Award' by Dataquest**

August 20, 2020 Editorial Team

Rajendra S Pawar, Chairman & Co-Founder, NIIT Group & Founder, NIIT University was felicitated with the 'Lifetime Achievement Award' at Dataquest ICT Awards 2019 on 18th August 2020. The award was presented during a Special Webinar on '40 Years of ICT Industry and the Next 10 Years'.

At the Dataquest ICT Conference & Awards 2019, Mr Pawar was felicitated with the award for his immense contribution in shaping the growth of the Indian IT sector. Awarded with the country's prestigious civilian honour, Padma Bhushan, by the President of India in 2011, Mr Pawar has played a leadership role in nurturing NIIT into a leading Global Talent Development Corporation.

Under his leadership, NIIT has been instrumental in shaping the growth of the Indian IT sector, by creating skilled manpower to drive its momentum. With a footprint in over 30 countries, NIIT offers training and development solutions to Individuals, Enterprises and Institutions. Having revolutionized the IT Training industry, Mr Pawar is now involved in establishing an innovative model in Higher Education, the not-for-profit NIIT University.

On receiving the award Rajendra S Pawar, Chairman & Co-Founder, NIIT Group & Founder, NIIT University said, "Among the dark clouds of COVID, this award is a silver lining. Thanks to Cybermedia's special way of celebrating through a digital platform, it has become possible for me to reach many of my mentors, colleagues, relatives and friends. I receive this award on behalf of NIIT leaders including Vijay Thadani, P Rajendran and Arvind Thakur, as well as thousands of colleagues of the NIIT family, NIITians of the past and NIITians of the present who put Organization Building above all else".

The key highlight of the award ceremony was the panel discussion on '40 Years of ICT Industry and the Next 10 Years'. The panel comprised of eminent leaders from the IT industry including Arjun Malhotra, Chairman of Jury, Co-Founder HCL; CP Gurnani, Member of Jury, CEO Tech Mahindra; Rajendra S Pawar, Chairman & Co-Founder, NIIT Group & Founder, NIIT University; the session was moderated by Pradeep Gupta, Chairman, CyberMedia Group.

The Dataquest ICT Awards, the "The Oscars of Indian ICT", have been commemorating, since 26 years, noteworthy contributions to the Indian ICT Industry. CyberMedia, through the Dataquest ICT Awards, aims at acknowledging and celebrating industry leaders who have changed the course of the Indian IT industry and enabled the country to witness new heights.

<https://www.highereducationdigest.com/rajendra-s-pawar-felicitated-with-lifetime-achievement-award-by-dataquest/>



## DATAQUEST

### First-mover advantage ensured our leadership in IT training space: Rajendra S. Pawar, NIIT

AUTHOR: PRADEEP CHAKRABORTY - SEPTEMBER 15, 2020

The Dataquest Lifetime Achievement Award 2019 was recently awarded to Padma Bhushan Awardee 2011, Rajendra S. Pawar, Chairman, NIIT Ltd and Founder, NIIT University.

His pioneering vision has been an inspiration for the entire ICT industry in India, and has given back so much to our country and the society at large. His achievements and initiatives will always be a guiding force for the ICT industry. In an interview, Rajendra S. Pawar, Chairman, NIIT Ltd, and Founder, NIIT University, shares his journey. Excerpts:

**DQ: From 1981 onwards, until now, it has been a splendid journey for NIIT. Could you share with us its high points?**

**Rajendra S. Pawar:** NIIT was a brainchild of the early 1980s, a time when the computer industry was just beginning to make its presence felt in India. The fledgling sector held promise, but was faced with a severe paucity of trained manpower—over 200,000 people in fact—that were crucial to its growth and success. Seeing this need and the latent business opportunity it contained, we conceived of and laid the foundation of NIIT in December, 1981.

It was this pioneering step and first-mover advantage that ensured our leadership in the IT training space. It was fuelled further by consistent and repeated innovation in the areas of curriculum development, learning methodologies, technology-centric delivery, quality, product mix, and geographic expansion, which have sustained our lead over the last four decades.

Today, having trained over 35 million people worldwide, and operated in 40 countries, we have evolved into a global skills and talent development organization. This claim is supported by our push to diversify beyond IT training, where we entered into partnerships with domain experts in fast growing verticals.

Software and services is the second important pillar of our market presence. Interestingly, the genesis of our software business also lay in the arrival of computers in India. Besides trained manpower for the emerging IT industry and for companies looking to efficiently utilize their IT investments, organizations across the country also showcased a need for planning and actively harnessing high tech for business benefit.

NIIT's software 'consultancy' practice took wing at that time, catering to corporates like Indian Oil, and the Oil and Natural Gas Corp. (ONGC), among others, and helping them to computerize their operations.

NIIT's consulting practice evolved into a software services business which began to scale, finally achieving a size that required it to be hived off into an independent venture. In 2004, NIIT Technologies was born and continued to build mind and market share, adding marquee customers to its fold, especially in Europe and North America. The business was part of the NIIT Group until 2019.

The third important foray for us was in the field of higher education where we set up a not-for-profit venture, NIIT University (NU). A premier institution of higher learning and research, NU seeks to create original thinkers who will lead the knowledge society of the future. Sharing its DNA with its sponsor NIIT, the University has borrowed several winning concepts that have become synonymous with the NIIT brand, as well as the Group's rich expertise and global know-how.

Not only is NU, like NIIT, delivering distinctive education through the pioneering use of technology, it has also made industry-linkage a cornerstone of its offerings. NIIT's strong industry connect has also shaped the academic ethos of NU. The University's other defining characteristics such as seamlessness, research-driven culture and Green-orientation have also brought it industry spotlight.

**DQ: How was it, back in the 1980s and 1990s, when PCs were gaining popularity?**

**Rajendra S. Pawar:** Back in the 1980s, computers were getting made in India and technology investments were a talking point for organizations. It was a very exciting time for the country. Yet, talent, rather than the lack of it, was an issue. For us, 'Bringing people and computers together, successfully' was the challenge and also became our Mission Statement. Clearly, the time was ripe for a computer education company with an industry-endorsed curriculum that would add vital skills to the resumes of graduate engineers and non-engineers, and bring them to where the jobs were. We, with our well-defined focus, fitted right in.

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As PCs began proliferating in homes, yet another segment opened up for NIIT and Indian society. Taking ordinary people including housewives, children, the elderly, and yes, even India's elected leaders across the Digital Divide became another mandate for us. To mark NIIT's 20th anniversary and help build computer and technological skills among people of various ages and segments, we launched World Computer Literacy Day on December 2nd. For a few years, on that date, we trained thousands of people for free.

**DQ: Did people, back then, have any inkling about the scale the IT industry would achieve?**

**Rajendra S. Pawar:** While clearly aspirations and enthusiasm ran high across the industry, I am certain no one imagined how the Indian IT dream would take shape. At NIIT, while we comprehended the problem and offered a solution, we simply could not have anticipated how manpower would become India's edge in the global markets, how even a taxi driver in New York would assume you were a software professional if you mentioned your links to the country!

India's success was huge and heady. Having missed the bus for the Industrial revolution, we actually had a chance to lead in the IT age—a period, I think of as the Century of the Mind!

When the foreign exchange crisis loomed large in 1991 (with reserves dipping to USD 5.8 billion), the IT industry responded well to the situation, stepping up its exports. FE reserves crossed USD 100 billion in 2004. The IT sector has been consistently increasing its contribution to India's GDP, raising it from close to zero in 1991 to 9.4 percent in FY 2019-20. I don't think many people anticipated this scenario or the phenomenal success.

**DQ: NIIT is credited with building the IT training industry. What role has innovation played in this story?**

**Rajendra S. Pawar:** NIIT has played a key role in the creation and growth of the IT training industry in India and in large part this has been due to two key factors. One, our mindset — which saw us unleash a wave of entrepreneurship in India including the path-breaking franchising business model that was introduced in 1986, but was later embraced by many.

In the 1980s, for instance, it was CD ROMs and multimedia technology in education. We began the 1990s with a big market first—the breakthrough Computerdromes—which gave young people unlimited access to what was a coveted resource in those days—computers!

Our glass-fronted facility in Connaught Place in Lutyens Delhi, like those in many metros, was a giant hall with over a 100 machines. The Computerdromes became a huge draw for students craving computer time.

We had something for experienced professionals and managers as well, and these were our Automated Learning Centers. Keep in mind that in those days there was no Internet, little computer access, meagre digital content and hardly any modern technology. The Centers, which offered users advanced interactive video equipment, laser disks, libraries of video content and computers, created a wow effect and became a haven for knowledge seekers.

NIIT's Bhavishya Jyoti Scholarship initiative for meritorious and socially challenged students was announced in 1991 and its reverberations were felt as far away as Nigeria where it was a runaway success. Our GNIIT arrived in 1992, and the industry-endorsed program for career seekers remained our flagship for decades.

Then, we had Hole-in-the-Wall, an experiment in unsupervised learning at the grass root level, which earned global acclaim and several patents. Promoted by NIIT venture HiWEL, jointly with the World Bank, it became India's gift to the world and a symbol of the nation's stature, when the Prime Minister at that time, Atal Bihari Vajpayee presented Hole-in-the-Wall kiosks to Cambodia. The Oscar winning movie, Slumdog Millionaire, based on a book authored by diplomat Vikas Swarup, incidentally, was also inspired by HiWEL!

The 1990s were also about the futuristic nGuru solutions for schools. Netvarsity, the world's first University on the 'Net' was launched in 1996, and followed close on the heels of the Internet, which became available in India in 1995!

In the 10 years after that, NIIT went on a diversification spree, entering training for segments such as banking, business process management, corporates and overseas markets through a slew of partnerships with other global leaders in these domains.

NIIT, leading the training sector, also innovated during the dot com era, supporting start-ups with manpower that was equipped with the next generation of skill sets. Web developers, Java programmers, app developers, communications specialists who could implement online payments, and a host of other people with new job profiles, emerged from the training industry's fountainhead.

In the last decade, as we have moved into the realm of digital transformation (DT), NIIT has enabled professionals and organizations to 'Go Digital'. Seeing the potential of DT, the IT training industry has launched a range of products

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that will create workforce for the DT age. NIIT, for instance, has launched its digiNxt Series of programs. It has introduced a multi-modal learning platform, Training.com, as well as StackRoute, to create the world's elite full-stack programmers and pool of Digital innovators for the IT industry.

The Covid-19 pandemic is another crisis that has become cause for innovation over the last few months. The virus outbreak, which has resulted in countless lockdowns and Work From Home scenarios the world over, is creating a massive push for Digital and online education in particular. Globally, schools, colleges and universities are moving to the online mode in order to make learning seamless. We too have in place our NIIT Digital platform which has opened up a whole new set of possibilities and avenues of learning for students and professionals.

**DQ: How did the idea of diversifying into other sectors come about?**

**Rajendra S. Pawar:** Having sustained leadership in the IT training market through innovation, it was a logical progression for us to explore opportunities in other people-intensive industries. Our experience in overseas markets, through our software business, NIIT Technologies) also made us aware of the needs of customers in these fields. In India too, booming areas such as banking, financial services and insurance (BFSI) and business process management (BPM) were requiring relevantly skilled resources with niche skills. Similarly, the executive training segment was also holding out promise.

The first idea to get off the block was the NIIT Institute of Finance Banking and Insurance (IFBI) which was launched jointly with ICICI Bank in 2006 and was focused on building skilled manpower for the Finance sector. Today IFBI is offering standard as well as customized training solutions and working with 75 Financial Services Practitioners. It has forged partnerships with 20 leading public and private sector banks and financial institutions for talent development, and trained over 2,50,000 professionals for the BFSI industry.

In 2006, another venture, NIIT Imperia, Center for Advanced Learning, also came into being, with strategic tie-ups with India's top B-Schools (including IIM-Ahmedabad, Calcutta and Indore). Addressing working professionals, it began offering Executive Learning Programs in association with these institutions as well as organizations such as KPMG, Google India and the Internet and Mobile Association of India (IAMAI).

The use of NIIT's innovative synchronous learning platform proved to be a game changer for Imperia, helping professionals overcome their challenges of mobility and time, and facilitating access to world-class management training. Our brainstorming also resulted in the setting up of the NIIT Institute of Process Excellence Ltd. (NIIT Uniqua) in 2008, a partnership with global BPM giant Genpact. NIIT Uniqua became a one-shop solutions shop for training outsourcing services targeted at the Business Process, Knowledge and Technology Services industry.

**DQ: How has NIIT dealt with the training needs of the corporate sector?**

**Rajendra S. Pawar:** Our tryst with corporate learning began as far back as the '90s, when in 1991 we began building digital learning content for IBM in the USA. Having established this foothold in America, we started working with other IT leaders as well. By 2015, we had engaged with 36 of the top 50 IT companies in the US.

Meanwhile, we had already expanded our focus to include non-IT learning content to our portfolio, which entrenched us further in the market. Our Managed Training Services (MTS) followed and NIIT's Corporate Learning Group (CLG) started meeting the training needs of several reputed organizations through its new offering, MTS.

Over the decades, CLG has emerged as our flagship business, offering MTS to Fortune 100 customers in North America, Europe and Canada and enabling them to initiate Digital Transformation on their turfs. As an outsourced training provider, NIIT offers internal training solutions that ensure an alignment of business goals with L&D, better learning outcomes, greater efficiency, cost-effectiveness and increased business impact.

Today, NIIT ranks among the top three pure-play corporate training companies in the world. The CLG business has defied global trends to log in a growth of nine percent in FY20. It has remained a frontrunner, accounting for 78 percent of NIIT's revenues during this period. In FY 20, CLG was conferred with 37 coveted Brandon Hall Group HCM Excellence awards jointly with customers and named a top winner for the year.

**DQ: Tell us about the NIIT University. Where does it fit into NIIT's scheme of things?**

**Rajendra S. Pawar:** Set up by NIIT Founders, NIIT University (NU) is a separate, not-for-profit initiative in the social sector. Our vision when setting up this institution of advanced learning was to establish a University of the Future, that would be a role-model of learning, academic research, innovation, entrepreneurship and sustainability.

It was envisaged as an institute that would achieve distinctiveness based on the four core principles that would make learning industry-linked, technology-based, research-driven and seamless. Led by industry thought leaders and

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corporate-practitioners, the multi-disciplinary university focuses on emerging areas of technology and management. It has robust technology infrastructure, well-qualified faculty, teaching and research labs, and an online platform accessible from anywhere. What sets it apart is its pedagogy which is based on inculcating self-directed learning essential for succeeding in the industry. NU's students develop solutions and products that solve real problems faced by the industry very early in the program, in a project-based mode, with industry personnel playing the role of customers.

NU is additionally contributing towards the development of a start-up eco-system in the state of Rajasthan where it is based. Over the years it has been nurturing and incubating businesses such as drone design and manufacturing company AT-Lead, cyber security solutions venture, Czar Securities and agricultural supply chain specialist RAAV Techlabs. These start-ups are shaping up to be stars in their respective domains.

The University has a strong network of over 600 industry partners.

**DQ: How is the technology capability of NIIT University becoming a differentiator in this time of the Covid-19 pandemic?**

**Rajendra S. Pawar:** Recognizing that online learning alone is not the most efficient solution during this time, and that a physical learning experience is equally important, NU has embraced a Blended Learning Model. NU has done extensive work in this area over the last decade and is also leveraging the experience gained by sponsoring company NIIT in this field.

The model incorporates innovative pedagogies, technology-based teacher-student engagement, and an end-to-end process of administration that covers admissions, education delivery, assessment and certification, pastoral care, campus activities, governance, industry-linkages, placement and alumni interaction.

