

Building Future Leaders: Youth Empowerment, Skill Development & Inclusive Growth for Viksit Bharat 2047

Value Added Course (VAC) 2025

Amity Business School, AUUP

Report compiled by: Office of Student Development

Date of Compilation: April 2025

Abstract

This report presents a detailed account of the Value Added Course (VAC) 2025, organized by Amity Business School, AUUP, under the overarching theme “*Building Future Leaders: Youth Empowerment, Skill Development & Inclusive Growth for Viksit Bharat 2047.*” Conducted every Thursday from January 30 to March 27, 2025, the course comprised seven meticulously curated sessions designed to address India’s urgent need for leadership that is not only future-ready but also socially inclusive and ethically grounded.

Spanning a wide spectrum of disciplines—from adolescent psychology and ethical leadership to social entrepreneurship, strategic human resources, mentorship, and artificial intelligence—the program featured distinguished speakers from academia, public sector enterprises, the startup ecosystem, and the nonprofit world. Each session aimed to equip students from diverse functional areas (Management, Finance, HR, IT, Social Entrepreneurship, etc.) with the essential mindsets, skill sets, and toolkits required to lead India’s transformation journey toward *Viksit Bharat 2047*.

The sessions were interactive and experiential in nature, including components such as role-playing exercises, ethics code development, Edu-tech prototyping, peer-coaching, and hackathon-style ideation challenges. These formats encouraged hands-on learning, critical thinking, and cross-disciplinary collaboration. Participants were actively involved in analyzing real-world case studies, engaging in group projects, and reflecting on strategic leadership themes, thereby bridging the gap between theory and practical application.

The course outcomes indicate a measurable improvement in leadership capabilities across several domains:

- **Ethical and empathetic decision-making**
- **Grassroots innovation and entrepreneurship**
- **Diversity and inclusion in workforce planning**
- **Effective mentoring and feedback systems**
- **Digital literacy and AI-based skill development**

These learnings are aligned with the vision of Viksit Bharat 2047, emphasizing inclusive growth, technological readiness, and socially conscious leadership.

This report is structured according to the APA formatting style and includes detailed analyses of each session, including speaker profiles, program flow, key takeaways, participant engagement levels, and reflective summaries. Additionally, it provides consolidated outcomes, impact assessments, and appendices documenting key deliverables from the course.

In essence, the VAC 2025 initiative stands as a robust model for integrated leadership education that fosters empowered, skilled, and socially responsible youth leaders committed to shaping India's future.

Introduction

The vision of *Viksit Bharat 2047* represents India's collective aspiration to emerge as a fully developed, globally competitive, and socially inclusive nation by the 100th year of its independence. This ambitious national agenda places a significant emphasis on human capital development, particularly among the youth. As the country stands at the cusp of demographic advantage, the role of young leaders becomes central to driving innovation, sustaining economic growth, ensuring equitable development, and upholding democratic values. In this context, nurturing a new generation of empowered, ethical, and future-ready leaders is not just a policy imperative but a national responsibility.

In alignment with this vision, the Value Added Course (VAC) 2025 was launched by Amity Business School, AUUP, as a forward-looking academic initiative. Themed "*Building Future Leaders: Youth Empowerment, Skill Development & Inclusive Growth for Viksit Bharat 2047*," the program was designed to cultivate core leadership capabilities, foster critical thinking, and instil a strong sense of social responsibility among students across multiple disciplines—including management, finance, human resources, information technology, and social entrepreneurship.

Conducted over a series of seven sessions held every Thursday from January 30 to March 27, 2025, the VAC 2025 brought together renowned speakers, practitioners, educators, and thought leaders from various sectors. These sessions covered a broad thematic range: adolescent mental health and parental leadership, ethical frameworks in management, grassroots social innovation, strategic HR for inclusion, mentorship and coaching models, and the application of artificial intelligence in skill development. Each session was structured to provide a blend of conceptual knowledge and experiential learning through lectures, interactive workshops, case study analysis, and hands-on activities like role-plays, peer coaching, group discussions, and hackathon-style innovation challenges.

This report provides a comprehensive chronicle of the VAC 2025 program. It details the structure and content of each session, capturing the pedagogical approaches employed, participant engagement strategies, and the real-world applicability of the learning material. Special emphasis is placed on documenting the impact of the sessions on student perspectives, collaborative skills, and leadership development. The sessions were not merely academic in nature but aimed to cultivate emotional intelligence, ethical reasoning, adaptability, and systems thinking—competencies that are critical for young leaders in a rapidly transforming world.

Furthermore, this report outlines key outcomes achieved during the course. These include an enhanced understanding of ethical dilemmas in leadership, the ability to design inclusive workforce strategies, increased awareness of social entrepreneurship models, and the development of digital literacy with an emphasis on inclusive technological innovation. The diverse backgrounds of speakers and the interdisciplinary nature of the sessions enabled students to approach leadership from a holistic, problem-solving lens.

By documenting both the structure and the substance of the VAC 2025 initiative, this report aims to offer actionable insights for academic institutions, curriculum designers, and policy stakeholders interested in youth leadership development. It also serves as a replicable model for similar initiatives seeking to align educational outcomes with the long-term national objectives of Viksit Bharat 2047. The detailed session analyses, outcome mapping, and reflective commentary included in this document are intended to inform future iterations of the program and contribute to the broader discourse on building sustainable leadership pipelines in India.

