

# SMART LEARNING & TRANSFORMATION SOLUTION [SLTS]

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- **20 Years in Industry** [pre and post PhD Program at IIM Ahmedabad]
- **IIM Calcutta** [ October 1994 onwards]
- **The Strategy Academy** [January 2008 onwards]
- **XIM Bhubaneswar** [Visiting 2020-21]
- **IIM Jammu** [Visiting 2020-21]
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- **UPH University – Jakarta** [Visiting Sept 2014 - 16]
- **IIM Ranchi** [ Visiting: 2014-15]
- **IIM Trichy** [Visiting: 2014-17]
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**The Strategy Academy**

RE-Thinking the Capability Building Process

A Prof Ranjan Das Creation  
[www.thestrategyacademy.org](http://www.thestrategyacademy.org)

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Live the **NOVELTY** | Feel the **DIFFERENCE**  
Make an **IMPACT**



# Smart Learning & Transformation Solution<sup>TM</sup>

The **Complete Transformation** Solution

An ALTERNATIVE Learning & Transformation Process

Developed through an **ACTION RESEARCH** done on  
How Do Learners Learn and Processes to Meet  
Learners' Needs and

Using the Principles of

**Convergence and Digitalization**

EIGHT Ways through which Learning & Transformation take place at individual level



These EIGHT Ways are encapsulated in **Smart Learning & Transformation Solution [SLTS]**, The **Complete Transformation Solution**



The **Complete Transformation** Solution

- **Smart Learning & Transformation Solution [SLTS], The **Complete Transformation Solution**** is a Backbone Solution for design and delivery of **any academic or professional education or skill development program**
- **SLTS**
  - A. COMBINES seamlessly the advantages of both [1] Conventional brick and mortar delivery of Education/ Learning & Development/ Skill building programs & [2] E-learning System /Massive Open Online Courses [MOOCs]  
**BUT**
  - A. ELIMINATES the known disadvantages of both, and in the process
  - B. CREATES a **3<sup>rd</sup> ALTERNATIVE** that is predominantly technology enabled and built around a specially designed **Integrated Dual Learning Process** that [1]is participant-centred, [2] have significant human touch through technology platform, [3] facilitates development of required skills and expertise of participants and [4] effects simultaneously transformation of their traits, attitudes and motives.

# SLTS: The Complete Transformation Solution

**COMBINES** SEAMLESSLY THE ADVANTAGES OF CONVENTIONAL EDUCATION/ KNOWLEDGE DELIVERY SYSTEM & E-LEARNING SOLUTIONS BUT **ELIMINATES** THE KNOWN DISADVANTAGES OF BOTH THE SOLUTIONS

## **SLTS Includes an INTEGRATED DUAL LEARNING Process**

### Faculty-led Learning Process

[100% LIVE & 2-Way Interactive with Streaming Video and Audio Feeds]

**Fixed Time Any Where [FTAW] Model**

#### **Features, Activities and Experiences during Faculty-led Sessions**

1. 100% LIVE & 2 Way Interactive sessions
2. Real-time and delivered Direct2Participant
3. Can be attended from ANYWHERE
4. Accessible through PC, Laptop, Smartphone or Tab
5. Inter-Participant Learning [during faculty-led learning session]
6. Experiential & Transformational Learning
7. Scalable & available Universally in many locations
8. Availability of Recordings of 100% LIVE Sessions

### Scheduled & Guided Learning Process

[Fully integrated with faculty-led learning, comprising several activities & **having full visibility on participants' learning efforts** ]

**Scheduled-driven Any Where [SDAW] Model**

#### **Activities scheduled OUTSIDE formal 100% LIVE and 2 way interactive faculty-conducted sessions& evaluated:**

1. Action Learning Projects
2. Virtual syndicate room discussions for group work
3. Individual assignments
4. Presentation over digital platform
5. Self-study of reading materials, videos and recordings of earlier sessions of the program and
6. Interparticipant net-working and learning [digital]
7. Pre-program evaluation
8. Program-end examination of skills actually acquired

### Evaluation and Grading : Multi-element system and continuous process

Covering both [a] Faculty-led learning and [b] scheduled and guided learning processes