While an important part of the model remains in online mode, areas such as lab activities, and industry immersion, are being executed in physical mode. This year, many of the university students were working in companies during their semester committed to internship when the Covid-19 pandemic struck. In line with the practices of the organizations which started Work From Home to maintain business continuity, the students interning in them also adopted this approach. This has also demonstrated the efficacy of the Blended Learning Model implemented by NU.

**DQ: Where do you see NIIT University in the next 10 years?**

**Rajendra S. Pawar:** The goal going forward is for NU to achieve distinctiveness at a global level in all the four areas covered by the core principles—industry-linked, technology-based, research-driven and seamless. NU has already been able to establish distinctiveness in at least two of the four areas.

For one, it has a strong industry-linked focus. Not only are industry practitioners mentoring the University's students, but the University has also set aside one full semester for compulsory internship in an organization, a move that underlines its deep industry connect and contributes significantly to the 100 percent placement record of NU.

Interestingly, NU's four core principles resonate strongly with the government of India's recently announced National Education Policy (NEP) 2020. The Policy speaks extensively about the need for India's education system to have flexibility, multi-disciplinarity, seamlessness, strong industry linkages, technology-centeredness and a research-orientation. All these characteristics are an inextricable part of the NU fabric.

Owing to this, the University of the Future is well-positioned to fulfil the goal, purpose and aspirations of the NEP.

<https://www.dqindia.com/first-mover-advantage-ensured-leadership-training-space-rajendra-s-pawar-niit/>



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# DATAQUEST

CyberMedia

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THE BUSINESS OF INFOTECH

DQ **37** YEARS

## REIMAGINING BUSINESS WITH AI

Ruminations into ways  
to implement AI

DATAQUEST IT PERSON OF THE YEAR 2019

**PRAKASH KUMAR**  
CEO, GSTN

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DATAQUEST LIFETIME ACHIEVEMENT AWARD 2019

**RAJENDRA S. PAWAR**  
Chairman, NIIT & Founder, NIIT University

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DATAQUEST AWARDS 2019

**Pradeep Chakraborty**  
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**DATAQUEST LIFETIME ACHIEVEMENT AWARD 2019**

**RAJENDRA S. PAWAR**  
**CHAIRMAN, NIIT & FOUNDER, NIIT UNIVERSITY**

At the Dataquest Lifetime Achievement Award 2019, the spokespersons went down the long-past years to revisit their memories



**T**he Dataquest Lifetime Achievement Award 2019 was conferred to Padma Bhushan Awardee 2011, Rajendra S. Pawar, Chairman, NIIT Ltd and Founder, NIIT University. This was preceded by a panel discussion among the stalwarts of the India IT industry. The participants were: Arjun Malhotra, Co-founder, HCL and Chairman, Magic Software, CP Gurnani, CEO and MD, Tech Mahindra, Rajendra S. Pawar and Pradeep Gupta, CMD, Cybermedia. Opening the discussion, Pradeep Gupta, CMD, Cybermedia, said that 1980s was the time that the foundation of the Indian IT industry took place. Business was not looked up to. What was the essence of those times?

Arjun Malhotra said: "We had to live in the licence raj. The government had to decide. We started HCL. We had a licence to manufacture. We signed a joint manufacturing initiative with UPTRON. Noida was the place where we set up a factory. When we made the first 8-bit machine, we were packing it, someone asked whether the excise duty had been paid. We were told the time was about 4-5 months, but we had to deliver in 1-2 days. We were told the MPU policy has not yet been decided. Please come back 4 years later. We showed a photograph to the excise fellow. This was the environment that we were in."

On another note, Gupta asked CP Gurnani regarding what made him shift to the IT industry. Gurnani said: "What made me shift to the IT industry was my wife Anita!



DATAQUEST AWARDS 2019



**RAJI HELPED SHAPE THE IT POLICY IN INDIA, AND AROUND THE WORLD. HIS CONTRIBUTION TO EDUCATION, IT INDUSTRY AND THE NATION, IS VERY LARGE. HE IS A ROLE MODEL FOR MANY ENTREPRENEURS**

— N Chandrasekaran, Chairman, Tata Group

Click to watch video message: <https://www.youtube.com/watch?v=wuJk8MxeQAA&list>

I shifted to the IT industry in 1986. I was also prompted by the reality that computers were really becoming aspirational products. PCs were now becoming available. HCL launched Busbybee that year, and brought in a lot of awareness. So, I came in for the ride. DoE had come in, as did CNC, NIC, etc. I played a role as the industry continued to evolve. Raji had started NIIT, as there were no drivers for the industry. There was no education available for computers. There was a complete lack of manpower."

To this, Rajendra S. Pawar, added: "Computers were getting made. However, everybody soon realised that we won't have the people to run them. This threat would block the growth of the industry! Here, the crucial block of growth was talent! We needed people to create people! We introduced a 29-inch color TV from Onida. We bought a Sony VCR. We had imported tapes of people teaching COBOL, FORTRAN, etc. The idea was to have young, fresh graduates come into this field and making their career.

"We also ran faculty programmes for school teachers. We looked at medical education. We became the biggest recruiters for IIMs. We then created knowledge that we took to classrooms. We created a franchise model in 1986, and that helped us reach 2,000 locations. Late Rajiv Gandhi had announced the computer policy in 1984. C-DoT was established. The National Education Policy was announced in 1986. Elsewhere, FC Kohli made a policy at Tata that people needed to have a COBOL certificate from NIIT."

In his speech, N Chandrasekaran, Chairman, Tata Group, said: "Raji is a true pioneer. He had a vision, long before others, to develop the human capital in the IT industry, to drive the nation's growth. He believed in two important things, and demonstrated both. First, India has

its human capital to solve its problems. Two, the IT skills can be built. He founded NIIT in the 1980s based on these two principles. Today, NIIT is present in over 30 countries, and counts over 35 million learners.

"Raji served on the Board of Governors at ISB and also founded the NIIT University. He helped shape the IT policy in India, and around the world. His contribution to education, the IT industry and the nation, is very large. He is a role model for many entrepreneurs."

#### Eminence in Software and Y2K Bug

Gupta looked back at the 1990s, when the industry still had few people. Together, he and Pawar were part of the task force set up in the early 1990s. How did India achieve eminence in software?

Pawar said that the whole idea of NIIT was to prepare young people for the opportunity. Back then, Rajiv Gandhi and Sam Pitroda were the greatest supporters. Next, N. Vittal had also come in. Work was also done by TCS. The idea was to prepare the young talent and present them to the world. The talent story came alive.

So, how did the shift happen from hardware to software? Malhotra added: "We were recruiting from the top IITs. USA had restrictions on what was to be exported to India. We had a strong R&D team. Someone from AT&T came up and was impressed by HCL's products. We had McKenzie to do a study. The order went south as the company who ordered, got acquired. We had moved people out to the enabling technologies. We had a unique knowledge regarding MPUs. Everyone wanted our expertise. We started selling our expertise. HCL was a technology-based services company for a long time."

Also, did the Y2K opportunity that fell into India's lap? It



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WE HAD MOVED PEOPLE OUT TO THE ENABLING TECHNOLOGIES. WE HAD A UNIQUE KNOWLEDGE REGARDING MPUS. EVERYONE WANTED OUR EXPERTISE. WE STARTED SELLING OUR EXPERTISE. HCL WAS A TECHNOLOGY-BASED SERVICES COMPANY FOR A LONG TIME

— Arjun Malhotra, Co-founder, HCL and Chairman, Magic Software

made India take giant steps in IT. According to CP Gurnani, the other bug could have stopped all financial institutions. We were lucky that the computers could differentiate between 1900s and 2000s. The good education system also helped us.

He said, "James Martin had professor who was good in methodology. We ended up acquiring James Martin. Pawar's (NIIT) COBOL engineers became the much-needed engineers. Real recognition came to India due to the Y2K problem. The regulator made it mandatory to test the software. Everyone realized that millions of lines of code were never documented. Public trust is sacred. India Inc. benefited as we delivered and maintained the trust of the client. That trust, we need to maintain in 2020."

Along with the Y2K bug, the iTeS industry also came up in India. Elaborating, Gurnani said, "The other benefit of Y2K was that we could never send so many people overseas. The offshore industry brought into the multiply mode around 2000. Around that time, American Express started moving their backoffice to India. GE started their

backoffice operations. In a lot of ways, while iTeS was being created, India's role of managing apps remotely, and managed services, also helped. Today, there are over 1,000 customer delivery centers in India. We have also continued to add value to the top 100 companies in the world."

In a message, Rishad Premji, Chairman, Wipro, said, "Thank you Raji for giving me the opportunity to share in your success on this celebratory milestone. Congratulations on your successful run for these many decades, for the things you have done for the education industry, the technology industry, and Nasscom. It's been a real pleasure to get to know you, and engage with you over these last many years. I hope you go from strength to strength and I wish you all the best."

Click to watch video message:

<https://www.youtube.com/watch?v=gwL8RcQTm1k&list>

Next, Pradeep Gupta touched upon how the internet revolution had begun. To this, Pawar commented, "The internet revolution began in 1995, when the speed was

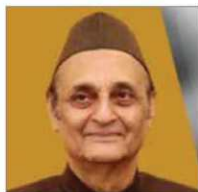


I WAS PROMPTED INTO COMING INTO IT INDUSTRY BY THE REALITY THAT COMPUTERS WERE REALLY BECOMING ASPIRATIONAL PRODUCTS. PCS WERE NOW BECOMING AVAILABLE

— CP Gurnani, CEO and MD, Tech Mahindra



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**NIIT UNIVERSITY WAS A GREEN FIELD UNIVERSITY. IN 10 YEARS, I SAW THE WAY IT CAME UP, BIT-BY-BIT. UNDER THE GUIDANCE OF RAJENDRA PAWAR IT HAS BECOME ONE OF THE VERY VISIBLE TECHNOLOGICAL UNIVERSITIES OF THE WORLD**

— Dr Karan Singh, former MP & Chairperson, NIIT University

Click to watch video message: <https://www.youtube.com/watch?v=rxqyDiNzL5M&list>

9.6Kbps. We ended up sending floppy disks to students at home. In 2010, the Internet speed was 512Kbps. The digital divide problem was raised in the 1990s. The government also wanted us to solve the digital divide. We started a program in Chhindwara, called democratisation. We tried to do remote teaching. We got the opportunity in the decade of 2000-10."

In another message, Debjani Ghosh, President, Nasscom, said, "Raji, you have been a friend, philosopher and guide to NASSCOM. You have been part of our Executive Council, and the past Chairman of NASSCOM. Even today, you continue to find time for us as Chairman of the Data Security Council of India. Raji, your contributions and insights are always invaluable. The ability to get into the depth of specific subjects, your attention to detail and the willingness with which you make yourself available whenever we need you, means a lot to us. Y2K was a strategic inflection point for the IT industry. We are again at a similar cusp. The IT industry will emerge stronger from the crisis."

Next, Gupta mentioned that there was a huge wave of entrepreneurship in the USA in the 1990s. This led to the same thing in India.

Arjun Malhotra said, "Getting a secure job was top priority in the 1990s. The security glass ceiling had pretty much broken. When the Internet came, suddenly, you had a new technology that could change the world. You had people who could jump in and do something on their own. The IT industry had broken the glass barrier for the middle class. The coming of the Internet also helped."

The Net Varsity came up in the 1990s. Edutech had taken a backseat, but has now emerged strongly. The NIIT University was launched in 2009. Pawar added, "We announced the Cloud Campus in 2013. However, the tools and technologies were ready, but the infrastructure was not ready. Learning was the most complicated process. Many, like us, have dabbled with multimedia. Time has been trying to chase us. Cumulative experience gained is now with us. The NIIT University is based on the infrastructure being the learning platform. We are in



**THE FIRST THING THAT I NOTICED ABOUT RAJI WAS HIS PASSION FOR EDUCATION IN OVERCOMING THE DIGITAL DIVIDE. FOR HIM, COMPUTERS WERE NOT ONLY ABOUT IT, BUT THEY WERE ABOUT EDUCATION**

— Vishwanathan Anand, former World Chess Champion

Click to watch video message: <https://www.youtube.com/watch?v=Yccfplx1JBE&list>



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**Y2K WAS A STRATEGIC INFLECTION POINT FOR THE IT INDUSTRY. WE ARE AGAIN AT A SIMILAR CUSP. THE IT INDUSTRY WILL EMERGE STRONGER FROM THE CRISIS**

— Debjani Ghosh, President, Nasscom

Click to watch video message: <https://www.youtube.com/watch?v=LHWRJHN0zBo&list>

the process of NIIT Education. 80% of our activity is for Fortune 500 companies, who are looking to have people trained. Covid-19 is the next opportunity."

Gupta noted that similar changes have also taken place in the software industry. What are some of the changes that have happened?

Gurnani said, "A few events have taken place. Hardware became software, along with fault-tolerance. There is no newspaper that does not talk about India's capabilities. There are all companies that have an Indian insight. Moving up the value chain is now an everyday process. We can create end-to-end service offering. There is digital migration happening all around. How do you modernize so that your business becomes digitally native? Today's environment calls for technology as a layer. There are examples of Aadhar, Jan-DhanYojna etc. We can combine the native technologies and create velocities in every market. The next leap has to take place."

In another message, Vishwanathan Anand, five-time World Chess Champion, and Former Ambassador, NIIT said, "I first met Rajendra Pawar in 1999. He had lot of good leadership qualities. The first thing that I noticed about Raji was his passion for education in overcoming the digital divide. For him, computers were not only about IT, but they were about education. I remember in 2000, he had a conversation with the President of the World Chess Federation, who mentioned that in his region they had introduced chess in schools, and it had produced much better academic outcomes for his students. And, Raji's eyes lit up! Within a year, we launched the Mind Champion's Academy, and quite a few champions have emerged from it. I have loved spending time with him."

#### Entrepreneurship to the Fore

Next, Pradeep Gupta said that there have been great strides made over time. In the last decade itself, entrepreneurship has come to the fore.

Malhotra said, "When we started HCL in the mid-1970s, you had to have an office in Bombay. 10 years later, the Rs 1.25 lacs we had invested in Mumbai had given us better returns. The founders did not see any real wealth in the first 20 years. Today, things have changed. You are now looking at new resources that can be monetised. We are optimising our infrastructure. Entrepreneurship has changed, along with the new ideas and opportunities. Businesses have to now adapt very quickly. There are vast opportunities for new people. Your message has to be different and your product also has to look differently."

In a message, Dr Karan Singh, former Chairperson, NIIT University and former Member of Parliament, said, "Rajendra Pawar set up NIIT University a few years ago and wanted me to be its Chancellor and I agreed. It was a green field university, and there was nothing there at all. But, in 10 years, I saw the way the University came up, bit-by-bit, little-by-little. Every year, when I went, I could see the new construction. Under the guidance of Rajendra Pawar and his excellent team of technologists and intellectuals, this has become one of the very visible technological universities of the world. Raji has made many contributions—through NIIT, and through the University—to the tech scene. I hope he goes from strength-to-strength. We should look for more success."

#### India's Advantage and Digital Transformation

Finally, a look at the advantages that India has to offer. Gurnani re-iterated that what can change India is the pre-

DATAQUEST AWARDS 2019



THERE HAVE BEEN GREAT STRIDES  
MADE OVER TIME. IN THE LAST DECADE  
ITSELF, ENTREPRENEURSHIP HAS COME  
TO THE FORE

— Pradeep Gupta, CMD, Cybermedia

valance of technology in everything that an entrepreneur is doing. We can build prowess when everything has AI inside them. We have to make this policy of having AI-inside for everything. Instead of being a service or service provider, we may even see new products being made in India. India has also got to make a 5G stack." He wished Pawar the very best and added that 'the best of Raji is yet to come'.