Programme Schedule & Panel of Speakers

Date	Speaker	Designation / Organization
30 Jan 2025	Dr. Ritu Gupta	Pediatrician, Adolescent Health Expert & Life Coach for Parents
6 Feb 2025	Dr. Pranav Kayande	Professor, Dr. D.Y. Patil B-School, Pune
13 Feb 2025	Mr. Sushil Saxena	Ex-Chief Manager, Bank of Baroda
13 Feb 2025	Ms. Shefali Khare	Customer executive, Pepsico India Holdings Pvt. Ltd. Delhi NCR
20 Feb 2025	Ms. Piyali Roy	Founder, Saakshar Hum Foundation Charitable Trust
27 Feb 2025	Mr. Sri K. Sibanarayan Patro	Ex-Director (Personnel), ECL Coal India Ltd
27 Feb 2025	Dr. Radhashyam Mahapatro	Ex-Director (HR), NALCO
6 Mar 2025	Mr. Rajeev Bhadauria	Global Speaker, Mentor & “Managing Partner” at Ebiz4All
27 Mar 2025	Mr. Ayush Singhal	Founder, Codemate.ai

Session 1: Adolescent Well-being & Parental Leadership



Value Added Course

BUILDING FUTURE LEADERS : YOUTH EMPOWERMENT, SKILL DEVELOPMENT AND INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047



Prof (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School
AUUP



Dr. Ritu Gupta
Pediatrician, Adolescent Health
Expert, Life Coach for Parents,
Teens & Young Adults



Dr. Vijit Chaturvedi
Professor
Amity Business School,
AUUP



Dr. Jaya Yadav
Professor,
Amity Business School,
AUUP



Dr. Richa Sharma
Associate Professor
Amity Business School,
AUUP

Programme Convenors

VENUE:
Microsoft Teams

Date & Time
30th January
Time 2.15 pm to 5.00 pm

Date: 30 January 2025

Time: 2:15 PM – 5:00 PM

Session Coordinator: Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speaker: Dr. Ritu Gupta, Paediatrician, Adolescent Health Expert, and Certified Life Coach

The inaugural session of the Value Added Course (VAC) 2025 laid a strong foundation for the leadership series by delving into one of the most formative stages of human development—adolescence. Conducted by Dr. Ritu Gupta, a reputed paediatrician and life coach with extensive experience in adolescent well-being and parental guidance, the session focused on understanding the psychological and emotional landscape of teenagers and the pivotal role parents and guardians play in shaping their growth.

Dr. Gupta initiated the session with a short-guided mindfulness exercise, emphasizing the importance of self-awareness and emotional regulation—skills that are critical not just for adolescents, but for future leaders as well. She then moved into an interactive talk that

unpacked common developmental challenges faced by today's youth, including anxiety, identity confusion, digital dependency, peer pressure, and academic stress. The discussion was enriched with real-world vignettes and case studies that illustrated the nuanced dynamics between parents and adolescents in contemporary households.

A key highlight of the session was the exploration of practical strategies that parents—and by extension, leaders—can employ to foster autonomy, resilience, and emotional intelligence in others. Concepts such as empathetic listening, non-judgmental communication, and the establishment of consistent yet flexible routines were emphasized. Participants were encouraged to reflect on their own upbringing, leadership influences, and how emotional support systems influence behavioral outcomes.

Following the interactive lecture, the session transitioned into breakout role-play activities where students were given simulated scenarios involving adolescent-parent conflicts, such as managing screen time, dealing with peer influence, and responding to academic performance pressure. These exercises offered participants the opportunity to practice assertive yet compassionate communication techniques, understand boundary-setting, and offer constructive feedback—competencies that are transferable to managerial and leadership contexts as well.

The concluding segment of the session was an open Q&A round, during which students raised pertinent questions about adolescent mental health red flags, handling difficult conversations, and fostering psychological safety in both home and organizational settings. Dr. Gupta provided insightful responses grounded in both clinical experience and behavioral science.

Key Takeaways:

- Recognition of the unique psychological needs of adolescents and the evolving role of parents as mentors
- The importance of cultivating resilience and emotional intelligence from a young age
- Use of empathetic listening and structured routines to build trust and autonomy
- Practical exposure to real-life leadership conversations through role-play activities
- Introduction to feedback mechanisms as tools for both parenting and professional leadership

Programme Flow:

1. **2:15–2:30 PM** – Welcome, Introductions, and Ice-breaker
2. **2:30–4:00 PM** – Interactive Talk with Case Studies
3. **4:00–4:45 PM** – Breakout Role-Play Exercises
4. **4:45–5:00 PM** – Q&A and Concluding Remarks

Overall, this session not only highlighted the intricacies of adolescent development but also drew meaningful parallels to leadership development in organizational settings. By placing emotional intelligence at the heart of both parenting and leadership, the session effectively linked personal development with professional success—underscoring the foundational values of the VAC 2025 series.



Session 2: Fostering Ethical Leadership in Management Education

AMITY BUSINESS SCHOOL

Value Added Course

BUILDING FUTURE LEADERS : YOUTH EMPOWERMENT, SKILL DEVELOPMENT AND INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047

Prof (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School
AUUP

Speaker
Dr. Pranav Kayande
Professor
Dr. D.Y. Patil B-School
Pune

Dr. Vijit Chaturvedi
Professor
Amity Business School,
AUUP

Dr. Jaya Yadav
Professor,
Amity Business School,
AUUP

Dr. Richa Sharma
Associate Professor
Amity Business School,
AUUP

Programme Convenors

VENUE:
Microsoft Teams

Date & Time
6th February
Time 2.15 pm to 5.00 pm

Date: 6 February 2025

Session Coordinator: Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speaker: Dr. Pranav Kayande, Professor, DY Patil B-School, Pune

Session 2 of the VAC 2025 series took a critical turn toward one of the most essential components of future-ready leadership: ethics in management. The session, led by Dr. Pranav Kayande—an esteemed academic and management educator—centred on embedding ethical consciousness into business decisions, particularly in the formative stages of management education. With increasing scrutiny on business conduct and corporate governance globally, the session explored how moral reasoning and ethical principles must be internalized early in a leader's academic journey.

The session began with a formal welcome and contextual overview by the coordinator, Dr. Vijit Chaturvedi. She emphasized the relevance of ethics in today's volatile business environment and how emerging leaders will be responsible for driving not only growth but

integrity in their organizations. Dr. Kayande's lecture commenced with a structured overview of ethical decision-making frameworks, including deontology, consequentialism, and virtue ethics, helping students understand the theoretical underpinnings of morality in business.

