The Sanjeeth Shetty Leaders Fellowship

Guidelines for Candidates - Part 02 of 02
Version 9.0 (15 October 2024)

THE SANJEETH SHETTY LEADERS FELLOWSHIP

Greetings. On behalf of the Foundation, it is my pleasure to extend our warmest congratulations on your success in the *Fellowship Aptitude Test*. Your accomplishment has placed you amongst a group of 96 Fellowship-Candidates who shall now advance through further milestones of the Fellowship process - from Milestone 02 (*Leadership Labs*) through Milestone 07 (*Afternoon Tea with the Patron*).

This document (Part 02 of the *Guidelines for Candidates*) provides a detailed overview of the Fellowship process, and outlines what you can expect at each milestone. As the Fellowship progresses, all 96 Fellowship-Candidates shall undergo evaluations at each milestone; the assessment process is designed to identify and recognise the most outstanding individuals amongst you. By the conclusion of Milestone 05 (*Fellowship Capability Interviews)*, the cohort shall be refined to a final group of 12 Fellows who shall receive special recognitions at *The Sanjeeth Shetty Leaders Fellowship Awards*.

I encourage you to immerse yourself completely in the Fellowship, particularly the *Leadership Labs*. Meticulously designed to deliver significant value, these labs shall provide you with unparalleled insights into leadership and empower you to make a meaningful impact in whatever you choose to pursue in life. Embrace this opportunity to learn and collaborate. Your active participation and commitment are vital to maximising everything that *The Sanjeeth Shetty Leaders Fellowship* has to offer. As you embark on this journey, we wish you the very best. May you find the experience rewarding and transformative.

With best wishes

Vivek Vishwanathan (Fellow Cohort 2017)
Program Director - The Sanjeeth Shetty Leaders Fellowship
Sanjeeth Shetty Foundation

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Overview

The *Leadership Labs* are the new heart of the Fellowship. The Foundation has put in a lot of thought and effort in designing these labs in the hope that they add significant value to the lives of the Fellowship-Candidates. The *Leadership Labs* shall consist of three programs: *Command Control*, *The Innovator's Blueprint*, and *Mastering the Self*. Each program includes courses led by distinguished leaders in their respective fields.

The 05 courses under *Command Control* are designed to expose Fellowship-Candidates to leadership across 05 distinct environments: the global corporate world, where the focus is on revenue and growth; the startup and entrepreneurial sector, centred on problem-solving and scalability; the nonprofit sphere, dedicated to driving social impact; the realm of public service, including government, where leadership is shaped by civic responsibility; and the military, where the emphasis is on maintaining territorial integrity and security.

The 06 courses under *The Innovator's Blueprint* are designed to equip Fellowship-Candidates with the essential skills for incubating startups, nonprofits, or any innovation-driven initiative. The curriculum covers *Design Thinking*, pioneered by IDEO and Stanford University, to foster creative problem-solving; *Digital Transformation* to leverage technology for growth; and *Business Model Generation* to develop scalable business strategies. Fellowship-Candidates are also introduced to *Emerging Technologies* and taught strategies for fostering innovation. The program concludes with a primer on *Brand Building*, providing insights into crafting a strong and resonant brand identity. Together, these courses prepare Fellowship-Candidates to lead and innovate effectively in any environment.

Over the years, it has become clear to many of us that a strong body and a resilient mind are essential foundations for any meaningful achievement. Additionally, critical life skills such as managing money and relationships - including the challenging art of parenting - are often overlooked in traditional education. While some may navigate these areas successfully, most of us learn through trial and error, if at all. The 06 courses under *Mastering Self* are designed to introduce Fellowship-Candidates to these vital subjects, providing them with the tools to build a balanced and fulfilling life. The *Leadership Labs* culminate in a course on *Spiritual Journeys: Exploring Inner Peace*, guiding participants towards a deeper understanding of themselves and their inner well-being. The courses offered in each program of the *Leadership Labs* are outlined as follows.

