



Medha Quarterly Report

Q 1 F Y 1 8 - 1 9

LET'S EMBARK

29 SRMs join the team

It's that time of year again! 29 Student Relationship Managers (SRMs) joined Medha in June and completed Embark, the first phase of our revamped, year-long learning journey for SRMs.

In July, they will relocate to one of our 12 areas of operations across Uttar Pradesh, Haryana, and Bihar; to better prepare youth for life after school while learning and growing as young professionals themselves.



QUANTIFYING IMPACT

Medha believes in a data-driven approach to defining and communicating impact. Last quarter we launched a [new webpage](#) to track and report outreach, outcomes, and impact.

This year, we're taking those efforts to the next level...



This fall, Medha will start a randomized control trial (RCT) in collaboration with [J-Pal](#) and affiliate professor, [Lori Beaman](#) of Northwestern University.

The study will run for two years and examine the impact Medha's program has on increasing employability and labor market outcomes for youth, with a specific focus on young women.



PLACEMENT SEASON!

60% of alumni receive full-time offers

650 of our 1,652 students this year graduated in June, making it a busy quarter filled with job interviews and recruitment drives.

We are proud to report that over 60% of alumni who sat for placements have already received full-time offers. If you or someone you know is looking to hire, please let us know!



Companies
recruiting in Q1:





BOYS
What
Should know the importance of
Girl's work.
② Knowing Importance of their
③ Behaviour
④ Physical Knowledge
⑤ Safety rather than
⑥ Discretion
are Parents
से जेवनावे



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BUSHRA

Unity Mission School
Class of 2018

Medha alumna Bushra was selected to be part of [EMpower's Girls Advisory Council](#).

The group of 16 adolescent girl leaders will advise EMpower on its grant making strategy in India over the next year.

Bushra travelled to Delhi in April to take part in the first meeting and brainstorm with fellow AC members about how to improve programming for adolescent girls.



SCALABLE SYSTEMS



Medha is excited to be part of [Genpact's Social Impact Fellowship](#) this year. Neeta, a six-sigma black belt and HR expert, will be working with us to streamline, upgrade, and better measure our internal learning and development program for entry-level team members (see slides 2 and 10). We are extremely thankful to Genpact and EdelGive for this invaluable resource at a critical time in our expansion.



STAYING ON TRACK

Medha recently completed a strategic planning exercise to identify focus areas and define key objectives and associated goals across each function.

Combined, these serve as our measuring stick for the year.

KEY OBJECTIVES

Combined, these serve as our measure stick throughout the year.

OPERATIONS

- double outreach
- define and pilot decentralized structure
- institutionalize reporting structure/system



STRATEGY

- start projects with two new states
- sign MoU with UP gov.
- pilot project with industry
- mainstream existing projects to operations



PEOPLE

- improve employee satisfaction
- boost competency & diversity
- increase process efficiency



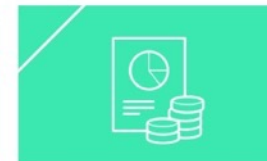
PARTNERSHIPS

- diversify funders
- double annual funding
- establish non-financial partnerships
- pilot tech-based solution
- win competitions and awards



ALUMNI

- double alumni connect
- standardize alumni services
- test new offerings
- deliver alumni services across 12 areas



FINANCE & ADMIN

- build financial information system
- improve compliance and quality control
- enhance workspace



MARCOMS

- institutionalize a single key message
- increase brand visibility
- build marcom functional capacity
- streamline internal communication system



KNOWLEDGE

- execute srm learning journey
- analyze data and provide insights
- strengthen domain skills
- pilot intervention for school segment



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RAGINEE

Arya Mahila PG College
Class of 2018

"I have always dreamed of doing something big, but wasn't sure where or how to start."



I was terrified of speaking in public before I joined Medha. Akriti, my SRM, told me after the first day of class, 'just try to speak once a day, even if it's just a few words.' That simple goal relieved some of the pressure I was feeling and I slowly started gaining confidence in front of my classmates.

On the last day, I spoke for 4 minutes straight. The applause from my peers was incredible and made me feel like I could accomplish anything I set my mind to!

LEARNING FROM DATA

A key priority for Medha this year is to draw meaningful insights from the hundreds of thousands of data points we capture.

As a first step, we upgraded our Student Information System (SIS) to better track career progression and incorporate our growing alumni community.



INDUSTRY PARTNERSHIPS

We formed a number of new partnerships this quarter with leading employers for internships, placements, industry talks, and exposure visits.



FOCUS AREAS

Our energy was spent working to excel in the following areas this quarter.

LEARNING JOURNEY

Taking a more growth and development approach, we redesigned our induction and training program for entry-level employees this year to focus on their individual professional development.

MARKETING

Leading up to the academic year, the MarCom team was busy designing, printing, and deploying a variety of communications to market the program to students on campus as well as engage with employers, academics, and funders.

PERFORMANCE

With 80 full-time staff, we migrated to a new HRMS system and set up a revised, online performance management process that aims to encourage regular feedback and communication amongst team members.

WORKSPACES

With a rapidly expanding team, we spent the quarter improving and expanding the head office and area offices to handle the increased headcount. A new conference room, power backups, and Pico projectors are some of the highlights ☺



<http://medha.org.in/>