In a uniquely engaging approach, Dr. Kayande introduced motivation theories—particularly Maslow's Hierarchy of Needs and the Porter-Lawler Expectancy Model—to explain how ethical behavior in organizations can be cultivated by aligning individual motivation with broader social responsibility. By illustrating how unmet psychological or esteem needs might drive unethical behavior, and how misaligned incentives often lead to moral compromise, the session provided participants with a holistic understanding of why ethics must be supported by both internal values and external systems.

The core component of the session involved a participatory group activity, wherein students were assigned roles within hypothetical startup teams and asked to collaboratively draft a code of ethics. Each team was challenged to resolve tensions between financial pressures and ethical conduct—such as data privacy issues, fair labor practices, and environmental responsibilities—while maintaining competitiveness. This hands-on exercise fostered critical discussions on the feasibility of ethical practices in high-growth environments and the importance of moral leadership in startups, where formal governance structures are often absent.

The exercise not only developed strategic thinking but also offered students a real-world scenario to apply theoretical models. A recurring theme that emerged from group presentations was the critical need for incentive alignment—ensuring that rewards, recognition, and operational policies promote ethical outcomes rather than merely profit-centric behaviors.

The session concluded with a moderated panel-style Q&A, where students posed thought-provoking questions regarding ethical lapses in the corporate world, whistleblower protection, and the challenges of upholding ethics in global business operations. Dr. Kayande offered examples from both Indian and international business contexts, emphasizing that ethical leadership is a continuous journey that requires conscious cultivation at both personal and institutional levels.

Key Takeaways:

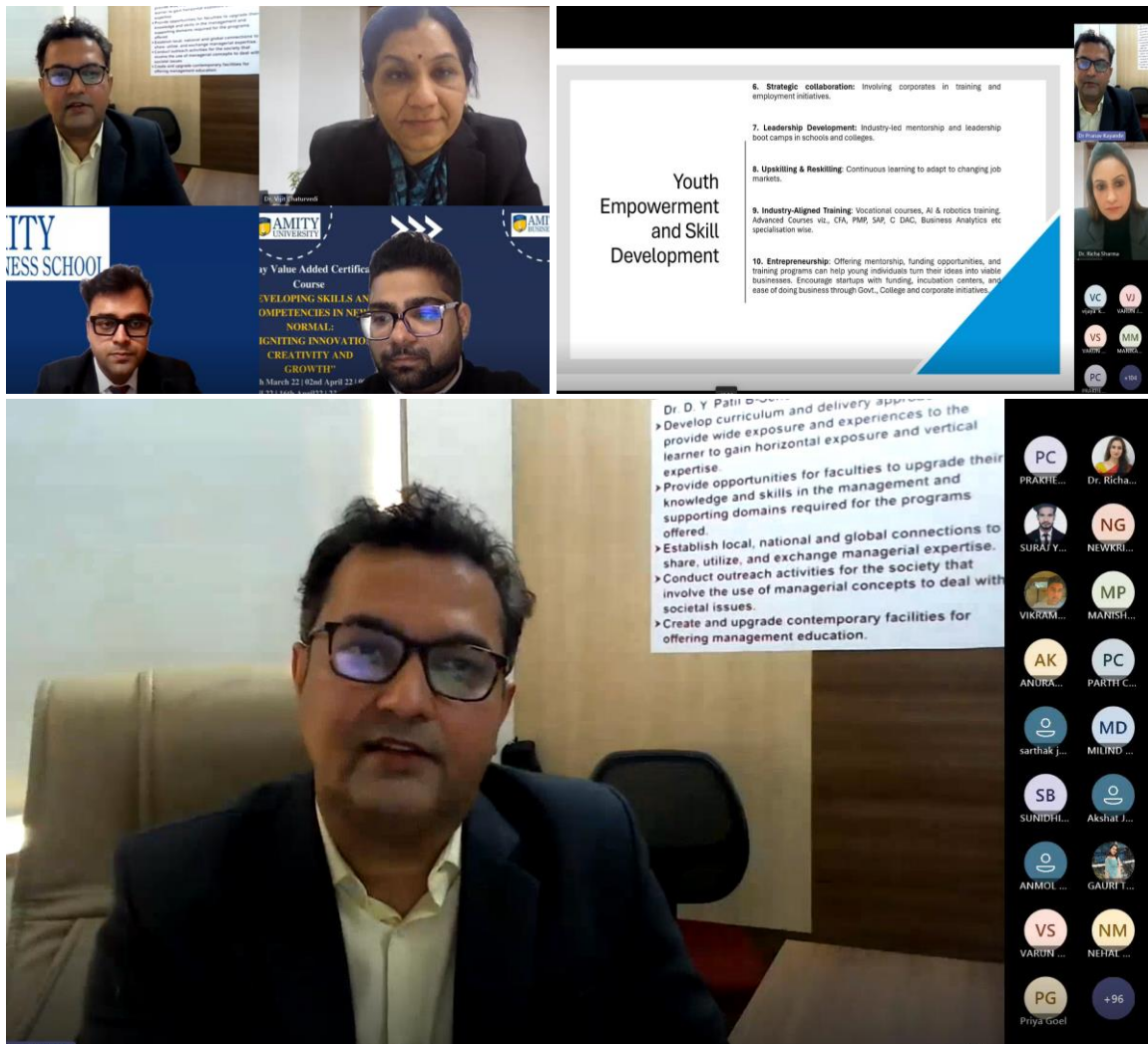
- Understanding the role of ethical theories in managerial decision-making
- Integration of motivation theory into ethical conduct frameworks
- Importance of value-based leadership in startups and emerging ventures
- Realization that incentive structures strongly influence ethical behavior
- Practical exposure to code of ethics drafting and stakeholder analysis

Programme Flow:

1. **Welcome & Context Setting** – Introduction by Session Coordinator

2. **Lecture on Ethical Theories** – Foundations and case applications
3. **Group Activity** – Drafting a Startup Ethics Code
4. **Panel Q&A** – Open floor for discussion and expert perspectives

This session reinforced that ethics is not an abstract ideal but a strategic asset that needs to be embedded into leadership from the very beginning. By fusing academic models with experiential learning, the session played a crucial role in shaping the moral compass of tomorrow's business leaders.