To this, Gupta asked, how can the transformation of India happen? Malhotra said, "I am trying to use technology to leverage the quality of education and healthcare. A lot of telemedicine solutions need to be developed as well. The economy is picking up. Every doctor is getting overworked. We are trying to use technology and AI to help doctors see more patients. The first area is the x-ray and MRI. It will also infiltrate into the other medical disciplines. It is going to take time, but it will happen. You can now put telemedicine solutions on the train as well. The ability to go through to a doctor is also amazing.

"In education, digitising content has some way to go forward. There are some learning disabilities among students. Accessibility is going to come up fast. Technology is starting to play a bigger role in these areas."

#### Deep Tech and Industry 4.0

Gupta asked how are we dealing with Covid-19? There is more deep tech, that is going to get into everything. How do we prepare? Rajendra Pawar replied, "The government is scaling up its capacity for looking at deep tech. Today, mobile Internet is 10Mbps+. We have started talking about Industry 4.0 and that will sit on top of the infrastructure that will also see growth.

"A large percent of the new institutions is being set up now. New universities are looking at deep tech, quantum computing, etc. We are seeing capacity across the

#### Dataquest Award Grand Jury

- Ajay P Sawhney, Secretary, MeitY, Govt
- Arjun Malhotra, Co-founder, HCL and Chairman, Magic Software
- CP Gurnani, CEO and MD, Tech Mahindra
- Ritesh Agarwal, CEO, Oyo Rooms
- Dr. Gulshan Rai, CISO, Prime Minister's Office, Govt
- Deb Deep Sengupta, President & MD, SAP India & Sub-Continent
- Karan Bajwa, Managing Director, Google Cloud
- Som Satangi, MD, Hewlett Packard Enterprise, India
- Vikas Bhonsle, CEO, Crayon Software Experts India
- Pradeep Gupta, CMD, CyberMedia
- Thomas George, Managing Editor, CyberMedia

board to go to deep tech. NIIT University has benefited enormously having some of the most eminent people. There is a commitment to take every device down to the last child in rural India. The decade of the 2020s will be remembered as the decade of the digital."

RS Pawar was handed the Dataquest Lifetime Achievement Award 2019 at the end of the event.

Pradeep Gupta, CMD, CyberMedia, said, "We are very happy and proud to confer the 'Dataquest Lifetime Achievement Award 2019' on Rajendra Pawar, Chairman and Co-Founder NIIT, and Founder, NIIT University. His pioneering vision has been an inspiration for the entire ICT Industry in India and has given back so much to our country and the society at large. His achievements and initiatives will always be a guiding force for the ICT industry."

Previous Dataquest Lifetime Achievement Award winners include FC Kohil, Sam Pitroda, N. Vittal, Nandan Nilekani, and Ashok Soota.





## NIIT Nagpur Centre Completes 30 Glorious Years

Posted On: 2020-09-01

**Nagpur, Sept. 1 -- Announces the launch of an Employment Enhancement Program for college students. Introduces virtual Future Ready programs for students through NIIT digital on the occasion of 30th anniversary of the Nagpur Centre.**

NIIT Limited, a global leader in skills and talent development, announced the launch of virtual 'FutureReady Fest', an initiative to encourage students to enhance their knowledge on new-age skills through future ready programs, together with their regular studies and academic curriculum. The launch was announced by Ms. Rina Sinha, NIIT Nagpur, on the occasion of 30th anniversary of the Nagpur Centre.

The Future Ready programs will be delivered through NIIT digital platform. Through NIIT Digital, learners are able to access their learning plans and all associated content and services through an intuitive dashboard on connected Desktops/ Tabs/ Smartphones.

In addition to this, NIIT Nagpur has launched an Employment Enhancement Program for college students that will help prepare them for better placement opportunities. The program will train students for essential skills required in the professional world and groom student for interview process handling.

**Rajendra S Pawar, Chairman and Co-founder NIIT Limited and Founder NIIT University** said, "Rina Sinha upholds the true values of NIIT and symbolizes the dedication and commitment that the organization stands for. As one of the longest serving associates, over the past 30 years, she has successfully introduced key initiatives from NIIT and now NIIT University to the people of Nagpur. I wish her continued success."

Speaking on the occasion **Vijay K. Thadani, Vice Chairman & Managing Director, NIIT Ltd., Co-Founder, NIIT University**, said, "It is indeed an honour to celebrate this milestone of NIIT Nagpur completing its 30 year journey, towards development of IT Industry and towards fulfilling the dreams and aspiration of thousands of students and for building and strengthening the fibre of NIIT's educational system, which it practises worldwide."

"NIIT Nagpur has always led with best student performance, with its high degree of student centricity and the quality of delivery and processes. This unique honour of NIIT Nagpur is largely due to the exceptional leadership of Rina Sinha and her vision, passion, perseverance and dedication. We are proud of NIIT Nagpur for its contribution towards the development of NIIT. We wish NIIT Nagpur the very best in the times to come," added Mr. Thadani.

Over the last 30 years, NIIT Nagpur has trained and placed hundreds of students from the city in leading corporates like Infosys, Capgemini, Wipro, Astral, ICICI Bank, Persistent Systems Ltd, Infocepts, e Caliber, Muthoot Finance, to name a few. Taking a step forward, NIIT will now offer futuristic career programs guided by the choices of the industry to address the changing workforce needs, and help create job-ready talent pool for the fast evolving global economy.

**Sapnesh Lalla, CEO, NIIT Ltd.**, said "This is indeed a proud moment for all NIITians, and I congratulate the team for splendid 30 years journey of NIIT Nagpur. We look forward to our continued association, and are determined to seamlessly connect the learners, providing an environment for improving learning effectiveness and efficiency, through the NIIT Digital platform."

**Bimaljeet Singh Bhasin, President, Skills and Career Business, NIIT Ltd.**, said, "I congratulate the NIIT Nagpur centre team for achieving tremendous growth over the past 30 years. NIIT has always been focused towards building competencies for the future, to meet the requirements of the industry. Through our Future Ready Talent initiative, we aim to deliver aspirational career programs for the students that will ensure rewarding careers in today's digital economy."

*Contd..*

To celebrate the momentous occasion, NIIT Nagpur organised a webinar wherein the NIIT Nagpur students shared their success stories through a digital platform on 1st September 2020. NIIT management, Distinguished Alumni and former NIIT employees (Forever NIITians) attended the webinar.

Speaking on the occasion **Rina Sinha, NIIT Nagpur** said, "We at NIIT Nagpur take great pride in what we have been able to accomplish over the past 30 years. I would like to express my gratitude and sincere thanks to the NIIT leadership, for their constant support and guidance in helping us achieve this significant milestone. I have also been very fortunate to work along with a talented team who have been instrumental in this success. I congratulate each and every NIITian associated with this centre, on this momentous achievement."

Established in the year 1990, NIIT Nagpur offers training programs in Software Engineering, Curriculum support and New Skill Enhancement Programs in IT, BFSI, Management, Corporate Learning, Govt. and State Programs from NIIT amongst others. The centre will also provide new age career programs in Digital Marketing and Branding, Data Analytics and Predictive Modelling, Full Stack Product Engineering, Banking and Finance and Accounting & Business Analytics. These programs will build awareness in today's aspiring professionals about the new possibilities and provide them with an opportunity to develop and grow in the field of their choice.

#### **About NIIT**

NIIT is a leading Skills and Talent Development Corporation that is building a manpower pool for global industry requirements. The company, which was set up in 1981 to help the nascent IT industry overcome its human resource challenges, today ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint in over 30 countries, NIIT offers training and development solutions to Individuals, Enterprises and Institutions. NIIT has two main lines of business across the globe - Corporate Learning Group and Skills & Careers Business.

NIIT's Corporate Learning Group (CLG) offers Managed Training Services (MTS) to market-leading companies in North America, Europe, Asia, and Oceania. The Skills & Careers Business (SNC) delivers a diverse range of learning and talent development programs to millions of individual and corporate learners in areas including Digital Transformation, Banking, Finance & Insurance, Retail Sales Enablement, Digital Media Marketing, and new-age IT. NIIT has incubated, StackRoute, as a digital transformation partner for corporates to build multi-skilled full stack developers at scale. As online and remote learning becomes mainstream, the robust NIIT Digital platform connects the corporate and individual learners seamlessly and provides an environment for improving learning effectiveness and efficiency.

NIIT's learning and talent development solutions, continue to receive widespread recognition globally. NIIT has been named among the Top 20 Training Outsourcing Companies for the past twelve consecutive years by Training Industry, Inc. USA. Further, leading Indian ICT journal Dataquest has conferred upon NIIT the 'Top Training Company' award successively for the past 20 years, since the inception of this category.

<https://www.htsyndication.com/business-wire-india/article/niit-nagpur-centre-completes-30-glorious-years/45190723>





## NIIT Nagpur Centre Completes 30 Glorious Years

Sep 01, 2020

Nagpur (Maharashtra) [India], Sept 1 (ANI/BusinessWire India): NIIT Limited, a global leader in skills and talent development, announced the launch of virtual 'FutureReady Fest', an initiative to encourage students to enhance their knowledge on new-age skills through future ready programs, together with their regular studies and academic curriculum.

The launch was announced by Rina Sinha, NIIT Nagpur, on the occasion of 30th anniversary of the Nagpur Centre.

The Future Ready programs will be delivered through NIIT digital platform. Through NIIT Digital, learners are able to access their learning plans and all associated content and services through an intuitive dashboard on connected Desktops/ Tabs/ Smartphones.

In addition to this, NIIT Nagpur has launched an Employment Enhancement Program for college students that will help prepare them for better placement opportunities. The program will train students for essential skills required in the professional world and groom student for interview process handling.

"Rina Sinha upholds the true values of NIIT and symbolizes the dedication and commitment that the organization stands for. As one of the longest serving associates, over the past 30 years, she has successfully introduced key initiatives from NIIT and now NIIT University to the people of Nagpur. I wish her continued success," said Rajendra S Pawar, Chairman and Co-founder NIIT Limited and Founder NIIT University.

"It is indeed an honour to celebrate this milestone of NIIT Nagpur completing its 30 year journey, towards development of IT Industry and towards fulfilling the dreams and aspiration of thousands of students and for building and strengthening the fibre of NIIT's educational system, which it practises worldwide," said Vijay K. Thadani, Vice Chairman & Managing Director, NIIT Ltd., Co-Founder, NIIT University, while speaking on the occasion.

"NIIT Nagpur has always led with best student performance, with its high degree of student centricity and the quality of delivery and processes. This unique honour of NIIT Nagpur is largely due to the exceptional leadership of Rina Sinha and her vision, passion, perseverance and dedication. We are proud of NIIT Nagpur for its contribution towards the development of NIIT. We wish NIIT Nagpur the very best in the times to come," added Thadani.

Over the last 30 years, NIIT Nagpur has trained and placed hundreds of students from the city in leading corporates like Infosys, Capgemini, Wipro, Astral, ICICI Bank, Persistent Systems Ltd, Infocepts, e Caliber, Muthoot Finance, to name a few. Taking a step forward, NIIT will now offer futuristic career programs guided by the choices of the industry to address the changing workforce needs, and help create job-ready talent pool for the fast evolving global economy.

"This is indeed a proud moment for all NIITians, and I congratulate the team for splendid 30 years journey of NIIT Nagpur. We look forward to our continued association, and are determined to seamlessly connect the learners, providing an environment for improving learning effectiveness and efficiency, through the NIIT Digital platform," said Sapnesh Lalla, CEO, NIIT Ltd.

"I congratulate the NIIT Nagpur centre team for achieving tremendous growth over the past 30 years. NIIT has always been focused towards building competencies for the future, to meet the requirements of the industry. Through our Future Ready Talent initiative, we aim to deliver aspirational career programs for the students that will ensure rewarding careers in today's digital economy," said Bimaljeet Singh Bhasin, President, Skills and Career Business, NIIT Ltd.

To celebrate the momentous occasion, NIIT Nagpur organised a webinar wherein the NIIT Nagpur students shared their success stories through a digital platform on 1st September 2020. NIIT management, Distinguished Alumni and former NIIT employees (Forever NIITians) attended the webinar.

"We at NIIT Nagpur take great pride in what we have been able to accomplish over the past 30 years. I would like to express my gratitude and sincere thanks to the NIIT leadership, for their constant support and guidance in helping us achieve this significant milestone. I have also been very fortunate to work along with a talented team who have been instrumental in this success. I congratulate each and every NIITian associated with this centre, on this momentous achievement," said Rina Sinha, NIIT Nagpur, while speaking on the occasion.

Established in the year 1990, NIIT Nagpur offers training programs in Software Engineering, Curriculum support and New Skill Enhancement Programs in IT, BFSI, Management, Corporate Learning, Govt. and State Programs from NIIT amongst others. The centre will also provide new age career programs in Digital Marketing and Branding, Data Analytics and Predictive Modeling, Full Stack Product Engineering, Banking and Finance and Accounting & Business Analytics. These programs will build awareness in today's aspiring professionals about the new possibilities and provide them with an opportunity to develop and grow in the field of their choice.

This story is provided by BusinessWire India.



**BW EDUCATION**

## **Technology Will Be A Subservient Tool In Education: Rajendra Singh Pawar, Chairman And Co-Founder, NIIT Group And Founder, NIIT University**

*BW Businessworld caught up with him to get an understanding of how the COVID-19 pandemic has turned the world upside down, especially for the education sector.*

AUGUST 31, 2020 by Upasana

Rajendra Singh Pawar, Chairman and Co-founder, NIIT Group and Founder NIIT University was a member of the National Task Force on Information Technology and Software Development. The group includes NIIT Limited, which is a global leader in skills and talent development. The Padma Bhushan awardee served as the chairman of NASSCOM and on the boards of IIT, IIMs and ISB. BW Businessworld caught up with him to get an understanding of how the Covid-19 pandemic has turned the world upside down, especially for the education sector. Excerpts:

***What have been your learnings as an entrepreneur for the past four decades and how are they relevant today, in the COVID -19 times?***

The starting point is curiosity, to search out for unsolved problems. So, it's about identifying unmet needs. Among the unmet needs, you look at the one your heart truly beats for. These are the essential conditions. Despite great miseries being caused by COVID, the silver lining is that these are fantastic times to be curious. Many new unmet needs are emerging right now and the real question is: which one of them does your heart truly beat for? The next step is to work out a detailed implementation plan. These things take time so entrepreneurs should not be in a hurry to outdo themselves because that's where the biggest mistakes happen. Be fast, be quick, be rapid but don't be in a hurry to outstep yourself.

***What has kept you busy for the last 120 days, which has been very unusual for most of us? What are the new things that you have been doing?***

While we have huge problems caused by COVID-19, I think it's also throwing up once-in-a-lifetime opportunities. The word "unprecedented" is so relevant and a vast range of options to try out new things are opening up. We can never create a controlled experiment at such a scale where people are forced to work from home and study remotely.

In the field of education, there are new opportunities for technology and a huge set of challenges for pedagogy. I see it as a terrific opportunity and an exciting time.

I usually read a lot and now I am reading even more. The pre-COVID era had a commuting time that is now saved and I am investing a lot of that into my gardening. That extra time is going fully into much closer interaction with nature. These few months have opened my eyes to two things – one, that nature has healed itself at an unbelievable pace while people are confined to their homes and second, that very small time and resource investment into gardening of fruits and vegetables can give extraordinary returns!

