



About Dr Pritam Singh Foundation:

Dr Pritam Singh foundation (PRISM) is a registered trust (incorporated in November 2020) established by friends and well-wishers of Dr Pritam Singh. The same has been founded with the objective of taking forward the legacy and life lessons of Dr Pritam Singh.

The trustees include renowned names from Industry and Academia led by Mr Dwarakanath P (Former Chairman, GSK). Others closely associated with the Foundation include BA Metri, Director, IIM-Nagpur; H Chaturvedi, Director, BIMTECH & Alternate President EPSI; SY Siddiqui, Executive Advisor, Maruti Suzuki India; and Asha Bhandarker, Distinguished Professor of OB, IMI-Delhi.

The Patrons of the Foundation include industry icons like Sanjeev Bikhchandani (Info Edge), Manoj Kohli (Soft Bank India), Santrupt Misra (ABG), R V Shahi (Former Secretary), Rajeev Dubey (Mahindra Group), Suresh Tripathi (Director – HR, Air India), and Atul Sobti (Chairman- Scope). The Foundation has received immense support from stalwarts like Dr Alka Mittal (CMD, ONGC), Pushp Joshi (CMD, HPCL), Raj Kiran Rai (Former MD & CEO, Union Bank of India), and Ranjan Mohapatra (Director – HR, IOCL).

The key objective of the Foundation is to serve both the corporate sector and Academia using the rich and diverse experience of the core team. This includes building future leaders, supporting various institution-building initiatives in both industry and academia, promoting knowledge creation, and recognizing the contribution of leaders. Some of the focus areas for the Foundation are Leadership Coaching for young Industry leaders, Leadership Development Workshops for Corporate and Academia, contemporary Research publications and Faculty Development programs.

THE CORPORATE MENTORING PROGRAM: KEY CONTOURS

I. Purpose of setting up the Corporate Mentoring programme:

Dr Pritam Singh Foundation has been founded by his mentees; whose minds & life has been enriched and nurtured by the man himself through his mind expanding, dilemma resolving



questions. The Foundation and the many distinguished leaders and professionals associated with it, intend to keep this legacy alive. Mentoring high potentials to be future ready leaders is an important offering towards this end.

II. Mentors who have partnered with the Foundation for mentoring Hi-Po Leaders

- Asha Bhandarkar – Distinguished Professor of Organization Behaviour, IMI-Delhi
- P Dwarakanath – Former Chairman, GSK
- Rachna Mukherjee – CHRO, Schneider Electric
- Seema Bangia – Vice President & Chief People Officer, Mahindra Agri, Defence & Aero
- Suresh Tripathi – Director - HR, Air India
- S Y Siddiqui – Executive Advisor, Maruti Suzuki India.

The Mentors profiles are attached as Annex A.

III. Themes for Mentoring:

The concept will be theme-based mentoring. This means the engagement is going to be a short one around an agenda or theme, helping the mentee find a way out using the direct knowledge-based experience and expertise of the mentor. This engagement is for the benefit of mentee, and it is not a consulting assignment for the organization. The mentor profiles highlight the areas where they have been leveraged and also their rich and diverse experience

The areas we wish to focus upon are:

- Leadership development
- Professional development
- Career development
- Personal development



IV. Additional Guidelines:

- **Applicability of this program for the target audience:**

Hi Potential HR Leaders between 30 to 40 years of age who are chosen by the CHRO to benefit from the interaction with the mentors.

- **Frequency of the program:**

A mentor and mentee maybe paired for about 3 months based on discussions with the organization's CHRO. A typical engagement will have a 60–90-minute session every fortnight.

- **Mode of Communication:**

The program could be conducted in a physical setting, provided the situation is conducive, and Covid protocols are followed. The sessions can be conducted on a virtual setting as well.

- **Essential Mentee behaviours:**

- a. Respect mentors' time.
- b. Mentees should expect and welcome constructive criticism.
- c. Mentees are expected to frankly share their specific concern area and seek guidance.
- d. Mentees are expected to fulfil the tasks/project work/assignment if given by a mentor.
- e. Mentees are expected to maintain the confidentiality of the group setting (documents shared by mentors, discussions).

- **Essential Mentor behaviours:**

- a. Setting the agenda and schedule ahead of meetings.
- b. Respect mentees time for the meetings or any projects/ assignments that need to be reviewed.
- c. Encouraging mentees to ask questions and make them comfortable.



V. **Commercials:**

The pilot mentoring program that we desire to start will allow a set of organizations to sample the value of the offering with one mentee. We will eventually plan to charge the organizations at a rate that is yet to be determined. Currently, the mentors are senior leaders from Corporate and Academia who would want to take forward the legacy that Dr. Pritam Singh had built when it comes to mentoring of young minds. They are happy to volunteer their services. Any earnings to the Foundation in future, through this offering, will be used to promote the objectives of this Foundation.

VI. **Contact us for the Mentoring Program:**

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Annexure: Mentor Profiles