Creating Jobs
Through entrepreneurship, innovation and skills development.

Changing Lives
Through creating high-value jobs and empowering individuals to command those jobs.

Scaling Impact
Through technology, networks, and partnerships across Asia, Africa and Latin America.

Mission
Accelerating economic development in emerging economies through large-scale job creation.
Objective

Enabling the creation of 10M jobs and placement of 25M by 2030 across 20 emerging economies:

By 2025:
• Establish a run-rate of 1M new annual jobs through Startups and SMEs
• Enable 10,000 high-potential Startups annually
• Impart entrepreneurship education to 500K students annually
• Annually train and place 2.5M students with 21st century employability skills
• Scale impact through Wadhwani Catalyst Fund
• Enable conducive Govt. policies that accelerate job creation and fulfillment
• Open-source Wadhwani models, platforms, and tools for other organizations and Govts. to accelerate scale
Foundation Initiatives Driving Economic and Job Growth in Emerging Economies

Wadhani Advantage: Empowers small business entrepreneur with AI-empowered business management and business consulting services to maximize their growth potential

Wadhani Entrepreneur: Inspires, educates and enables startup entrepreneurs
- Wadhani Inspire establishes a culture of entrepreneurship at a national level
- Wadhani NEN empowers students with knowledge and skills to create high-potential startups
- Wadhani Venture Fastrack (VFT) maximizes success rates of early-stage startups

Wadhani Opportunity: Provides 21st century employability skills to job-seeking students

Wadhani Innovation: Accelerates large-scale innovation within academia and industry through innovation grants in partnership with governments and other organizations

Wadhani Catalyst Fund: Amplifying economic and jobs impact through scaling global third-party efforts

© Copyright Wadhani Foundation
Wadhwani Advantage

Empowers small business entrepreneur with AI-powered business consulting services to maximize their growth potential

- A program to empower & accelerate small businesses towards hyper-growth and high-value jobs by providing skills, ‘Do-It-Yourself (DIY)’ tool kits and knowledge resources
- Driving self-sufficiency and accelerated growth through a curated network of consultants, advisors, coaches, mentors, and an AI-enabled knowledge and connect platform
- Support to ~1000 SMEs since 2019. Plans to support ~5000 SMEs by mid-2021
Wadhwani Advantage Program Structure

- **On-going**
- **Automated Diagnosis**
- **Up to 12-months**
- **Up to 36-months**

**SELECTION**

**DISCOVERY**

**TRANSFORMATION**

**ONGOING SUPPORT**
Wadhwani Advantage Platform: The AI-empowered self-help SME Consulting Solution

**GENIE**: our state-of-the-art AI empowered technology platform enables SMEs towards self-driven perpetual growth through personalized, on-demand, knowledge, skills, and expert connects.

**ADVANTAGE PLATFORM**
- Personalized Knowledge and Connect
- Search / Navigation for Knowledge/Connects
- Consultant and SME Reviews / Ratings
- Chat and Chatbots
- Q&A Forum
- Scheduling / Calendaring with Connects
- Transformation Projects Dashboards
- SME and WF KPI Tracking

**Wadhwani Advantage Team:**
- Builds and provides Business Dashboards, Discovery and Solutions Kits, Playbooks, Content, Knowledge Modules, AI-Platform
- Hand-holds SMEs through initial Discovery and Transformation using GENIE and thus train SME Leadership Team
- Enables Peer Learnings and Masterclasses
- Provides a Wadhwani Helpdesk
- Tracks and Manages SME and Wadhwani KPIs

**Frictionless, Personalized KNOWLEDGE**
- High-quality Industry specific content
  - Case Studies
  - Short Videos, Podcasts, Articles
  - Webinars
  - Expert Talks, Workshops
  - Templates, Framework, Dashboards

**Frictionless, Personalized CONNECTS**
- Consultants, Mentors, Advisors
- Customers
- Capital

© Copyright Wadhwani Foundation
Wadhwani 4C Advantage

Access to Content, Connects, Capital Providers and Customers through an AI-enabled tech platform