***How do you spot the opportunities that COVID-19 has highlighted?***

I view the 21st century as the Century of the Mind. If any country can claim to have a deep understanding of the unknown spaces in the human mind, there should be no doubt that it is India, given the longevity of the civilization and the wealth of thought on this subject.

The purpose of Education is to help people understand the power of the human mind and recognize that technology will play an important role as a subservient tool. During COVID times we have seen the power of technology to connect human minds across the globe. Therein lies a monumental opportunity.

While some skills that were relevant before COVID-19 will still stay relevant, a new set of skills will be needed to thrive in the future.

*Contd..*



***What were your learnings from setting up NIIT University?***

While NIIT University started operations in 2009, we had the luxury to create and nurture the idea for more than a decade. When NIIT Limited became 10 years old in 1991, we had the good fortune to get two exceptional minds as full-time advisors — Prof CR Mitra, who had just retired from BITS Pilani and Prof Jimmy Isaac, who had retired from IIT Bombay. While Prof Mitra educated us on innovations in education, Prof Isaac gave us clarity on Information Society as a concept. Prof Isaac was the first one to point out the emerging integration between education and skills. He said that till then, education and skills were seen as two separate compartments. The skill was for factory workers and farmers, and education was for the privileged. He mentioned that IT is the first field where there is a continuum between the two as demonstrated by Bill Gates 'the programmer' becoming Bill Gates 'the entrepreneur'.

We saw the new opportunity in 1991 when we were reworking the NIIT Limited strategy. NIIT as a for-profit company was involved in making people employable and creating talent for the IT sector, taking them from college to a job. This we continue to do. The organisation is estimated to have impacted more than 36 million learners, over the last 38 years with operations in more than 30 countries. So, we have had the good fortune to try out new things on a global scale.

On the other hand, the not-for-profit NIIT University (NU) is focussed on creating new knowledge and technologies while shaping the future of the new generation of school leavers through in-depth, long-term, rigorous degree programs in technology and management. Extensive experimentation and innovation is at play in NU.

<http://bweducation.businessworld.in/article/Technology-Will-Be-A-Subservient-Tool-In-Education-Rajendra-Singh-Pawar-Chairman-And-Co-Founder-NIIT-Group-And-Founder-NIIT-University-/31-08-2020-314857/>



## Digital solutions for people and processes to drive better outcomes

### The digital echnology facilities enterprises in the new normal

PUBLISHED: Sep 14, 2020 10:18:26 AM IST UPDATED: Sep 14, 2020 03:48:20 PM IST



After five long months since the first pandemic-triggered lockdown was announced in India, individuals and businesses have settled into the 'new normal'. Work from home and virtual meetings have become a way of life. The transformation does, however, still have some challenges that must be grappled with. Businesses seek ways to further streamline workflows, improve productivity and develop team cultures. Enterprises have also begun to plan for a future that entails, more often than not, a hybrid model that includes some elements of work from home. Last, but not the least, leaders with foresight are contemplating strategic shifts in the use of technology to ensure Business Continuity in the event of future crises and disruptions.

Forbes India CXO Speak, hosted by Forbes India in partnership with ServiceNow, brought together thought leaders who have made the entire transition to work from home more seamless. Raghav Chandra, co-founder and CTO, Urban Company; Sapnesh Lalla, CEO, NIIT Ltd; Dharmendra Kapoor, CEO and MD, Birlasoft; Ravi Pratap Singh, CEO, Nucleus Software; Arun Balasubramanian, MD – India & SAARC, ServiceNow and Scott Drummonds, AVP, Solution Consulting, APJ, ServiceNow, shared their experiences and insights on these themes.

Many interesting insights on the role of CXOs in fostering and sustaining team-spirit among employees and facilitating them with access to suitable technology tools emerged. Building employee resilience, creating a remote work culture and fostering a sense of responsibility in the new scenario have become the concerns of the C-suite. The discussion began with Raghav Chandra stating, "Although employees were adapting to the new setup and working hard to sustain productivity, the remote working scenario necessitated managing burnout." In response, Ravi Pratap Singh suggested, "While tools and technology are available, employees had to adopt a new discipline." At the same time, he declared that trust has become the new currency, which can motivate speed and productivity better than any other management principle. Even once a solution has been implemented for the ongoing crisis, a hybrid model – work from home and office - is expected to continue, wherein trust in people and building relationships will be significantly more important. Naturally, to adapt to this model more permanently will call for new skills and technology tools.

The panellists also deliberated on the changing patterns in the use of technology. Using the cloud was gradually gaining popularity in pre-Covid times. However, with the pandemic necessitating remote and hybrid work location models and the heightened need for information security and cyber security, corporates of various sizes were rapidly adopting cloud services. Further, Dharmendra Kapoor observed that companies are realising that as cost savings has become a priority, doing more with less would only be possible with significant automation at all levels of the organisation. Sapnesh Lalla pointed out that while technology provides the opportunity to gauge productivity remotely, using it to 'track or watch' employees would become counter-productive; instead it should be used to inspire them to do more. In effect, new human resource policies should be instituted that build in greater flexibility while working from home and remotely.

For success in the work from home model, processes must be seamless and not disconnected. Consequently, many enterprises are re-engineering the way they envisage their overall work spaces. They are also changing the way they engage with their customers. Digital can provide solutions in both these domains and create some great experiences for employees, allowing them to engage with their customers in a whole new way. The major caveats are the need for security and ensuring business continuity.

There was a consensus that technology and people engagement across various stakeholders will see a major investment in the new normal.

The panellists agreed that enterprises are ultimately built on the strength of people – employees and customers. Sparking resilience by ensuring that employees enjoy their work experiences, would nurture the desire to keep working. Staying in touch with them, ensuring their wellbeing and providing them with the tools to get their jobs done would determine the level of successful of a business, going forward.

All things considered, the crisis has presented companies with a great opportunity to re-engineer processes, focus on health and wellbeing and build relationships and partnerships afresh.





## **NIIT announces virtual FutureReady Fest - A nationwide initiative to empower students for jobs of the future**

ANI | Updated: **Jul 07, 2020 11:33 IST**

New Delhi [India] July 7 (ANI/BusinessWire India): NIIT Limited, a global leader in skills and talent development, announced virtual 'FutureReady Fest', an initiative to encourage students to enhance their knowledge on new-age skills through future-ready programs, together with their regular studies and academic curriculum.

NIIT will organize virtual sessions on NIIT Digital, it's an online platform for students nationally, wherein industry experts will deliver sessions on new-age career programmes including Full Stack Java Programming, Digital Marketing and Branding, Python Programming and Data Exploration in Python, Programme in Banking & Finance, amongst others.

During the virtual #FutureReady Fest, NIIT will also organize expert webinar sessions on trending topics including - Compliance mindset for Banking, Careers in Market research, Visual Thinking, Resume Building, SDLC Lifecycle, to help students get a peek into the careers of the future.

"Having received enormous positive feedback from aspiring professionals and industry on our 'Future Ready Talent' initiative over the last 12 months, we are now providing the courses virtually, through NIIT Digital platform. Through this initiative we aim to deliver aspirational career programs for the students, matching the future-ready talent requirements of the industry," said Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd.

According to the Future of Jobs Report (World Economic Forum), jobs in digital technology will grow from 17 per cent in 2018 to 33 per cent in 2022. Estimates have indicated that 75 million jobs may be displaced by a shift in the division of labour between humans and machines, while 133 million new roles may emerge that are more adapted to this model. This demonstrates a huge requirement of skilled employees for futuristic industry 4.0 job roles.

Under the initiative NIIT is offering free Micro Programme on Digital Marketing & Branding, Information Technology, Banking and Finance, and Accounts and Analytics. These are short term programs, delivered by industry experts.

The duration of each program varies from course to course. Students can visit the [www.niit.com/india/Future-Ready-Fest/](http://www.niit.com/india/Future-Ready-Fest/) to apply for the programmes. The students will receive a participation certificate after the completion of the course.

NIIT's 'Future Ready Talent' is an initiative where seminars are held nationally along with Industry deliberations & conferences. Successful leaders from diverse fields shared their experiences with the students, educating them about the importance of new-age future-ready careers, as also deliberating what it will take for aspiring professionals to be future-ready.

<https://www.aninews.in/news/business/niit-announces-virtual-futureready-fest-a-nationwide-initiative-to-empower-students-for-jobs-of-the-future20200707113237/>

## The Tribune

### NIIT rolls out virtual sessions on new-age careers

To offer free courses and online classes for trending programmes

Posted: Jul 06, 2020 06:07 PM (IST)



NIIT announces virtual 'FutureReady Fest' – a nation-wide initiative to empower students for Jobs of the Future

Skills and Talent Development platform NIIT Limited has announced virtual 'FutureReady Fest', an initiative to encourage students to enhance their knowledge on new-age skills through future ready programmes, together with their regular studies and academic curriculum.

NIIT will organise virtual sessions on NIIT Digital, its online platform for students nationally, wherein industry experts will deliver sessions on new-age career

programmes including Full Stack Java Programming, Digital Marketing and Branding, Python Programming and Data Exploration in Python, Programme in Banking & Finance, amongst others.

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<https://www.tribuneindia.com/news/jobs-careers/niit-rolls-out-virtual-sessions-on-new-age-careers-109365>



SMART TECH | INDUSTRY SPEAK

Dr Vishnupriya Raghavan  
Dr Yogesh Kumar Bhatt  
maildqindia@cybermedia.co.in

## SHIFT to the New Mode of Learning

Excerpts from StackRoute Whitepaper titled, "SHIFT to the new Normal of Learning"

**E**ven as the global economy redefines the new normal, resilience and innovation will define success for the post-pandemic business world. Business leaders now have a great opportunity to see the opportunities that come with adversities and play a pivotal role in making a difference to help

organisations to not only just cope but to also succeed in the long term.

In this fast changing environment, a talented workforce with the ability to learn quickly is the key for competitive advantage. The focus of any learning has to build the ability to continuously adapt, engage with others while retaining



**SHIFT**  
to the new normal of learning

*(Dr Vishnupriya Raghavan is the Head of Products & Solutions, StackRoute)  
(Dr Yogesh Kumar Bhatt is Executive VP & Business Head, StackRoute)*

2 | August, 2020

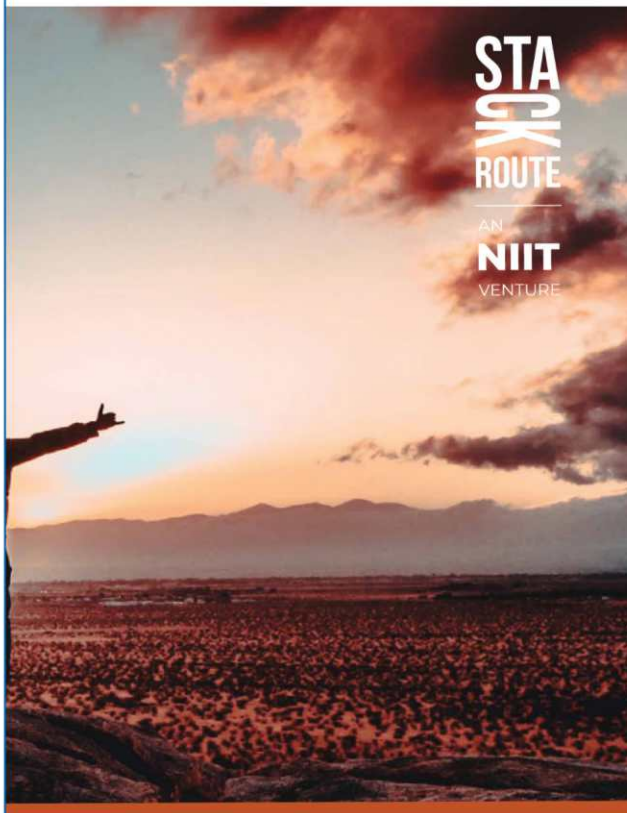
[www.dqindia.com](http://www.dqindia.com)

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the core identity and values of oneself. Essentially, this goes beyond just acquiring knowledge. It is about knowing how to learn and help build new ways of thinking.

### **Sense the Opportunity**

This is the time to re-examine, redefine and reimagine how talent can be revitalised. We need to prepare the workforce for agility, innovation and resilience. An “agile” workforce that discards the old ways of thinking and adapts new ones. An “innovative” workforce that create opportunities from adversities – multiplying them as they are seized. A “resilient” workforce that can stay tough, stay prepared and continues to learn.



### **Harness the Possibility**

The world's best organizations are those in which the leadership is able to instil a sense of intrinsic motivation amongst its employees. While extrinsic motivation such as promotions, enhanced job roles, badges and awards have been around to ensure completion of planned initiatives, it is only when learners become self-driven can organizations transform. Organizations need to harness this possibility by designing learning that is self-driven, yet aligned to various possible scenarios of the future.

Harness the possibility to define

- An approach to repurpose the workforce.
- An approach that is designed to build capabilities.
- An approach that helps organizations shape their collective future

### **Ideate the Approach**

As Albert Einstein said, *“We cannot solve our problems with the same thinking we used when we created them.”* Most existing competence frameworks and individual competencies seem narrow and non-differentiated across roles. These could be a misfit in the less predictable, and complex environments of today. Organisations require a slightly different set of institutional capabilities and individual competencies to build a workforce that is able to meet the needs of the future.

Organisations need a workforce that has the potential to understand, survive and thrive in the new dynamics of the environment and work - a workforce that can anticipate the short term and the long term impact of decisions, apply knowledge in unknown, new and evolving circumstances, survive in harsh situations, create opportunities in any situation, integrate disciplines, embrace new ideas, welcome opposing arguments, develop perspectives, take a stand, create value and drive change. Such abilities especially critical in the post-pandemic world are referred to as the “Transformative Competencies” (OECD Future of Education and Skills, 2030).

It becomes important to question existing frameworks and common practices to reformulate and redefine existing beliefs, approaches and solutions prior to designing new learning interventions.

Ideation will help to identify the institutional capabilities that are necessary to achieve organisational goals and to help examine if the existing workforce competencies align to the same. It should also include a thorough examination



## SMART TECH | INDUSTRY SPEAK

of existing strengths and weaknesses to remove any barriers to change.

Ideation can help to configure the following:

- Do existing competence frameworks provide the right fit to develop the capabilities of tomorrow?
- Do the present approaches to learning help the learners learn effectively and kindle their interest to move to the next level?
- Is the organizational environment supportive of a high-performer and continue to provide a challenging environment to learn and grow?

### Foster Focused-Change

Learning designs have to build the ability to innovate, take larger responsibility, create value, and to make ethical judgement that will help to guide towards a better future. They have to challenge the mental models of learners. They force the learners to connect the learnings to their current work, and also to possible opportunities relevant to the learning. This will help learners reflect on their own true potential.

Learning designs have to allow an environment for learning to be converted to action. An organization that is keen on an agile, resilient and an innovative workforce should provide for application-oriented learning supported by mentorship to help the employee deliver in the world after the crisis.

It is important that any learning intervention is spaced out over time. This helps in long term retention as the new knowledge is given a chance to be rehearsed over a duration and revisited often. Unlearning can happen only if the learning design accommodates for the new learning to “stick” by way of actions that allows it to be reinforced and applied.

When the new learning becomes the new normal, the old practices and the ways of working would disappear gradually. Unlearning is an important skill that allows a learner to shed resistance to new ideas, to be ready to face opposing arguments and to take differences of opinion in professional stride.

A three phased approach that **imparts** knowledge and allows comprehension; **immerses** the learner in an environment conducive to experimenting; and encourages learner to **introspect** on oneself.

