

## **About Wipro**

Wipro Ltd is a global information technology, consulting and outsourcing company with 145,000 employees serving over 900 clients in 61 countries. Mr. Azim Premji, the Chairman of Wipro Limited, guided the company through four decades of diversification and growth to emerge as one of the Indian leaders in the software industry. From soap to software, Wipro today is considered one of the brightest success stories in India. Mr. Azim Premji, is known as one of the wealthiest (owns 79 % of Wipro) and powerful Indian in the global sphere. Equally, he is also known for his philanthropic endeavours. Mr. Premji believes that education is the most important social institution to empower individuals and shape a better society. He has engrained this value in every employee of Wipro. The company has set standards in ensuring best in class learning and development opportunities for its employees. Wipro, has bagged the American Society for Training and Development (ASTD) BEST award on sixth consecutive occasions (most by any company across the globe), for its learning and development practices.

## **Training and Development at Wipro**

Wipro spends almost one per cent of its total revenue on training. The company has ten dedicated state-of-art learning facilities across six cities where 5000 people can be trained on a given day. These centres impart training in HR, leadership skills, behavioural skills and cross-culture training. The Talent Transformation Team at Wipro comprises more than 110 trainers.

## **Training Program Aimed at new Wipro Recruits**

### **Project Readiness Program [PRP]**

The PRP is a 68 day structured induction training program offered to all campus recruits coming from varied background (Engineers + Non-engineers) to be trained on essential behavioral and technical skills that prepare them to work in live customer projects. E-learning has been introduced in the Induction training for engineering campus new hires. About 25% of induction training duration has been adopted in E-Learning mode.

## **Training Programs Aimed at Experienced Professionals (Examples)**

### **Wipro BPOs SEED academic program**

The SEED academic program helps employees enhance their academic capability. The program offers a large spectrum of courses across a range of subjects in the field of Management and Information Technology. Courses are imparted via classroom, e-learning and self-study modes and are available in India and International Locations. A dedicated SEED online portal provides 24\*7 access to employees and program administrators. Since 2004, SEED has enabled over 6000 WBPO employees shape and transform their careers.

### **Manager Excellence Framework**

The Manager Excellence Framework was launched in Oct 12. The framework includes a set of resources available to managers to boost team performance, build process capability and chart out self-learning & developmental plan. Managers have access to a self-development feedback survey, workshops, online courses & mentors.

## Building a Skilled Resource Pool

**Wipro Academy of Software Excellence (WASE)**, the first of its kind in India, is aimed at preparing some of the best Bachelor of Science students for the applications programming environment. The course equips fresh graduates with necessary skills to work in applications in a growing software company, instilling the need for a quality process.

**Wipro Infotech Master of Science (WIMS)**, another unique model of employment offered by Wipro, aims at preparing fresh BCA and B.Sc graduates for IT infrastructure Management services. It is an effort where training in Information Technology/System Engineering is offered to the students with practical exposure to the Infrastructure Management Service industry.

These programs register every student for an 8 semester Wipro sponsored MS course with the Birla Institute Of Technology and Science (BITS - Pilani). Candidates will get to work on live projects and earn a monthly stipend.

Source: [http://careers.wipro.com/why\\_wipro/development\\_training.htm](http://careers.wipro.com/why_wipro/development_training.htm)

## Azim Premji Foundation – Taking education to the masses

Mr. Premji believes that education is the most important social institution to empower individuals and shape a better society. With this conviction, he started the Azim Premji foundation in 2001, with an ambitious aim to **improve the Public Education System in India, beginning with Primary Schools**. The Foundation develops 'proof of concepts' that have a potential for systemic change in India's 1.3 million government-run schools. Mr. Premji believes that establishing effective operational and execution structures is more effective than committing or collecting money, which is why the Azim Premji Foundation works in collaboration with the government to improve the Public Schooling System.

In 2009, the Foundation decided to scale up its work and deepen its support to the public schooling system by creating institutions at the district & state level to work on capacity development of teachers & other people in the public education system, and also on other related academic and managerial issues. The **Foundation also includes a University in Bangalore (Azim Premji University)**, focused on education and related human development domains. To enable this strategy, Mr. Premji donated approximately \$2 billion of the total stock of Wipro Limited out of my personal holdings to create an Endowment of the Foundation in December 2010.

Azim Premji Foundation has an evolving and holistic vision for impacting quality of education, which includes working in teacher education, education management, examination reforms, education technology, and curricular reform. It has shaped its goals and approaches to educational reform by listening to various stakeholders, including parents and students, who are direct recipients of educational service. For example, initially, the Foundation was not focused on education management. However, a research conducted by the Foundation showed the importance of school leaders in impacting the quality of school, which led it to its focus on education management.

Today, the Foundation believes that focusing on India's 1.3 million school leaders will deliver the biggest impact in creating quality schools and this thinking has led to the Foundation focusing on higher education. **The goal of Azim Premji University is to develop future leaders in education and**

**development**, who can contribute to positive social change in India. University offers 2 years Masters program in Education, Leadership & Management, Curriculum & Pedagogy and Development.

The Foundation has had the following successes as of 2010:

Attendance & Retention:

- Sustained higher school completion rates as illustrated in over 90% children in Learning Guarantee Schools.

Learning Levels:

- 33% improvement in language learning for 56,000 children in Accelerated Learning Program.
- 10 % overall improvement in 6,500 schools (0.7 M children) in 5 states over 2 years.

Systemic Change:

- Karnataka wide school quality assessment organization instituted.
- Examination system for classes 1 to 8 changed across Uttarakhand.
- Development of children's workbooks for all 78,000 schools of Rajasthan and adapted by Haryana for their Government schools

The Foundation values partnerships and works with state governments from the inception of projects through the implementation, and collaborates with other organizations that are already successful in the kind of work the Foundation seeks to do. The Foundation currently has 800 people spread across the country, most in rural India to help contribute to the improvement of quality and equity of school education and plans to scale up to 4,000-5,000 people over the next 5 years.

Source:

[www.azimpremjifoundation.org](http://www.azimpremjifoundation.org)

<http://businesstoday.intoday.in/story/azim-premji-foundation-wipro-philanthropy/1/192505.html>