- **CONTENT**: Deliver personalized knowledge of key concepts and problem solving frameworks and tools through videos, infographics, playbooks, articles and workshops
- **CONNECTS**: Connections with our rich network of Coaches and Consultants for strategic interventions
- **CAPITAL**: Introductions with Capital Providers
- **CUSTOMERS**: Introductions to customers and partners
Wadhwani Advantage Value Proposition for SMEs

01 UNIQUE, FLEXIBLE ENGAGEMENT WITH END-TO-END GOVERNANCE

- Short expert consultations to strategic projects, advisors & CXOs on a part-time basis
- Defined transformation roadmap on SME specific measurable outcomes/milestones
- Ownership & governance: Ensuring strong execution to mitigate the risk of sub-optimal outcomes

02 CURATED CONSULTANTS AND ADVISORS

- 75,000+ professionals
- Well scrutinized pool of independent consultants
- Delivered over 500+ projects for over 600 Startups/SMEs

03 CURATED AND PERSONALIZED CONTENT

- Differentiated, actionable, and personalized content
- Videos, playbooks, articles and infographics
- Content focused on business management to accelerate growth

AI-enabled Wadhwani Advantage Technology Platform
Wadhwani Entrepreneur

Inspiring, educating, and enabling Startup entrepreneurs

- **Wadhwani Inspire** establishes a culture of entrepreneurship at a national level
- **Wadhwani NEN (WNEN)** empowers students with knowledge and skills to create high-potential startups
- **Wadhwani Venture Fastrack (VFT)** maximizes success rates of early-stage startups
Wadhwani Venture Fastrack (VFT)

A structured program to fast-track and scale thousands of global startups.

- Empowering entrepreneurs and their startups with skills, knowledge, connections, content and tools to accelerate success
- Delivered directly, and through incubators and accelerators who are trained and enabled
- Expert sessions, connects to domain/functional experts & mentors
- Developing strong city-based entrepreneurial ecosystems
- AI-enabled Wadhwani Technology Platform for on-demand customized access to knowledge resources and mentor/expert/customer connects

Business Traction • Funding Opportunities • Higher Success Rate
**WADHWANI VENTURE FASTRACK**

**APPRAOCH: INDIRECT & DIRECT TO STARTUPS**

<table>
<thead>
<tr>
<th>VFT Network</th>
<th>VFT builds capacity of Incubator/Accelerators teams to enhance startup success via VFT Platform. This provides a multiplier effect for successful startup outcomes.</th>
</tr>
</thead>
<tbody>
<tr>
<td>VFT Lab</td>
<td>Develops, validates and refines content, technology and programmatic elements of its offerings by working directly with a small number of early &amp; growth-stage startups.</td>
</tr>
</tbody>
</table>

**OFFERINGS**

<table>
<thead>
<tr>
<th>Diagnostic tools</th>
<th>for assessing startups’ needs and for monitoring their progress / health on an ongoing basis.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Startup transformation program</td>
<td>with knowledge resources and DIY tool-kits that offer learning support and practical guidance to ensure adequate knowledge within startup teams.</td>
</tr>
<tr>
<td>On-demand <strong>AI-empowered technology platform</strong></td>
<td>offering customized and ongoing personalized content and mentoring/connects to startups.</td>
</tr>
<tr>
<td><strong>VFT Network</strong></td>
<td>of mentors, investors, service-providers, corporates and other ecosystem connects.</td>
</tr>
</tbody>
</table>
VFT Platform Architecture: AI/Technology- powered Enablement

WADHWANI ENTREPRENEUR STARTUP APP
- Personalized Knowledge and Connects
- Workflows, calendaring, rating & recommendation
- Chat / Chat bots, Q&A Forum
- Scheduling / Calendaring with Connects
- Reviews / Ratings
- Search / Navigate for Knowledge/Connects
- Startup Transformation Dashboards
- Startup / VFT KPI Tracking

