
Contributor Personality Development Program (CPDP)

GTU Code: 3150004

Equip our students for a
career in this changing world

ILLUMINE FOUNDATION
illuminefoundation.org



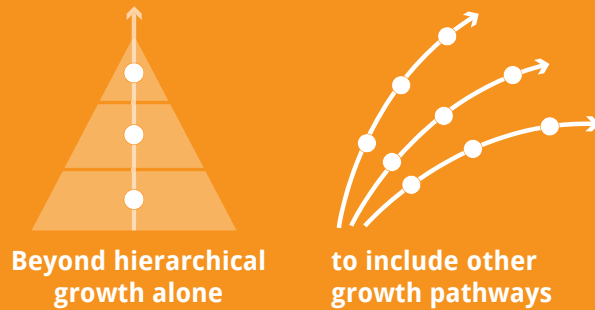
Contents

1. The Future our students are entering
 2. The role we can play as educators
 3. The new Contributor Personality Development Program
(CPDP Code: 3150004)
 4. How you can deliver such a program simply & effectively!
 5. What students get
 6. How to get started
-

The Future our students are entering ...

The future of work is challenging

1 New Pathways of Career Growth are emerging



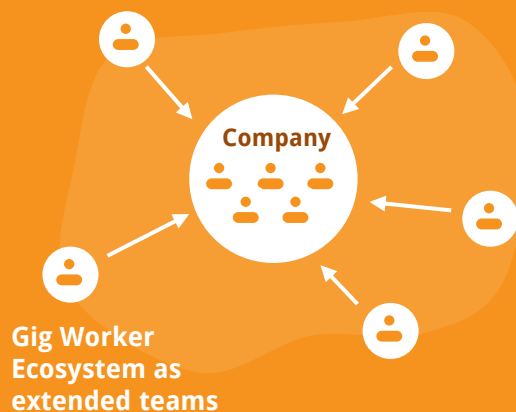
2

Models of working are changing

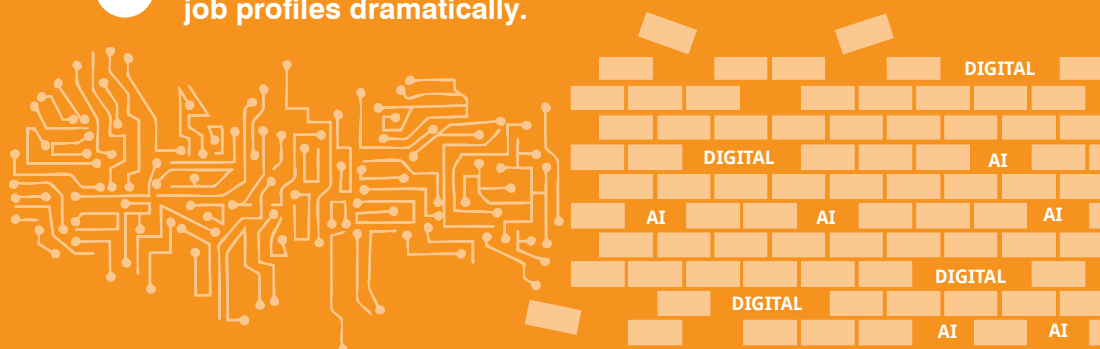


3

Growth in gig economy. So people can deliver specific tasks for companies.



4 Digitization & AI are changing job profiles dramatically.



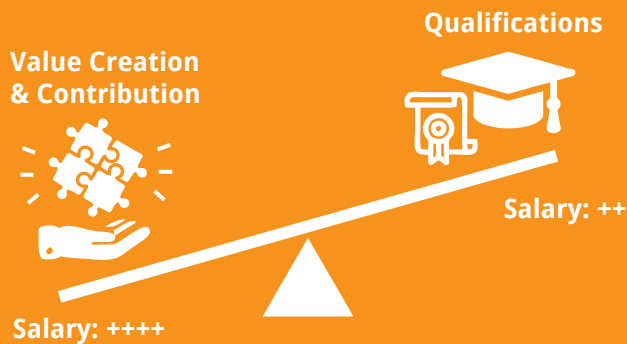
Expectations from employers are also changing

1

Some leading companies are using contributor mindset tests to assess employees and place them based on their mindset profile.

