



# 2016 ADB International Skills Forum Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines

**Mindtree's Experience in Global Learning  
Centre  
N S Parthasarathy**



This is not an ADB material. The views expressed in this document are the views of the author/s and/or their organizations and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy and/or completeness of the material's contents, and accepts no responsibility for any direct or indirect consequence of their use or reliance, whether wholly or partially. Please feel free to contact the authors directly should you have queries.

# N S Parthasarathy

## Co-Founder & COO, Mindtree

*Mindtree's Experience in  
preparing highly skilled "minds" for  
the future*



**2016 ADB International Skills Forum**  
**Innovative Practices in Skills Development**

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Context

- Mindtree is a publicly traded IT Services and solutions organization serving global customers
- Our talent base of over 16000 Mindtree Minds need to be continuously reskilled
- Our Global Learning Centre has skilled over 1300 new college graduates in a year



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Demographics

## Rajatha BS

- Father
- Land
- Mother works as a tailor
- First engineer in family
- Annual income \$1200



## Sanghavi C. Singh

- Father
- Land
- Mother works as a tailor
- First engineer in family
- Annual income \$400



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines







# Experiment - 2

- **What** : Capabilities based learning design
- **Why** : Emphasis on learning by doing – as self, in groups and with experts
- **Result** : Builds high confidence on concepts, most people love the self-pace learning, learn to connect the dots



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Experiment - 3

- **What** : Practitioners as friends first and mentors next
- **Why** : Encourages culture of question based learning; no one knows all the answers and we will learn together; removes inferiority complex
- **Result** : Young campus minds very comfortable with mentors who are a few years older than them; Knowledge transfer on organizational values and delivery of projects is easy and natural



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Experiment - 4

- **What** : Continuous assessment thru observations and conversations
- **Why** : Encourages Campus Minds to understand concepts and implement them – removed the need to mug up answers to text book problems;
- **Result** : Feedback cycle has come down drastically with continuous assessments. Erstwhile scary environment of a proctored exam room is now replaced with regular work demonstrations. Overall performance goes up



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Experiment - 5

- **What** : Flipped classrooms (solve problems in classroom and self-learn concepts as homework)
- **Why** : Use the expert and groups to learn together and solve problems. Classroom is not just a traditional one-many space, it is many form of space which can hold a gathering for many-many interaction.
- **Result** : Rather than listening to a lecture, they work together to solve a problem. Quick reconfigurable nature of the classrooms make them candidate for active debates and discussions.

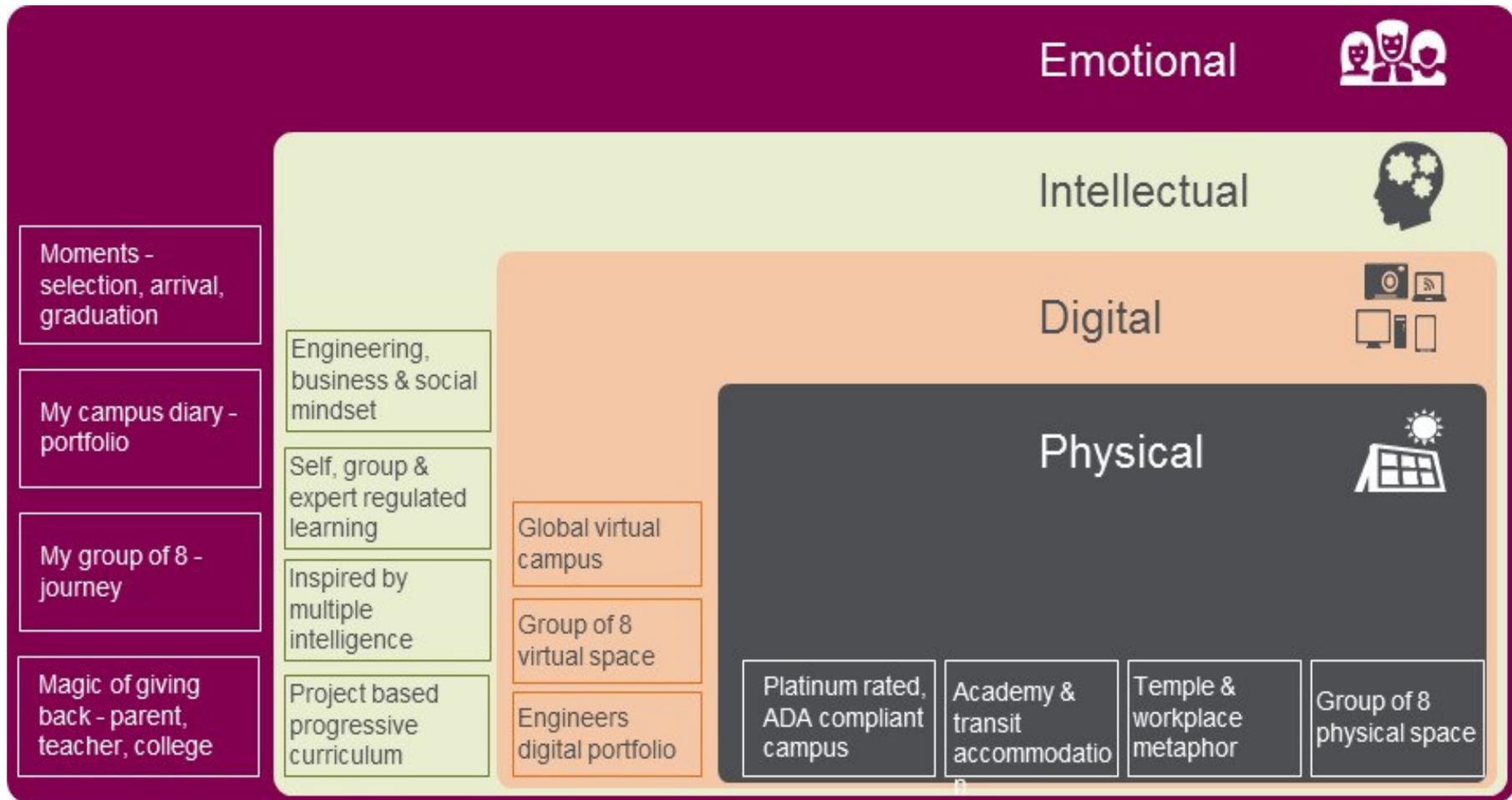


2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Multi-levels of Infrastructure



2016 ADB International Skills Forum  
 Innovative Practices in Skills Development

19-21 September 2016 • ADB Headquarters, Manila, Philippines



# Lessons learnt

- Learning models have to change to adjust to needs of demographics
- Need to continuously fine-tune approached – “beta” state for life
- Need to remove “fear” of assessments while learning



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Food for thought

- Social engineering experiment - don't underestimate the challenges of change
- Unlearning is the biggest “deficit” when making changes
- Use the power of reduced age gap between mentors and students to make biggest changes



2016 ADB International Skills Forum  
Innovative Practices in Skills Development

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# Picture Gallery



**2016 ADB International Skills Forum**  
**Innovative Practices in Skills Development**

19–21 September 2016 • ADB Headquarters, Manila, Philippines



# **Thank You**

N S Parthasarathy

partha@Mindtree.com



**2016 ADB International Skills Forum**  
**Innovative Practices in Skills Development**

19–21 September 2016 • ADB Headquarters, Manila, Philippines