This will allow learning interventions to be “learner-centred” and bring a foster-focused change to:

- Provide an exceptional learning experience leaving the learners motivated to pursue further learning towards growth opportunities.
- Help learners to demonstrate a difference in the way they bring value to their work.
- Enable the learners with a learning compass - that gives them the confidence to venture into unknown terrains.

### Transform Learning

Designing an effective approach to learning is both challenging and complex with varied needs and immediate demands from the business. This requires conscious and deliberate attempts for:

- a SHIFT in focus from *skill building to capability building*
- a SHIFT in mind set from *upskilling to upgrading talent*
- a SHIFT of responsibility from *organization mandated training to employee motivated learning*
- a SHIFT of learning design from *faculty-centred to learner-centred*
- a SHIFT in learning delivery from *passive listening to participatory learning*
- a SHIFT in content from *one size fits all to individualized and differentiated learning*
- a SHIFT in evaluation methods from *assessment of learning to assessment for learning*

Perhaps, the biggest SHIFT has to be in the roles of learning and development professionals. Their role is to go beyond fulfilling the immediate requirements of skill development. They must identify market trends; influence businesses and help build “transformative competencies” (OECD, 2019).

These shifts have the potential to truly transform learning that will:


- Provide an environment that can create seeds of change with the potential to have a transformative impact on each learner
- Encourage new ways of thinking to face and solve problems in uncertain times and ambiguous situations
- Promote the potential of every learner to create impactful solutions to complex problems.

Having an innovative workforce that is agile, resilient, motivated and competent will make the difference between those enterprises that will succeed in the post pandemic world and the ones that do not. Such a workforce will not wait for black swan events or disruptions in the market to come out with new ideas to stay afloat.


### ...At a glance

**StackRoute Presents**

**SHIFT to the new normal of learning at SHRM EDGE 2020**



**Dr Vishnupriya Raghavan**  
Head of Products & Solutions  
StackRoute  
(An NIIT Ltd. Venture)



**Dr Yogesh Kumar Bhatt**  
Executive Vice President & Business Head  
StackRoute  
(An NIIT Ltd. Venture)

STA ROUTE Academic Partner

**Future of Learning**  
**SHIFT to the new normal**



**Sudeep Ralhan**  
Walmart Labs India



**Shraddhanjali Rao**  
SAP



**Dr. Yogesh Kumar Bhatt**  
StackRoute (An NIIT Venture)



**Susan Armstrong**  
Global Training Transformation

**Talent Development Conclave | Day 2**

30<sup>th</sup> July 2020 | From 04:20 PM To 04:50 PM

[Register Now](#)

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**#IndustryViews**

**SHIFT to the new normal of learning**  
StackRoute presents **whitepaper** at  
**SHRM EDGE 2020**  
ALL THINGS TALENT  
The Biggest Virtual HR Event of the Year  
29<sup>th</sup> & 30<sup>th</sup> July 2020



**Alphonsa Mathai**  
GBS Learning and Knowledge Leader  
CIC India, IBM India Pvt Ltd.

Organizations need to make these shifts if they have to grow. Very often we are told to think outside the box. I believe that we need to think within the box and innovate as the answers are well within the organization too.

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**Mohith Mohan**  
Divisional Vice-President,  
Hudson's Bay

The key to transformation is enabling the inner drive in oneself. As an organization, it is crucial to recognize and strengthen this drive amongst the promising talents.

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**Anil Santhapuri**  
Director,  
Learning and Development, CGI

My key take away from the paper is the call for a learning intervention to act as the "compass". A compass that will help the learners direct their own learning by setting goals for themselves, reflect on their own strengths and areas of improvement, and seek help of mentors. A compass that will help the learners learn to navigate by themselves in new terrains.

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**Ravi Ramaswamy**  
Senior Director,  
Health Systems Philips Innovation Campus

"This paper very well captures the essence of what is needed to bring in the requisite skills to drive future growth and innovation thereby ensuring business profitability and sustenance. Bygone are the days of "box-selling". It's all about solutions now, which again mandates the need for multi-disciplinary skills."

STA ROUTE Academic Partner

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**Agasty Rebekah**  
Regional Learning Delivery Specialist,  
Philips Healthcare India

"The paper articulates a comprehensive message at the utmost need of the hour with regard to Learning and Development, readiness for the future. The conscious and continuous effort on SHIFT will certainly redefine our New Normal."

STA ROUTE Academic Partner

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**Sachin Gaur**  
Global Head of Learning,  
NBS and Corporate Functions, Novartis

"The five 'action dimensions' put up for discussion by Dr. Raghavan and Dr. Bhatt in this paper, can be used as a robust and holistic blueprint by organizations aiming at redefining their competitive advantage during this global crisis."

STA ROUTE Academic Partner



## DATAQUEST

### SHIFT to the new mode of learning

AUTHOR: DQI BUREAU - AUGUST 25, 2020

*Excerpts from StackRoute Whitepaper titled, "SHIFT to the new Normal of Learning".*

Even as the global economy redefines the new normal, resilience and innovation will define success for the post-pandemic business world. Business leaders now have a great opportunity to see the opportunities that come with adversities and play a pivotal role in making a difference to help organisations to not only just cope but to also succeed in the long term.

In this fast changing environment, a talented workforce with the ability to learn quickly is the key for competitive advantage. The focus of any learning has to build the ability to continuously adapt, engage with others while retaining the core identity and values of oneself. Essentially, this goes beyond just acquiring knowledge. It is about knowing how to learn and help build new ways of thinking.

#### **Sense the opportunity**

This is the time to re-examine, redefine and re-imagine how talent can be revitalized. We need to prepare the workforce for agility, innovation and resilience. An "agile" workforce that discards the old ways of thinking and adapts new ones. An "innovative" workforce that create opportunities from adversities – multiplying them as they are seized. A "resilient" workforce that can stay tough, stay prepared and continues to learn.

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The world's best organizations are those in which the leadership is able to instil a sense of intrinsic motivation amongst its employees. While extrinsic motivation such as promotions, enhanced job roles, badges and awards have been around to ensure completion of planned initiatives, it is only when learners become self-driven can organizations transform. Organizations need to harness this possibility by designing learning that is self-driven, yet aligned to various possible scenarios of the future.

#### ***Harness the possibility to define:***

- \* An approach to repurpose the workforce.
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As Albert Einstein said, "We cannot solve our problems with the same thinking we used when we created them." Most existing competence frameworks and individual competencies seem narrow and non-differentiated across roles. These could be a misfit in the less predictable, and complex environments of today. Organisations require a slightly different set of institutional capabilities and individual competencies to build a workforce that is able to meet the needs of the future.

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Ideation will help to identify the institutional capabilities that are necessary to achieve organisational goals and to help examine if the existing workforce competencies align to the same. It should also include a thorough examination of existing strengths and weaknesses to remove any barriers to change.

Ideation can help to configure the following:

- \* Do existing competence frameworks provide the right fit to develop the capabilities of tomorrow?
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*Contd..*

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#### **Foster focused-change**

Learning designs have to build the ability to innovate, take larger responsibility, create value, and to make ethical judgement that will help to guide towards a better future. They have to challenge the mental models of learners. They force the learners to connect the learnings to their current work, and also to possible opportunities relevant to the learning. This will help learners reflect on their own true potential.

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**Co-authored by Dr Vishnupriya Raghavan, Head of Products & Solutions at StackRoute and Dr Yogesh Kumar Bhatt, Executive Vice President and Business Head at StackRoute.**



## United News of India

India's Multi Lingual News Agency

Press Releases »

Business Wire India

Posted at: Sep 23 2020 2:05PM



### StackRoute Announces Programs in Data Engineering to Meet the Enterprise Big Data Requirement of the Industry

Business Wire India

- Offers two new programs targeting Enterprise Big Data Engineering skill set
- Both the programs build a strong foundation on Big Data, Scala Programming and Apache Spark followed by the respective specialization of Spark ML or Databricks

**StackRoute™**, an NIIT venture announced the launch of programs in Data Engineering. Titled, 'Enterprise Big Data Engineering & Machine Learning using Spark' and 'Enterprise Big Data Engineering using Databricks & Delta Lakes' - these programs help enterprises to equip their workforce having prior experience in data projects, with steps and tools of designing and solving business challenges that fall in the category of Data Analysis and Big Data using modern Data Architectures like delta architecture.

While the **Enterprise Big Data Engineering & Machine Learning using Spark** program will empower professionals with the skills to scale Data Science and Machine Learning task on Big Datasets using Apache Spark, the **Enterprise Big Data engineering using Databricks & Delta Lakes** program will establish strong foundations in key big data pipeline using Azure Databricks - an Apache Spark based analytics platform optimized on Microsoft Azure Cloud.

These programs seek to establish strong foundations in key software engineering principles, methodologies, and to impart skills in building scalable enterprise data pipeline for analysis using Apache Spark- a cluster computing system well suited for large scale machine learning tasks.

The programs will be delivered on weekends via Live Practitioner-led sessions with remote Cloud based lab facility. The average duration of each program is 8-9 weekends with 150 hours of learning effort.

The **Enterprise Big Data Engineering & Machine Learning using Spark** program covers three most popular ML algorithms, and indispensable to those building ML based analytical solutions - Decision Trees, Clustering and Regression.

The **Enterprise Big Data Engineering using Databricks & Delta Lakes** program covers Data Lakes, which is a required skill in the industry today and gaining popularity, yet to cover in many Apache Spark courses. The program covers integration with Delta Lake - an open source implementation of Data Lake- using Apache Spark.

According to NASSCOM, the Indian Analytics industry will reach 16 billion mark by 2025. The growth is already evident and has with more than 90,000 analytics professionals in the market at present. Various industry report highlight about acute talent shortage in the area of Big Data Engineering and the area is emerging as a prized career option.

Speaking on the announcement **Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd.**, said, *"Having worked with leading Technology Companies, StackRoute has created a niche for itself as the go-to organisation for disruptive learning solutions and helping enterprises build Tech Professionals with deep skills. We are happy to launch these data engineering programs, designed to further the endeavour of many organizations in building 'Big Data Engineers' with strong foundations in key software engineering principles and skilled in building scalable enterprise data pipeline."*

Over the past 5 years StackRoute has been committed towards delivering disruptive learning solutions, producing highly skilled and deployment ready talent in emerging tech and digital roles. Recently StackRoute was awarded with Brandon Hall Group HCM Excellence award 2020, jointly with a leading independent IT and business consulting services firm. The Gold medal has been awarded under the category - "Best Use of Blended Learning" for Graduate Transformation Program. Additionally, StackRoute has won Brandon hall Silver award for 'Best Results of a Learning Program' jointly with the world's leading engineering company in aerospace.

<http://www.uniindia.com/stackroute-announces-programs-in-data-engineering-to-meet-the-enterprise-big-data-requirement-of-the-industry/business-wire-india/news/2173307.html>



## StackRoute Announces Programs In Data Engineering To Meet The Enterprise Big Data Requirement Of The Industry

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September, 2020 by BW Online Bureau

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## NIIT earns 30 Brandon Hall awards jointly with customers

ANI Updated August 28, 2020 13:33 IST

Atlanta (Georgia) [USA] /New Delhi [India] Aug 28 (ANI/BusinessWire India): NIIT Limited, a global skills, and talent development company and leading provider of managed training services, announced today that it has earned 30 coveted Brandon Hall Group HCM Excellence Awards jointly with customers.

The awards include prestigious honors for its Eagle Productivity Solutions and StackRoute divisions. The Brandon Hall Group Excellence Awards are awarded for excellence in Corporate Initiatives, Learning, Talent Management, Sales Performance, Leadership Development, Talent Acquisition, and Workforce Management.

NIIT earned 30 awards in various categories jointly with customers for 2020 including:  
16 Gold awards

- \* Best Program for Sales Training and Performance jointly with MetLife for MetLife Distribution Academy
- \* Best Sales Onboarding Program jointly with MetLife for MetLife Distribution Academy
- \* Best Use of Blended Learning jointly with MetLife for MetLife Distribution Academy
- \* Best Unique or Innovative Sales Training Program jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Creating a Learning Strategy jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Creating an Extended Enterprise Learning Program jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Learning Measurement jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Learning Technology Implementation jointly with MetLife for MetLife Distribution Academy
- \* Best Unique or Innovative Learning and Development Program jointly with MetLife for MetLife Distribution Academy
- \* Best Use of Blended Learning jointly with CGI for the Graduate Transformation Program by NIIT StackRoute
- \* Best Use of Blended Learning jointly with CGI for the Graduate Transformation Program by NIIT StackRoute
- \* Best Use of Blended Learning jointly with The World Food Programme of the United Nations for WFP Supervisory Skills Programme
- \* Best Advance in Competencies and Skill Development jointly with The World Food Programme of the United Nations for WFP Supervisory Skills Programme

Contd..

#### Performance Training

- \* Best Advance in Custom Content jointly with Gilead Sciences for Gilead National Meeting G360 Refresher Training Pre-Work by NIIT's Eagle Productivity Solutions division
  - \* Best Advance in Custom Content jointly with Equinor for Toxic Substance Control Act
  - \* Best Advance in Custom Content jointly with ABB for Ergonomics
  - \* Best Use of Video for Learning jointly with IQVIA for Negotiation Skills
  - \* Best Results of a Learning Program jointly with Boeing for Full-Stack Product Engineer Accelerated Experience by NIIT StackRoute
  - \* Best Use of Mobile Learning jointly with MetLife for MetLife Distribution Academy
- Nine Bronze awards
- \* Best Advance in Custom Content jointly with Royal Dutch Shell for Crisis Management and Social Media
  - \* Best Use of Blended Learning jointly with Royal Dutch Shell for Accelerated Commercial Excellence Course
  - \* Best Unique or Innovative Learning and Development Program jointly with Royal Dutch Shell for Contracting Principles and Litigation Risks Awareness
  - \* Best Use of Blended Learning jointly with IQVIA for Monitoring Performance Training
  - \* Best Advance in Custom Content jointly with IQVIA for Consultative Selling
  - \* Best Advance in Custom Content jointly with Sunsuper for Key Policies
  - \* Best Advance in Custom Content jointly with Rio Tinto for Gove Operations General Induction
  - \* Best Use of Virtual Worlds for Learning jointly with Sanofi for Virtual Gowning VR Simulation
  - \* Best Program for Sales Training and Performance jointly with Pitney Bowes for Challenger Sales Integration

The winners are listed at <https://www.brandonhall.com/excellenceawards/past-winners.php>

"Organizations around the world highly value Brandon Hall Group Excellence Awards - so much so that we received a record number of applications in the middle of a global pandemic," said Rachel Cooke, Brandon Hall Group COO, and leader of the HCM Excellence Awards Program.

"The awards provide valuable recognition and validation of best practices in all areas of HCM at a time when they have never been more important to both employers and employees," added Rachel.

Award entries are evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group analysts and executives based upon the following criteria: fit the need, design of the program, functionality, innovation and overall measurable benefits.

Excellence Award winners will be honored at Brandon Hall Group's annual HCM Excellence Conference, January 26-28, 2021 at the Hilton West Palm Beach, Florida.

"We are honored to be named as one of the top winners by earning 30 Brandon Hall Excellence awards jointly with our customers. These esteemed awards are a testament to excellence in learning and talent development. We consistently aim to keep winning the trust and confidence of our customers through innovative strategies and transformative business results," said DJ Chadha, EVP & Global Head, LDO, Content Design & Development at NIIT's Corporate Learning Group.