- Program 01: *Command Control*

  - Course 01: Corporate Leadership: Strategies for Success
  - Course 02: Entrepreneurial Leadership: Start-up and Scale-up
  - Course 03: Non-Profit Leadership: Strategies for Impact
  - Course 04: Leadership in Public Service: Strategies for Change
  - Course 05: Strength and Strategy: Military Leadership

- Program 02: *The Innovator's Blueprint*

  - Course 06: Design Thinking
  - Course 07: Digital Transformation
  - Course 08: Business Model Generation
  - Course 09: Emerging Technologies
  - Course 10: Strategy is Innovation
  - Course 11: Brand Building

- Program 03: *Mastering the Self*

  - Course 01: Strong Body, Strong Mind: The Power of Fitness
  - Course 02: Secure your Future: Effective Money Management Techniques
  - Course 03: Harmony in Relationships: Balancing Bonds and Boundaries
  - Course 04: Spiritual Journeys: Exploring Inner Peace

Assessment Criteria

Each Fellowship-Candidate shall be awarded 01 mark for attending a course; with a maximum score of 15 marks. To remain eligible for the Fellowship, each Fellowship-Candidate must attend a minimum of 12 courses during the *Leadership Labs* to avoid potential disqualification.

Key Guidelines for Candidates

- Each of the courses of the *Leadership Labs* shall be delivered by experts - 'Course Leaders' from around the world; and each course shall be conducted via Zoom, lasting a total of 90 minutes (Introductions: 05 minutes | Course Delivery: 65 minutes | Q&A: 20 minutes)
- The calendar for the *Leadership Labs* shall be shared with the Fellowship-Candidates via email and Telegram. The Foundation is mindful of Fellowship-Candidates' demanding academic commitments, and shall ensure to schedule the *Leadership Labs* in alignment with their academic calendars.
- Fellowship-Candidates shall be required to log into their respective Zoom accounts 15 minutes prior to the commencement of each course; video-cameras must be turned on for the entire duration of the course

- Attendance of all Fellowship-Candidates shall be monitored through the entire duration of each course. A cumulative absence of more than 05 minutes shall result in the reduction of 01 mark.

- The microphone feature on Zoom shall remain muted through the course; Fellowship-Candidates may utilise the chat box to submit their queries and clarifications to the Course Leaders via moderators

- Post completion of the *Leadership Labs*, Fellowship-Candidates shall be provided with additional reading references for each course, to help gain a deeper understanding of the subjects discussed in the *Leadership Labs*

Section 02: Milestone 03 - Group Discussions

Overview

The *Group Discussions* are designed to assess a Fellowship-Candidate's ability to articulate ideas with clarity, collaborate seamlessly within diverse teams, and demonstrate critical thinking under pressure. A total of 96 Fellowship-Candidates shall participate in the *Group Discussions*, divided into 12 groups of 08 candidates each. To ensure that assessments are focused solely on the merit of ideas, Fellowship-Candidates may express themselves in English, Hindi, Kannada, or Tulu.

Consistency Measures

The Foundation has implemented measures to ensure a transparent and accountable assessment process for the Fellowship. These measures include the following.

- Fellowship-Candidates shall be evaluated using consistent criteria. All assessors shall follow the established scoring rubric to minimise subjective interpretation and maintain consistency in evaluating candidates.

- The *Group Discussions* shall be evaluated by 04 neutral assessors, reducing individual bias or outlier judgments. Assessors shall independently record their scores before engaging in discussions amongst each other.

- The final score for each candidate shall be calculated as the average of the individual scores provided by each of the 04 assessors

- If there are significant discrepancies in assessors' scores for the same candidate, the panel shall review the rationale behind each score to ensure alignment and consistency

Assessment Criteria

Fellowship-Candidates participating in the *Group Discussions* shall be evaluated and

scored on each of the following criteria.

- Communication Skills
  - *Clarity of Thought:* This criterion measures the ability to express ideas in a logical and coherent manner. It reflects how well the Fellowship-Candidate organises thoughts and presents them without confusion, ensuring the message is easily understood by others.
  - *Articulation*: This refers to how effectively the Fellowship-Candidate conveys ideas verbally. It assesses pronunciation, tone, pace, and clarity of speech. A candidate who articulates well ensures that their message is heard clearly and without ambiguity.
  - *Language Proficiency*: This criterion evaluates the Fellowship-Candidate's command over language used during the discussion. It includes grammar, vocabulary, and sentence structure, determining how effectively the candidate communicates within the given language framework.
  - *Listening Skills*: Listening skills measure the Fellowship-Candidate's ability to attentively hear and process others' viewpoints. Active listening also involves acknowledging and responding appropriately to inputs from other participants, demonstrating engagement and comprehension.
- Content Knowledge
  - *Relevance*: This criterion evaluates whether the Fellowship-Candidate's contributions are pertinent to the topic being discussed. It reflects the ability to stay focused on the subject matter and avoid deviating into unrelated areas.
  - *Depth of Knowledge*: This assesses how well the Fellowship-Candidate understands the topic. A higher depth of knowledge is demonstrated by detailed, well-informed contributions that go beyond surface-level observations.
  - *Factual Accuracy:* This criterion measures the correctness of the information presented by the Fellowship-Candidate. It checks whether facts, statistics, and examples provided during the discussion are accurate and reliable.
- Interpersonal Skills
  - *Empathy:* Empathy evaluates the Fellowship-Candidate's ability to understand and consider the emotions and perspectives of others during the discussion. It reflects a sensitivity to the group's dynamics and an ability to engage with others respectfully.
  - *Respectfulness*: This criterion assesses the degree to which a Fellowship-Candidate demonstrates respect for other participants'