CONTEMPORARY AND PERSONALIZED CONTENT
- IM and Startup training
- On-demand short videos, case-studies
- Downloadable Templates, Tools, Guide
- DIY Discovery and Action toolkits
- Podcasts / Articles
- Expert Talks / Workshops

AI-ENABLED FRICTION-LESS CONNECTS & EXPERT ADVICE
- Startup Mentors, Domain Experts, and Service Providers
- Live VFT Coaches / Mentors support via email, chat/chat-bot, phone
- Corporates, customers and Angel investors / VCs
- Peer / co-founder connect
- Incubators / Accelerators

WE MOBILE APP
- Custom Content
- Personalized Startup Success Program
- Aspiring and Practicing Entrepreneurs
- Wadhwnani VFT Team
- Personalized Connects

TRAINING AND SUPPORT TO ENABLE INDEPENDENT PLATFORM USE
- Quantum Assessment: Diagnostic tool for assessing entrepreneurs' needs
- Customized program based on entrepreneur needs
- Toolkits with videos, workshops, case-studies, templates
- Guided by Venture Coaches
- Milestone checklist to measure progress

VFT Platform Architecture:
AI/Technology- powered Enablement
Wadhwani NEN: College Program for Students

TARGET SEGMENT:
1. Aspiring student entrepreneurs
2. Existing student entrepreneurs at Idea Stage/Business Model

DELIVERY MODEL:
1. Institutes (D2F)
2. Direct to Classroom (D2C)
3. Direct to Student (D2S)

- Orientation & Diagnostic Tool*
- Foundational Course
- Advanced Course

PRACTICE VENTURE             POTENTIAL REAL VENTURE             VALIDATED REAL VENTURE

• The Practice Venture (PV) is the seed to entrepreneurship and job creation
• Essence of Wadhwani curriculum with emphasis on ‘Do’ pedagogy through videos, activities and assignments, and PV pitches
• Lays a clear road-map for venture creation right at the college-level
• Instills confidence in thinking deeply on the identified problem and motivates in converting it into a business opportunity

WADHWANI PLATFORM
On demand Content, Connects and Advisory Services

High-Potential Startups (HiPOs)

*Under development
Wadhwani NEN: Real-world learning

Supplementing the HiPO Enabler Program

**DAY TRIPS**
Day trip to nearby companies and startups

- Day / weekend trips to meet entrepreneurs / companies where managers teach through real-life experiences

**FORTNIGHTLY ENTREPRENEUR SESSIONS**
Either live or virtual sessions

- To invite both successful and failed entrepreneurs so beneficiaries can learn from both
- Practice Ventures to be supported through mentoring

**INTERNSHIPS & CORPORATE CHALLENGES**
In startups or SMEs

- Bridging relationships with corporates for corporate challenges that can bring in interesting real-world challenges/problems for entrepreneurs to solve
- Will also open-up doorways within corporates for internships

**GLOBAL COMMUNITY BUILDING**
For faculty and students

- Exchange of best practices globally
- Cross-border peer-to-peer learning
- Opportunity for faculty members to be mentors
- Enhanced student and faculty learning
Wadhwani NEN: 360-degree student transformation

Enabling knowledge and skills through Courses and Startup Labs in Colleges to create HiPOs

WADHWANI NEN APP:
- Personalized Connects
- Startup Case studies/Videos/Articles
- Templates, Framework, Checklists
- Search/Navigation
- Chat/Chatbots, Q&A Forum
- Scheduling/Calendarizing with Connects
- Reviews/Ratings
- Supporting PV functionality like group formation, feedback and tracking of PVs

CORE – Foundational & Advanced Courses:
- Orientation/Psychometric test
- 4-5 months of a Practice Venture based structured course offered twice a year through faculty led classroom or D2C
- Pedagogy: Watch-Think-Do
- Assignments are centered around the PV