## SLTS: The Complete Transformation Solution

**TWIN** Focus on [I] **LEARNING** by Participants and [II] **TRANSFORMATION** of mindset of **BOTH** Learners & Faculty

# SLTS: The Complete Transformation Solution : AN OVERVIEW OF SUPPORTING SYSTEMS

[SLTS is MUCH MORE THAN just the Virtual Class-Room]

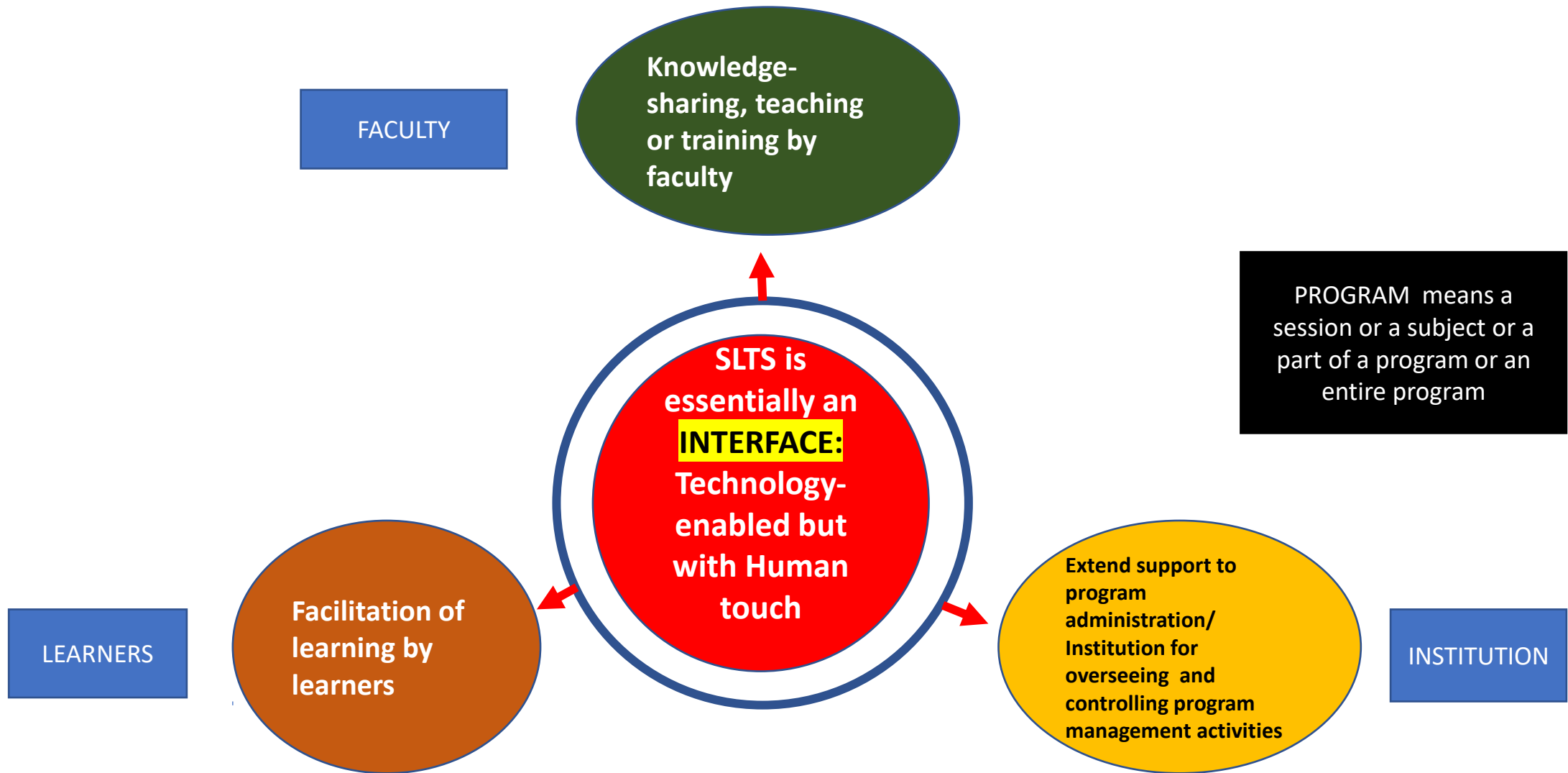
LEARNING MANAGEMENT SYSTEM	SUPPORT STSTEMS TO FACILITATE LEARNING OUTSIDE LIVE CLASSROOM	EXAMINATION & EVALUATION SYSTEM	VIRTUAL LECTURE THEATER SYSTEM	PROGRAM CONTROL SYSTEM – SESSION WISE & OVERALL
<p>1. Schedule of classes and exams – held and to be held</p> <p>2. Study Materials</p> <p>3. Recordings of 100% LIVE sessions already held</p> <p>4. Assignment/Project</p> <p>5. Exam Results: In-class/Half-yearly/Annual</p>	<p>1.Virtual Group Discussions System [with 100% LIVE Video and Audio feeds]</p> <p>2.System for Inter-participants Networking for Learning and Exchange of ideas</p> <p>3.Presentation System for participants to make presentations to the faculty [with 100% LIVE Streaming Video /Audio feeds]</p>	<p>1.System for Instant Checking of participants’ understanding of specific concept/skill – enabling faculty to find out if participants understood a particular concept or technique immediately after the faculty explained the same</p> <p>2.System For online short quizzes</p> <p>3.System for online subject/program-end examinations</p> <p>4.System for online capturing of feedbacks of participants – session by session - in such areas as content, faculty, overall experience etc</p>	<p>Session Management System comprising</p> <p>[a] Virtual Lecture Theatres - 100% LIVE and 2 way interactive with streaming video and audio feeds +Record</p> <p>[b] checking of attendance,</p> <p>[c]checking of engagement level</p> <p>[d] technical &amp; training support during each faculty conducted session</p>	<p>1.Scheduling System – detailed program flow covering both faculty conducted sessions plus all activities coming under self paced learning process [but guided and closely monitored - participant by participant] outside formal faculty conducted sessions - for the entire learning and transformation process of any Program</p> <p>2. Program Report Card [PRC] - A weekly/ fortnightly report on status of program delivery + performance-student/ faculty</p>