opinions, ideas, and contributions. It reflects politeness, patience, and a willingness to engage in constructive dialogue without hostility or aggression.

- *Body Language:* Body language measures the non-verbal communication displayed during the discussion, such as eye contact, posture, facial expressions, and gestures. Positive body language indicates confidence and engagement, while negative body language may suggest disinterest or discomfort.

Scoring Guidelines

Each Fellowship-Candidate shall be evaluated on each of the aforementioned criterion, and scored on a scale of 0 to 4, with the scale corresponding to the following: *0 - Poor, 1 - Average, 2 - Good, 3 - Excellent, and 4 - Outstanding.*

Sl. #	Assessment Criteria		Scale	Maximum Marks
1	Communication Skills			
	1.1	Clarity of Thought	0 - 4	4
	1.2	Articulation	0 - 4	4
	1.3	Language Proficiency	0 - 4	4
	1.4	Listening Skills	0 - 4	4
2	Content Knowledge			
	2.1	Relevance	0 - 4	4
	2.2	Depth of Knowledge	0 - 4	4
	2.3	Factual Accuracy	0 - 4	4
3	Interpersonal Skills			
	3.1	Empathy	0 - 4	4
	3.2	Respectfulness	0 - 4	4
	3.3	Body Language	0 - 4	4
	Total Marks			40

Key Guidelines for Candidates

- Fellowship-Candidates shall be randomly assigned to teams of 08, forming a total of 12 groups for the *Group Discussions*. The grouping shall be conducted by a

Foundation representative in the presence of 02 neutral observers to ensure fairness.

- Fellowship-Candidates shall be notified of their group assignments, schedule, and venue of the *Group Discussions* in advance via email and Telegram
- Fellowship-Candidates must arrive at the venue at least 15 minutes prior to the scheduled start of the *Group Discussions*
- A physical attendance sheet shall be provided at the venue. Signing the sheet upon arrival is mandatory to confirm participation
- The discussion room shall be set up in a semicircular seating arrangement to encourage smooth interaction. Fellowship-Candidates must follow the prescribed seating arrangement.
- Candidates must adhere to the prescribed dress code - national or formal attire
- *Group Discussions* shall run for 30 minutes each, preceded by a 05-minute preparation period for candidates to organise their thoughts. Each group discussion shall be organised as follows.
    - *Preparatory Segment*: The discussion topic shall be provided, and candidates shall have 05 minutes to prepare before the discussion begins
    - *Discussion Segment*: The group discussion itself shall last for 30 minutes
    - *Transition Segment*: A 15-minute buffer shall be scheduled between discussions to allow for group transitions and for assessors to finalise their scores
- Guidelines for Participation
    - Contributions must remain focused on the topic; avoid digressing into unrelated areas
    - Active participation must be ensured whilst also allowing others the opportunity to share their perspectives; striking a balance between speaking and listening
    - At the conclusion of the discussion, candidates must remain seated until the assessors complete their observations. Candidates shall be dismissed once the transition segment begins.
    - Fellowship-Candidates who arrive late shall be disqualified from both the *Group Discussions* and the remainder of the Fellowship process
- Fellowship-Candidates missing their scheduled *Group Discussions* without prior notice or a valid reason shall be disqualified from the rest of the Fellowship process. There shall be no rescheduling of the *Group Discussions*.

