



**ONGC**  
**FOUNDATION**  
FELLOWSHIP 2020



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**PROGRAMME CLOSURE REPORT 2020**

## Introduction

ONGC Fellowship Programme 2020 launched to provide a unique opportunity to young leaders across nation to address some of the most pressing challenges in India, and experience what 'making change happen' looks like. The fellows work as support to organization in the field. It is an opportunity for young enthusiastic and passionate post graduate students who are willing to work for society.

The Fellowship programme is designed to bring out one's positive thinking and leadership skills in order to create lasting changes in society. Dr. Alka Mittal, Director HR, ONGC and Trustee, ONGC Foundation encouraged and motivated all towards fellowship programme implementation.

ONGC Foundation is currently implementing projects in 18 states of India and aspires to work in various other locations including ONGC Work Centres and Aspirational Districts. The fellows would work in these localities, understand the realities, design & develop project, network & participate with grassroot level organisation and also towards projects, which would give them understanding of good realities.

### VISION:

"To affect positive social and economic change in India and improve the understanding of development issues in the Indian context among potential future leaders by increasing the connectivity between ONGC Foundation and Indian NGOs".

### MISSION:

1. To provide understanding of operational skills and intellectual resources to assist under-resourced NGOs in meeting their goals.
2. To build the next generation of leaders with an informed commitment to affecting

positive social and economic change in India beyond the twelve months of their fellowship.

ONGC Fellowship programme with the objective to create a cadre of visionary leaders. These leaders would be groomed to undertake catalytic and collaborative roles in facilitating social development processes for inclusive and equitable society

The program serves to provide operational skills and intellectual resources to Indian NGOs to build their capacity to meet their goals, while developing ONGC Fellowship leaders who understand the nuances of India's development scenario and demonstrated a commitment beyond the three-month fellowship period.

**"The Fellowship programme has always been special to me; it provides an opportunity for the fellows to "learn by doing" and to bring the positive impact in the society while absorbing the exposure towards social transformation and showcasing the same in their effort to be the change maker"**



**Mr. Kiran DM, CEO,  
ONGC Foundation**

## Recruitment Process:

- Selection process was based on an online application system to apply via our online application portal.
- Application form helped us to understand fellow's experiences, their motivations to join as ONGC Foundation's Fellows and why they would be a strong fit for the Fellowship.
- Shortlisted candidates were invited for an interview/assessment day
- The selection committee assess the selection of the eligible candidate to the post of fellows and Coordinator for ONGC Foundation Fellowship Programme 2020.
- Fellowship selection committee, composed of Mr. Kiran DM, CEO ONGC Foundation, Dr. Sajid Jamal, Project Manager, ONGC Foundation, Dr. Unnat Pandit – Program Director AIM-NITI Aayog, Mr. Kaustabh Basu - Social Sector, Executive Director, PwC and Professor Kaushal Kumar Sharma, CSRD SSS- III JNU.
- Also, Aspirational Districts fellows were selected through the same process in their respective locations by the set of expert panels.
- Those who qualify, were selected for the position of Fellows and Coordinator.

In this pursuit, the ONGC Foundation Fellowship has been initiated. It is a 1-year programme, offering varied positions to motivated change makers who are aspiring to build a successful career aligned with nation-building. For the first batch of 2020-2021, 8 fellows, 2 interns and 1 project coordinator have been engaged.

Designation	Location	No.
Project Coordinator - Fellow	New Delhi (Delhi)	1
Fellow	Bokaro (Jharkhand)	1
	Haridwar (Uttarakhand)	1
	Sivasagar (Assam)	1
	New Delhi (Delhi)	5
Intern	New Delhi (Delhi)	1
	Vishakhapatnam (Andhra Pradesh)	1

## Fellowship Participants

1. Mr. Rohidas Punamchand Gangwe, Project Coordinator - Fellowship
2. Ms. Sumedha Pandit, Fellow
3. Ms. Kalyani Rajendra Jagtap, Fellow
4. Mr. Manohar Ranawat, Fellow
5. Mr. Sunil Gupta, Fellow
6. Mr. Harshit Kumar, Fellow
7. Ms. Sridarshana Mukherji, Fellow
8. Mr. Suraj Kumar Mahato, Fellow
9. Ms. Nayana Hatimuria, Fellow
10. Mr. Natraj Bompalli, Fellow Intern
11. Ms. Pallavi Wali, Fellow Intern