Session 3:

AMITY BUSINESS SCHOOL

Value Added Course

BUILDING FUTURE LEADERS : YOUTH EMPOWERMENT, SKILL DEVELOPMENT AND INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047

Prof. (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School AUUP

Speaker
Sushil Saxena
EX- Chief Manager
Bank of Baroda

Speaker
Shefali Khare
Customer Executive
Pepsico India Holdings Pvt Ltd
Delhi NCR

Dr. Rahul Gupta
Professor
Amity Business School,
AUUP

Session Coordinator

Dr. Vijit Chaturvedi
Professor
Amity Business School,
AUUP

Dr. Jaya Yadav
Professor,
Amity Business School,
AUUP

Dr. Richa Sharma
Associate Professor
Amity Business School,
AUUP

Programme Convenors

VENUE:
Microsoft Teams

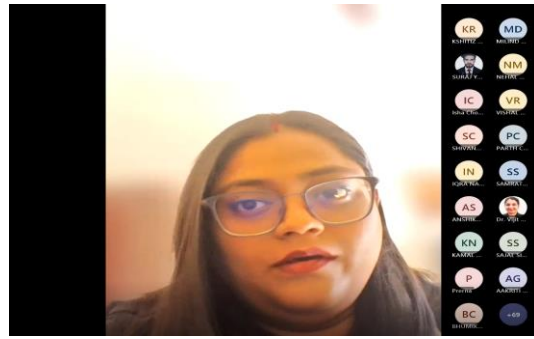
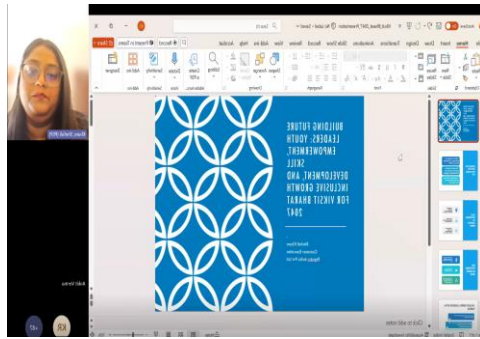
Date & Time
13th February
Time 1:00 pm to 5:00 pm

Date: 13 February 2025

Session Coordinator: Dr. Rahul Gupta, Professor, Amity Business School; Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speaker:

- Mr. Sushil Saxena, Ex-Chief Manager, Bank of Baroda;
- Ms. Shefali Khare, Customer executive, Pepsico India Holdings Pvt. Ltd. Delhi-NCR



Session 4: Social Entrepreneurship for Youth Empowerment

AMITY
BUSINESS SCHOOL

Value Added Course

BUILDING FUTURE LEADERS : YOUTH
EMPOWERMENT, SKILL DEVELOPMENT AND
INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047


Prof. (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School AUUP


Speaker
Piyali Roy
Founder of Saakshar Hum Foundation
Charitable Trust


Dr. Vijit Chaturvedi
Professor
Amity Business School,
AUUP


Dr. Jaya Yadav
Professor,
Amity Business School,
AUUP


Dr. Richa Sharma
Associate Professor
Amity Business School,
AUUP

Programme Convenors

VENUE:
Microsoft Teams

Date & Time
20th February
Time 2.15pm to 5.00 pm

Date: 20 February 2025

Session Coordinator: Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speaker: Ms. Piyali Roy, Founder, Saakshar Hum Foundation

The fourth of the Value Added Course (VAC) 2025 focused on the pivotal role of **social entrepreneurship in driving grassroots change** and empowering youth to become change agents within their communities. Led by Ms. Piyali Roy—an influential social entrepreneur and the founder of Saakshar Hum Foundation—the session highlighted how small-scale yet innovative education interventions can lead to significant social transformation, particularly in underserved rural and semi-urban regions of India.

Dr. Vijit Chaturvedi opened the session by setting the context for how youth-led ventures and civic leadership can align with the vision of **Viksit Bharat 2047**, India's roadmap toward becoming a developed nation. Emphasizing the link between access to education

and social mobility, she introduced Ms. Roy, whose foundation has reached hundreds of learners through localized, functional literacy programs.

Ms. Roy's keynote began with an emotionally compelling narration of her personal journey and the founding of the Saakshar Hum Foundation. She recounted her experiences working directly with marginalized communities, where systemic challenges like illiteracy, gender bias, and lack of technological infrastructure were deeply entrenched. Through a storytelling lens, she demonstrated how **narratives can serve both as impact evidence and community engagement tools**—a powerful insight for aspiring social entrepreneurs.

The core segment of the session transitioned into a hands-on workshop on **designing low-cost, scalable edu-tech interventions**. Teams of students were provided with hypothetical scenarios—such as working with first-generation learners in remote villages—and asked to ideate accessible digital learning tools. A standout idea was the concept of **voice-enabled SMS lessons** for non-readers, inspired by real-life projects run by Saakshar Hum. Teams focused on simplicity, usability, and cultural context to tailor their solutions for the end users.

Following the design activity, participants presented their ideas in a **pitch-style format**, simulating the experience of presenting to social investors or grant providers. Ms. Roy and the session coordinator offered detailed feedback on the feasibility, innovation, and potential for community adoption of each concept. This iterative feedback loop helped refine their problem-solving approach and communication skills—crucial aspects of entrepreneurial leadership.

The session closed with reflective discussions on **fundraising strategies**, including how early-stage NGOs can leverage storytelling and impact metrics (KPIs) to secure funding and partnerships. Students gained an appreciation for the delicate balance between maintaining a social mission and ensuring operational sustainability.

