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**PIRAMAL UNIVERSITY**

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## Vision

To create a world-class institute for building leadership of government officials, and strengthening institutional processes, practices and governance within government

We aim to achieve this by building leadership of educators and health leaders and optimizing institutional processes, practices, and governance across 5 states.

- Engage with 25,000+ education leaders across all 5 states
- Expand leadership offering to 25,000+ health leaders in 3 ministries

## The Genesis

India is amongst the largest public education and health delivery systems in the world, the roadblocks to deliver services to communities efficiently is not a meagre challenge.

One of the key barriers to an efficient delivery system is the preparedness and readiness of service deliverers i.e., government officials to perform their job well. The public education and health ecosystem does not provide government officials with adequate stimulation and motivation, nor does it lay emphasis on tapping and building their leadership skills. The result is creation of a cadre of officials who do not feel motivated enough to stretch their abilities and maximize their own potential. This holds true not just within education but extends to other government departments as well, including health, thereby impacting the quality of services they are able to provide to the people they serve, i.e., the communities.

Children for example, the beneficiaries in education are confined to the four walls of the classroom, with content confined to language, math, and science focusing on rote learning, and thus a lopsided focus on academic outcomes. The role of education is to offer pedagogy that not only catalyzes acquisition of application-oriented multidisciplinary skills but also 21st century skills essential for children to thrive in future societies and workplaces.

Piramal University was born out of a pressing need to fill these gaps. The individual schools of learning are in themselves centres of excellence in their respective domains

The School of 21st Century Education aims to provide cutting-edge curriculum to students and support to teachers through state and district institutions to pole-vault the 100-year learning gap. It seeks to motivate millions of children to attend school across India by focusing on 21st century education through implementing SEEL (social emotional ethical learning) PISA-skills, Livelihood Education, Aesthetic Literacy and Physical Literacy.

School of Systems Change aims to create trustworthy public institutions with high-performance service cultures through solutions that improve organizational focus on outcomes that matter, supported by the right person in the right job at the right time. It does this through equipping the 21st century systems leaders with skills in governance, automation, legal reforms, communication and public finance, via a combination of classroom sessions, live action projects, and peer learning communities.

School of Transformational Leadership aims to develop future-ready and sewa bhaav-oriented public systems leaders who drive innovation and learning. It seeks to build motivated leaders and enhance their ability to perform duties to their potential through helping them transform their practices, and supporting them through tools and frameworks to remain motivated and inspire others around them via a leadership curriculum that unlocks individual potential and sewa bhaav.

## **Piramal University: Schools of Learning**

- School of Transformative leadership: build leadership capability of 50,000 civil servants across education, health and Women and Child Development (WCD) ministries in 5 States
- School of Systems change: strengthen 20+ key state health and education institutions across 5 States as “institutes of excellence” and enable them to support states transformation agenda
  - Create department structures which unlock the potential of domain experts in state
  - Revamp roles, provide clarity to drive excellence
  - Introduce merit-based selection for new recruitment and on-boarding plan for workforce
- School of 21st century literacy: enable states to include PISA readiness, SEEL, Future readiness, aesthetic, physical literacy in 5 States
- School of Public Health: influence agendas for RMNCH, Nutrition, Communicable diseases, Non-communicable diseases in 5 states

- Build Directorate of Public Health, consisting dedicated Public Health Management cadre with distinct roles and career paths
- Develop capabilities of middle managers in Bihar Health department basis leadership framework
- Prepare clear policy framework, funding allocations and regulatory powers

## **The Journey so far**

- Of the 12,000 education leaders targeted in the 1st phase, 7,200+ leaders have already been enrolled
- 100 health leaders have been enrolled so far, of the 5,000 targeted

### **Rajasthan:**

- Established assessment cells within RSCERT (Rajasthan State Council for Educational Research and Training) to develop life skills assessment for whole child development
- Empowered 1,558 PEEOs (Panchayat Elementary Education Officer) on personal transformation
- Supported state in digital transformation through Mission Buniyaad

### **Madhya Pradesh:**

- Developed an enabler ecosystem, for structured capacity development and support for 9000+ middle managers
- Collaborated with UNICEF for middle manager development
- Influenced state government to set up SIEMAT as institute of excellence and infrastructure
- Strengthened 1000+ district and block level PMUs (Project Management Unit)

### **Jharkhand:**

- Introduced SEL (socio emotional learning) in Foundational Literacy and Numeracy (FLN) mission
- Oriented 1500 officials on Social Emotional Learning

- Supported state in restructuring SCERT
- Reduced senior leadership time in court cases (1000 court cases reduced in last 6 months)

**Odisha:**

- Influenced strengthening of SIEMAT to institutionalize leadership development
- Created need-based modules for middle managers of CMO focused 5T High schools
- Strengthened District Review Meetings

**J&K + Ladakh:**

- Influenced government to strengthen Early Childhood Care & Education (ECCE) policy and programme
- Inducted 400 master coaches, 50+ coordinators
- Finalized 16 partnerships to develop content and technology for Programme for International Student Assessment (PISA) and Leadership

**Bihar:**

- Co-created 3-year leadership development roadmap for 12,000 health officials, initiated compassion-centric leadership development for health leaders
- Influenced government investment worth 32 crore over 3 years
- Established SIHFW (State Institute for health and Family Welfare) as nodal agency for leadership development
- Piloted 100-hour omni channel leadership development kickstarted with 47 Medical Officers