## The Induction

The 3-day Fellowship Induction Programme was organized from 24<sup>th</sup> February to 26<sup>th</sup> February 2020 at IIT Delhi Campus. Each day, sessions consisting of an impressive roster of distinguished panellists were conducted. The induction programme provided a unique opportunity to young participants from across the nation to learn to address some of the most pressing challenges and how to support various organizations on-field. Participants were given insights on how the alignment of CSR portfolio can lead to sustainable development; develop communication and reporting parameters and brand equity for ONGC and ONGC Foundation. They learnt how PSUs have been an engine of planned development in the country since their inception and long before the concept of CSR came into picture, ONGC has provided leadership towards solving socio-economic and environmental issues, natural calamities; power and energy supply issues; education and/or public health issues in India. Personal stories coming from the panellists made the sessions more relatable and inspiring for the participants.



Mr. SSC Parthiban, ED Chief CSR, ONGC

Mr. Kiran suggested all the participants to take the fellowship as a Tapas (penance), and to seek Saraswathi instead of Lakshmi. The Fellowship aims at nation-building and hence all the participants should serve and work throughout the year with this intent. The sessions were an enlightening experience for all the participants as they learnt

about the Foundation and the future journey from the highest leadership.

The 3-day induction programme of the ONGC Foundation Fellowship was full of interesting and diverse sessions, through which fellows got valuable insights on CSR, Social Sector, Teamwork and Leadership. With global influences and with communities becoming more active and demanding, there appears to be a discernible trend, that while CSR remains largely restricted to community development, it is getting more strategic in nature. On the same lines, these young minds were trained to overcome any hindrances that face them during the course of the Fellowship. Active involvement of the participants in the induction programme was ensured, as we were assigned the tasks of coordination, anchoring, reporting, managing, etc. This helped them not only learn through theoretical knowledge but also through actual team-building activities. It aimed at encouraging participants with unique experiences and backgrounds to work together to increase productivity, effectiveness and responsiveness to changing conditions to enhance their contribution and benefit from the Fellowship.



Prof. M.K. Sridhar, ICSSR Senior Fellow & Member of New Education Policy Draft Committee

This 3-day programme is certain to help them in their personal as well as professional endeavours as they begin their Social Sector journey.



Mr. Rakesh Ranjan, Advisor, Niti Aayog & Mr. Vineet Tomar, IAS, Chief Development Officer, Haridwar

## Fellowship Journey

Fellowship programme has started from Induction Day but on ground, they have been deputed to their allotted location from March 1<sup>st</sup> week. While assigning task and setting up the KRA, the profiles of fellows have also been mapped and studied to arrive at a set of characteristics that constitute the ideal fellow type(s) for the program. (Mapping the changes in perceptions of the fellow, the readiness to conceive new ideas, adaptability, skill development, the capacity for social mobilization, organizational skills, are some of the indicators through which the ideal fellow could be identified.



### In Activities engaged during the programme;

1. Handling and understanding projects of zones and of aspirational areas
2. Understanding the Aspirational district and working structure
3. Presented different study reports and case studies on NGO visit by aspirational district and operational areas fellows deputed at Haridwar (Uttarakhand), Paderu district (Visakhapatnam), Sivasagar (Assam) and Kunthi (Jharkhand).
4. Understanding working structure of CSR policy, procedures and checklist.
5. Conceptualizing the potential project and ideas on several topics of post pandemic scenarios and livelihood to street vendors.
6. Handling the coordination of projects for relief work during Covid -19 and coordinating with FPR -ONGC CSR regarding project Closure and preparing reports
7. Handling the coordination of the ONGC Merit Scholarship application for OBC and EWS General category of batch 2019-2020
  - Calling and mailing the pending applicants for the document verification and following up
  - Handling hard copy segregation and verification
  - Handling all the queries related to OBC and GEN Scheme (through mails and calls)
  - Creating and maintaining scholarship database
8. Understanding the working structure of ONGC Foundation
9. Coordination and contacting with assigned stakeholder for ongoing project and documentations (due to pandemic lockdown, we are engaging them to enhance their understanding and knowledge of project and NGOs through video con calls with implementing agencies.
10. To study and prepare report about one foundation (PSU or company), understand their project and functioning management.
11. As a pandemic strike of Covid crisis interrupted the fellowship curriculum though has supported ongoing project implementation for Covid 19 relief by ONGC Foundation and build the learning and skills on different development of potential project ideas post lockdown, as below