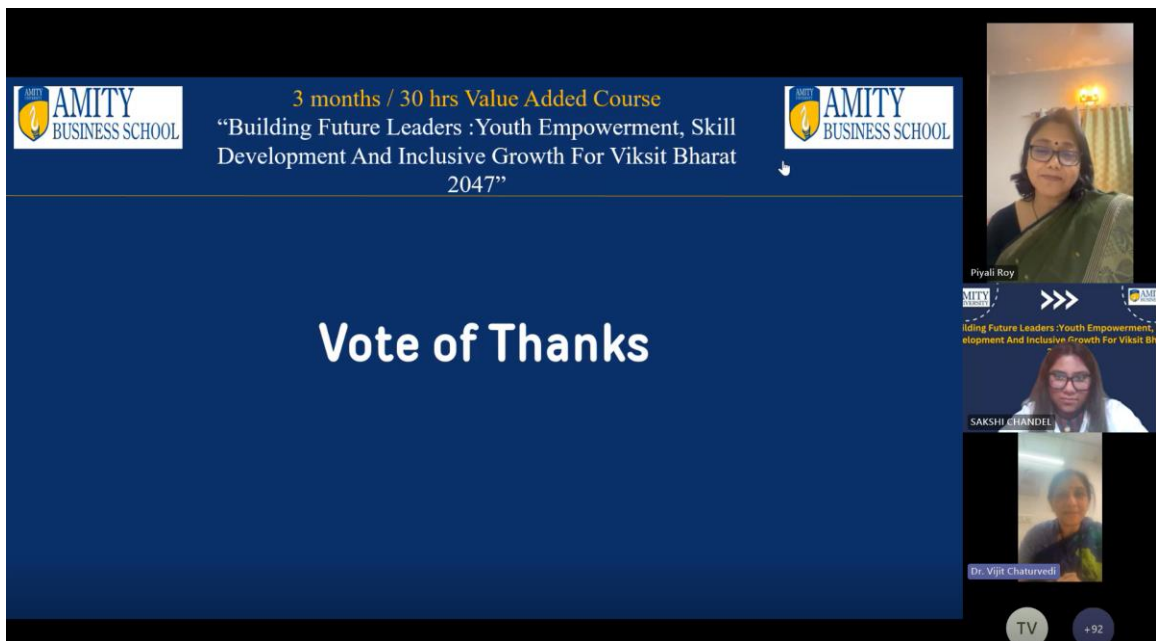
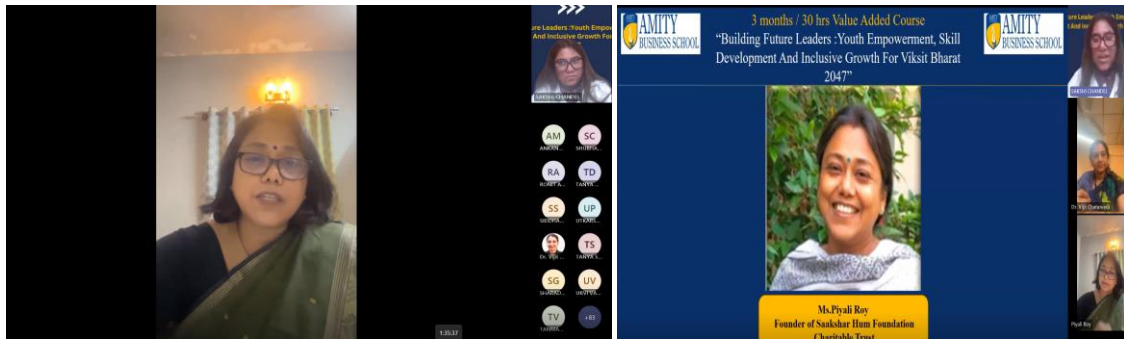
Key Takeaways:

- Understanding the fundamentals of grassroots educational innovation
- Exposure to key impact measurement tools (KPIs, narratives) in the NGO sector
- Hands-on learning in designing low-cost tech-enabled learning solutions
- Building skills in pitching and feedback incorporation
- Insights into early-stage fundraising and stakeholder engagement

Programme Flow:

1. **Journey & Mission Overview** – Speaker's personal story and organizational milestones
2. **Workshop: Edu-tech Pilot Design** – Group ideation on accessible learning tools
3. **Pitch Practice + Feedback** – Presentation of prototypes and peer/expert critiques
4. **Closing Reflections** – Lessons on scaling social impact and sustaining innovation

The session was an eye-opener for many participants, illustrating how **social entrepreneurship can be both a moral and strategic pursuit**. By bridging lived experience with systems thinking, the session served as a valuable step in nurturing purpose-driven leadership among India's future business professionals.



Session 5: Strategic HR & Workforce Inclusion

AMITY BUSINESS SCHOOL

Value Added Course

BUILDING FUTURE LEADERS : YOUTH EMPOWERMENT, SKILL DEVELOPMENT AND INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047

Prof. (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School AUUP

Speaker
Dr. Radhashyam Mahapatro
Ex - Director (HR), NALCO

Speaker
Sri K. Sibanarayan Patro
Ex-Director (Pers.), ECL Coal India Ltd

Dr. Paritosh Mishra
Professor,
Amity Business School,
AUUP

Session Coordinator

Dr. Vijit Chaturvedi
Professor,
Amity Business School,
AUUP

Dr. Jaya Yadav
Professor,
Amity Business School,
AUUP

Dr. Richa Sharma
Associate Professor,
Amity Business School,
AUUP

Programme Convenors

VENUE:
Microsoft Teams

Date & Time
27th February
Time 2.15pm to 5.00 pm

Date: 27 February 2025

Session Coordinator: Dr. Paritosh Mishra, Professor, Amity Business School; Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speakers:

- Sri K. Sibanarayan Patro, Former Director (Personnel), ECL – Coal India Ltd.
- Dr. Radhashyam Mahapatro, Former Director (HR), NALCO

The fifth session of the Value Added Course (VAC) 2025 focused on the **strategic role of Human Resources in fostering inclusive work environments**, especially within India's heavy industries and public sector enterprises. Led by two distinguished veterans of the HR domain, Sri K. Sibanarayan Patro and Dr. Radhashyam Mahapatro, the session offered an in-depth look at the challenges and opportunities associated with HR transformation in large, unionized organizations.