<https://www.aninews.in/news/business/business/niit-earns-30-brandon-hall-awards-jointly-with-customers20200828133301/>



**moneycontrol**

## NIIT Q1 net profit at Rs 29 crore

***Lalla added that the company added three new managed training services (MTS) customers, which brings the tally to 55 MTS customers.***

Last Updated : Jul 31, 2020 04:38 PM IST | Source: PTI

NIIT Ltd on Friday said its consolidated net profit stood at Rs 29 crore in June 2020 quarter. The skills and talent development firm had posted a loss of Rs 1.5 crore in the year-ago period on a like-to-like basis (excluding the impact of a one-time capital gain on divestment in the first quarter of FY2019-20).

NIIT Ltd had divested its shareholding in NIIT Technologies last year. The revenue remained flat at Rs 201.8 crore in the April-June 2020 quarter from the year-ago period.

On a sequential basis, net profit registered a manifold growth (from Rs 0.6 crore in March 2020 quarter), and 4 per cent decline in revenue from Rs 211.2 crore in the March 2020 quarter.

"I think NIIT kept its head above the water given the challenging circumstance that we were put in because of COVID-19. NIIT continued to work with all its customers and several customers, whose contracts came up for renewal during this past quarter, were renewed," NIIT CEO Sapnesh Lalla said.

He added that the company added three new managed training services (MTS) customers, which brings the tally to 55 MTS customers.

"We have continued to retain the velocity of customer acquisition...and have managed to create a very significant control on our costs as well as liquidity. And that's really what has caused us to improve our profitability sharply..." he said.

He added that the outlook for the coming quarters remains stable, and business development activity, as well as pipeline, continues to be strong.

"We are seeing a strong pipeline. While it is taking longer for deals to close, we have a fairly very strong pipeline and a number of significant conversations (going on)," he noted.

Vijay K Thadani, Vice Chairman and Managing Director of NIIT Ltd, said more mature geographies have a faster adoption rate of digital learning and therefore, the company is seeing a very swift recovery in its corporate learning business in those markets.

"...in geographies such as India, while society's response has been amazing to the pandemic, the adoption rate of digital learning is lower," he added. Corporate Learning Group (CLG) recorded net revenue of Rs 178.5 crore, 17 per cent year-on-year.

CLG added three new MTS contracts and expanded its relationship with one existing client.

The number of MTS customer tally stands at 55 and revenue visibility at the end of the quarter was at USD 263 million, NIIT said.

NIIT's Skills and Careers Group (SNC) recorded net revenue of Rs 23.3 crore during the June 2020 quarter.

"The India business growth for the quarter was driven by NIIT digital platform and StackRoute business. SNC has transitioned its customers to the NIIT Digital platform and through this, learners are able to access their learning plans and all associated content and services digitally," the company said.

<https://www.moneycontrol.com/news/business/earnings/niit-q1-net-profit-at-rs-29-crore-5627381.html>

Rajendra S Pawar, Chairman and Co-founder NIIT Ltd speaks to CNBC TV18 on Q1, FY 2021 results



<https://youtu.be/HQTGWtxDc60>



THE ECONOMIC TIMES

## NIIT Q1 results: Net profit at Rs 29 crore

PTI Last Updated: Jul 31, 2020, 04:27 PM IST



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quarter of FY2019-20).

NIIT Ltd had divested its shareholding in NIIT Technologies last year. The revenue remained flat at Rs 201.8 crore in the April-June 2020 quarter from the year-ago period.

On a sequential basis, net profit registered a manifold growth (from Rs 0.6 crore in March 2020 quarter), and 4 per cent decline in revenue from Rs 211.2 crore in the March 2020 quarter.

"I think NIIT kept its head above the water given the challenging circumstance that we were put in because of COVID-19. NIIT continued to work with all its customers and several customers, whose contracts came up for renewal during this past quarter, were renewed," NIIT CEO Sapnesh Lalla said.

He added that the company added three new managed training services (MTS) customers, which brings the tally to 55 MTS customers.

"We have continued to retain the velocity of customer acquisition...and have managed to create a very significant control on our costs as well as liquidity. And that's really what has caused us to improve our profitability sharply..." he said.

He added that the outlook for the coming quarters remains stable, and business development activity, as well as pipeline, continues to be strong.

"We are seeing a strong pipeline. While it is taking longer for deals to close, we have a fairly very strong pipeline and a number of significant conversations (going on)," he noted.

Vijay K Thadani, Vice Chairman and Managing Director of NIIT Ltd, said more mature geographies have a faster adoption rate of digital learning and therefore, the company is seeing a very swift recovery in its corporate learning business in those markets.

"...in geographies such as India, while society's response has been amazing to the pandemic, the adoption rate of digital learning is lower," he added.

Corporate Learning Group (CLG) recorded net revenue of Rs 178.5 crore, 17 per cent year-on-year.

CLG added three new MTS contracts and expanded its relationship with one existing client.

The number of MTS customer tally stands at 55 and revenue visibility at the end of the quarter was at USD 263 million, NIIT said.

NIIT's Skills and Careers Group (SNC) recorded net revenue of Rs 23.3 crore during the June 2020 quarter.

"The India business growth for the quarter was driven by NIIT digital platform and StackRoute business. SNC has transitioned its customers to the NIIT Digital platform and through this, learners are able to access their learning plans and all associated content and services digitally," the company said.

<https://economictimes.indiatimes.com/markets/stocks/earnings/niit-q1-results-net-profit-at-rs-29-crore/articleshow/77282701.cms>

## Business Standard

### NIIT venture StackRoute™ launches data engineering programs

Last Updated at September 23, 2020 16:50 IST

StackRoute™, an NIIT venture announced the launch of programs in Data Engineering.

Titled, 'Enterprise Big Data Engineering & Machine Learning using Spark' and 'Enterprise Big Data Engineering using Databricks & Delta Lakes' - these programs help enterprises to equip their workforce having prior experience in data projects, with steps and tools of designing and solving business challenges that fall in the category of Data Analysis and Big Data using modern Data Architectures like delta architecture.

While the Enterprise Big Data Engineering & Machine Learning using Spark program will empower professionals with the skills to scale Data Science and Machine Learning task on Big Datasets using Apache Spark, the Enterprise Big Data engineering using Databricks & Delta Lakes program will establish strong foundations in key big data pipeline using Azure Databricks - an Apache Spark based analytics platform optimized on Microsoft Azure Cloud.

These programs seek to establish strong foundations in key software engineering principles, methodologies, and to impart skills in building scalable enterprise data pipeline for analysis using Apache Spark- a cluster computing system well suited for large scale machine learning tasks.

The programs will be delivered on weekends via Live Practitioner-led sessions with remote Cloud based lab facility. The average duration of each program is 8-9 weekends with 150 hours of learning effort.

[https://www.business-standard.com/article/news-cm/niit-venture-stackroute%E2%84%A2-launches-data-engineering-programs-120092300925\\_1.html](https://www.business-standard.com/article/news-cm/niit-venture-stackroute%E2%84%A2-launches-data-engineering-programs-120092300925_1.html)

## BW BUSINESSWORLD

### New Education Policy 2020: Rajendra S Pawar, Chairman; Co-Founder, NIIT Ltd.; Founder, NIIT University

30 July, 2020 by ANI

New Delhi [India] July 30 (ANI/BusinessWire India): "India's much-awaited 'New Education Policy (NEP)', in spirit a harbinger of directional change and sectoral reforms, is expected to open fresh avenues for India's education sector in the 21st century. Particularly welcoming for the industry are its focus on the use of technology for seamless learning, holistic, multidisciplinary education from the under graduation level itself, institutional and academic autonomy as well as an independent National Research Foundation. The intent of spending six percent of GDP on education will make the defining change," said Rajendra S Pawar, Chairman & Co-Founder, NIIT Ltd & Founder, NIIT University about the New Education Policy 2020.

<http://www.businessworld.in/article/New-Education-Policy-2020-Rajendra-S-Pawar-Chairman-amp-Co-Founder-NIIT-Ltd-amp-Founder-NIIT-University/30-07-2020-303075/>



## Business Standard

### New Education Policy 2020: Rajendra S Pawar, Chairman & Co-Founder, NIIT Ltd & Founder, NIIT University

ANI Press Release | New Delhi [India] Last Updated at July 30, 2020 23:30 IST



"India's much-awaited 'New Education Policy (NEP)', in spirit a harbinger of directional change and sectoral reforms, is expected to open fresh avenues for India's education sector in the 21st century. Particularly welcoming for the industry are its focus on the use of technology for seamless learning, holistic, multidisciplinary education from the under graduation level itself, institutional and academic autonomy as well as an independent National Research Foundation. The intent of spending six percent of GDP on education will make the defining change," said Rajendra S Pawar, Chairman & Co-Founder, NIIT Ltd & Founder, NIIT University about the New Education Policy 2020.

[https://www.business-standard.com/content/press-releases-ani/new-education-policy-2020-rajendra-s-pawar-chairman-co-founder-niit-ltd-founder-niit-university-120073000417\\_1.html](https://www.business-standard.com/content/press-releases-ani/new-education-policy-2020-rajendra-s-pawar-chairman-co-founder-niit-ltd-founder-niit-university-120073000417_1.html)

## Insights

Stay connected with the latest updates and happenings at NIIT

### Revelations about Experience Design

When it comes to developing training programs, it's no secret that user experience is a significant factor. Learning professionals are becoming ever more focused on experience design. However, designing their training and learning programs to make them more user-friendly, accessible, and appealing to the end user isn't necessarily easy.

In this TD Magazine article, NIIT's head of Experience Design, Brandon Dickens, outlines five key revelations he discovered along the way for developing effective experience designs. He covers a gamut of factors that influence experience design – right from defining experience design goals, to truly understanding who learners really are, to designing an experience that is relevant and relatable to the learner's real life. Learners want to be challenged and it may not be a good idea to take their inputs at face value.

<https://www.niit.com/en/learning-outsourcing/insights/insights/revelations-about-experience-design>

**NATIONAL EDUCATION POLICY 2020**

# At the Start of the Learning Curve



**Rajendra S Pawar**

Even if GoI does nothing else but, as promised, allocates 6% of India's GDP to education, it will be transformational. Funding lies at the heart of India's education ills and will remain pivotal to the roll-out of the new National Education Policy (NEP) 2020.

Shortage of good teachers has always been the bane of higher education, and it's here that more liberal government budgets can make all the difference. Teaching has to be positioned as a viable and attractive career choice. Teachers must be paid more, so that the best and brightest academics and students can be drawn to the profession. Faculty development also requires a shot in the arm, so that it paves the way for more motivated and empowered teachers who can design their own curricula and take on leadership roles.

Research requires deep pockets as well. Higher grants can draw the sharpest minds, help build that much coveted pool of PhDs and intellectual property (IP) and imbue India with a 'scientific temper' and global edge. When it comes to students, generous funding is needed for the economically and socially disadvantaged to maximise inclusion. Meanwhile, the bright and meritorious require scholarships to fulfil their aspirations.

In this context, NEP 2020 lights a spark of hope. The policy not only assures a more generous financial outlook for the education sector, it also aims to usher in a slew of reforms across its various categories, segments and dimensions.

First, there is the most change-inducing concept of 'holistic and multi-disciplinary undergraduate education'. What this spells is flexible curricula, innovation in the combinations of subjects, focus on vocational education and an all-new Academic Bank of Credits (ABC). This crucial multi-disciplinarity and flexibility has the power to create more well-rounded, multi-faceted and creative learners. This will, in turn, mark the beginning of an 'era of



**Yes, ma'am, it works!**

synthesis'.

Second, GoI has acknowledged the centrality of technology in education and training. Technology can play a revolutionary role in making learning more effective and efficient, in terms of learning outcomes. With technology as the backbone, activities such as learning, assessment, planning and administration, as well as classroom processes and the professional advancement of teachers, can all be enhanced. As a result, learner engagement is virtually a given. At the school level, India will be able to bring 'fun back into learning'. At the higher end, it will make education more seamless, inclusive and impactful.

Third, there is NEP's focus on academic reform — on both the institutional and faculty fronts — which can raise the relevance of education,

taking it closer to what students and industry need. The recommended push for a stronger industry-linked orientation, implying a stepping up in internships, greater industry-academia engagement, and co-creation of curricula with active involvement of students, can be a game-changer.

As our colleges and universities become more autonomous, they can evolve into large, vibrant, well-resourced and sustainable institutions offering high-quality teaching, research and community engagement. The cherry on the cake is, of course, the independent National Research Foundation (NRF), which can bring research out from the wings, where it has been languishing in obscurity, into the spotlight.

NEP 2020 has all the ingredients that can make it a potent elixir for the higher education segment. We now have a policy vision for education that will stay with us for a decade. We have a cohesive plan for curricular advancement and have the financial piece in place. What we now require is concerted implementation to make NEP 2020 work, and take it to fruition.

*The writer is chairman, NIIT*

**Economic Times, National education Policy 2020**





## NIIT earns 30 Brandon Hall awards jointly with customers

ANI 28 August, 2020



Atlanta (Georgia) [USA] /New Delhi [India] Aug 28 (ANI/BusinessWire India): NIIT Limited, a global skills, and talent development company and leading provider of managed training services, announced today that it has earned 30 coveted Brandon Hall Group HCM Excellence Awards jointly with customers.

The awards include prestigious honors for its Eagle Productivity Solutions and StackRoute divisions. The Brandon Hall Group Excellence Awards are awarded for excellence in Corporate Initiatives, Learning, Talent Management, Sales Performance, Leadership Development, Talent Acquisition, and Workforce Management.

NIIT earned 30 awards in various categories jointly with customers for 2020 including:

16 Gold awards

- \* Best Program for Sales Training and Performance jointly with MetLife for MetLife Distribution Academy
- \* Best Sales Onboarding Program jointly with MetLife for MetLife Distribution Academy
- \* Best Use of Blended Learning jointly with MetLife for MetLife Distribution Academy
- \* Best Unique or Innovative Sales Training Program jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Creating a Learning Strategy jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Creating an Extended Enterprise Learning Program jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Learning Measurement jointly with MetLife for MetLife Distribution Academy
- \* Best Advance in Learning Technology Implementation jointly with MetLife for MetLife Distribution Academy
- \* Best Unique or Innovative Learning and Development Program jointly with MetLife for MetLife Distribution Academy
- \* Best Use of Blended Learning jointly with CGI for the Graduate Transformation Program by NIIT StackRoute
- \* Best Use of Blended Learning jointly with The World Food Programme of the United Nations for WFP Supervisory Skills Programme
- \* Best Advance in Competencies and Skill Development jointly with The World Food Programme of the United Nations for WFP Supervisory Skills Programme
- \* Best Advance in Leadership Development jointly with The World Food Programme of the United Nations for WFP Supervisory Skills Programme
- \* Best Use of Games and Simulations for Learning jointly with Royal Dutch Shell for Trading and Supply: Interactivity 1 & 2
- \* Best New Hire Onboarding Program category jointly with IQVIA for Monitoring Performance Training
- \* Best Advance in Custom Content jointly with Gilead Sciences for Gilead National Meeting G360 Refresher Training Pre-Work by NIIT's Eagle Productivity Solutions division

Five Silver awards

- \* Best Advance in Custom Content jointly with Equinor for Toxic Substance Control Act
- \* Best Advance in Custom Content jointly with ABB for Ergonomics
- \* Best Use of Video for Learning jointly with IQVIA for Negotiation Skills
- \* Best Results of a Learning Program jointly with Boeing for Full-Stack Product Engineer Accelerated Experience by NIIT StackRoute
- \* Best Use of Mobile Learning jointly with MetLife for MetLife Distribution Academy

Nine Bronze awards

- \* Best Advance in Custom Content jointly with Royal Dutch Shell for Crisis Management and Social Media
- \* Best Use of Blended Learning jointly with Royal Dutch Shell for Accelerated Commercial Excellence Course
- \* Best Unique or Innovative Learning and Development Program jointly with Royal Dutch Shell for Contracting Principles and Litigation Risks Awareness
- \* Best Use of Blended Learning jointly with IQVIA for Monitoring Performance Training
- \* Best Advance in Custom Content jointly with IQVIA for Consultative Selling
- \* Best Advance in Custom Content jointly with Sunsuper for Key Polices
- \* Best Advance in Custom Content jointly with Rio Tinto for Gove Operations General Induction
- \* Best Use of Virtual Worlds for Learning jointly with Sanofi for Virtual Gowning VR Simulation
- \* Best Program for Sales Training and Performance jointly with Pitney Bowes for Challenger Sales Integration

The winners are listed at <https://www.brandonhall.com/excellenceawards/past-winners.php>

"Organizations around the world highly value Brandon Hall Group Excellence Awards - so much so that we received a record number of applications in the middle of a global pandemic," said Rachel Cooke, Brandon Hall Group COO, and leader of the HCM Excellence Awards Program.

