Creating Jobs. Changing Lives
Creating Jobs
Through entrepreneurship, innovation and skills development.

Changing Lives
Through empowering individuals to command the high-value jobs created.

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 good jobs and placement of 25M by 2030 across 20 emerging economies:

By 2025:

• Establish a run-rate of 1M new annual good 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

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Foundation Initiatives Driving Economic and Job Growth in Emerging Economies

**Wadhwani Advantage:** Empowers small and medium size businesses with capabilities to maximise their growth potential

**Wadhwani Entrepreneur:** Inspires, educates and enables start-up entrepreneurs

**Wadhwani Opportunity:** Empowers students to command good jobs through 21st century skills

**Wadhwani Innovation:** Accelerates large-scale academia/industry lead innovation through grants

**Wadhwani Catalyst Fund:** Amplifies economic and job growth through scaling third-party efforts

**WITP:** Bridging the gap between Policy and Technology
Enabling SME leaders to become expert self-help business consultants by providing:

- Do-It-Yourself tool kits using automated logic for insights & defining transformation projects
- A curated and rated network of consultants, advisors, coaches and mentors
- An AI-enabled knowledge and connect platform
- A hands-on learning-by-doing Training Program
- Helpdesk for life-time support
Assist SMEs with Automated Business Discovery and Transformation

- Tools and 360-degree content and curated experts
- Specific, data-based, measurable goals for performance improvement with Wadhwani Index and Certification

**DISCOVERY**

**KPI Analysis**
- **Steps**
  1. KPIs, longitudinal view
  2. Benchmarks and Trends
  3. Wadhwani Index
- **Output**
  1. Discovery Report
  2. Transformation Plan
  3. Revenue and Profit Goal

**360° Content of Cases, Master Classes in Audio Visual and Text Formats and Curated Experts**

**TRANSFORMATION**

**Basic Solution Tools**
- **Steps**
  1. Deep dive into weak KPIs
  2. Deep-dive transformation plan
  3. Implementation of basic tools
- **Output**
  1. Transformation Project Report
  2. Advanced Solution tools plan
  3. Governance of Transformations

**Advanced Solution Tools**
- **Steps**
  1. Long-term growth analysis
  2. Institutionalizing leadership
  3. Implementation of advanced tools
- **Output**
  1. Transformation Project Report
  2. Revenue and Profit Goal realization
  3. Certification of empowerment

SME Sourcing, Selection and registration on GENIE Platform

1. **KPIs, longitudinal view**
2. **Benchmarks and Trends**
3. **Wadhwani Index**

1. **Discovery Report**
2. **Transformation Plan**
3. **Revenue and Profit Goal**

1. **Transformation Project Report**
2. **Advanced Solution tools plan**
3. **Governance of Transformations**

1. **Transformation Project Report**
2. **Revenue and Profit Goal realization**
3. **Certification of empowerment**

3-4 Weeks
2 Weeks
6-8 Weeks
Wadhwani Entrepreneur

Inspiring, educating, and enabling Start-up Entrepreneurs

**Wadhwani Inspire** establishes a culture of entrepreneurship at a national level

**Wadhwani NEN** enables professionals and students with skills to create high-potential start-ups

**Wadhwani Venture Fastrack** empowers entrepreneurs to build scalable start-ups
Empower professionals and students with skills to create high-potential start-ups

**Wadhwani NEN Offerings: High-level 360° solution**

**WA MOBILE APP:**
- Mentors guide Venture Creation Journey
- Personalized Connect
- Templates, Framework, Checklists
- Q&A Forum
- Scheduling/Calendaring with Connects

**360° REAL WORLD EXPOSURE**
- Masterclasses by marquee Speakers/Experts
- Expert Interventions/Workshops
- Booster Clinics & Open Pitch Days

**ACTIVATE PROGRAM (Idea to MVP)**
- 11th/12th Graders; 1st Year College Students
- 16-weeks Journey
- Work on Practice Venture

**IGNITE PROGRAM (MVP to Market)**
- Sr. College/Graduates/Professionals
- 16-weeks Journey
- Work on Real Venture
Wadhwani Venture Fastrack (VFT)

Enable Incubators/Accelerators to maximize the success rate of their Start-ups

• Discover best-practices, tools, technology, and case-studies for guiding your startups to newer heights
• From the big picture of global startup ecosystems to the nuances of startup mentoring; from financial viability of an incubator/accelerator to building investable ventures, this program offers power-packed solutions

Who is it for?