**ASSOCIATED  
MANAGED  
SERVICES**

**SUPPORT SERVICES – UNDERLYING ALL 5 COMPONENTS OF SLTS – ARE OFFERED THROUGH INVOLVEMENT OF A DEDICATED OFFICIAL**

[ Facility to contact on one to one basis - pre, during and post each learning session]

# 3 Groups of Stakeholders of SLTS

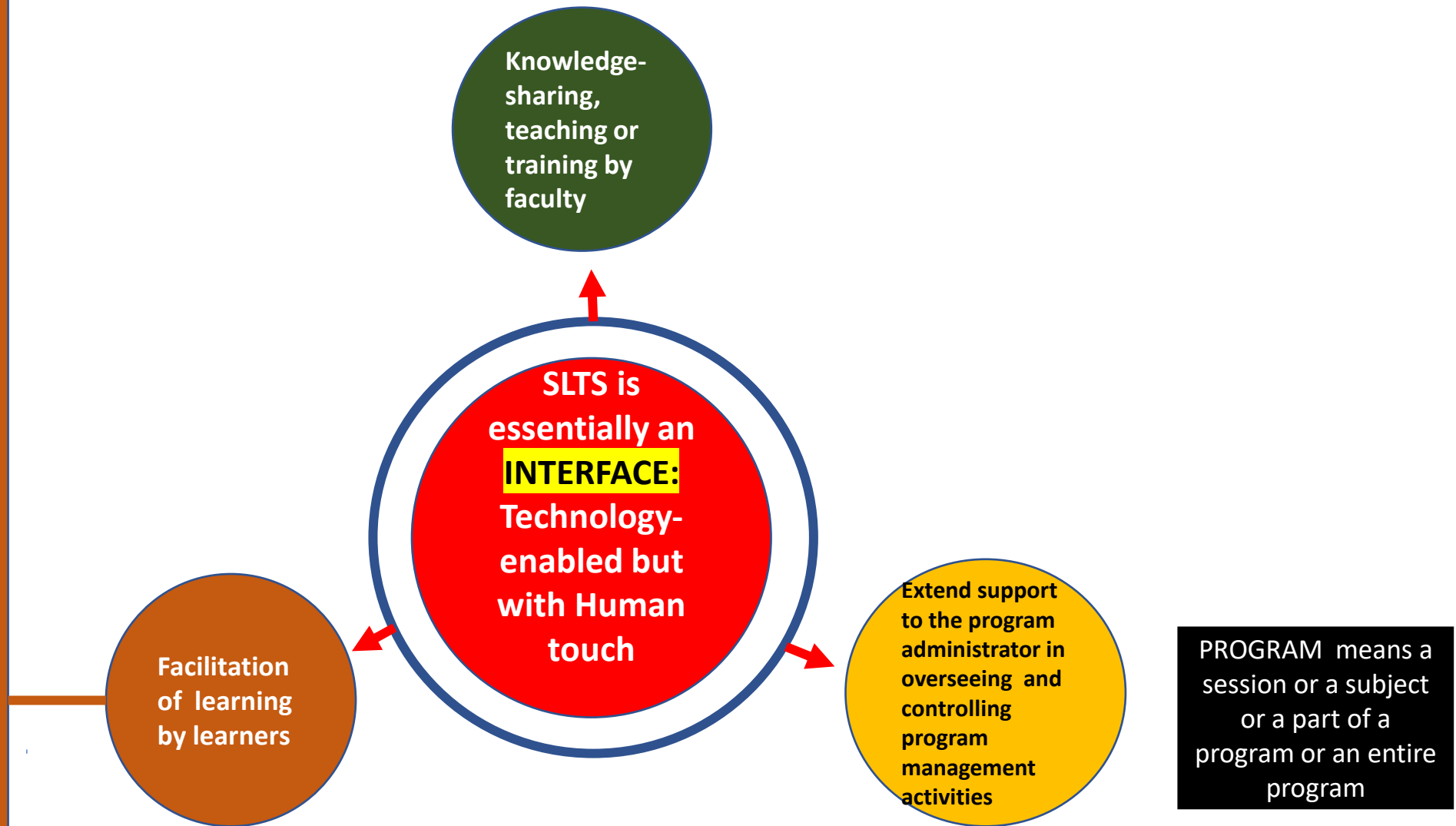


Smart Learning & Transformation Solution [SLTS]: The **Complete Transformation Solution**  
Technology enabled with human touch

## SLTS offers to LEARNERS

1. Training and technical support needed by each learner before and during LIVE Session
2. Explain regarding attendance tracking system and how to participate in class discussion
3. Explain how to access LMS and use the same
4. Explain the examination system
5. Provide weekly data on attendance, engagement level, list of reading materials provided, results of quiz, exam etc
6. Communication and follow up with learners on day to day basis as required
7. Operate the inter-learner networking group