Outcome of the Milestone

Upon finalisation of the *Group Discussions'* scores, the top 24 Fellowship-Candidates,

based on their cumulative scores from Milestones 01 through 03, shall advance to the next stage of the Fellowship process: the '*Leadership Integrity Assessment*' and the '*Leadership Capability Interviews*'. This group of Fellowship-Candidates shall comprise 02 candidates from each engineering discipline - totaling to 20 candidates from the engineering disciplines of NMAMIT, and 02 candidates each from JKSHIM and the NMAMIT Computer Applications discipline.

Section 03: Milestone 04 - Leadership Integrity Assessment

Overview

The *Leadership Integrity Assessment* evaluates a Fellowship-Candidate's demonstrable achievements across academics, extracurricular activities, and industry experiences. Each Fellowship-Candidate shall be required to support their claims with verifiable evidence. This can include academic transcripts, certificates of achievement, project reports, letters of recommendation, or documented proof of their contributions in professional projects.

Consistency Measures

The Foundation has implemented measures to ensure a transparent and accountable assessment process for the Fellowship. These measures include the following.

- Fellowship-Candidates shall be evaluated using consistent criteria. All assessors shall follow the established scoring rubric to minimise subjective interpretation and maintain consistency in evaluating candidates.
- The *Leadership Integrity Assessment* shall comprise neutral assessors, reducing the risk of individual bias or outlier judgments

Assessment Criteria

Fellowship-Candidates shall be evaluated and scored on each of the following criteria, in the *Leadership Integrity Assessment*.

- *Academic Excellence:* This criterion measures a Fellowship-Candidate's academic performance. Fellowship-Candidates are awarded marks on a scale of 01 to 10 based on their CGPA.
- *Excellence Beyond Academics:* Each Fellowship-Candidate shall be evaluated on the following criteria
  - *Excellence in Sports:* This criterion assesses a Fellowship-Candidate's involvement and achievements in sports or athletics, whether at the district, state, national, or international level. It considers both participation and recognition (awards, titles, etc.), indicating physical discipline and teamwork.

- ○ *Youth Service & Student Leadership Corps:* This measures a Fellowship-Candidate's contributions to youth service organisations or student leadership roles, such as being part of student councils, youth bodies, or leading activities aimed at community or school improvement. It reflects responsibility, leadership, and a commitment to service.
- ○ *Leadership in the Arts & Culture:* This criterion evaluates leadership roles and accomplishments in artistic and cultural activities, such as performing arts, visual arts, literature, or cultural events. It includes organising or leading artistic projects, performances, or exhibitions.
- ○ *Leadership in Religious Work:* This assesses leadership within religious communities or organisations. It includes participation in faith-based initiatives, guiding others in religious practices, or contributing to interfaith activities, demonstrating moral and ethical leadership.
- ○ *Leadership in Political Work & Nation Building:* This criterion measures involvement in political or civic activities that contribute to the development of society. It includes leading or participating in youth parliaments, political campaigns, government initiatives, or movements aimed at nation-building.
- ○ *Leadership in Community Service:* This evaluates leadership in service projects aimed at improving the local or broader community. It includes organising or actively participating in social welfare initiatives, charity work, or environmental campaigns that bring positive change.
- ○ *Any other special demonstrable achievement:* This provides flexibility for candidates to highlight any unique achievements or leadership roles that do not fit into the previous categories but still demonstrate excellence beyond academics. It could include innovations, entrepreneurship, or contributions to non-conventional fields.
- ● *Industry Experience:* This criterion assesses practical exposure and hands-on experience in a professional or industrial setting. It includes internships, part-time work, or formal employment, reflecting the candidate's ability to apply academic learning to real-world situations, develop skills, and understand industry dynamics.

Scoring Guidelines

Each Fellowship-Candidate shall be evaluated on each of the aforementioned criterion, and scored on a scale of 0 to 4, with the scale corresponding to the following: *0 - Poor, 1 - Average, 2 - Good, 3 - Excellent, and 4 - Outstanding.*

Sl. #	Assessment Criteria		Scale	Maximum Marks
1	Excellence in Academics			
	1.1	Academic Scores	0 - 10	10
2	Excellence Beyond Academics			
	2.1	Excellence in Sports	0 - 4	4
	2.2	Youth Service & Student Leadership Corps	0 - 4	4
	2.3	Leadership in the Arts & Culture	0 - 4	4
	2.4	Leadership in Religious Work	0 - 4	4
	2.5	Leadership in Political Work & Nation Building	0 - 4	4
	2.6	Leadership in Community Service	0 - 4	4
	2.7	Any other special demonstrable achievement	0 - 4	4
3	Experience in Industry			
	3.1	Internships / Work Experience	0 - 2	2
	Total			40

Key Guidelines for Candidates

- The *Leadership Integrity Assessment* shall be conducted at specific venues in NMAMIT; details shall be communicated to the Fellowship-Candidates in advance through email and Telegram

- Each Fellowship-Candidate shall have an individual assessment lasting approximately 30 minutes. A buffer of 10 minutes between assessments shall allow assessors time to finalise their evaluations and prepare for the next Fellowship-Candidate.

