



## PROENGAGE CASE STUDY

# BUILDING A SUSTAINABLE LEADERSHIP ROADMAP



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### PARTNER NGO: VINIMAY TRUST, MUMBAI

#### PROJECT SUMMARY

The scope of work involved reinstating the vision and mission of the organisation and prepare a leadership roadmap for managing the Trust in a professional manner.

#### BACKGROUND OF PROENGAGE VOLUNTEERS

Amit Khanzode has been associated with Tata Communications for almost 8.5 years now. Amit wanted to fulfill his aspiration of "giving back to society" and he enthusiastically applied for the ProEngage and got selected.

Whereas, Jayant Dani has already been a part of various CSR engagements in his ongoing stint with Tata Consultancy Services, he has developed a volunteer based Content management system for a Nonprofit organization called Shree Satya Saibase. While surfing through Tataworld.com, he came across ProEngage as a professional skill based volunteering program and he immediately applied to volunteer

#### ABOUT NGO PARTNER

Vinimay Trust is a NGO started by committed volunteers in 1981. It is a volunteer driven organisation working for underprivileged children and youth staying in, and emerging out of, child welfare institutions (CWIs) in the city of Mumbai. The trustee members of the organization and also part of Bhabha Atomic Research Centre Trust. With drawing time, the organization was losing on the essence and missed strategic future roadmap.

#### PROJECT DETAILS

With old hierarchy structure and aged trustee members, the organization needed a re-branded roadmap for managing the trust in a professional manner while aligning their current projects with their overall vision. Amit and Jayant conducted multiple participative workshops with the Trust's volunteer's alumni network. They tried to deeply understand the alumni's perspective about the organisation. Thereafter, Amit and Jayant made a summary of their findings and designed a vision and mission document which included the organization's current workflow and made significant suggestions. They undertook SWOT analysis in order to present an effective vision statement to the organisation. They facilitated and helped the core team brainstorm to re-frame the vision and mission statement of the organisation.

#### CHALLENGES FACED :

At the beginning, the core team was resistant towards the proposed management structural change as suggested by Amit and Jayant specifically for involving professionals from outside. They felt that bringing a professional on their pay roll may hamper the essence of volunteer based work. The trust had several internal discussions on the inputs provided by Amit and Jayant on organisational sustainability and finally decided to implement them by hiring a relevant full time manager.

“ I will definitely advise all my friends and colleagues to use ProEngage as a platform to use their skills to do something for society and in turn get enriched on a personal and professional front. - Amit Khanzode ”

“ It is the best way to make use of our professional skills for betterment of the society. It also gives great personal satisfaction. - Jayant Dani ”