Supplemented by STARTUP LABS:
- Advanced Course delivered through Startup Labs in colleges
- Run by Startup Lab Managers
- Combination of guided and self-service content

Supplement - Real-world exposure:
- Day trips to local startups
- Entrepreneurs/Master Faculty deliver scheduled sessions
- Internships
- Corporate Challenges
- Idea Bank
- Global Community building

Inspired by:
- Wadhwani programs, events and mass media partnerships

Mobilized by:
- Social Media / Website / College Postings

Enhanced by Personalized CONNECTS:
- Faculty
- Coaches
- Peers
- Mentors/Advisors
Wadhwani Opportunity

Providing 21st century employability skills to job-seeking students

Wadhwani Opportunity empowers students to acquire, sustain and progress in family supporting jobs by providing them on-demand, AI-enabled access to high quality skilling.

- Integrates skilling with shop-floor training for vocational careers
- Enables employers, vocational trainers, and academic Institutes adopt employability programs for superior outcomes
Wadhwani Digital Skilling Model

With “Student” as the centrepiece

MOBILISATION
- Make an informed decision
- Various sectors' Information
- Job growth and competencies required
- Overview of “where are the jobs”

COUNSELLING
- What am I best suited for?
- Passion vs capability
- Join the right course

TRAINING
- Learn & Practice the competencies
- Active participation in activities
- Being confident to face Interviews

PLACEMENT & POST PLACEMENT
- Apply for the right Job
- Join the right Job
- Be the best among peers
- Confidently progress in life
Wadhwani Opportunity Skilling Pyramid

700+ hours of mobile and video-centric content on cloud, facilitated by engagement analytics

Key Features

• Experiential learning model
• Cloud/mobile based solution
• Scenario-based simulations
• Employer-centric content
• Collaborative/synergistic activities
• Continuous Assessments
• Progressive Methodology
• 24*7 Digital Assistance
• Analytics to the last mile
• 360° Scorecard
• Global multilingual content

Way Forward

• Sectorial, Macro, and Job Role Skills to be aligned with JW2 Core Employability Skills,
• Develop - Scorecard, Vibrant Quizzes, Continuous retention, Digitized Support System and Videos (Sectorial, Day in life of, Success Stories)

Methodology

Programs

• Job Ready
• Job Rise

Common

• Sectorial Employability Skills

Domain

• HC ~ 155 hrs
  Retail -15 hrs
  Hosp – 86 hrs

Job Roles Skills

• HC ~ 61 hrs
  Retail -16 hrs
  Hosp – 28 hrs

Sectoral Employability Skills

All Skilling Sectors (Manufacturing & Services)

Job Role Skills (256Hrs)
Role-specific domain skills in various sectors

21st Century Core Employability Skills: Sector-agnostic core and professional skills

Client Specific Skills: Delivered by Industry

HC – 61 hrs
Retail -16 hrs
Hosp – 28 hrs

145 Hours

Way Forward

• Sectorial, Macro, and Job Role Skills to be aligned with JW2 Core Employability Skills,
• Develop - Scorecard, Vibrant Quizzes, Continuous retention, Digitized Support System and Videos (Sectorial, Day in life of, Success Stories)
Wadhwani Opportunity: 21st Century Competency Clusters for Employability

After surveying 1100+ companies, we derived the Top-10 Clusters

- CUSTOMER CENTRICITY
- ATTITUDES & BEHAVIOURAL SKILLS
- COMMUNICATION BASIC
- DIGITAL LITERACY BASIC
- PROBLEM SOLVING
- WORKPLACE AWARENESS
- WORKPLACE DIGITAL LITERACY
- ENTREPRENEURIAL MINDSET
- SELF MANAGEMENT
- TEAMWORK

Importance of various soft skills:

- Problem Solving: 5.76
- Self Management: 5.58
- Teamwork: 5.56
- Communication: 5.53
- Customer Centricity: 5.32
- Digital Literacy: 5.08
- Market Awareness: 4.96
- Entrepreneurs Mindset: 4.64

Problem Solving, Self Management, Teamwork & Communication are key soft skills where employers focus.