- Fellowship-Candidates must carry hard-copies of all their supporting documentation - academic records, certificates, letters of participation, letters of recognition, and citations. Failure to submit necessary evidence may result in disqualification or lower scores.

- Candidates shall be required to submit scanned copies of all their documentation. All digital evidence must be emailed to the prescribed email of the *Sanjeeth Shetty Foundation.*

- Fellowship-Candidates who arrive late shall be disqualified from both the *Leadership Integrity Assessment* and the remainder of the Fellowship process

- If a Fellowship-Candidate is unable to attend their scheduled assessment, they must inform the Fellowship administration at least 72 hours in advance. Rescheduling shall only be considered under exceptional circumstances. Fellowship-Candidates who miss their assessments without prior notice shall be disqualified from the Fellowship.

Outcome of the Milestone

At the end of the *Leadership Integrity Assessment*, all 24 Fellowship-Candidates shall proceed to the *Leadership Capability Interviews*.

Section 04: Milestone 05 - Leadership Capability Interviews

Overview

The *Leadership Capability Interviews* are designed to evaluate each Fellowship-Candidate's ability to think critically, articulate ideas effectively, and demonstrate leadership potential under challenging scenarios. This milestone is a key part of the Fellowship evaluation process and provides insight into each Fellowship-Candidate's communication skills, problem-solving abilities, and leadership qualities.

Consistency Measures

The Foundation has implemented measures to ensure a transparent and accountable assessment process for the Fellowship. These measures include the following.

- Fellowship-Candidates shall be evaluated using consistent criteria. All assessors shall follow the established scoring rubric to minimise subjective interpretation and maintain consistency in evaluating candidates.
- Each interview shall be assessed by 02 external assessors; each assessor shall independently score candidates without conferring with the other assessor during the interview. This minimises individual bias and ensures that scores reflect diverse perspectives.
- Up to 04 neutral observers shall be present to monitor the interview process. Their role shall be to ensure that all assessors follow the guidelines, ask fair and unbiased questions, and maintain consistency across interviews. Observers shall not participate in scoring the Fellowship-Candidates.
- Questions presented to all Fellowship-Candidates shall be at comparable levels of complexity. The final score for each Fellowship-Candidate shall be calculated as the average of the individual scores provided by each of the 02 assessors.
- If there are significant discrepancies in assessors' scores for the same candidate, the panel shall review the rationale behind each score to ensure consistency.

Assessment Criteria

Each interview shall last for 20 minutes and shall consist of 03 parts.

- *Part 01: Assessor Questions 01 and 02* - These questions aim to evaluate the Fellowship-Candidate's ability to respond quickly and clearly to an inquiry related to decision-making, ethical dilemmas, team management, or a leadership challenge. The Fellowship-Candidate is expected to:
    - Offer a thoughtful, well-considered response
    - Demonstrate clarity of thought in articulating their answer
    - Exhibit leadership insight through their response to the question posed
    - Demonstrate an understanding of complex leadership challenges
- *Part 02: Leadership Case Study* - The Fellowship-Candidate shall be presented with a case study outlining a leadership scenario; to interpret the situation, identify key leadership issues, and provide a clear, logical solution. Candidates shall have 06 minutes to answer the question. The Fellowship-Candidate is expected to:
    - Analyse the case study and identify key leadership issues
    - Provide a clear, logical solution to the problem presented
    - Demonstrate strategic thinking, problem-solving skills, and decision-making ability
    - Reflect on their personal leadership experiences
- *Part 03: Additional Discussion* - After the questions, the final 10 minutes shall be used for further discussion between the assessors and the candidate. Assessors may ask for clarification or elaboration on the candidate's earlier responses, explore their leadership experiences in more depth, or engage in broader discussions about the candidate's leadership approach

Scoring Guidelines

Each Fellowship-Candidate shall be evaluated on each of the aforementioned criterion, and scored on a scale of 0 to 4, with the scale corresponding to the following: *0 - Poor, 1 - Average, 2 - Good, 3 - Excellent, and 4 - Outstanding.*

Sl. #	Assessment Criteria	No. of Questions	Maximum Marks
1	Assessor's Question 01	01	04
2	Assessor's Question 02	01	04
3	Leadership Case Study	01	04
	Total	03	12

Key Guidelines for Candidates

- The interviews shall be conducted on a single day. Fellowship-Candidates shall be informed of their designated interview slots and venue in prior, via email and Telegram. Candidates must confirm their attendance upon receiving the notification.