Dr. Paritosh Mishra set the tone by emphasizing the growing demand for **diverse and inclusive workplaces** aligned with the goals of Viksit Bharat 2047. She underscored the significance of equity, transparency, and adaptive leadership in today's rapidly changing industrial climate.

Sri Patro and Dr. Mahapatro provided a **dual-perspective dialogue**, sharing case studies and comparative insights from their tenure at two major public sector undertakings (PSUs). They highlighted how strategic HR initiatives, when embedded in organizational culture, can shift rigid legacy systems into **progressive and people-centered institutions**. Key themes included aligning organizational goals with employee aspirations, redesigning outdated recruitment models, and introducing internal inclusion audits to track diversity metrics.

A focal point of the discussion was the importance of **inclusive talent pipelines**, particularly the integration of marginalized groups such as individuals with neurodiverse conditions or physical disabilities. The speakers introduced frameworks for fostering workplace belonging, such as mentorship circles, flexible work accommodations, and employee-led affinity groups.

The **interactive segment** included a breakout activity where participants were grouped to draft a preliminary **"Inclusion Charter"** for a hypothetical heavy-industry company undergoing digital transformation. Teams were challenged to factor in union relationships, multigenerational workforce dynamics, and compliance with labor regulations. The charters were reviewed and discussed in a plenary format, offering students real-world exposure to policy crafting and stakeholder negotiation.

The session concluded with an **interactive Q&A**, where students queried the speakers on topics ranging from ESG reporting on workforce diversity to effective grievance redressal mechanisms. The conversation highlighted the urgency of embedding inclusion at the strategy level, rather than treating it as a compliance formality.

Key Takeaways:

- Practical frameworks for designing inclusive HR policies
- Understanding stakeholder mapping in unionized workforces
- Best practices for neurodiversity hiring and workplace accessibility
- Emphasis on transparent communication and adaptive leadership
- Exposure to public sector HR transformation strategies

Programme Flow:

1. **Panel Introductions** – Overview of speakers' backgrounds and contributions to HR innovation
2. **Joint Best Practices Presentation** – Comparative case insights from ECL and NALCO

3. **Breakout: Inclusion Charter Crafting** – Group activity on drafting inclusive HR policy
4. **Interactive Q&A** – Dialogue on implementation challenges and strategic foresight

This session reinforced the idea that **human resource leadership must evolve beyond administrative tasks** to become architects of organizational culture and long-term vision. Through practical activities and expert mentorship, students gained essential competencies in inclusion strategy and change management—skills integral to building a sustainable and equitable workforce for Viksit Bharat 2047.

AMITY BUSINESS SCHOOL

WELCOME TO VALUE ADDED COURSE

“Building Future Leaders :Youth Empowerment, Skill Development And Inclusive Growth For Viksit Bharat 2047”

**VAC program for 3 months / 30 Hrs
offered by Amity Business School AUUP**

Dr. Richa Sharma

Dr. Parinash Mishra

HA SC
HAVISH... SAKSHI ...

VS TD
VARUN ... TANYA ...

SG +92
SANSKR...

Jasmin Panda

VARUN SHARMA

Dr. Viji Chaturvedi

SG +68

Session 6: Mentorship & Coaching for Tomorrow's Leaders

AMITY BUSINESS SCHOOL

Value Added Course

BUILDING FUTURE LEADERS : YOUTH EMPOWERMENT, SKILL DEVELOPMENT AND INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047

Prof (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School AUUP

Speaker
Rajeev Bhaduria
Global Speaker, Mentor, Coach and
"Managing Partner" at Ebullient
Consultancy

Kritika Das Gupta
Asst. Director - CRC
Amity Business School,
AUUP
Session Coordinator

Dr. Vijit Chaturvedi
Professor
Amity Business School,
AUUP

Dr. Jaya Yadav
Professor
Amity Business School,
AUUP
Programme Convenors

Dr. Richa Sharma
Associate Professor
Amity Business School,
AUUP

VENUE:
Microsoft Teams

Date & Time
6th March
Time 2.15pm to 5.00 pm

Date: 6 March 2025

Session Coordinator: Dr. Kritika Dasgupta, Asst. Director-CRC, Amity Business School; Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speaker: Mr. Rajeev Bhaduria, Global Speaker, Leadership Coach & Managing Partner, Ebiz4All

Session 6 of the Value Added Course (VAC) 2025 focused on the transformative role of **mentorship and coaching** in cultivating future-ready leaders. The session was led by Mr. Rajeev Bhaduria, a globally renowned thought leader in leadership psychology and coaching frameworks. Drawing on decades of corporate experience, Mr. Bhaduria introduced students to **high-impact mentoring models** with a focus on structured

relationships, neuro-linguistic programming (NLP), and the dynamics of psychological safety in the digital workplace.

The session began by Dr. Vijit Chaturvedi setting the context followed by a conceptual introduction to various mentorship paradigms—ranging from traditional one-on-one guidance to modern peer coaching and reverse mentoring. Mr. Bhadauria emphasized that effective mentoring must be **intentional, reciprocal, and outcome-driven**, especially in the context of hybrid and remote teams.

The core of the session revolved around the **OSCAR Coaching Model**, a widely adopted approach in organizational settings. This model—comprising *Outcome, Situation, Choices, Actions, Review*—provides a structured methodology for guiding developmental conversations. Mr. Bhadauria demonstrated the model through **live coaching demos**, enacting scenarios involving professional conflict resolution, goal clarification, and emotional regulation.

Following the demonstration, students engaged in **triadic peer-coaching exercises**, where each group member rotated through the roles of coach, coachee, and observer. The practical drills helped participants build essential competencies in **deep listening**, non-judgmental inquiry, and goal setting. Particular focus was placed on **active feedback techniques**, ensuring that mentees leave sessions with clear action plans and reinforced self-efficacy.

One of the most valuable aspects of the session was the exploration of **psychological safety**—a concept foundational to any high-performing mentorship ecosystem. Mr. Bhadauria emphasized that leaders must cultivate environments where mentees feel safe to express doubts, admit failure, and request support without fear of retribution. Techniques from behavioral coaching, such as empathetic questioning and value reframing, were also introduced.