CONTRIBUTOR ASESMENT REPORT

 Contribution Orientation <input checked="" type="checkbox"/> Y <input type="checkbox"/> N	Mindset Profile ▾ _____ ▾ _____ ▾ _____ ▾ _____ ▾ _____ ▾ _____
--	--

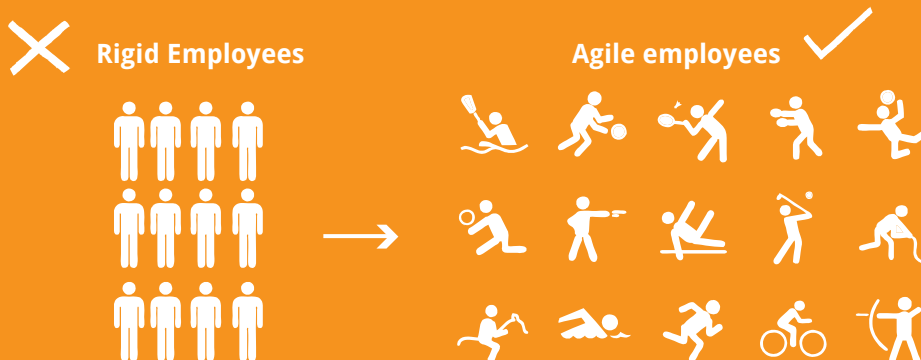


2

More and more companies are connecting salaries & promotions to value creation & contribution in the company; not just skills & qualifications.

3

Organizations are becoming more agile and responsive to deal with market changes. So they demand that their people become highly agile (not just process employees).



How to equip our students for a career in this changing world i.e. how to make them future-ready?

The role we can play as educators

As an educator we can be the
'bridge' between students'
education and the world of work



**Domain/
technical
training in
college**



Future of Work

Increasingly
complex Uncertain
New challenges &
opportunities

Can we, along with giving them
domain/ technical training,
also build their capacity to deal
with the future of work?



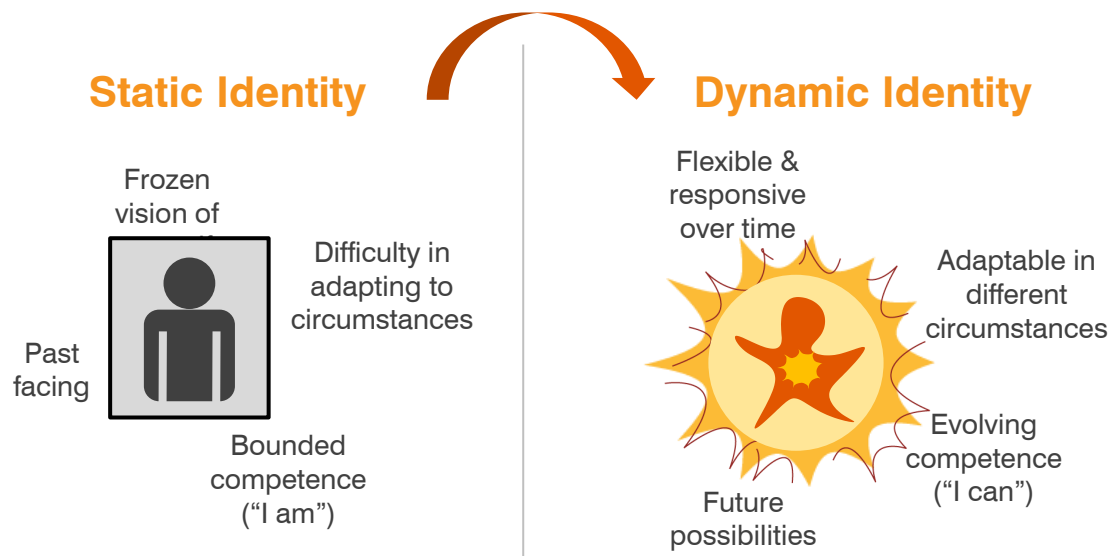
How CPDP can build capacity to deal with the future of work

1 Combining values + effectiveness in every work taken up

This helps them be more results-orientated, while retaining human-values. Therefore it helps them work more effectively.