To work, lead and prepare detailed proposal/report on post pandemic needs in the domain of Livelihood, Health and Education.

In the domain of livelihood, health and education fellows have developed 85, 45 and 85 projects respectively.

12. Since field visit was curtailed, to give the similar experience, they were made to work on case studies, reports, documents, articles, books and to prepare presentation for discussion through virtual meeting.

13. Engaged on coordination and was working on Swachhta Pakhwada 2020

- Coordination on webinar and online competition
- Preparing draft and reports
- Calling and mailing to online applicants and Judges
- Coordination with webinar panellist invitees
- Handling queries and explaining them the process of registration.
- Design content and posters for promotion
- Handling social media post and promotion

14. Drafting the content and design of ONGC Foundation Annual Report of year 17-18, 18-19 and 19-20

15. Updating their task on daily and weekly report and attend weekly con call on status update and action plan

16. To actively participate in the events, seminar, conferences as suggested and understands the concept.

	understanding with Foundation. Understanding of CSR policy and procedure. The idea was to engage them in the social space thoroughly before exploring the operational study. Handling and coordinating scholarship scheme
April 2020	On the basis of understanding and study of their particular zones and aspirational areas, developing potential projects, interaction with NGOs and community to face to face understand the grass root level operations. Handling and coordinating scholarship scheme
May 2020	With the exploration of social space as mentioned above, focus was to develop ideas and potential projects on livelihood; health and education post lock down for the sustainable living. To study and prepare report about one foundation (PSU or company), understand their project and functioning management. Coordinating with agencies on Covid relief projects Handling and coordinating scholarship scheme
June 2020	Focus was to rework and refine the selected good ideas/project submitted on develop ideas and potential projects on livelihood; health and education post lock down for the sustainable living. Handling and coordinating scholarship scheme

**Fellows' timeframe and activities engaged in month wise**

March 2020	Focused on aspirational and zone wise study of an ongoing and potential projects, Research design prepared and share the
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July 2020	Coordination and contacting with assigned stakeholder for ongoing project and documentations (due to pandemic lockdown, we are engaging them to enhance their understanding and knowledge of project and NGOs through video con calls with implementing agencies. Working on Swachhta Pakhwada. Handling and coordinating scholarship scheme
August - September 2020	Handling and coordinating scholarship scheme OBC for pending documents. Hardcopy segregation and validation for OBC and GEN both. CSR article/ case studies writing, Handing over of the work

as education, health, environment, climate change, etc.

The fellowship program has an immense scope for fellows to enhance their knowledge and understanding of India's developmental issues and further exploration in India.

- Self-awareness, practicing mindfulness and enhanced ability to deal with difference of opinions and stances
- Increased ability to understand frames and mental models of multiple stakeholders and ways of enrolling them.
- Leadership in motion by embedding empathy as a core value towards decision making and leading teams
- Learn from the success stories of Government, corporate, NGOs and communities who are implementing best of the appropriate technologies and practices for sustainability
- Get an opportunity to associate with varied on-ground projects and contributing to SDGs
- Continuous learning through peer interactions and expert consultations
- Challenge diagnosis and presentation
- Self-learning and self-Awareness through different book review and case studies session via con call every week.



### Outcome:

The fellowship program has significantly enhanced fellows' skills; they have learnt hard and soft skills: analytical skills, project planning, local language, ego management, networking etc. Fellows through programme implementation appear to have benefitted mostly in the areas of research and documentation.