- Each interview shall last for 20 minutes, with a 05-minute buffer between interviews to allow assessors to finalise scores and prepare for the next candidate.

- Fellowship-Candidates are required to arrive at the designated venue at least 15 minutes before the start of their interview slot to sign the attendance sheet and complete any necessary preparations. Fellowship-Candidates shall be required to remain seated in designated waiting areas until their turn for the interview.

- Each venue shall be set up with seating for the Fellowship-Candidate, assessors, and neutral observers. The seating arrangement shall be designed to facilitate clear communication between the candidate and the interview panel.

- Fellowship-Candidates are expected to wear formal or national attire. It is a part of the overall evaluation, as presentability shall contribute to a candidate's leadership image.

- Fellowship-Candidates who arrive late shall be disqualified from both the *Leadership Capability Interviews* and the remainder of the Fellowship process

- In exceptional cases, rescheduling may be considered, but only for candidates with valid reasons. All rescheduling requests shall be reviewed on a case-by-case basis.

- All interview records, including scores, assessor comments, and feedback, shall be securely archived for future reference. Photographs of candidates may also be taken during the interview for record-keeping purposes.

Outcome of the Milestone

Based on cumulative scores across Milestones 01 through 05 of the Fellowship, a cohort of 12 Fellowship-Candidates - 01 Fellow from each engineering discipline, totaling to 10 Fellows from the engineering disciplines of NMAMIT, and 01 Fellow each from JKSHIM and the NMAMIT Computer Applications discipline - shall be shortlisted for The Sanjeeth Shetty Leaders Fellowship - Fellowship Awards.

Section 05: Milestone 06 - Fellowship Awards

The 10 Fellows from engineering disciplines of NMAMIT shall be awarded *Awards of Distinguished Achievement*, and 01 Fellow with the highest score amongst these 10 Fellows shall be awarded the *Award for Outstanding Achievement*. 01 Fellow each from JKSHIM and the NMAMIT Computer Applications discipline (again, the highest scorers)

shall be awarded the *Award for Outstanding Achievement*. These awards shall be presented at *The Sanjeeth Shetty Leaders Fellowship Awards*.

List of award winners and the schedule of *The Sanjeeth Shetty Leaders Fellowship - Fellowship Awards* shall be released through Instagram, Telegram, and email communications. The *Fellowship Awards* shall be scheduled on a suitable day, potentially coinciding with the Annual College Day celebrations. All Fellows must be present on the day of the *Fellowship Awards* and for an additional day following the *Fellowship Awards* for a round of media interviews.

Section 06: Milestone 07 - Afternoon Tea with the Patron

The Fellowship concludes with *Afternoon Tea with the Patron*, a specially curated afternoon that provides Fellows with the unique opportunity to engage closely with Mr. Sanjeeth Shetty in an intimate setting. This gathering fosters meaningful discussions on topics dear to Mr. Shetty's heart, including self-mastery, ethical leadership, and the deeper search for meaning in life.

This event is tentatively scheduled to take place at the Taj by Vivanta in Mangaluru from 1500 to 1930 hours. It shall be divided into 02 segments: a photography segment from 1500 to 1530 hours, during which Fellows shall have their individual and group photos captured, followed by interactions with Mr. Sanjeeth Shetty from 1530 to 1930 hours. Details of the event shall be communicated with the Fellows as the event draws closer.

Section 07: The Abhyuday Award for Collaborative Excellence

The *Abhyuday Award for Collaborative Excellence* is a one-off honour, that shall be presented to one student from *NMAM Institute of Technology* in recognition of the student's significant contributions to Abhyuday. This honour is conferred upon a student unanimously chosen by the Department of Counselling, Welfare, Training & Placement at NMAMIT.