2



This helps them become more agile and flexible, so that they can adapt to the fast-changing demands of organizations.

3



**Respond as a
Victim of
Circumstances**

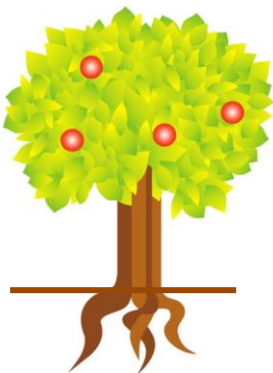


**Respond as a Creator
of my Destiny**

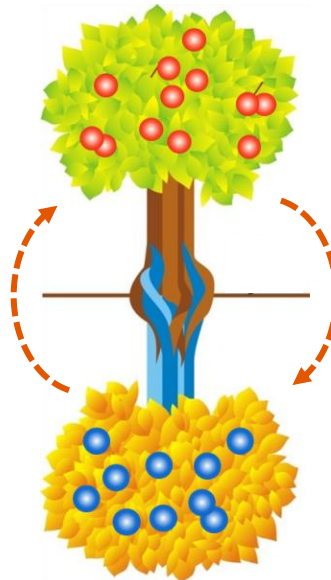
This helps them take ownership & responsibility wherever they work; and stop being complainers.

4

Narrow Success

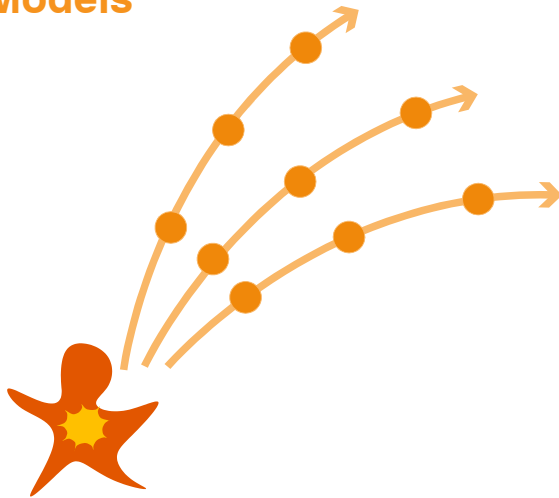


Sustainable Success



This helps them make better choices in their life, that leads to long-term career fulfillment and lasting success.

5 Career Development Models



This helps them see different and even unconventional career models possible, beyond the usual.

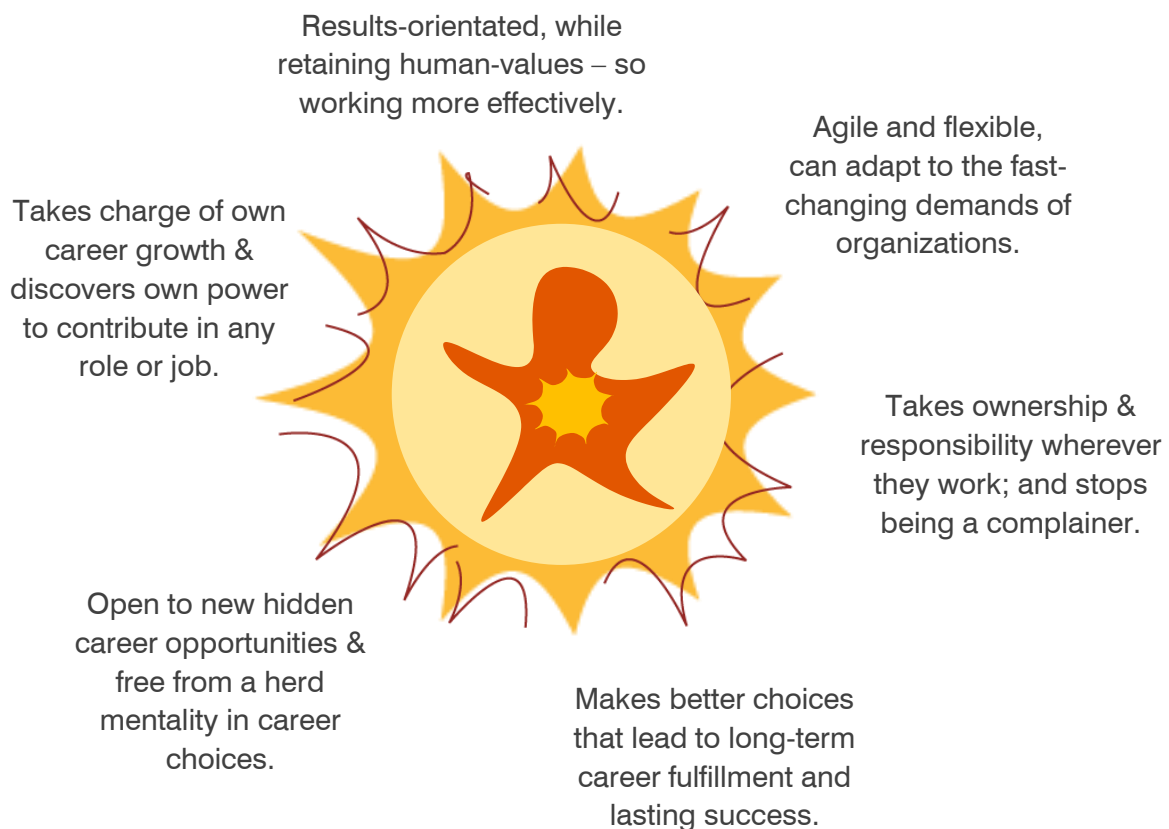
This opens up new hidden opportunities such an environment offers. And also frees them from a herd mentality when making career choices.

