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 25 emerging economies:

By 2025:
• Establish a run-rate of 1M new annual jobs through Startups and SMEs
• Enable 100K high-potential Startups, annually
• Impart entrepreneurship education to 500K students annually
• Annually train and place 2.5M students with 21st century employability skills
• Create a culture of Innovation by enabling 25K Innovation Grants through Govts
• Scale impact through Wadhwani Catalyst partners
• Enable conducive Govt. policies that accelerate job creation and fulfillment
• Open-source Wadhwani models, platforms, and tools for other organizations and Govts. to accelerate international scale
Approach

1. Program Management depth to assure outcomes through effective execution.
2. Global Technology/AI Platform to enable scale impact
   • All Wadhwani Initiatives leverage our powerful software and content technology platform, with increasing AI capabilities
3. Global Mentor Network to leverage the knowledge of experts.
Wadhwani Initiatives

Wadhwani Advantage  
Wadhwani Entrepreneur  
Wadhwani Opportunity  
Wadhwani Innovate  
Wadhwani AI - a partner program

Wadhwani Catalyst

Wadhwani Technology Platform  •  Wadhwani Global University  •  Wadhwani Market Research and Policy
Wadhwani Advantage

Accelerating the growth of tens of thousands of SMEs to create millions of new jobs

- 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
- Program 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 ~600 SMEs since 2019. Plans to support ~6000 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 Architecture: AI/Technology-powered SME Consulting

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

**WF Advantage Team, Playbook, Platform:**
**Post Sourcing and Selection:**
- Perform Discovery (WF Team)
- Program Manage Transformation (Platform recommends Connects Content)
- Conduct Cohort Sessions (Peer Learnings)
- Track and Manage SME KPIs
- Track and Manage WF KPIs

**Frictionless, Personalized KNOWLEDGE - Wadhwani Team / Platform Recommendation**
- Key Industry specific business problems:
  - Case Studies
  - Short Videos / Podcasts / Articles
  - Webinars
  - Expert Talks / Workshops
  - Templates, Framework, Dashboards

**Frictionless, Personalized CONNECTS - Wadhwani Team / Platform Recommendations:**
- Consultants / Mentors / Advisors
- Customers
- Capital
Wadhwani 4C Advantage

Access to Content, Connects, Capital Providers and Customers through 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, to advisors & CXOs on a part-time basis
- Defined transformation roadmap mapped to 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

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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 (WVFT)

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 through Partners (incubators, accelerators, mentors, investors) 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
WE STARTUP APP
- Personalized Knowledge and Connect
- Search / Navigation
- Chat / Chat bots, Q&A Forum
- Scheduling / Calendaring with Connects
- Reviews / Ratings
- Workflows, calendaring, rating & recommendation
- Remote meetings

WADHWANI'S ONGOING SUPPORT PROGRAM CONTENT THROUGH THE WE APP
- On demand Short videos, case-studies
- Downloadable Templates, Tools, Guide

AI-ENABLED ON DEMAND EXPERT CONNECTS THROUGH WE APP
- Mentors, Experts, Consultants, Service Providers, Customers and Investors
- Peer and expert networks: chats

VFT Platform Architecture: AI/Technology-powered Enablement

Aspiring and Practicing Entrepreneurs

WE MOBILE APP
- Ongoing Support Content
- Master Structured Program
- Wadhwani Mentor Hotline
- Personalized Connects

SUPPLEMENTED BY WADHWANI MENTOR HOTLINE
- Live WF Coaches / Mentors support via email, chat/chatbot, phone
- Peer and Mentor connects via WE App

INSPRIED BY:
- Wadhwani Takeoff programs globally across India, Latin America and Africa; Wadhwani App globally
- Corporate Challenges and Idea Bank
- Mobilized by: Social Media / Website / College Postings

- Quantum Assessment: Diagnostic tool for assessing entrepreneur's needs
- Customized program based on entrepreneur needs
- Toolkits with videos, workshops, case-studies, templates
- Guided by Venture Coaches
- Milestone checklist to measure progress
**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)

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**WF PLATFORM**
On demand Content, Connects and Advisory Lifecycle

**HiPOs**

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**Orientation & Diagnostic Tool**

**Foundational Course**

**Advanced Course or Startup Labs**

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**PRACTICE VENTURE**
**POTENTIAL REAL VENTURE**
**VALIDATED REAL VENTURE**

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- The Practice Venture (PV) is the seed to entrepreneurship and job creation
- Essence of WF 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 into a business opportunity

*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 to bring in 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

** WNEN APP:**
- Personalized Connect
- Startup Case studies/Videos/Articles
- Templates, Framework, Checklists
- Search / Navigation
- Chat / Chatbots, Q&A Forum
- Scheduling / Calendaring with Connects
- Reviews / Ratings
- Supporting PV functionality like group formation, feedback and tracking of PV’s

**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 Start-up Labs:**
- Advanced Course delivered through Start-up Labs in colleges
- Run by Startup Lab Managers
- Combination of guided and self-service content

