

# REFLECTIONS: A GRASSROOT GAZETTE

Inside these walls a brighter tomorrow



## *Message from our Director*

November month was as usual a busy month at the Academy. A key happening in this month was the Board of Trustees meeting to approve the audited financials of FY 21-22 and review the operational performance for the period Apr-Oct'22.

I am happy to share the news that NABARD has awarded the Academy another project under their Skill Development Initiative. This will be a CPMM batch in the Vellore District. The CPMM 17th batch (Kanchipuram District) fully sponsored by NABARD, which was inaugurated in August, concluded this month with the final evaluation. Placement interviews and related processes are underway.

The 18th CPMM batch was inaugurated in Namakkal and the classroom sessions are progressing as per schedule. In TN, the forthcoming batches are planned at Kanchipuram, Chengelpet, Vellore, Pondicherry, Thiruvannamalai etc.

HIH and HIH Academy put up a joint stall at the CSR Summit held in New Delhi. We were able to showcase our credentials and have been successful in building a good network for collaborations.

We have signed up an MOU with Asan College of Arts and Science and are in an advanced stage of discussions for conducting courses/ programs for their students and faculty.

The 2nd batch of the Certificate Program in Housing Finance developed by the Academy for Varashakti Housing Finance (VSHF) was successfully completed during the month and all the candidates have secured placement. Planning is on for the next batch.

The next batch of the Leadership Training Program for the RMs of Belstar Microfinance was conducted at the Academy. Apart from classroom sessions, it included a field orientation trip covering few of the HIH project interventions.

The Academy played host to various programs of the group entities- Operational review meetings of Belstar and Belstar-MSME staff training.

I welcome Mohd Tayyab Farooqui-RTM Maharashtra to the HIH family and congratulate Ms Soumi Chatterjee-RTM Gujarat for winning the Best RTM award for Q2.

We are in discussion with the MG school and CLEP teams for associating with various initiatives. As new variants are being reported, I request all of you to follow COVID protocols and remain safe.

Happy reading and we look forward to your feedback.

**S Chandrasekar**

Director

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## Training outreach

During the month, the training team continued their sessions on 'BR.NET' for those regions where it was not taken up during October 2022. In addition to this, the team also conducted regular induction training programs for the new joiners, which included Welcome calls, Common Induction and Role Based Induction. After the individual 'Welcome Call' to the new joiners, Regional Training Managers (RTMs) conducted the Common Induction training which was for two days. Once the common modules were made understood, RTMs took up the role-based modules depending on the role performed by the new joiners. The Role Based Induction training is a one-day program.

A total of 256 training sessions were conducted during the month, which covered 1873 participants and 2321 man-days.

S.No.	Topic	No. of sessions	No. of participants	Man-days
1	Common Induction training	34	398	796
2	Role based Induction training	39	359	359
3	Branch Refresher Training	69	548	548
4	BR.NET	23	455	455
5	RM Leadership training	3	25	75
6	Observation & Demonstration Training (ODT)	88	88	88
		<b>256</b>	<b>1873</b>	<b>2321</b>

## Leadership Development Training



The Academy conducted the fourth batch of the Leadership program during 21-23 November, 2022, in which 25 RMs mainly from North Indian states participated. In this regard, as per the guidance of Belstar HR, the Academy designed

and rolled out an exclusive training program for the Regional Managers of Belstar. The three-day program focused on Leadership Development and gave an insight to all participants to improve the leadership skills and abilities, effectively manage change, adopt to better work culture, and nurture future leaders to accomplish the tasks successfully. During the session, Dr. Kalpana Sankar, MD, Belstar addressed the participants and motivated them.

### Best trainer award



To motivate and incentivize the RTMs, a quarterly award scheme has been instituted. This carries a certificate and a cash prize.

#### Ms Soumi Chatterjee

Regional Training Manager, Gujarat has been selected for the Best trainer of the Quarter award for Q2 (FY 2022-23). She was awarded for outstanding performance and delivering impactful training to Belstar Microfinance Limited.

### Welcome



Mr. Mohd Tayyab Farooqui has joined as Regional Training Manager based out of Pune, Maharashtra. He will be handling the training requirements for Maharashtra.

He holds a post graduate degree in Master of Computer Applications (MCA). While welcoming him to the HIH family, we wish him a long and successful career at the Academy.

# Courses

The 17th batch of the Certificate Program in Microfinance Management (CPMM) fully funded by NABARD has completed its 75 days of sessions by 30th November, 2022 with a final evaluation. The Academy team has started facilitating the placement process with Belstar HR.