The session concluded with a wrap-up segment in which students shared reflections and key takeaways. Many participants expressed a newfound appreciation for the **discipline and structure that effective mentorship demands**, debunking the myth that mentoring is merely informal guidance. They also noted the potential of coaching frameworks like OSCAR to be applied not only in corporate settings but in peer learning environments and community engagement as well.

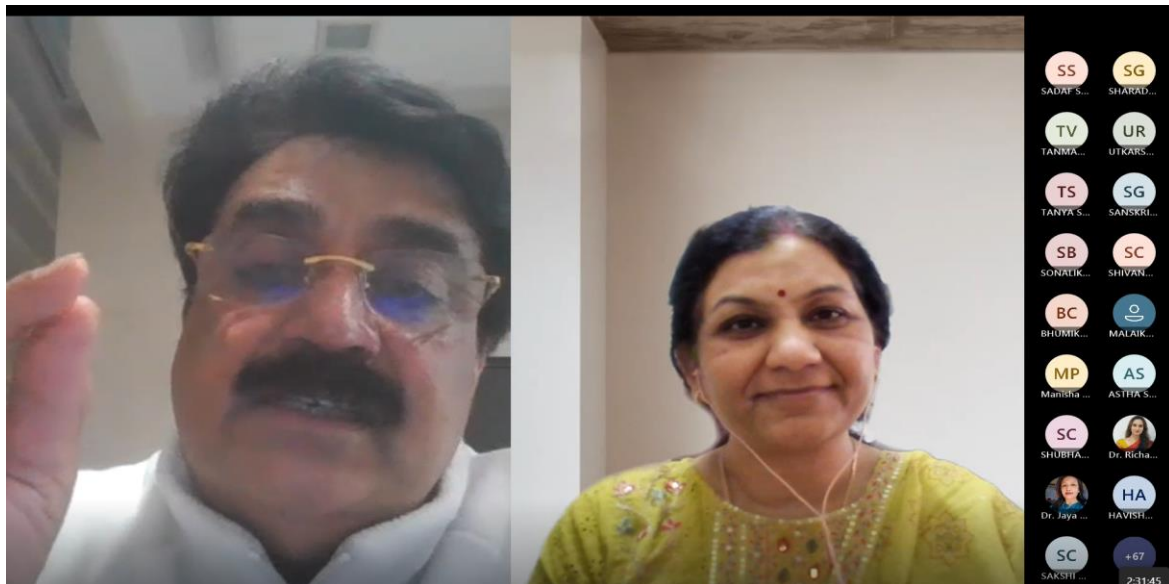
Key Takeaways:

- In-depth understanding of the OSCAR coaching model
- Practical skills in deep listening, goal setting, and feedback delivery
- Enhanced awareness of psychological safety in leadership contexts
- Exposure to mentoring structures in hybrid/virtual environments
- Development of peer coaching competencies and emotional intelligence

Programme Flow:

1. **Mentorship Models Overview** – Definitions, trends, and applications
2. **Live Coaching Demos + Role-Plays** – OSCAR model in action
3. **Peer-Coaching Sessions** – Group-based coaching rotation
4. **Wrap-up & Key Insights** – Reflection and feedback session

This session played a crucial role in helping students **translate theoretical leadership frameworks into practice**. By internalizing the values of mentorship and structured coaching, participants emerged more confident in their ability to both lead and learn in complex, evolving professional landscapes. These skills are not just essential for personal growth, but also for nurturing the leadership pipeline needed to realize the vision of **Viksit Bharat 2047**.




Session 7: AI & Future Skills for Inclusive Growth

AMITY
BUSINESS SCHOOL

Value Added Course

**BUILDING FUTURE LEADERS : YOUTH
EMPOWERMENT, SKILL DEVELOPMENT AND
INCLUSIVE GROWTH FOR VIKSIT BHARAT 2047**


Prof (Dr.) Sanjeev Bansal
Addl. Pro Vice Chancellor,
Dean FMS & Director,
Amity Business School AUUP


Speaker
Mr. Ayush Singhal
Founder of Codemate.ai


Dr. Vijit Chaturvedi
Professor
Amity Business School,
AUUP


Dr. Jaya Yadav
Professor
Amity Business School,
AUUP


Dr. Richa Sharma
Professor
Amity Business School,
AUUP

Programme Convenors

VENUE:
Microsoft Teams

Date & Time
27th March
Time 2:15pm to 5:00 pm

Date: 27 March 2025

Session Coordinator: Dr. Vijit Chaturvedi, Associate Professor, Amity Business School; Dr. Jaya Yadav, Professor, Amity Business School; Dr. Richa Sharma, Associate Professor, Amity Business School

Guest Speaker: Mr. Ayush Singhal, Founder, Codemate.ai

The final session of the VAC 2025 series focused on the transformative potential of **Artificial Intelligence (AI)** in driving inclusive growth and preparing youth for the future of work. Delivered by Ayush Singhal, a tech entrepreneur and the visionary behind Codemate.ai, the session underscored the dual imperative of **technological innovation and equitable access**.

Dr. Richa Sharma introduced the theme by emphasizing that **AI literacy and digital readiness** are central to the vision of Viksit Bharat 2047. Mr. Singhal expanded on this by

exploring the intersections of **AI, skill development, and rural empowerment**, with a strong focus on leveraging low-code and no-code platforms to minimize barriers to entry.

The session commenced with an interactive talk on **Industry 4.0**, mapping critical future skills such as data literacy, prompt engineering, ethical algorithm design, and human-AI collaboration. Mr. Singhal presented real-world case studies on how **AI upskilling platforms** have transformed learning in under-resourced areas, emphasizing the scalability and accessibility of mobile-first and vernacular-language-based tools.

