**Pratham Software Pvt. Ltd.**

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**“IMPACT” Program - Making and Helping make an Impact**

The Program name “IMPACT” is the initiative to promote knowledge sharing among the members of PSI.

1. **Background**
2. Under the “IMPACT” Program, every Prathamite is expected to take a minimum of two training sessions in a financial year. This includes choosing a relevant technical topic or a tropic from our working environment, and making a presentation, talk, a workshop or a training session(s).
3. “IMPACT” is based on the fact that each member of PSI generates, and assimilates a lot of knowledge every day. When the information and experienced is shared in an organized manner then we can reap the fruits and benefit of this. At the same time, research has proven that the biggest beneficiary of shared knowledge is the sharer himself because the act of sharing ensures that he/she herself never loses it. Therefore, under the program, a minimum two session have to be delivered every year. These sessions can be technical trainings or non-technical sessions pertaining to various need of PSI in the functional areas of management, human resources, operations, accounts and taxation, project management, team management, self-development, work and life balance etc.
4. Two sessions are a minimum. A person may, and is encouraged to take, more than two sessions.
5. The sessions need to be well planned, with predefined topics/subject, audiences identified, comprehensive and well-presented content to ensure a high quality delivery thus meeting session’s objective.
6. The program provides an opportunity to all the Prathamites, for knowledge sharing, and thereby attain confidence to face and talk to audience, overcome the fears and enrich the job profile.
7. **Recognition**
8. Delivering these sessions would enable presenters to have long term value addition to their career positioning.
9. As mentioned the presenter gets a chance to “sharpen the axe” by having to research and study and subsequently deliver a session on the subject matter.
10. The presenter/trainer gets recognition for these sessions. The recognition can come in number of ways, including directly affecting the appraisal.
11. Some of the recognition will be as follows:
    1. Every Prathamite who takes up the minimum required training sessions would earn a Certificate of Appreciation.
    2. The session(s) enables a Prathamite, to earn Credits and accumulation of Credits leads to a Certified Trainer Badge. Credits are points earned on active participation and delivery of “IMPACT” sessions.
    3. If the presenter takes more than two sessions than for additional session(s) the presenter earns goodies.
    4. The presenter earns more goodies for the feedback depending upon the kind of favourable feedback the presenter receives.
    5. The presenters receives ratings at certain intervals which might results into tangible benefits.
    6. Among the various sessions, the Best Session(s) or the Best Trainer Award can also be earned.
    7. The continuous effort shown by a Prathamite to train others can also lead to a Coach Award.
12. **Ratings & Definitions**
13. Under “IMPACT”, the sessions will be classified as follows:
    1. Training sessions
    2. Knowledge sessions
    3. Information session
14. A session comprising of delivery of information followed by hands on practice exercise, or application development and then followed by formal evaluation will be termed as a Training session.
15. Any session comprising of delivery, followed by question and answer exercise will be termed as a Knowledge session.
16. Information session is a presentation resulting in dissemination of information.
17. On conducting these sessions, Prathamite earns Credits. The credits earned are as follows:
    1. On conducting Training Session – 6 Credits
    2. On conducting Knowledge Session – 4 Credits
    3. On conducting Information Session – 2 Credits
18. These credits get accumulated which lead to earning Certified Trainer badges. These credits need to be active credits (those earned within a year). All credits are carried forward to be the next year and can be accumulated as Cumulative Credits.
19. The accumulation of Active Credits for award of Certified Trainer Badges with tangible benefits. are as follows :
    1. 12 credits = One Star Certified Trainer
    2. 24 credits = Two Star Certified Trainer
    3. 42 credits = Three Star Certified Trainer
    4. 60 credits = Four Star Certified Trainer
    5. 78 credits = Five Star Certified Trainer
20. The tangible benefits will be in the form of sponsorships, gifts and goodies. The benefits will commensurate as per the credits. The higher the credits the benefits will be higher.
21. A person can also use Cumulative Credits for earning Trainer badges as per the following scheme:
    1. 18 Credits = One Star Certified Trainer
    2. 30 Credits = Two Star Certified Trainer
    3. 48 Credits = Three Star Certified Trainer
22. The maximum Cumulative Credits that can be earned are 48 Credits.

1. **Corollary**

*The goal of* IMPACT *is to bring to front the inherent strength of every member of Team Pratham. The program helps to inculcate the spirit of knowledge sharing and building a better organization and society.*