**CPMM 18, Namakkal:** The 18th CPMM batch was inaugurated in Namakkal and the sessions are progressing well as per the schedule. Mr. S Chandrasekar, Director, HIH Academy inaugurated the batch on 9th November 2022.



## Faculty Re-Orientation Workshops at Vels University

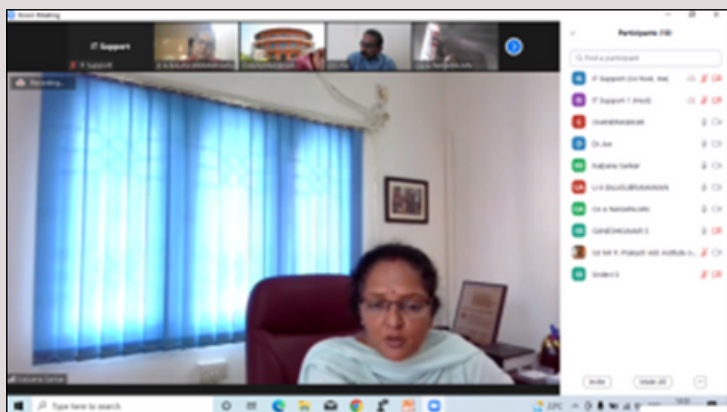
The Academy conducted a 5-Day Faculty Development Program (FDP) on Entrepreneurship and Startup promotion activities in June 2022. As a follow-up activity, a Re-Orientation workshop was conducted by Mr Yeshaswi Nag for the Faculties for two days on 10th Nov and 25th Nov 2022 on Innovation, Ideation and New Product Development. 27 Faculty members attended the program.



## Certificate Program in Housing Finance

The second batch of the Certificate Program in Housing Finance (CPHF) designed by the Academy for Varasakthi Housing Finance(VSHF) Pvt. Ltd was inaugurated at the Academy on 1st November 2022. It completed its 17 days of course- classroom and field exposure, by 17th November 2022. After the successful completion of the course, the entire batch received offer letters from VSHF and onboarding was done and the new joiners commenced their roles.

## Board Meeting



The Academy conducted its Board meeting for the FY 2022-23 on 25th November 2022. Besides reviewing and approving the financial statements for the year ended Mar 2022, the trustees reviewed the Academy's progress and achievements during April- Oct'22. The Trustees were happy with the progress and new initiatives and appreciated the entire team for its improved performance.

# Exploring New Partnerships

## Participated in National Level “India CSR Summit’ at New Delhi

CSR Box is India’s largest CSR Analytics and Partnership platform working to bridge the Implementing Agencies with Corporates. A National Level “India CSR Summit” was organized by CSR Box on 15th and 16th Nov 2022. The Academy team participated in the event and put up a stall on behalf of Hand in Hand India and Hand in Hand Academy. Many potential companies/corporates/Govt Agencies visited our stall and evinced interest in getting associated. Parallely Dr. Joe and Mr. Yeshaswi attended selective sessions, where they had opportunities to discuss about our entities and seek funding/collaborative support. On behalf of P&A Mr. Prasanth associated with the Academy team to establish the connection.



## MoU Signed with Asan College of Arts & Science

The Academy signed an MoU with the Asan College of Arts and Science Chennai to bridge the gap between Industry and Academia by facilitating academicians and students with the latest updates in the Industry and providing value-added courses to the students to make them employment ready.



## Hosting special programs

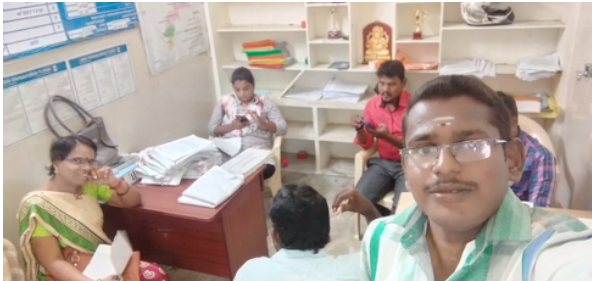
The Academy played host to various programs of the group entities- Operational review meetings of Belstar and Belstar-MSME staff training.



**M**r Srinivasan, a 22-year-old B.Sc. graduate from Little Kanchipuram was approached by the Academy staff and was motivated to undertake the CPMM course and job employment with MF Sector.