## 3 Groups of Stakeholders



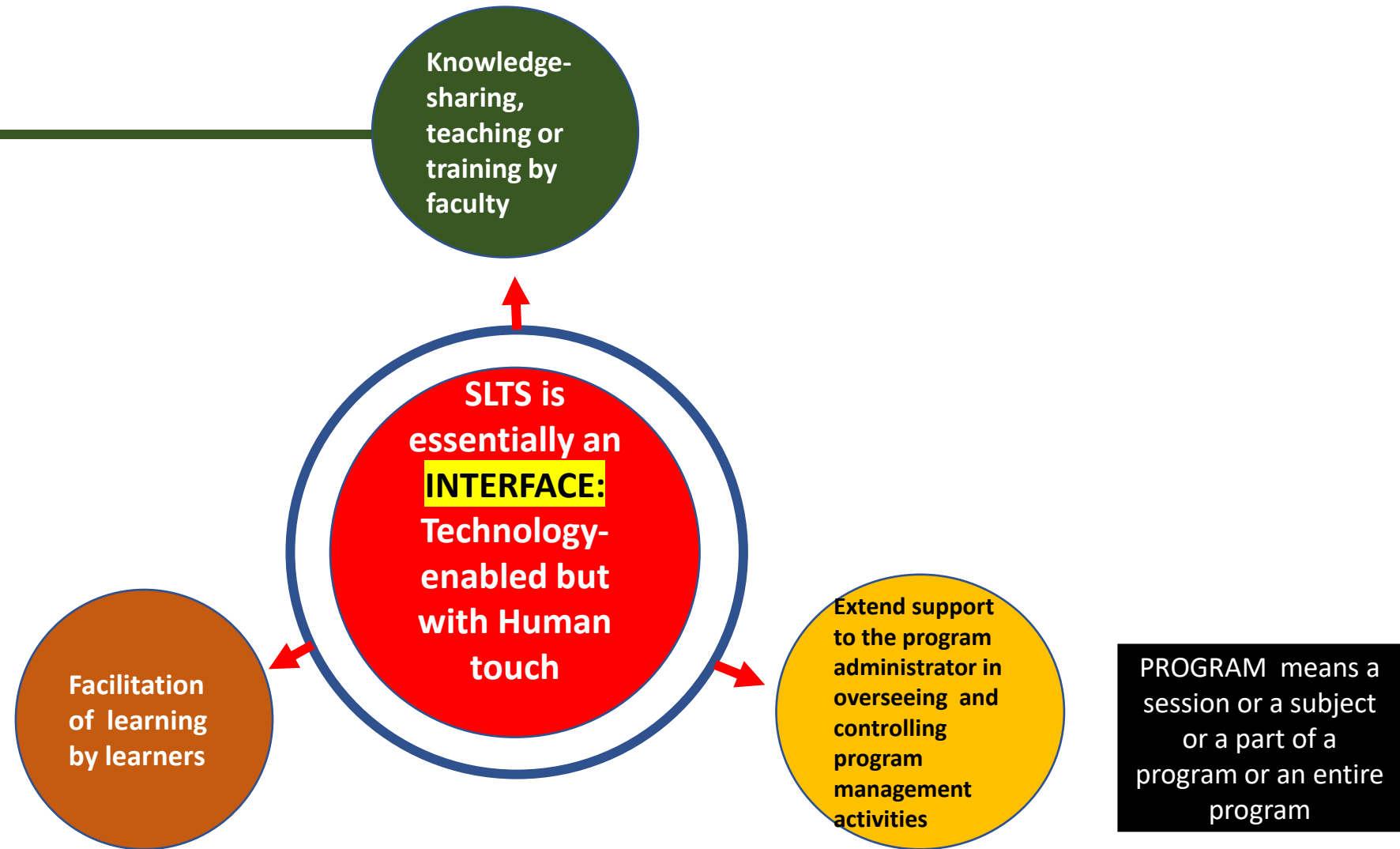
**Smart Learning & Transformation Solution [SLTS]: The Complete Transformation Solution – Technology enabled with human touch**