Survey of 1104 companies | * Ranking of 1 to 7
Wadhwani Innovate

Accelerates large-scale innovation within academia and industry through innovation grants in partnership with governments and other organizations

- Aims to upgrade India’s Research & Innovation ecosystem and make it self-sufficient and competitive at the world stage
- Catalysing ‘Centers of Innovation’ in partnership with existing research Institutes
**Wadhwani Innovate Research Centers**

**SWCCNR**
- Shanta Wadhwani Center for Cardiac and Neural Research located at NCBS, Bangalore focused on understanding the role of stem cells in neuroscience and cardiomyopathies

**WADHWANI AI** - a partner program
- A first-of-its-kind AI research institute in the world; a non-profit dedicated exclusively to applying AI for social good with solutions in agriculture, health, education, financial inclusion, language and infrastructure

**WRCB**
- The Wadhwani Research Centre for Bioengineering at IIT Bombay is focused on commercialization of new products and technologies in biosciences for emerging economies including low cost bio-sensors, devices, drug delivery systems and bioinformatics
Wadhwani Catalyst Fund

Amplifying economic and jobs impact through scaling global third-party efforts

An emerging market-focused impact fund, catalysing growth and scaling job creation by providing:

• **Catalytic capital** and
• **Wadhwani ecosystem support**: thought leadership, project management, technology/content and other resources
Wadhwani Catalyst Funding Program Criteria

Non-Profits

Led by strong leaders with a clear vision and execution capability; engaged in scaling job creation by 5-10x

For-Profits

Robust & scalable business model, where revenue growth drives exponential job growth, and where our investment can attract 5x - 10x investment from others

Our Funding Commandments

- Emerging Markets’ play with long-term outlook
- Holy grail: large-scale job creation
- Focus on scalable & sustainable ventures
- Sector-agnostic
- Amplify impact through tech & system level changes
- Collaboration with other funders
Wadhwani Academy

Providing high-quality, application-oriented content and training to support Wadhwani Foundation’s Initiatives

- Deeply researched learning and content assets for use by Wadhwani stakeholders and partners in assisting potential businesses in their success journeys
- Case studies, masterclasses, example scenarios, and skills training in a digital platform for a wide range of consumers via a self-service model
- Knowledge and application-oriented modules targeted at various educational segments to improve future skills, encourage an entrepreneurship culture, and create new businesses
- Comprehensive transformation paths with structured methodologies, dashboards, and solutions for current business owners to sustainably manage their businesses on a long-term basis
- Best-in-class online consulting interventions for new/current entrepreneurs, backed by deeply researched strategic and tactical tools and templates
Creating a personalized learning platform for Wadhwani beneficiaries and intermediaries

**Beneficiaries’ Development Programs**
- Clarity of concepts
- Contextual linkages with real-life situations
- Cloud and mobile based platform for learning-delivery
- Processes for better learning experience viz. assessments, assignments etc.
- Proficiency on experiential pedagogy in a blended learning environment

**Intermediary Developmental Programs**
- Be a Mentor, Be an Angel Investor, Manage Your Incubator / Accelerator, Be an Entrepreneur Faculty, Innovation and Leadership, Micro-Masters Series
Wadhwani Knowledge & Technology Platform (GENIE): Common Capabilities

AI-enabled technology and multi-media content is a key enabler for scaling the Wadhwani Initiatives

• Mobile and web products focused on user experience and personalization
• Video-centric, cloud-based, mobile consumed, experiential learning content
• Platform to connect startups and SME entrepreneurs to a rich global network of ecosystem partners (mentors, investors, customers and other support services)
• One-stop source for accessing all personalized learning resources
• Online learning platform for faculty and students of entrepreneurship and skilling courses
Wadhwani Partners

