



ABOUT KATALYST

Katalyst aims to be a leader in this continual elevation and transformation of young women from low income communities to lead change in their professional and personal spheres of life.

Katalyst provides an enabling environment to enhance the employability of girl students pursuing professional degrees. Katalyst does this through specific interventions such as skill development, providing mentors, assisting with internships and exposure to corporate life.

Set up in 2007 Katalyst is a not-for-profit programme under the aegis of Human Capital for Third Sector known by the brand Third Sector Partners (TSP). TSP is India's first executive search firm for the social sector. Katalyst has its centers in Mumbai, Pune and Bangalore.

WHY KATALYST?

Investing in education is the most effective way of reducing poverty. And, investing in Secondary School Education yields high dividends.

A recent McKinsey report (August 2015) quoted that only 4% of women in India reach senior managements level as against 11% in rest of Asia. Given that women account for more than 40% in India and approximately 50% of potential talent world over, we at Katalyst have made it our focus to enhance the employability of our girl students who come from lower income communities.

These “Katalysts” will then catalyze positive change and influence society creating a ripple effect and leading to economic and social empowerment.

PRIMARY OBJECTIVES OF THE PROGRAM

To enhance employability of the girl students thereby marking their foot prints in the managerial cadre of India Inc.

To encourage and empower talented girls to take on roles of leadership and innovation and participate in the process of community building.

To increase the management bandwidth of corporate India through the talent pool thus created, giving India Inc. access to an untapped talent base.

To raise their capacity to command a higher annual salary.

SELECTION CRITERIA

Girl students pursuing professional degrees like Engineering, Architecture, Medicine and Chartered Accountants preferably from colleges of repute.

Prospective students should have a good academic track record

Family income of less than Rs. 2 lakhs per year.

winds of change
An initiative of Human Capital For Third Sector



Katalyst achieves its objectives through various program interventions given below through the undergraduate degree or professional course years of its beneficiaries.

Developmental skills training – social skills, managerial skills and technical skills – Over 120 hours a year for every Katalyst student

One on One Mentoring – Approximately 20 hours a year

Financial support based on scorecard – Academic performance, training attendance, mentor interactions, leadership and volunteering initiatives

Laptop at subsidized cost

Health Insurance for the Katalyst girl and her mother

Industrial Visit / Corporate Workshop

Assistance with Internship

Annual convention for Katalyst students where the Katalysts get a chance to bond with Katalysts from other centers and interact with program supporters and leaders from various sectors through panel discussion.

THE MENTOR PROGRAM

The mentor program offers Katalysts an opportunity to interact with mature, educated individuals with varied professional experience outside their communities who can guide them and expose them to a new set of experiences and perspectives.

The two key differentiating factors between these girls and those from a more privileged background are the level of exposure to new experiences and a lack of a competent role model.

Program Objectives

The mentor program aims at helping Katalysts define themselves, learn essential life skills and evaluate various career options. It is thus founded on four pillars of support as outlined below.

1. Socio-emotional Support

The effectiveness of the mentor program is based on the relationship built between the mentor and the mentee. Most of our students do not have adequate support and guidance from their friends, family or community. Many of our students face challenges in their day-to-day lives which they may not be willing to share with everybody. They need someone they can trust and depend on for guidance. A mentor is expected to be a role model, a trusted friend and a guide to the student. Mentorship plays an important role in providing a safe space for the mentees to express and seek help.

2. Personality Development

Personality development would include the broad spectrum of various aspects like self confidence, self awareness, positive attitude and communication skills leads to holistic



development. Many of these aspects are learnt through socializing with different people in diverse environments. Katalyst believes that it is important for the students to go beyond classroom and interact with people and the world outside to enhance their problem solving and decision making skills.

3. Academic Support

All our students are academically very bright. However, they need support and encouragement to sustain and remain consistent. Mentors help them manage their stress and time and motivate them to persevere and not give up. They encourage them to see the big picture and excel in their academics.

4. Career guidance and support

Many of our students are first generation learners and do not have the necessary guidance and support to make career oriented decisions. One of the key objectives of this program is to prepare them to make a well-informed choice for their future careers. The mentor can be a sounding board where the Katalysts bounce off their career aspirations and dreams.

Expectations and Guidelines

Academic qualification and experience

Mentors are required to make a commitment of at least one year to the program.

Mentors are expected to meet with the mentees for an hour twice a month. In case a meeting is not possible in a particular month, they speak over the phone

The mentors and mentees can together decide on a mutually convenient time for the meeting.

Mentors can meet the mentees at the college premises, public space, mentor's office or Katalyst office except in Pune. Female mentors have the option to meet at any location convenient to them including home.

Mentors must plan their sessions and keep a track of the mentees' progress, needs, and concerns and share these with Katalyst regularly via email.

Mentors are expected to maintain confidentiality. However, they can seek help or advice of an expert or Katalyst team for the mentees benefit.

The mentors are not expected to give any cash or gifts to the mentees. If mentors want to provide any financial or professional help, it would need to be done through Katalyst Programme Director

Process

- If you are interested in joining as a mentor please send us a mail. You will be sent a mail to login and to access the online mentor registration form. (this is for individual mentors)
- Each mentor will be assigned 1-2 mentees
- Efforts will be made to match profiles for interest, education and geographical location as necessary



ALUMNUS STORY - WINDS OF CHANGE

I still remember how I would shiver in front of others during Katalyst training sessions! Once Sunit sir gave me a mike in a session to speak a few words but I was at a loss of words due to my low confidence. So I passed the mike to the other girl. That was the moment I walked away with a feeling of not being able to do anything. But Katalyst changed my outlook towards life.

I am Shashikala Chougule. I come from a small village in Satara district. As I scored extremely well in class 12, I got admission in VJTI College. But as someone great said that cut your coat according to your cloth, I thought I shouldn't join VJTI as my father would have found it difficult to invest in my education which cost much more than his earning on the farm. A VJTI professor convinced me to join the college. I was introduced to Katalyst Program through my college and life changed!

I always felt there was a gap between me and my friends. But one person in my life was just like my elder sister, most trusted friend, and a guide to living a positive life, my mentor, changed my attitude towards myself. I have learnt the art of loving myself, all because of my mentor. Katalyst runs a mentorship program which provides you with an opportunity to interact with experienced people from various fields. My mentor is my family. It is difficult to find a guide in one's life; I was fortunate to have one in my life because of Katalyst. She gave me a few guiding principles to a healthy professional life. She helped me in every aspect, from helping me make my resume, to getting internship during engineering and most importantly getting an interview at Godrej and Boyce last year.

I express my gratitude to every person in the Katalyst program who helped me, during my engineering days, develop into a confident and independent girl. I can proudly say that I got placed at the most reputed company, Godrej and Boyce, as Graduate Engineer Trainee earning 3.6 lakhs per annum.

- Shashikala Chougule

For more information please visit our website www.katalystindia.org
Follow us on LinkedIn: <https://www.linkedin.com/company/katalyst-india>

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