## SLTS OFFERS to FACULTY:

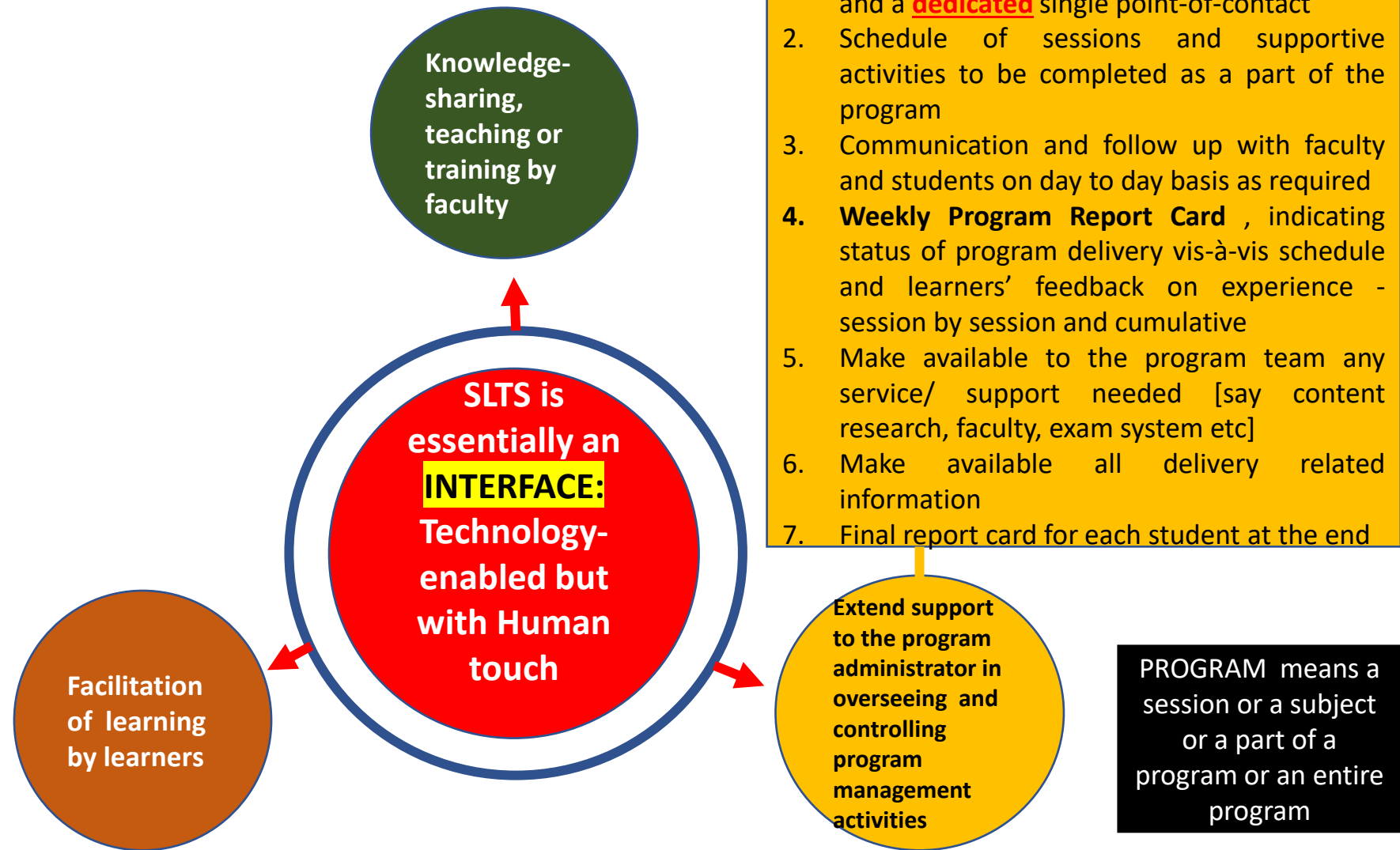
1. If faculty is not available for a topic or for the entire subject/ program, search for faculty and make him/her available for taking specific sessions
2. Training and technical support needed before and during LIVE Sessions
3. Content research, if needed
4. Follow up with faculty regarding session-wise reading materials and assignments to be given to the learners
5. Communicate to the faculty session-wise and cumulative feedback given by learners
6. Uploading of study materials on LMS well in advance
7. Checking of answer papers and do evaluation, if answer key is made available

## 3 Groups of Stakeholders



**Smart Learning & Transformation Solution [SLTS]: The Complete Transformation Solution – Technology enabled with human touch**

### 3 Groups of Stakeholders



#### SLTS OFFERS to INSTITUTION

1. Offer technology enabled learning solution and a **dedicated** single point-of-contact
2. Schedule of sessions and supportive activities to be completed as a part of the program
3. Communication and follow up with faculty and students on day to day basis as required
4. **Weekly Program Report Card** , indicating status of program delivery vis-à-vis schedule and learners' feedback on experience - session by session and cumulative
5. Make available to the program team any service/ support needed [say content research, faculty, exam system etc]
6. Make available all delivery related information
7. Final report card for each student at the end

Smart Learning & Transformation Solution [SLTS]: The **Complete Transformation** Solution – **Technology enabled with human touch**