A hands-on segment followed, where participants were introduced to **low-code AI development environments** such as Microsoft Power Platform, Teachable Machine, and AppGyver. Through live demonstrations, students explored building basic AI tools—like chatbots, predictive analytics dashboards, and learning companions—with minimal technical expertise. These tools, Mr. Singhal noted, are critical for Tier-2 and Tier-3 region empowerment.

The highlight of the session was a **hackathon-style ideation challenge** titled “AI for Good.” Divided into small teams, participants were tasked with conceptualizing and prototyping AI-enabled educational solutions tailored for rural or underserved communities. Project themes ranged from **voice-assisted tutoring for non-literate learners, smart syllabus recommendations**, to **regional language learning bots**. Teams then pitched their solutions in front of a review panel for peer feedback.

During the final reflection round, students discussed the need to balance technological advancement with **ethical considerations** such as algorithmic bias, privacy concerns, and responsible AI governance. The conversation highlighted the importance of ensuring that future innovations are **human-centric and aligned with inclusive national objectives**.

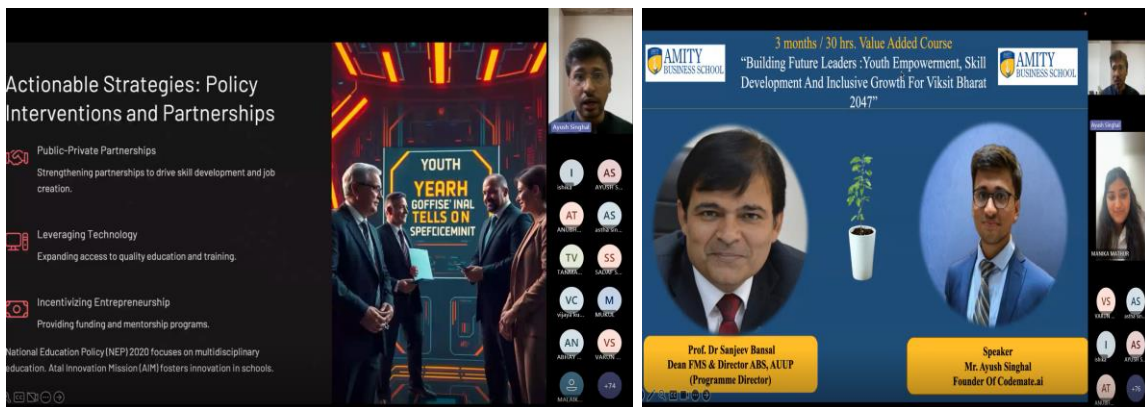
Key Takeaways:

- Understanding of AI's role in upskilling and bridging the digital divide
- Exposure to low-code platforms and their practical applications
- Hands-on experience in prototyping AI solutions for social impact
- Critical reflection on ethical frameworks for AI development
- Strengthening of team-based innovation and solution pitching

Programme Flow:

1. **Industry 4.0 & Skill-Mapping Talk** – Introduction to future skill trends and AI's socio-economic relevance
2. **Hands-on Demo: Low-code AI Tools** – Exploring platforms for easy AI development
3. **Hackathon: AI for Good Ideation** – Team-based innovation challenge on rural education
4. **Final Pitches & Closing Ceremony** – Idea presentation and concluding remarks

By merging high-tech insights with a socially grounded mission, this session encapsulated the spirit of VAC 2025. Participants left with a tangible understanding of how **AI can act as a force multiplier for inclusive development**, ensuring that India's growth story includes every voice, every region, and every learner.



Overall Outcomes & Impact

The Value Added Course (VAC) 2025 series, titled *"Building Future Leaders: Youth Empowerment, Skill Development & Inclusive Growth for Viksit Bharat 2047,"* succeeded in cultivating the foundational mindset and applied capabilities essential for India's youth to contribute meaningfully to a developed India by 2047. With seven dynamic and purpose-driven sessions held weekly from January to March 2025, the series reached a diverse cohort of student participants across multiple academic disciplines.

A key outcome of the series was the **development of holistic leadership competencies**, achieved through a blend of conceptual grounding and experiential learning. Students engaged with frameworks such as Maslow's hierarchy of needs, the OSCAR coaching model, and AI-based toolkits, applying them to real-world challenges through group activities, hackathons, and design thinking workshops.

The course also emphasized **ethical consciousness and inclusive strategies**, particularly through sessions focused on social entrepreneurship, neurodiversity in hiring, and grassroots education innovation. These segments encouraged students to think beyond profits and consider purpose-driven leadership in shaping India's future.

Skill development was another major impact area. Through guided exposure to low-code AI tools, HR inclusion strategies, and coaching models, participants were equipped with **actionable toolkits** they could apply in internships, capstone projects, and early career roles.

Feedback across the sessions revealed that students valued the **interactive nature** of the course and appreciated the **access to domain experts** who brought practical insights and nuanced perspectives. Several participants expressed increased confidence in leading peer groups, initiating campus-based social innovations, and adapting quickly to digital disruptions.

In terms of macro-level goals, VAC 2025 effectively instilled in students a sense of **ownership in India's development journey**, aligning personal ambition with national vision. Through their final reflections and idea submissions, students demonstrated alignment with the core tenets of **Viksit Bharat 2047**: equity, empowerment, and sustainability.

Appendices

Appendix A: Detailed Programme Flows

This appendix contains:

- Session-wise timelines and structure
- Activity durations and facilitators
- Flowcharts representing thematic linkages across sessions

Appendix B: Participant Demographics & Feedback Summary

Included in this appendix:

- Attendance records by school/department
- Gender and academic background breakdown
- Post-session quantitative ratings (on content relevance, speaker effectiveness, and engagement level)
- Qualitative feedback highlights and testimonials

Appendix C: Speaker Biographies

For each guest speaker:

- Academic and professional background
- Key contributions to the session theme
- Current affiliations and notable publications/projects

Appendix D: Resource Materials & References

Contains:

- Reading materials (academic articles, case studies, recommended books)
- Presentation slides and worksheets
- Tools and platforms introduced (e.g., Microsoft Power Platform, OSCAR model guide)
- APA-style references for all theoretical models and frameworks discussed during the sessions