"The awards provide valuable recognition and validation of best practices in all areas of HCM at a time when they have never been more important to both employers and employees," added Rachel.

Award entries are evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group analysts and executives based upon the following criteria: fit the need, design of the program, functionality, innovation and overall measurable benefits.

Excellence Award winners will be honored at Brandon Hall Group's annual HCM Excellence Conference, January 26-28, 2021 at the Hilton West Palm Beach, Florida.

"We are honored to be named as one of the top winners by earning 30 Brandon Hall Excellence awards jointly with our customers. These esteemed awards are a testament to excellence in learning and talent development. We consistently aim to keep winning the trust and confidence of our customers through innovative strategies and transformative business results," said DJ Chadha, EVP & Global Head, LDO, Content Design & Development at NIIT's Corporate Learning Group.

<https://in.news.yahoo.com/niit-earns-30-brandon-hall-080301562.html>

...At a glance

## Upskill, update and practise to become **master of computing**

*Information Technology is very dynamic, but secures your future*

A field which has a wide gamut of possibilities in terms of future scope, Information Technology (IT) is bound to grow bigger than what it is today. This is an area which can never be work deprived and will always demand advancements. There will come a time when it will become difficult to survive without electronic gadgets. IT deals with programming of computers and databases. It has a huge demand for data analysts, software developers, computer scientists, network administrators and so on.

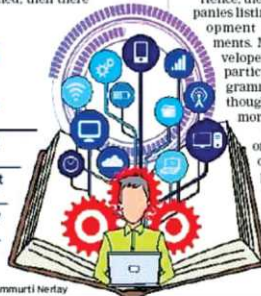
According to Shrikant Kane, a retired professor from NIIT, Nagpur, IT is vital for functioning in this digitized learning system. He said, "This field has great opportunities and the younger generation is the most suitable to take charge." The pathway to get into IT is by appearing for the Joint Entrance Exam (JEE) after completing XII. Another way is through opting for a diploma course after Std X or XII, after which the student can work in various roles.

A second-year student from GH Raisoni College of Engineering and Technology, Anushka Thakre said, "IT can offer you a bright future. This has been one of the most revolutionary fields from past few years and will progress faster in coming years too."

Her college mate and a final year student, Mrunal Thakur said, "IT is one of the most dynamic industries. It is high in demand and pays pretty well if the professionals are ready to keep updating themselves. If one is determined, then there should be no setbacks."

### WHY OPT FOR THE FIELD

- Future of many fields dependent on IT
- A field with very high demand
- Various options to get into once you choose IT
- Provides job security and pays well
- Flexible work style and management



Rammurti Herlay

### Transform from a graduate to a professional

IT is running in the veins of today's India. Even those who do not study it are living and breathing in an atmosphere powered by IT.

At 3.9 million jobs, IT is the largest private sector employer in India. The Indian IT sector also boasts of 3.5 million new jobs since 2001, 6 lakh new jobs in the last 3 years and an additional 2.5-3 million new jobs by 2025. More than 1 lakh new jobs are created annually by the tech start-up sector, with 60,000 direct jobs in the e-commerce sector.

As the line between what can be done on the frontend versus

back end increasingly blurs, and as things that were previously only possible on the backend become possible on the front end, more developers are becoming what we call as 'full stack'.

Hence, there is a rise in companies listing full stack development on job requirements. Most full stack developers specialize in a particular backend programming language, although some work with more than one.

As the demand is on a rise, so are the options to get placed at the best companies. All it requires is sheer dedication. Stay updated to all advancements and make the most out of it.



RINA SINHA  
NIIT NAGPUR  
DIRECTOR

### PROFESSIONALS SPEAK

Students should learn technologies like AI/ML, AR/VR, cyber defense, blockchain and crypto currency. With e-learning platforms, help is readily available. So, go for it!



AMIT BADIYANI

Zero in on the technology you want to specialize in. Also consult experienced tech professionals, study and practise to develop the skills



SUJIT MANKE

Students in their pre-final and final years should try to score internships. Skilled humans are required to help machines become smarter and more useful



BHARAT MAKHIYA

Every sector involves IT. Nevertheless, demand for IT solutions keeps changing. Automation could lead to job losses, so upskilling is the key for agility and survival



RUCHA SHENDE

Studying IT will provide you an insight on the working of mobile applications, websites etc. Anyone affiliated with IT has to be up to date with the latest trends



RAGHAV GUPTA

(Compiled by Anchal Bhatia)

The Times of India, Nagpur, September 2020



**ET CFO.com**  
From The Economic Times

## Racing towards Finance 4.0

*From merely crunching numbers to applying tech and skills to derive business insights...the role of a financial professional has come a long way. Future-ready talent is now the need of the hour*

ETCFO September 05, 2020, 09:07 IST



As the lines between the physical and the digital world begin to blur, our race towards Industry 4.0 gets even more intense. The disruption in everything - from automobiles and healthcare to media and mining - leaves no exception for the financial services either. After all, finance is the backbone of every industry. At the hands of technologies such as Robotic Process Automation (RPA), artificial intelligence (AI), the internet of things (IoT), blockchain and biometrics, the finance industry finance - as a function - is essentially in the middle of a complete re-haul called Finance 4.0. Gone are the days when the finance department worked in a silo and focused only on the cash flow statements

and business profitability. It has long moved from cost to value; is an integral part of operations, and turns out, it has a prime seat in every boardroom.

Just as these new technologies are being channeled to non-traditional financial services, it could lead to an increase in the volume and velocity of transactions and the availability and reach of financial services to everyone. For enterprises, it will take more than just robots to drive the change. This would mean creating a strong framework that integrates relevant technology with skilled financial professionals who are trained to drive the growth and ride the wave of this revolution.

### Changing roles of financial professionals

It is important to note that the impact on the finance industry is not just restricted to automation of transactions, fintech and balancing of books. Even core financial activities like risk assessments and compliance are done by artificial intelligence and machine learning tools. So, with bookkeeping, filing taxes, and tracking the company's financial health taken care of with automation, what does it leave for accounting and finance professionals to do? Introspect closely and you will find that they are now busier than ever before trying to keep pace with the new expectations and a constant drive to upskill themselves to remain relevant. They have more important and meaningful tasks: like meeting investors, raising capital, dealing with vendors, acquiring more customers, and doing tasks that require to apply the knowledge and expertise to build and manage a business. For them, it is all about reinventing finance for a digital world.

### Ahead of the curve

As per KPMG International's recently released 'Future Ready Finance Survey 2019 – Learn what high-performing organizations are doing differently, in addition to traditional finance competencies, future finance teams will require process management and exceptional management skills to administer digitally enabled processes. Digital finance experts and data scientists would be required to analyze internal and external data to provide critical insights to the business. This indicates that the finance function across organizations and geographies is experiencing an increasing skills gap as most of these future-oriented skills are in short supply and high demand. The lack of financial talent is a pressing issue that stands in the way of companies wanting

*Contd..*

to shift to a more digital organization. Which is probably why one of the top five goals and initiatives of larger corporations is to invest in and enhance finance talent and skills. Enterprises have no choice but to invest in training their current and future employees in order to bridge the gap, strengthen its backbone and stay ahead of the competition.

On the other hand, as a fresh graduate, the prospect of a rewarding career in finance includes having to compete with a few million other intelligent graduates who are equally good (or even better). It would need some prodigious effort by them to stay relevant. The key here still would be to stay ahead of the curve and be future smart. Besides technical skills, know that a good financial professional will need the ability to analyze trends and numbers, handle big data and be an expert to tell the story behind the data. This would mean possessing good knowledge on how data structures work, understating visualization tools and comprehending régression analysis. Add to that skills like managing conflict, working in small and large teams, ability to communicate - written and verbal, handling stress, correlating different economies, and mastering global laws.

#### **Partnering with the best**

It is well established that the finance workforce of the future will need professionals with well-rounded finance technical skills combined with data utilization and technology skills and broader behavioral skills. To build a pool of talent and to bridge the skill gap, corporates need to work close at hand with leading skills and talent development institutes to prepare graduates and finance professionals for finance of the future. KPMG in India has joined hands with NIIT to launch the KPMG NIIT Academy for the Future of Finance to address the changing talent requirements of the industry. This would help in creating a large pool of industry-ready talent who are ready to meet the needs of the finance functions of the future. To gear up for the future, one needs qualified and experienced finance faculty and guest lectures by industry experts who familiarize the participants with the latest industry trends.

The fact of the matter is that the intellectual pursuit of a smart career in Finance 4.0 doesn't have to be a gamble. It would entail learning from the industry leaders on how to analyze data, create value, take charge and deliver in the New Normal.

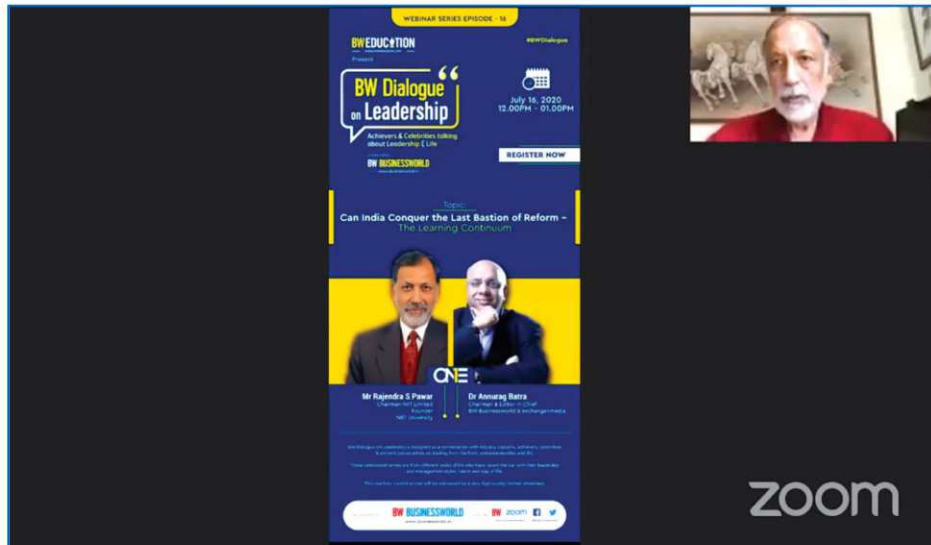
*About The Author(s): Ganesh Krishnamurthy, EVP & Head - Solutions, Products & Alliances, Skills & Careers Group, NIIT Ltd.*

<https://cfo.economictimes.indiatimes.com/news/is-remote-working-the-way-forward-for-the-travel-industry/77943060>





NU's webinar on Learnings from Padma Bhushan Rajendra Pawar, a global leader in skills and talent development, was featured on FaceBook.



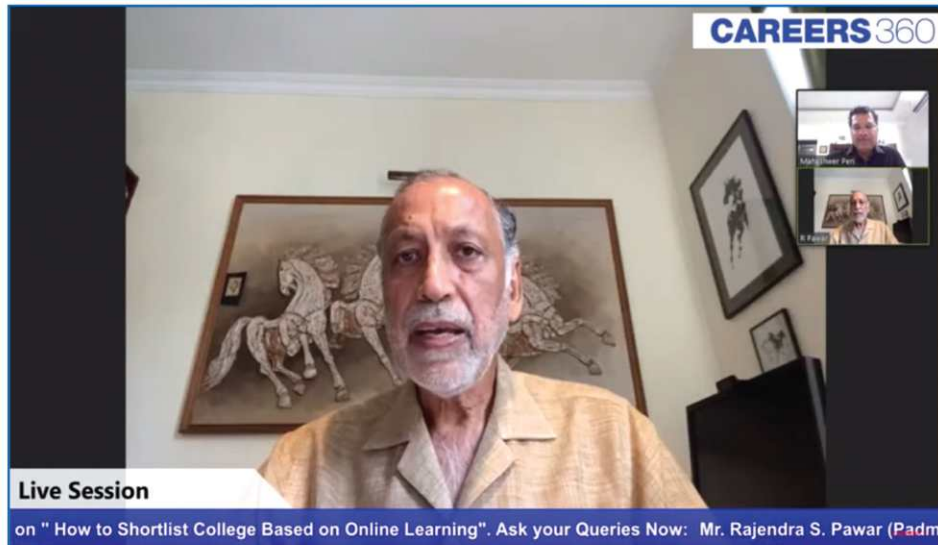
<https://www.facebook.com/watchparty/922023134983790>

Rajendra S Pawar shares his views with Dr. Annurag Batra, Chairman and Editor-in-Chief, BusinessWorld on the topic "Can India Conquer the Last Bastion of Reform"



<https://www.youtube.com/watch?v=sOukCRNOzuY&t=3s>

Rajendra S Pawar shares his views with Mahesh Peri, Editor and Publisher of Careers 360 on "How to Shortlist Colleges Based on Online Learning"



[https://www.youtube.com/watch?v=Envy\\_shGbR0&feature=youtu.be](https://www.youtube.com/watch?v=Envy_shGbR0&feature=youtu.be)

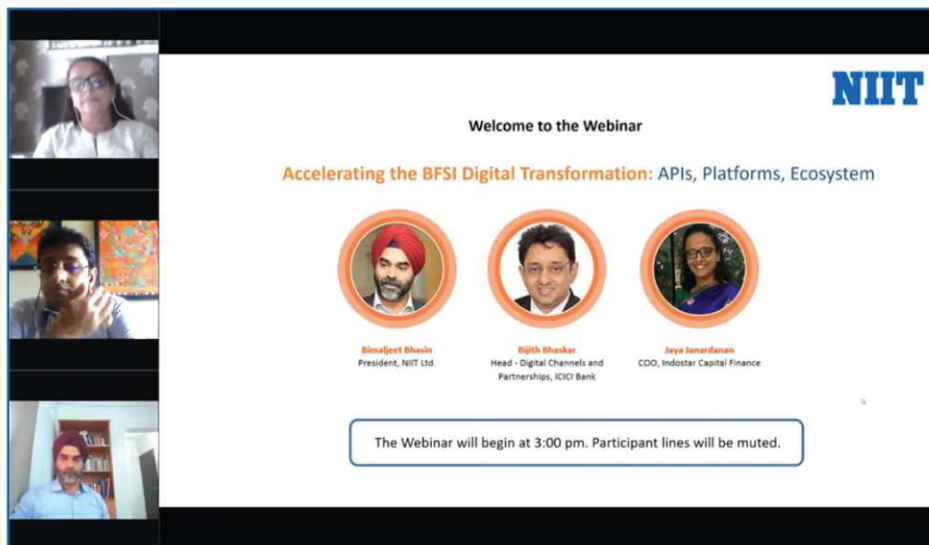
NIIT IFBI's Webinar on Fraud Risk Management in Banks and Financial Institutes found a place in FaceBook.