He is a physically challenged candidate. And while going through the selection process, he got rejected by the panel (employer organization team) for want of a driving license for the fieldwork. We understand that the MF sector at frontline jobs demands intensive field visits. Mr Srinivasan drives two-wheeler vehicles but technically he is unable to get a driving license. Considering his learning attitude and his need for a job, our Director gave an



exemption approval for his admission to the course and asked the Academy team to support him with his driving license or to get out of the issue of DL by using an electric vehicle. The team is supporting him in that.

From day one, his consistency in regularity was appreciated by everyone. He says that as a takeaway from this course, he learnt about microfinance, client approach and communication, analyzing capacity for loan eligibility, process and repayment retention.

The course has given him the confidence to undertake his career and improve his life. Post successful completion of the course at the Academy, he got an offer letter for employment for the position of **Sales Officer based in the Kanchipuram West branch with Belstar Microfinance Limited.**

## Motivational buddies

### Fear

It is said that before entering the sea a river trembles with fear.

She looks back at the path she has travelled, from the peaks of the mountains, the long winding road crossing forests and villages.

And in front of her, she sees an ocean so vast, that to enter there seems nothing more than to disappear forever.

But there is no other way. The river cannot go back. Nobody can go back.

To go back is impossible in existence.

The river needs to take the risk of entering the ocean because only then will the fear disappear, because that's where the river will know it is not about disappearing into the ocean, but of becoming the ocean !!

-Khalil Gibran

## What I can control and what I can't



As is our **Thought**, so is our **Feeling**.  
 As is our **Feeling**, so is our **Attitude**.  
 As is our **Attitude**, so is our **Action**.  
 As is our **Action**, so is our **Habit**.  
 So our **Habits** are our **Personality**  
**"Thoughts are roots for all our Actions"...**



## SMEs essential for the Indian microfinance market to grow with 11.3% CAGR until 2028



## Rating Agencies Say Ban On Short-Term Loan Securitisations To Crimp Volume

The RBI has barred securitisation of loans with residual maturity of under 365 days, other than for trade receivables.

The ban imposed by the Reserve Bank of India on short-term loan securitisation will hit the industry, especially gold and personal loan segments as also microfinance borrowing, three rating agencies said in separate notes.

The RBI amended the master directions on the securitisation of standard assets, barring securitisation of loans with residual maturity of under 365 days with immediate effect, other than for receivables.

The changes will limit the issuance of pass-through certificates backed by shorter tenure loans originated by non-banking finance companies and will affect 5% of such deals as the ban makes gold and personal loans out of bounds for PTCs, the largest rater Crisil said in a note.

Most microfinance institution loans have a tenor of 18-24 months. The minimum holding period for loans with a tenor of up to 24 months is three months from the first installment date. This means the timeframe for securitisation will be eight months only, as these loans cannot be securitised during the first four months and the last 12 months of their tenor, it said.

India's central bank has rolled out a pilot of its proposed digital rupee, enlisting nine private and state-owned banks to conduct interbank transactions with this form of currency.

The digital rupee bears the same value and legitimacy as a banknote or a coin, except that it takes no physical form—which makes transfers and settlements easier and more efficient. The new pilot, the first of several, will test the digital rupee in what the Reserve Bank of India (RBI) calls the "wholesale segment." In a note, the RBI said: "The use case for this pilot is the settlement of secondary market transactions in government securities. The use of the digital rupee-wholesale segment is expected to make the inter-bank market more efficient."

The nine banks included in the pilot are the State Bank of India, Bank of Baroda, Union Bank of India, HDFC Bank, ICICI Bank, Kotak Mahindra Bank, Yes Bank, IDFC First Bank, and HSBC. Eventually, the digital rupee will be piloted in retail banking as well, for public use.



India's microfinance market is expected to grow at a CAGR (compound annual growth rate) of 11.3 per cent until 2028 and the growth of SMEs is one of the key drivers supporting this expansion, as per a recent report.

According to a study by Report Ocean, due to increasing microenterprises, government initiatives to support microfinance, and reduced interest rates the India Microfinance Market is booming.

The report has also predicted the nationwide microfinance sector to grow rapidly in the years to come. "The crucial role microenterprises play in advancing economic development is favourably affecting the market growth," said the report.

Presenting prospects for the business in the future, the microfinance sector has a high penetration of modern technologies in emerging markets, including POS, ATMs, mobile banking, and others. For example, the Indian government has developed several financial assistance programs for current and future MSMEs.

These programs are designed to give aspirant MSMEs financial support so they can establish themselves and/or reach their full potential, said the report.

Suggestions? Feedback?  
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