The *Abhyuday Award for Collaborative Excellence* is an independent recognition, distinct from *The Sanjeeth Shetty Leaders Fellowship Awards*. The recipient of the *Abhyuday Award* shall be announced along with the results of the *Fellowship Aptitude Test (FAT)*, with the formal presentation taking place during the *Fellowship Awards*.

Whilst receiving this nomination does not automatically grant eligibility for *The Sanjeeth Shetty Leaders Fellowship*; the recipient, if interested, must apply separately for the Fellowship. However, if the recipient of the *Abhyuday Award for Collaborative Excellence* is unable to secure an entry into the Fellowship, the recipient shall be granted an exclusive opportunity to participate in the *Leadership Labs* along with the other

Fellowship-Candidates.

Details of the recipient of the *Abhyuday Award for Collaborative Excellence* - including full name, photographs, academic details - present and future, details of employers, and other demonstrable achievements - may be utilised by *The Sanjeeth Shetty Foundation* and *The Sanjeeth Shetty Leaders Fellowship* in their communications and collaterals. Prior to the presentation of the award, the nominated student shall be required to provide the Foundation a formal consent, granting permission to the use of these details. In seeking this consent, the Foundation assures the security of the recipient's information, and guarantees that it shall be used responsibly in a tasteful, and legitimate manner.

Section 08: Our Expectations from Fellows and Fellowship-Candidates

- Fellowship-Candidates are expected to actively participate in the entire Fellowship process.
- Integrity is fundamental. Fellowship-Candidates must have maintained high ethical standards in all their actions and decision-making processes, reflecting the values of the Fellowship
- Fellowship-Candidates must have worked well within diverse teams, promoting collaboration and mutual respect
- Fellowship-Candidates and Fellows are encouraged to contribute meaningfully to societal causes, leading or participating in projects that benefits society
- The Foundation and the Fellowship adhere to a standardised set of nomenclature across all platforms, including this document. A list of commonly used terms is provided below. All Fellowship-Candidates and Fellows must ensure and maintain consistency in utilising this nomenclature across all their profiles - offline and online, including on LinkedIn and other social media platforms.
  - *Sanjeeth Shetty Foundation:* A philanthropic organisation founded by Mr. Sanjeeth Shetty; the Foundation is committed to working on causes relating to leadership of youth and women; men's mental health; and community healthcare
  - *The Sanjeeth Shetty Leaders Fellowship:* An initiative of the *Sanjeeth Shetty Foundation* dedicated to instilling leadership excellence amongst ambitious young people
  - *Fellowship-Candidates:* Shortlisted applicants who have cleared milestone 01 of the Fellowship process and have been shortlisted for further rounds of evaluation
  - *Fellows:* Fellowship-Candidates who have successfully completed the Fellowship; and have been awarded with *Awards of Distinguished*

Achievement and *Awards of Outstanding Achievement*

- *Fellowship Aptitude Test:* A preliminary assessment designed to evaluate applicants' general aptitude and foundational proficiency. The test shall assess skills in language, numeracy, logical reasoning, and comprehension of fundamental concepts.
- *Leadership Labs:* A set of courses designed to expose Fellowship-Candidates to: (01) Leadership across distinct environments; (02) Essential skills for incubating startups, nonprofits, or any innovation-driven initiative; and (03) Tools for living a balanced and fulfilling life
- *Leadership Integrity Assessment:* An assessment that evaluates Fellowship-Candidates' demonstrable accomplishments in academics, beyond academics and in industry
- *Leadership Capability Interviews:* Interviews designed to assess Fellowship-Candidates' leadership abilities, strategic thinking, and capacity to handle complex challenges
- *The Sanjeeth Shetty Leaders Fellowship Awards:* Awards that recognise and celebrate outstanding leadership achievements of Fellows of *The Sanjeeth Shetty Leaders Fellowship*
- *Award of Distinguished Achievement:* This award is presented to the Fellows from each engineering discipline at NMAMIT
- *Award of Outstanding Achievement:* This award is presented to the top-scorer: (01) amongst the 10 Fellows from NMAMIT engineering school; (02) from the Computer Applications discipline; and (03) from JKSHIM
- *Afternoon Tea with the Patron:* An intimate event offering Fellows the unique opportunity to engage in meaningful discussions with the Patron of the Fellowship, gaining insights and guidance from his personal and professional journeys
- *Abhyuday Award for Collaborative Excellence:* An honorary award presented to 01 student from NMAMIT recognising the student's outstanding contributions to Abhyuday at NMAMIT

- The names, taglines, nomenclature, logos, and design elements are proprietary assets of the Foundation. They must not be used on any platform or in any representation of the Foundation or the Fellowship without prior consent and approval.