<https://www.facebook.com/watch/?v=3327851063946919>




## StackRoute-NIIT IFBI webinar on Digital Transformation




**NIIT**

Welcome to the Webinar


**Accelerating the BFSI Digital Transformation: APIs, Platforms, Ecosystem**



**Bimaljeet Bhasin**  
President, NIIT Ltd.



**Bijith Bhaskar**  
Head - Digital Channels and Partnerships, ICICI Bank



**Jaya Janardanan**  
COO, Indostar Capital Finance

The Webinar will begin at 3:00 pm. Participant lines will be muted.

<https://lnkd.in/dPBQVWw>



**ifbi** **STACK ROUTE**

**Accelerating the BFSI Digital Transformation: APIs, Platforms and Ecosystems**



**Bimaljeet Bhasin**  
President, NIIT Ltd.

“Financial services have always been ahead in terms of technology adoption and a lot of things have accelerated this journey in the past including the advent of API. The pandemic has now accelerated this journey further.”



**ifbi** **STACK ROUTE**

**Accelerating the BFSI Digital Transformation: APIs, Platforms and Ecosystems**



**Jaya Janardanan**  
COO, Indostar Capital Finance

“Every bank now will have to come into the race and ask ‘How can I make life easy for my customers so that they’re able to transact with ease?’”



**ifbi** **STACK ROUTE**

**Accelerating the BFSI Digital Transformation: APIs, Platforms and Ecosystems**



**Bijith Bhaskar**  
Head-Digital Channels and Partnerships, ICICI Bank

“The question that any future-looking organization needs to be asking is that ‘Do you have the API Platform which can help every part of the ecosystem, be it individuals or businesses?’”

...At a glance

**NIIT**

“ Among the dark clouds of Covid, this award is a silver lining. Thanks to Cybermedia's special way of celebrating through a digital platform, it has become possible for me to reach many of my mentors, colleagues, relatives and friends. I receive this award on behalf of NIIT leaders including Vijay Thadani, P Rajendran and Arvind Thakur, as well as thousands of colleagues of the NIIT family, NIITians of the past and NIITians of the present who put Organization Building above all else ”

**Rajendra S Pawar**  
Padma Bhushan Awardee 2011,  
Chairman NIIT Ltd  
and Founder NIIT University

**DATAQUEST LIFETIME ACHIEVEMENT AWARD 2019**

**#INDUSTRY VIEWS** **NIIT**

**DATAQUEST ICT AWARDS 2019**

**DEBJANI GHOSH**  
PRESIDENT, NASSCOM

“ Raji you have been a friend, philosopher and guide to NASSCOM. You have been part of our Executive Council, and the past Chairman of NASSCOM. Even today, you continue to find time for us as Chairman of the Data Security Council of India. Raji your contributions and insights are always invaluable. The ability to get into the depth of specific subjects, your attention to detail and the willingness with which you make yourself available whenever we need you, means a lot to us ”

**#INDUSTRY VIEWS** **NIIT**

**DATAQUEST ICT AWARDS 2019**

**N. CHANDRASEKARAN**  
CHAIRMAN, THE TATA GROUP

“ Raji is a true pioneer. He is a true educationist at heart. He helped shape the IT policy in India and around the world. His contribution to education, the IT industry and the nation is enormous. He is a role model for many young entrepreneurs, teaching them to take a premise, build on it and bring it into reality ”

**#INDUSTRY VIEWS** **NIIT**

**DATAQUEST ICT AWARDS 2019**

**RISHAD PREMJI**  
CHAIRMAN, WIPRO LIMITED

“ Thank you Raji for giving me the opportunity to share in your success on this celebratory milestone. Congratulations on your successful run for these many decades, for the things you have done for the education industry, the technology industry, and NASSCOM. It's been a real pleasure to get to know you and engage with you over these last many years. I hope you go from strength to strength and I wish you all the best ”

**#INDUSTRY VIEWS** **NIIT**

**DATAQUEST ICT AWARDS 2019**

**DR. KARAN SINGH**  
FORMER CHAIRPERSON, NIIT UNIVERSITY  
AND FORMER MEMBER OF PARLIAMENT

“ Rajendra Pawar set up NIIT University a few years ago and wanted me to be its Chancellor, and I agreed. It was a green field university, there was nothing there at all. But in ten years, I saw the way the University came up, bit-by-bit, little-by-little. Every year when I went, I could see the new construction. Under the guidance of Rajendra Pawar and his excellent team of technologists and intellectuals, this has become one of the very visible technological universities of the world. Raji has made many contributions—through NIIT, and through the University—to the tech scene. I hope he goes from strength-to-strength ”

**#INDUSTRY VIEWS** **NIIT**

**DATAQUEST ICT AWARDS 2019**

**VISWANATHAN ANAND**  
FIVE TIME WORLD CHESS CHAMPION  
AND FORMER NIIT BRAND AMBASSADOR

“ The first thing that I noticed about Raji was his passion for education in overcoming the Digital Divide. For him computers were not only about IT, they were about education. I remember in 2000 he had a conversation with the President of the World Chess Federation who mentioned that in his region they had introduced Chess in schools and it had produced much better academic outcomes for his students. And Raji's eyes lit up. Within a year we launched the MindChampion's Academy and quite a few champions have emerged from it ”

**#INDUSTRY VIEWS** **NIIT**

**DATAQUEST ICT AWARDS 2019**

**PRADEEP GUPTA**  
CMD, CYBERMEDIA

“ We are very happy and proud to confer the 'Dataquest Lifetime Achievement Award 2019' on Rajendra Pawar, Chairman & Co-Founder NIIT, and Founder, NIIT University. His pioneering vision has been an inspiration for the entire ICT Industry in India and has given back so much to our country and the society at large. His achievements and initiatives will always be a guiding force for the ICT industry ”



**DATAQUEST**

**A proud moment**  
Receiving the Dataquest  
**Lifetime Achievement Award**  
for inspiring millions with his pioneering vision.



**Rajendra S. Pawar**  
Padma Bhushan Awardee  
Chairman & Co-Founder, NIIT Ltd.  
Founder, NIIT University

**NIIT Digital**  
#NeverStopLearning

“Agile and decisive actions on strategy and cost control helped the company to garner new revenue opportunities and recover profitability which had declined sharply in the previous quarter.”



**Mr. Vijay K Thadani**  
Vice Chairman & Managing Director,  
NIIT Limited

**NIIT Digital**  
#NeverStopLearning

“In spite of the pandemic, our customers continue to repose their faith in NIIT, as we continue to see high deal velocity and renewals with a strong and healthy pipeline.”



**Mr. Sagnesh Lalla**  
CEO, NIIT Ltd.

The thought leaders who have been a guiding force in the transition to the **Work From Home Era**.

Presenting the Panelists of

**Forbes CXO SPEAK**  
DISRUPTING WORK IN THE NEW NORMAL



**Raghu Chandra**  
Co-Founder and CTO,  
Urban Company

**Sagnesh Lalla**  
CEO, NIIT Limited

**Dharmendar Kapoor**  
CEO & Managing  
Director, Birlasoft

**Ravi Pratap Singh**  
CEO, Nucleus Software

**Virtual Conversation**  
Today, at 2:30 pm

**STACK ROUTE**

“Having worked with leading Technology Companies, StackRoute has created a niche for itself as the go-to organization for disruptive learning solutions and helping enterprises deep skill Tech Professionals. We are happy to now launch the Enterprise Big Data Engineering Programs designed to further the endeavour of many organizations in building Big Data Engineers.”



**Bimaljeet Singh Bhasin**  
President, Skills and Careers Business, NIIT Ltd.

**WELCOMING OUR ACADEMIC PARTNER**

**ifbi**  
Indian Financial Business Institute

**CONVERGE**  
Rebuilding Business Digitally

September 9 - 11, 2020

**NIIT**

WE ARE INCREDIBLY EXCITED TO WIN  
**30 BRANDON HALL HCM EXCELLENCE AWARDS.**  
CONGRATULATIONS TO OUR CUSTOMERS!  
WE ARE GRATEFUL FOR THE FAITH AND TRUST  
YOU SHOW IN US EACH DAY.



**DQ TECH LEADERSHIP TALK**

To felicitate Dataquest Lifetime Achievement Award 2019, Dataquest invites you to this power packed panel

**40 Years of ICT Industry & the Next 10 Years**  
Tuesday, 18 August 2020  
5:30 PM - 7:00 PM

**LIVE BROADCAST ON**  
YouTube & LIVE

**Rajendra S. Pawar**  
Padma Bhushan Awardee 2011  
Chairman NIIT Ltd &  
Founder NIIT University


**Dataquest Lifetime Achievement Award Winner**

Leaders' share their views on next decade of ICT Industry & its transformation in India.

**Featuring**

- N Chandrasekaran**  
Chairman, Tata Group
- Debjeni Ghosh**  
President, NASSCOM
- Rishad Premji**  
Chairman, Wipro
- Vishwanathan Anand**  
World Chess Champion  
Former Brand Ambassador, NIIT
- Dr. Karan Singh**  
Philosopher and Statesman  
Founder Chancellor, NIIT University
- Arjun Malhotra**  
Co-Founder, HDL &  
Chairman, Magic Software Inc.
- C P Gurnani**  
CEO & MD  
Tech Mahindra
- Pradeep Gupta**  
Chairman  
CyberMedia

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**NIIT**

BEST ENGINEERING COLLEGES | LEARNINGS OF THE FUTURE

# BW EDUCATION

INSIDE: ALEXANDER PAWAR, Founder, NIIT University



**"A NEW SET OF SKILLS WILL BE NEEDED TO SURVIVE IN THE FUTURE"**

**RAJENDRA SINGH PAWAR,**  
Founder, NIIT University & Chairman & Co-founder, NIIT Group

PANEL DISCUSSION-II  
TOWARDS A RESKILLING REVOLUTION

SEPTEMBER 24, 2020  
11:40 - 12:25 HRS

Silver Partner **leadsquared**

**MODERATOR**

**SPEAKERS**

**BARJANAN SUNKERWANT**  
PARTNER & HEAD, EDUCATION AND SKILL DEVELOPMENT PRACTICE, KPMG IN INDIA

**SHALJEET SINGH BASIN**  
PRESIDENT, SKILLS & CAREERS BUSINESS, NIIT LTD

**NILESH PATEL**  
FOUNDER & CEO, LEADSQUARED

**DEEPAK JOSHI**  
CEO, METACOURSE ONLINE APPS & GROUP

**SURESH SINGH**  
FOUNDER & CEO, RAMPA EDUCATION

**KIRAN BANSAL**  
13-FOUNDER & MANAGING DIRECTOR, PRACTICES LEARNING

**ANURAG DUBEY**  
VICE PRESIDENT OF PRODUCT AND OPERATIONS, TOWER

**EDUTECH 2020**  
TECH FOR EDUCATION, TRANSFORMING EDUCATION DIGITALLY

POWERED BY **aws**

VIRTUAL CONFERENCE | 24 SEPTEMBER

YI Young Indians **AI** CII Confederation of Indian Industry 125 Years - Since 1895

Artificial Intelligence

2<sup>nd</sup> Edition **RAJASTHAN DIGITECH SUMMIT** 14 August 2020 09:30 Hrs CII Digital Platform

IT Solution for Industry in Post COVID Era

**FOCUS OF SUMMIT**  
Industry 4.0 - Internet of Things (IoT) - Artificial Intelligence (AI) - Cybersecurity - Digital Economy - Industrial Automation - Cloud Computing - IT Solutions

**EMINENT SPEAKERS**

**Mr. Dinesh Srivastava**  
Commissioner, Rajasthan Foundation Government of Rajasthan

**Mr. Mugdha Sinha**  
Secretary, Science & Technology Department Government of Rajasthan

**Mr. Vijay K. Thakur**  
Vice Chairman & Managing Director, NIIT Ltd

**Mr. Anil Jain**  
CEO & Co-Founder, Genar Software Pvt Ltd & CarDekho

**Mr. Deepak Talwar**  
National Security Officer, Microsoft India

**Prof. Santanu Chaudhary**  
Director, IIT, Jaipur

**Mr. Vishal Baid**  
Chairman, CII Rajasthan Council

**Mr. Siddharth Mugal**  
Head - Procurement Strategy & Digitalization, Airbus Group

**Mr. Sanjay Srivastava**  
Business Head - Multinational Workforce (Japan) & Director - Origins

**Mr. Sachin Kulkarni**  
Head of Sales, GenLe Marketplace, Dell Technologies

**Mr. Sanjay Saloo**  
Vice Chairman, CII Rajasthan Council

**Mr. Shalendra Doshi**  
Head - The Sales & Business Enablement (India, NIT BU) Tata Communications

**Mr. Ashish Bhatia**  
Convener, CII Paved on Start Up, Innovation & IT & Managing Director, Manu Varmada Pvt Ltd

**Chair - YI Jaipur Chapter & Co-Founder, Green Targets**

**Mr. Alpesh Raut**  
Director, Lika Precision Products Pvt Ltd

**Mr. Zubeen Jagtap**  
Co-founder & CEO, Think 7

**Mr. Khushbu Chatur Chaudhary**  
Head Digital Transformation, Emerson Automation Solutions

#NeverStopLearning

EVENT: ETCIO Virtual Round table

**MR. UDAI SINGH**  
CHIEF STRATEGY OFFICER, NIIT LIMITED

"Complexity bothers us and we try hard to eliminate it, but it keeps creeping back. Instead what we need to focus on is hiding & packaging it away so that it does not impact or constrain the User Experience! This requires investments in improving design & technology skills"

DMA Presents **Workshop on Designing a Tax Efficient Compensation Structure**

Saturday 26<sup>th</sup> Sep 2020 4:00 - 5:30 pm

Register here to get the **webex link**

**Who should Attend?**  
• CFOs & Human Resources Leaders  
• Talent Acquisition & Management Professionals  
• Academicians & B-School Students  
• Entrepreneurs

**Key Speakers**

**Prasanna Hegde**  
MD, HRC, HRC Health

**Sudhita Talwar**  
Chief People Officer, HRC Health

**Vinod Gupta**  
Head of HR Solutions, Agriworld Gupta & Sonu

**CA Kamesh Agarwal**  
Managing Director, Agriworld Gupta & Sonu

**Welcome Address** - **Moderator** - **DMA President** - **Vote of Thanks**

**Debasis Sengupta**  
MD, HR, HRC

**Mita Bhatnagar**  
Head of HR, HRC

**Yogesh Mishra**  
Vice President, Human Resources, HRC

**Rajesh Pandey**  
Director, DMA

**NIIT UNIVERSITY**

**Conversation with THE MASTERS**

Attend the duo discussing the changes that New Education Policy (NEP) brings and how higher education institutions and stakeholders can adapt to these changes.

9<sup>th</sup> September, 2020 6 pm to 7 pm

**RAJENDRA S PAWAR**  
Founder, NIIT University  
Chairman, NIIT Ltd.  
Recipient of the Padma Bhushan Award

**DR. K KASTURIRANGAN**  
Chairman & Chancellor, NIIT University  
Head, Drafting Committee on NEP  
Former Chairman, ISO  
Recipient of the Padma Bhushan Award

**REGISTER NOW**

Attend the live stream





Produced by **NIIT Limited, Corporate Communications and Marketing Services Organisation**

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