- Incubator/Accelerator CEO’s
- Program/Startup Managers
- Startup Mentors
VFT Approach for Enabling Startup Success

A virtuous cycle of business discovery, learning and transformation leading to high-performing startups

1. Business Discovery
   Diagnostic Tools for startup maturity assessment. Insights to identify strengths & areas of improvement

2. 360-degree support from VFT Platform
   - Assessment/Discovery tools
   - Startup Transformation Tools
     - Case studies & Videos
     - Masterclasses & Workshops
   - Curated list of mentors, investors, & experts

3. Prioritize & Plan
   Select areas for startup transformation based on market needs and internal goals

4. Execute
   Implement startup transformation plan. Track, adjust and learn

Incubator Success
Building capacity of incubator teams to produce successful startups
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

Student life cycle & offerings

01 What am I good at
02 Which domain should I take
03 How & what do I learn
04 How do I clear the Interview
05 How do I get on the career growth path
06 How do I shine @ work place

*under development

Psychometric Test
JobRise Series
Mentoring Solution
Counselling Pack
JobWise Content LearnWise LMS Digital Assessments
Interview Prep

*under development
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 & support system
• Analytics to the last mile
• Global multi-lingual content

‘Skills Scorecard’ for Learners

- Communication: 92% (91% Attention Management, 92% Critical Thinking, 91% Decision Making, 93% Delegation)
- Attributes and Behavioural Skills: 71% (73% Teamwork, 70% Leadership, 77% Critical Thinking, 76% Decision Making)
- Sectorial Employability Skills: 83% (81% Digital Literacy, 81% Customer Centricity, 78% Problem Solving, 80% Effective Communication)

Healthcare – 155 hrs Retail – 16 hrs Hospitality – 85 hrs

Healthcare – 36 hrs Retail - 14 hrs Hospitality – 25 hrs

All Skilling Sectors (Manufacturing & Services)

165 Hours
Wadhwani Opportunity: 21st Century Competency/Sectorial Clusters for Employability

After surveying 1100+ companies, we derived the top clusters

<table>
<thead>
<tr>
<th>COMPETENCY</th>
<th>SECTORIAL</th>
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<tbody>
<tr>
<td>Communication: Basic</td>
<td>General Duty Assistant</td>
</tr>
<tr>
<td>Digital Literacy: Basic</td>
<td>Phlebotomy Assistant</td>
</tr>
<tr>
<td>Workplace Awareness</td>
<td>Retail Associate</td>
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<tr>
<td>Entrepreneurial Mindset</td>
<td></td>
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<tr>
<td>Customer Centricity</td>
<td></td>
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<tr>
<td>Problem Solving</td>
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<tr>
<td>Success in Job Interviews</td>
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<tr>
<td>Shine at the Workplace</td>
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HEALTHCARE

RETAIL
• Aims to upgrade a country’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 and Governments
Wadhwani Innovate Research Centers

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.

WADCNI 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

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 Catalyst Fund

Amplifying Impact through catalytic funding to create / fulfill large scale jobs

An emerging market impact fund, catalysing job creation/fulfilment by:

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

Sector agnostic approach for supporting job creation and livelihood support

For profit companies

Nonprofit platforms

- Scalable and sustainable business model
- Strong leadership team
- Large scale job creation/ fulfillment
- Emerging market play with focus on India, long term outlook
- Amplifying impact through tech & system level changes
- Potential to attract 5x - 10x investment from other funders
Bridging the Gap between Policy and Technology

• Helping the Indian government and bureaucracy in becoming world leaders in leveraging technology for public good

• Focused on empowering and arming Government of India (GoI) ministers, bureaucrats, and all policy makers with case-based knowledge of emerging technologies

Dual Mission

• To provide information, insights and recommendations for the application of technology for policy making, policy implementation and policy outcomes measurement, including execution of Proof of Concept (PoC)

• To create a technology-focused Training Academy for upskilling policy makers, bureaucrats and technocrats in important technology trends and in the application of relevant technologies to their respective ministries and missions
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’

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<tr>
<th>Governments</th>
<th>Educational Institutes</th>
<th>Corporates</th>
<th>Mentors</th>
<th>Industry Experts</th>
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Recent Wadhwani Wins

• Awarded $1.5M by Gates Foundation to upskill 100 Govt. of India funded Incubators

• Appointed National Skill Development Corporation of India to include Foundation's employability skills in all of their 1200 Training Partners serving a 100K students annually

• Appointed by Govt. of India to deliver employability skills to 12,000 Govt. high schools

• 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 five promising startups in healthcare innovation impacting 5 Mn+ lives: Cloudphysician, Corakshak, Dozee, StepOne and Virohan
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 one exited at >$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
Wadhwanani Leaders

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

Javier Campos  
EVP, Latin America

Samir Sathe  
EVP, Wadhwan Advantage

Sunil Dahiya  
EVP, Wadhwan Opportunity

Sunita Singh  
EVP, WF and Co-founder NEN

Prakash Kumar  
CEO – Wadhwan Institute of Technology & Policy

Rajeev Warrier  
EVP, Wadhwan Entrepreneur

Atul Raja  
EVP, Global Marketing

Austin Thomas  
EVP, Impact Management and Partnerships

Swati Mittal  
Chief Financial Officer

Raghu Mallena  
Chief Technology Officer

Ratna Mehta  
EVP, Wadhwan Catalyst Fund
THANK YOU!

www.wfglobal.org