# Systems & Services that can be deployed by users of SLTS: The **Complete Transformation** Solution



## Systems underlying SLTS

1. Virtual Lecture Theatre System - 100% LIVE and 2 way interactive with streaming video and audio feeds
2. Attendance Tracking system – several times on surprise basis during each LIVE Session
3. Engagement Tracking system – several times on surprise basis during each LIVE Session &
4. Technical & Training support System – pre, during and post each LIVE Session
5. Virtual Group Discussions System [with 100% LIVE Video and Audio feeds]
6. System for Inter-participants Networking for Learning and Exchange of ideas
7. Presentation System for participants to make presentations to the faculty [with 100% LIVE Streaming Video /Audio feeds]
8. Learning Management System [LMS]

# Systems & Services that can be deployed by users of SLTS: The **Complete Transformation** Solution



## Systems underlying SLTS

9. Recording System for recording 100% LIVE sessions for viewing later[available for a limited number of days ref the sessions recorded]
10. System for Instant Checking of participants' understanding of specific concept/skill – enabling faculty to find out if participants understood a particular concept or technique immediately after the faculty explained the same
11. System For online short quizzes
12. System for online program-end examinations
13. System for online capturing of feedbacks of participants – session by session - in such areas as content, faculty, overall experience etc
14. Scheduling System – covering both faculty conducted sessions plus all activities coming under self paced learning process [but guided and closely monitored - participant by participant] outside formal faculty conducted sessions - for the entire learning and transformation process of any Program
15. Program Report Card [PRC] - A weekly/ fortnightly report on status of program delivery

Systems & Services that can be deployed  
by users of SLTS: The **Complete Transformation**  
Solution



## Support Services

1. Program design and Content Creation System – content research, design., evaluation system, study materials [if required by an Institution]
2. System for guiding participants who will be doing on-the-job Action Learning Projects [ALPs] for solving specific problems/ challenges [if required by an Institution or a company]
3. System for accessing and drawing services of faculty [if required by an Institution or a company]

**NOTE: An Alternative use of SLTS:** System for Internal communication/ product training [with 100% LIVE Video and Audio feeds]

# VARIOUS TESTS, EVALUATION & GRADING SYSTEM UNDER SLTS: The **Complete Transformation** Solution

- I. Up to 3 types of Test before start of any L&D program
  - Perspective and Aptitude Test [PAT] to assess LIFE-SKILLS
  - Quantitative Skill Test
  - Written Analysis and Communication Test
- II. In-class Rapid testing system for checking participants' understanding of specific concept or framework
- III. Surprise quiz
- IV. Assessment of Group and individual work
- V. Assessment of Action learning projects
- VI. Assessment of presentation over audio plus video platform
- VII. Subject/ program end examination
- VIII. Overall Evaluation and relative grading [ covering regularity of attendance, engagement level and items II, III, IV , V, VI & VII]
- IX. Broad feedback on behavioural traits exhibited by each participant along 5 dimensions during the tenure of his/her program, based on analysis of only program-specific actions taken [ or not taken] by the concerned participant and the approach used by The Strategy Academy

## Systems & Services that can be deployed by users of SLTS: The **Complete Transformation** Solution



### **SLTS IS NEUTRAL IN SEVERAL WAYS:**

- SLTS, as designed, is **NEUTRAL** in at least 7 ways.
- For example, SLTS is:
  - [1] CONTENT-Neutral,
  - [2] FACULTY-Capability Neutral
  - [3] LOCATION-Neutral
  - [4] DEVICE-Neutral
  - [5] BATCH SIZE-Neutral
  - [6] Virtual Classroom brand-Neutral
  - [7] LEAD-TIME Neutral.
- Existing 2 methods of learning [viz. brick and mortar and e-learning/ MOOCs] do not have all these 7 features.
- Because of these 1 to 7, SLTS can be used to design and deliver **any type** of **educational or professional or skill building program with highest of flexibility** in just mentioned 7 areas

## SMART LEARNING & TRANSFORMATION SOLUTION [SLTS]:

### The **Complete Transformation** Solution

WHO HAVE USED SLTS SINCE INCEPTION OF THE IDEA IN 2008?