Multiple global partnerships in entrepreneurship, skills development and innovation to achieve the Wadhwani mission of ‘job creation at scale’
Wadhwani Funding

• The Foundation is solely funded by the philanthropy of its Founder and Chairman, Dr. Romesh Wadhwani who has committed a billion dollars to the Foundation till date

• Eventually, Dr. Wadhwani has committed 80% of his wealth to the Foundation

Our Philosophy

The Foundation takes no external funding. This is done with the explicit and determined intent to not dilute the Foundation's mission.
Dr. Romesh Wadhwani

Founder and Chairman

- Silicon Valley entrepreneur and philanthropist
- Until 1999, built three successful companies, last of which was exited at over $9 billion
- Founding Chairman and CEO of $3.5 billion Symphony Technology Group
- Founder and Chairman of Wadhwani Foundation (2003)
- Founding Chairman of PE firm Symphony AI (2018)
- Member of the Gates Buffet Giving Pledge
- Padma Shri 2020 awardee
- President Obama appointee to the Board of Trustees of the John. F. Kennedy Center
- Board Member of Center for Strategic and International Studies, Washington, D.C.
Dr. Ajay Kela
President and CEO

• Expanded Foundation’s initiatives across 20 countries and enabled over $100M of Govt. investment during the past ten years
• Scaled startup Symphony Services to $175M with exit at $780M
• Grew AutoCAD business from $170M to $850M during 10 years at Autodesk
• PhD research on computer graphics lead to multi-million-dollar products at GE and Autodesk
• B-Tech, IIT Bombay, India; Ph.D. University of Rochester, USA
Wadhwani Board of Advisors: India

Harsh Mariwala
Chairman, Marico Limited

Sanjeev Bikhchandani
Founder & Vice Chairman, Naukri.com

Ganesh Krishnan
Chairman, Portea Medical

Pramod Bhasin
Chairman, Clix Capital Services

Musthafa P.C
CEO & Co-founder, iD Fresh Food
Wadhwani Leaders

Handpicked from the best talent having distinguished career profiles, and cutting across diverse competencies and experience

Javier Campos
MD, Latin America

Samir Sathe
EVP, Wadhwani Advantage

Sunil Dahiya
EVP, Wadhwani Opportunity

Sunita Singh
EVP, WF and Co-founder NEN

Monica Mehta
EVP, Wadhwani NEN and Inspire

Atul Raja
EVP, Global Marketing

Austin Thomas
EVP, Impact Management and Partnerships

Swati Mittal
Financial Controller

Raghu Mallena
Chief Technology Officer

Ratna Mehta
EVP, Wadhwani Catalyst Fund

Shantanu Bhattacharya
Head – Wadhwani Academy

Ajay Batra
EVP, Wadhwani Venture Fastrack

Sameer Narula
Chief Product Officer
Recent Wadhwani Wins

- Awarded $1.5M by Gates Foundation to upskill hundreds of Govt. of India funded Incubators
- Multi-million dollar partnership with Govt. of India to fund hundreds of innovation grants to startups and SMEs
- Appointed by National Skill Development Corporation of India to provide employability skills to all their Training Partners
- Appointed by Govt. of India to deliver employability skills to 12,000 Govt. high schools
- Wadhwani Institute for Artificial Intelligence, a non-profit dedicated exclusively to applying AI for social good
- Awarded a $5M grant by the Gates Foundation for use of AI in managing & reducing the incidence of TB
- Selected by Google as the winner of their X-Prize of $2M for use of AI in improving yields of cotton farming
- Wadhwani Catalyst funded three promising startups in healthcare innovation:
  - Cloudphysician, a remote ICU monitoring company solving shortage of trained ICU staff
  - StepOne, a telemedicine helpline for COVID that has touched over 4M lives
  - GoCorona, a job-role focused training app for blue/grey collar workers, expecting to touch 1M lives over a year
THANK YOU!

www.wfglobal.org