Section 09: Contact

Applicants and Fellowship-Candidates wishing to reach out to us may write to the *Sanjeeth Shetty Foundation* at *cos@sanjeethshetty.foundation*. As we progress through the Fellowship, the Foundation shall establish other channels of communications with applicants and Fellowship-Candidates. Please allow the Foundation 12-24 hours for a response; all queries shall be addressed.

Annexure 01: Sample List - Subjects for Group Discussions

- The Impact of Artificial Intelligence on the Future of Work: Discuss how AI and automation are reshaping job markets, skills, and industries.
- Sustainable Business Practices: A Necessity or a Choice? Explore the importance of sustainability in business and its long-term impact on industries.
- The Role of Leadership in Driving Innovation: Discuss how effective leadership can foster innovation within organisations and industries.
- The Ethics of Data Privacy in the Digital Age: Debate the balance between innovation, data collection, and the right to privacy.
- The Future of Entrepreneurship in Emerging Markets: Discuss challenges and opportunities for entrepreneurs in developing economies.
- The Role of Technology in Achieving Global Education Equity: Explore how technology can bridge educational gaps between different regions.
- Globalisation vs. Localisation: What is the Future of Business Strategy? Debate the benefits and drawbacks of global versus local business strategies in a changing world.
- Impact of Remote Work on Productivity and Company Culture: Discuss the shift towards remote work and how it influences productivity, employee engagement, and company culture.
- The Role of Engineers in Tackling Climate Change: Explore how engineering innovations can contribute to sustainable solutions and environmental preservation.
- Blockchain Beyond Cryptocurrency: Applications and Challenges: Discuss the potential of blockchain technology in industries such as healthcare, supply chain management, and governance.

End of Annexure 01

Sample List - Assessor Questions

- Describe a time when you had to make a difficult decision under pressure. How did you approach the situation, and what was the outcome? *This question tests decision-making abilities and how candidates handle high-pressure environments.*

- Can you give an example of an ethical dilemma you faced in a team setting? How did you navigate the situation while maintaining your integrity? *This question evaluates ethical reasoning and leadership in managing complex interpersonal dynamics.*

- Describe a situation where you had to lead a team with conflicting opinions. How did you manage the team to reach a consensus or a productive outcome? *This focuses on team management, conflict resolution, and the ability to lead diverse groups.*

- Tell us about a time when your leadership was challenged. How did you handle the challenge, and what did you learn from the experience? *This question assesses resilience and adaptability in leadership.*

- What is the most important leadership quality, in your opinion, and how have you demonstrated this in your personal or professional life? *This invites the candidate to reflect on their leadership philosophy and personal experiences.*

- How do you prioritise tasks and delegate responsibilities in a high-pressure project? Can you give an example from your past experiences? *This question tests time management, delegation skills, and the ability to balance multiple priorities.*

Sample List - Leadership Case Studies

- *Handling a Team Conflict:* A team under your leadership is divided due to a disagreement over the direction of a project. Several key team members are threatening to leave if their views are not respected. How do you manage the situation and ensure the project continues without losing valuable members?

- *Leading Through Organisational Change:* You are a new leader in a company that is undergoing significant structural changes. There is resistance from employees who feel uncertain about their future roles. How do you lead your team through this transition and minimise disruption?

- *Crisis Management in a Project Deadline:* A major project you are overseeing has hit unexpected roadblocks, and the deadline is fast approaching. Some team members are frustrated, and others are unsure how to proceed. How do you handle the situation and get the project back on track?

- *Ethical Dilemma in Business Strategy:* As the leader of a start-up, you are offered a lucrative partnership that could rapidly grow your business. However, the

partnership comes with ethical concerns about environmental practices. How do you approach this decision?

- *Innovating in a Stagnant Market:* You are leading a product development team in a company facing declining market share due to outdated products. The company expects you to propose an innovative solution. How do you identify the right opportunities and lead your team to create something impactful?

- *Managing a Multigenerational Team:* You are assigned to lead a diverse team that spans different age groups, with generational gaps causing tension and miscommunication. How do you ensure effective collaboration and bridge these gaps to achieve team goals?

End of Annexure 02