6 Expanding Role Contribution



This helps them take charge of their own career growth & discover their power to contribute in any role or job.

The goal is to build Future-ready Contributors



The New Contributor Personality Development Program

In this semester there will be 6 units of 2 hours each

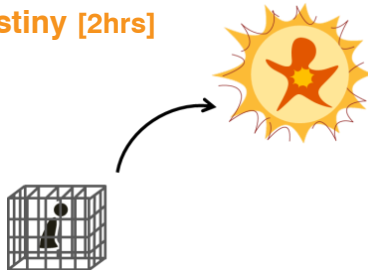
1. The Contributor Work Ideal [2hrs]



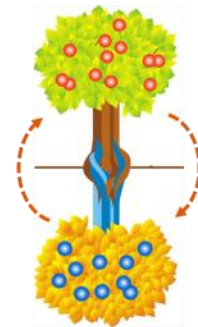
2. Identity & Self-esteem [2hrs]



3. Become a Creator of one's destiny [2hrs]



4. Achieving Sustainable Success [2hrs]



5. Career Development Models [2hrs]



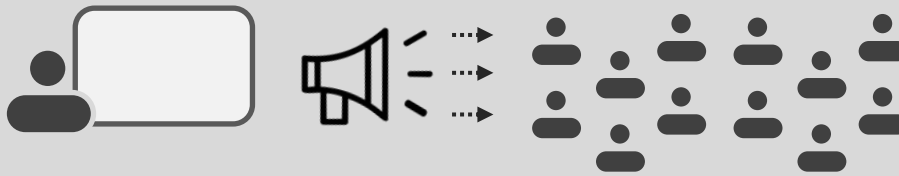
6. Expanding contribution in every role



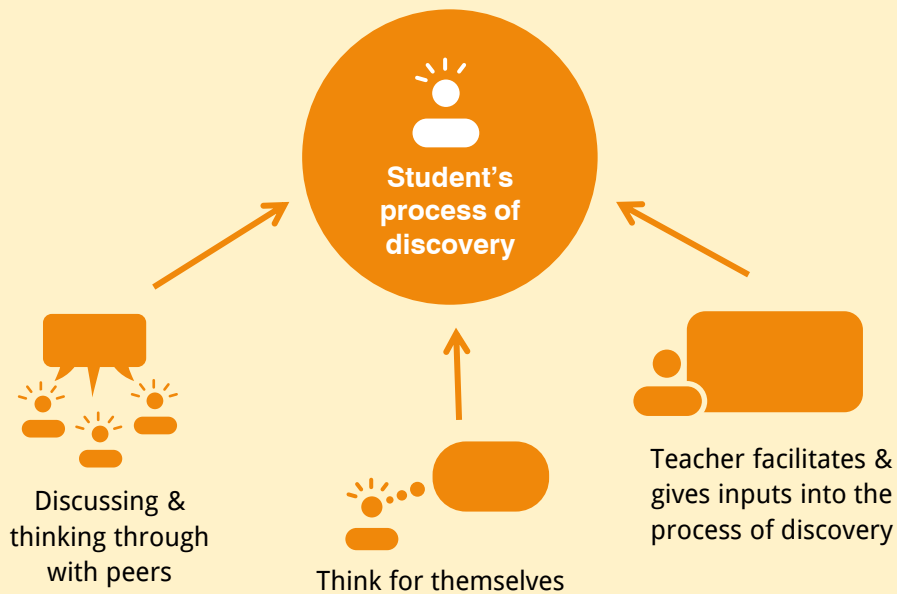
How is this taught?