Explore why collective efforts matter and how fellowship can be a catalyst for grassroots-level change in the face of significant global issues, such



Apart from study report and case study presented, every fellow has given their best in the project implementation to coordination with implementing agencies, annual report, presentation, success stories writing, national campaign engagement, volunteering in the pandemic crisis, webinar participation, etc.



## Learnings/Findings

Fellowship programme has a clear belief that the fellowship is an effective way of achieving two significant objectives, unique from its other programs.

In its interaction with NGOs, the team found that the broader vision of the program was known to implement the process of project handlings at grass root level. A few were aware of one component of the program -- that fellow to gain a hands-on understanding of the development sector and the culture. Some with interaction with NGOs believed fellows had been placed in order to contribute to the respective projects with their knowledge and skills.

Fellows come to programme with deep expectations for personal and professional growth. By establishing close contacts with a community and working under challenging situations across different community and NGOs, they seek to add new dimensions to their personality.



While aspirational district fellows do have the requisite local language skills, they were eager to spend time with the relevant communities and help them in the better way in overall interactions and understanding to implementation process.

Fellows continue to be change agents even after the duration of the fellowship, are seen as thought leaders, stay connected to social justice, contribute to innovation, programmes and policies, and continue to give back to their organizations and society at large.

## Fellows' Experiences

“The ONGC Foundation Fellowship proved to be once-in-a-lifetime experience for me, as it helped me get much closer to my years-long dreaming of working in the field of social sector. The wide range of activities and opportunities that the programme offered to us exceeded the expectations with which I had joined. It taught us not only the technical and theoretical aspects of implementation of the CSR projects but also gave us the grassroots perspectives, through interactions with NGOs, government representatives, right from the stage of Induction. It was a privilege to work under the direct guidance and mentorship of highly experienced and knowledgeable personas like Kiran Sir and Jamal Sir. It was a rare experience that the young aspiring people like us gets, at such an early stage of our

career. Also, the positions of responsibility that we were assigned to, even during crisis situations like COVID lockdown, motivated us to push our limits and shaped our personality positively. It was a highly fulfilling and satisfying experience. The Fellowship journey has reaffirmed my decision of serving the society through a career in the social sector.”

**1 Kalyani Jagtap - Fellow of ONGC Foundation, Fellowship programme 2020**



“Being a journalism student, actually ONGC Foundation has helped me to understand society from the grassroots and it even connected many dots of how society works. It helped me understand the social work in the country depends upon different variables from politics to policies. It helped me understand the true essence of social work and the feeling of changing/improving the lives of people in need, being a part of that process, itself is ecstatic. I want to thank Kiran DM sir for giving me this opportunity to be part of an enriching fellowship programme. I would also like to thank team of ONGC foundation.”

**2 Natraj - Fellow of ONGC Foundation, Fellowship programme 2020 placed in Arakku Aspirational District**



“We were constantly engaged and motivated through various book reading sessions, case studies, article discussion sessions and article writings where each of the fellows participated eagerly and that led to massive exchange of knowledge and gaining multiple perspectives. Not limiting to these, our CEO, Kiran Sir, made it a point to keep us constantly engaged in various informative webinars which highlighted the roles of the youth, the CSR practices of various organizations and its origins, contested issues like the indigenous communities, women welfare, social entrepreneurship and about the overall social sector – these helped us to develop our understanding of this sector. We also had interactive sessions with our project stakeholders and implementing partners who gave us useful insights about the application of CSR at the grassroots and also clarified our doubts. One of the most striking sessions for me was when Krishnammal Jagannathan- ‘Amma’ – the founder of Land for the Tiller’s Freedom (LAFTI) and Padma Bhushan awardee shared her life experiences and motivated us through her invigorating speech even at the age of 94.”