**Supplement - Real-world exposure:**
- Daytrips to local startups
- Entrepreneurs/Master Faculty deliver scheduled sessions
- Internships
- Corporate Challenges
- Idea Bank
- Global community building

**Inspired by:**
- Wadhwani Takeoff reward of Silicon Valley Trip
- TV Appearance (ET NOW in India, WF App globally)

**Mobilized by:**
- TV and Print Ads (via Times Partnership)
- Social Media / Website / College Postings

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

Accelerating innovation through partnership with Govts. for providing innovation grants to SMEs

- Accelerates world-class innovation and catalyzes critical sectors in emerging economies through their local small businesses, scientists, and researchers
- Pilot program planned with 7 Indian Ministries; to be expanded to 15 Ministries and 5K Grants/year
Wadhwani Research Centre for Bioengineering at IIT Bombay is focused on low cost biosensors and devices & drug delivery and bioinformatics.

WRCB

Building world-class innovation and entrepreneurial ecosystem in critical sectors through Startup and Small Business Invent grants to foster disruptive novel technologies.

WADHWANI INVENT

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.

WADHWANI AI - a partner program

Shanta Wadhwani Center for Cardiac and Neural Research located at NCBS, Bangalore aimed at understanding the role of stem cells in neuroscience and cardiomyopathies.

SWCCNR

The Wadhwani Research Centre for Bioengineering at IIT Bombay is focused on low cost biosensors and devices & drug delivery and bioinformatics.

WRCB
Wadhwani Opportunity

Providing 21st century employability skills to millions of 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**

- **Explore**
- **Watch**
- **Do - Test**
- **Do - Play**
- **Collaborate**

**Programs**

- Job Ready
- Job Rise

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- **Sectorial Employability Skills (105 Hrs)**
  - Sector-specific core and professional skills

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

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

- **HC**  
  - 155 hrs Retail -15 hrs Hosp – 86 hrs

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

- **All Skilling Sectors (Manufacturing & Services)**  
  - 145 Hours

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- **Client Specific Skills**: Delivered by Industry
  - Sectorial, Macro, and Job Role Skills to be aligned with JW2 Core Employability Skills.
Wadhwani Opportunity:
21st Century Competency Clusters for Employability

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

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

**Importance of various soft skills**

<table>
<thead>
<tr>
<th>Soft Skill</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Solving</td>
<td>5.76</td>
</tr>
<tr>
<td>Self Management</td>
<td>5.58</td>
</tr>
<tr>
<td>Teamwork</td>
<td>5.56</td>
</tr>
<tr>
<td>Communication</td>
<td>5.53</td>
</tr>
<tr>
<td>Customer Centricity</td>
<td>5.32</td>
</tr>
<tr>
<td>Digital Literacy</td>
<td>5.08</td>
</tr>
<tr>
<td>Market Awareness</td>
<td>4.96</td>
</tr>
<tr>
<td>Entrepreneurs Mindset</td>
<td>4.64</td>
</tr>
</tbody>
</table>

Problem Solving, Self Management, Teamwork and Communication: key soft skills where employers focus

Survey of 1104 companies | * Ranking of 1 to 7
A premier 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

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
- Focus on large-scale job creation and scalable ventures
- Sector-agnostic
- Amplify impact through tech and system level changes
- Collaboration with other funders
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: 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 Start-up 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
Proposed policy reforms to trigger job growth

For Small Business:
• Enable 25K Govt. funded Innovation Grants to SMEs
• Establish and operate a global SME Advisor/Mentor Platform for Startup and SME Growth
• Establish Small Business Investment Corporations to expand venture capital in 100 cities
• Provide tax credits to SMEs based on the net new jobs they create
• Enable SMEs to get debt from banks and non-banks with soft collaterals
• All government agencies and large enterprises to buy at least 30% of their needs from SMEs
• All government agencies and large enterprises to pay their payables to SMEs in 30 days

For Startups:
• Enable Incubators to pay “Entrepreneurs-in-Residence” while they are incubating the startups
• Make Entrepreneurship a mandatory part of curriculum in Intermediate and College Education

For Skilling:
• Make ‘Skills for Jobs’ training a mandatory part of curriculum in High School & Intermediate Education
• Make a 3-month Internship Mandatory in Intermediate (Class 11 & 12) and a 6-month Apprenticeship Mandatory in ITIs & VTIIs
• Establish CoE for Vocational Training in high job-growth sectors through CSR and operated by Industry
### Wadhwani Partners

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

<table>
<thead>
<tr>
<th>Governments</th>
<th>Educational Institutes</th>
<th>Corporates</th>
<th>Mentors</th>
<th>Industry Experts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>NGOs</td>
<td>Industry Associations</td>
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</table>
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 (2000)
- 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 eight years
- Scaled startup Symphony Services to $175M with eventual 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 and Ph.D from 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

Pavan Batchu
Chief Product Officer

Ratna Mehta
EVP, Wadhwani Catalyst Fund
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
THANK YOU!

www.wfglobal.org