CPDP uses 'discovery' based learning. It is not a 'tell' program.

**Sustainable changes in thinking & behavior
CANNOT BE DONE through 'TELL' programs...**



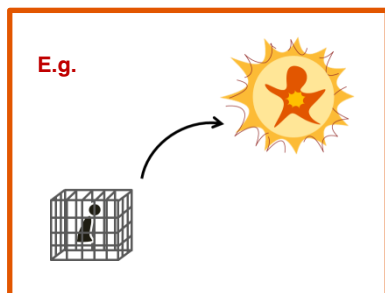
...it is done through a process of discovery



In each unit, to reach the outcome, students are enabled to bring changes in their own thinking through a discovery process

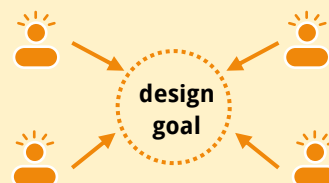
MULTIPLE LEARNING PATHWAYS

OUTCOME



Design Exercises

Think and work together to build a solution or develop answers, towards a design goal



Real-life Scenarios

Recognize the thinking, choices, and behaviors in action, as they play out in context



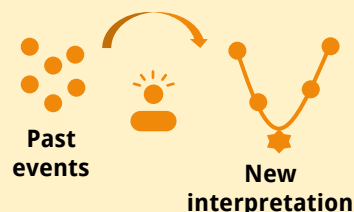
Self-assessment

Reflect and discover new aspects of oneself through self-mapping & self-assessment exercises



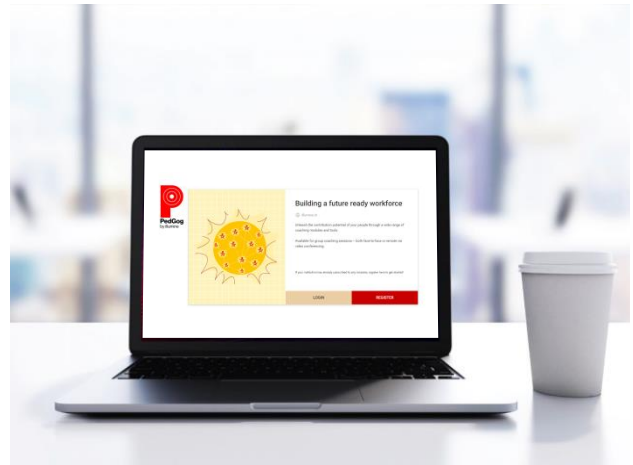
Learning from one's own experiences

Share stories and examples from one's own life and re-interpret these experiences in light of new thinking



How you can deliver such a program simply & effectively!

You are given a digital platform supported by 20 years of research in scalable learning & by content which has been delivered in various forms to more than 2 million people.



BACKGROUND:

1. Content that has been developed & tested over a decade across universities, including the IITs.
2. The teaching pedagogy for this subject, has been evolved over 7 years in Gujarat Technological University and in several other major universities.
3. Based on more than 20 years of research in assimilation methodologies for enabling changes in human thinking. And used by some of India's largest corporations.
4. In the past few months, research has been on to translate these discovery-based methods of learning into a digital learning environment - where students can get involved, think together, and participate even though they are remote.