**3 Sumedha - Fellow of ONGC Foundation, Fellowship programme 2020  
The uniqueness of Khunti, Jharkhand:**



I should concede that the loveliest places that I have visited in all my years till now have either been an aspect of a trip/climb to slopes or removed places, or were areas for my field work. At the point when you travel to that far off disconnected town in a transport which is making a wide range of commotion on normal Indian streets just to arrive at a spot with an amazing perspective, quietness, and harmony it causes you to feel great in a manner nothing else does. Spots where the waterway water is sufficiently clear, where time doesn't run as quick as in our solid wildernesses, where individuals have the tolerance to tune in to your point, where they are consistently prepared to offer you the work of art and most delicious in provincial cooking.

Additionally, you meet the absolute most splendid individuals, who left unquestionably more agreeable lives to add to society. Some days, it may look disorderly and unstructured while on different days it will cause you to feel upbeat about the absence of tedium in your life. Indeed, the littlest of the things can make you grin. Making another person glad, or carrying more information and figuring out how to live another person's life, can be an encounter worth loving. At the point when you get the chance to hear the examples of overcoming adversity of individuals you met and worked with, it will cause you to feel glad for your own work and endeavours. The last yet perhaps one of the most significant viewpoints since we as a whole take non-ordinary

#### 4 Suraj Mahato - Fellow of ONGC Foundation, Fellowship programme 2020, placed in khunti Aspirational District

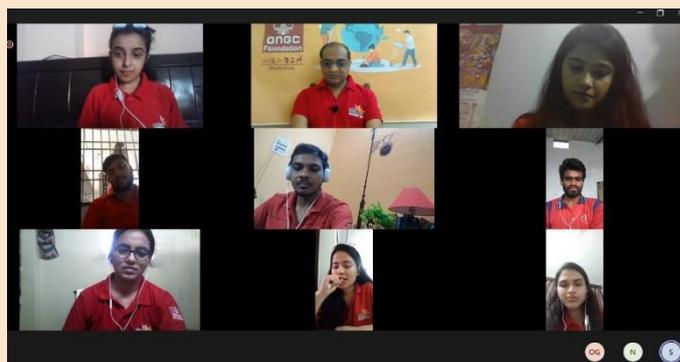


choices to discover answers about our own lives. As somebody has appropriately stated, the solution to your inquiry lies on the opposite side of tumult. Such encounters will consistently permit you to investigate and realize yourself better.

### Closing Ceremony

All good things come to an end, likewise, this Fellowship programme also ended with good learnings.

It has to cut short due to COVID- 19, pandemic and subsequent lock down, lots of restrictions have been imposed on movement of the people, by the Govt, as a precautionary measure keeping health and Safety of all, the ONGC fellowship programme closed prematurely.



The fellowship programme ended with the farewell ceremony to all fellows through video conferencing held on 30<sup>th</sup> September 2020.

In this occasion of bidding goodbye, they have shared good memories and learning as an experinces one by one. Ms. Nikita ONGC Foundation, took all through the presentation on Fellowship journey, activities and overall learning, Ms. Divyanshi, tooks them all through interesting quizzes and talks. ONGC Foundation also arranged for their farewell treat and the proper closing ceremony by distributing certificates and souvenir in the memory of ONGC Fellowship Programme 2020.

At the end, they all thanked to the Mentor and CEO, ONGC Foundation Mr. Kiran D.M., Program Manager, ONGC Foundation Dr. Sajid Jamal, ONGC Foundation & CSR team and all the fellows for guiding, appreciating and showing desired and right direction to enhance the skills. In this fellowship journey, they felt respected, loved and got opportunities to fearlessly express themselves.



Fellows were made aware right at the orientation that this is an opportunity for them to maximize learning, while ensuring that they bring their existing learning to the project with an understanding that the grass root contexts are different from their own contexts.

In conclusion, we believe under the guidance of the expertise and several exercises involved during the journey of the Fellowship Programme 2020. It strengthen ones capacity to do multitasking, meeting timelines and enhanced ability to deal with difference of opinions and stances.

Increased ability to understand frames and mental models of multiple stakeholders and ways of adapting the new learning and delivering the work with piece of perfection. Enhanced leadership in motion by embedding empathy as a core value towards decision making and to became a team player.

We wish to congratulate every fellows and wish them all the best in their future endeavours.





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