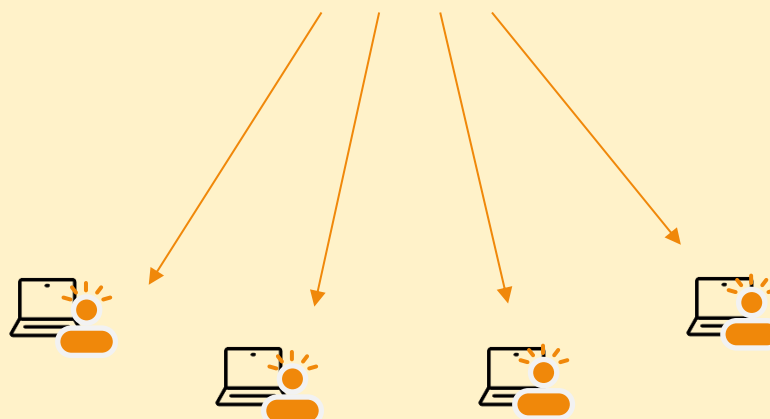
As the teacher, you can use the modules as the base to conduct remote classes using any web-conferencing software to screen share....

1. Access Course Content online



2. Invite students for a class using Video Conference Tools (such as Zoom, Teams, Skype, etc.)

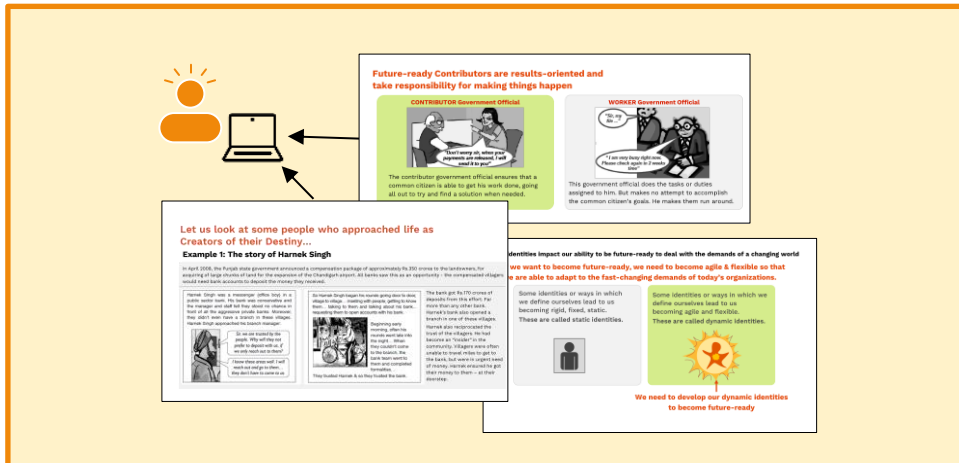
3. Share screen of course content to conduct class



4. Students participate from their homes

What students get

Digital Textbook



- **Free of cost**, students get access to a similar platform as a digital textbook.
- Using which students can go through the program content at their own pace.

Professional Contribution Certification



To be launched in 2 months & made available to students who go through CPDP

- All students who have gone through CPDP can opt to do the Professional Contribution Certification Program offered by Illumine Foundation.
- This will help students showcase their **Contributor Index™** to employers. This enhances their employability prospects.

How to get started

1. Register your College for Contributor Personality Development Program (CPDP CODE: 3150004) elective

Contact an Illumine Foundation Host (details below) to register your college for this course under Gujarat Technological University.

2. Get access to the Digital Platform

Once registration is completed, teachers assigned for the course will get an access code to the Illumine Pedgog Digital Course Platform.

3. Get trained for conducting the course

You can get started by using Self Training Resources available on the platform for every module. If you wish to opt for a formal training, connect with our hosts (details below).

For Further Queries, contact:

Amrita Sahu – Email: amrita.s@illuminefoundation.org / Ph: +91 98335 62341

Sudeshna Das – Email: sudeshna.d@illumine.in / Ph: +91 98197 49771

Parul Sonpal – Email: parul@illumine.in / Ph: +91 98339 86860



ILLUMINE FOUNDATION

Regd. Office: No.3, Khurshed House, 604-D, Lady Jehangir Road,
Dadar (E), Mumbai 400 014, India;

Website: www.illuminefoundation.org