### **Companies [or participants from these companies]**

- 50 + Companies, including Aditya Birla Group, Aircel, AKK Group Bangladesh, Aquapharm, Arvind Group, Asian Paints, Axis Bank, Birla Corporation, Birlasoft, Birla Tyres, Boehringer Ingelheim, CEAT , Credit Suisse Singapore, Emami, Essar, Famycare, Frost and Sullivan, GAIL, Godrej Saralee, Harrisons Malayalam, HCL, HDFC Bank, Hindalco, Hindustan Petroleum [HPCL], Idea Cellular, Indian Oil [IOCL] , ITC, JSW, Jubilant, Krishna International [Telecom] Dubai, Kuwait Oxygen Company, Larsen & Toubro, Linc Pen, M Junction, Mahindra Finance, Max Life Insurance, Mitra SK, Nestle, NIIT Ltd, NIIT Technologies, Nourish Food Bangladesh, Premier Irrigation, RahimAfrooz Bangladesh, Rallis India, Ranbaxy, Raymond, RIECO, R S Software, Steel Authority of India, Sudarshan Chemicals, Supreme Industries, Tata Metalliks, TATA STEEL, Tata Steel Processing, Tega Industries, Times of India, TIL, United Health Group, IEST [an MHRD Institute] Global Faculty Development Programs



## SMART LEARNING & TRANSFORMATION SOLUTION [SLTS]: The **Complete Transformation** Solution

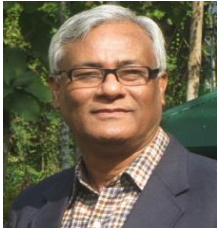
### WHO HAVE USED SLTS SINCE INCEPTION OF THE IDEA IN 2008?

#### Accredited bodies

- UGC approved Jadavpur University conducts its **PG Diploma in Management and Entrepreneurship [PGDME]** and also **Short Duration Programs** jointly certified by the University and The Strategy Academy Centre for Advanced Studies
- Jointly certified program with **Indian Institute of Engineering Science and Technology [IEST]**, a 163 year old **MHRD Institution**
- Jointly certified Young Leadership Development Program and HR Analytics Program with **Confederation of Indian Industries [CII]**
- Faculty conducted sessions PLUS all Academic Support for **2 year PGDPM Program of National Institute of Personnel Management [NIPM]**
- The Strategy Academy offers “**Academic Support Programs**”- using its SLTS - for assisting students of AICTE/ UGC approved 2/3 year programs [including UG/PG levels] and also various secondary and higher secondary level school programs

#### Conference Paper and Cases

- A paper – based partly on SLTS - was presented in Strategic Management Society’s Conference held in San Diego, USA in 2011
- Two cases were also written, one of which written by an IIM Faculty, got a special prize at ISB Hyderabad



# Smart Learning & Transformation Solution: The **Complete Transformation** Solution Conceived and Created by: **Prof Ranjan Das**

Professor of Strategy, Innovation, Entrepreneurship and Leadership

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- **Prof Ranjan Das** has been associated with several Institutions: **IIM Calcutta [1994 onwards]**, The Strategy Academy [2008 onwards], IIM Ranchi [ Visiting: 2014-15], IIM Trichy [ Visiting: 2015-17], UPH University, Jakarta [Visiting 2015-17] Indian School of Business, Hyderabad [Visiting: 2008-09], Hong Kong University of Science and Technology, Hong Kong [Visiting: 2005-06], Haigazian College, Beirut, Lebanon [1979-80]
- Doctorate [Fellow] in Management with specialization in Strategic Management from **Indian Institute of Management Ahmedabad (IIMA)**; Master of Science [Applied Mathematics] from Calcutta University
- Prof Ranjan Das has **46 years of experience** comprising
  - **20 years in industry** during which Prof Das had held such senior positions as General Manager of an MNC and Managing Director of a Joint Sector Company in India
  - **26 years in teaching, training, research and consulting** as a Professor of Strategic Management at **IIM Calcutta**
  - **12 years** [beginning January 2008 and overlapping with the assignment with IIM Calcutta] as an **Academic and Social Entrepreneur** engaged in developing an **ALTERNATIVE learning & transformation Solution** called **Smart Learning & Transformation Solution [SLTS], The Complete Transformation Solution** and setting up India's FIRST 100% LIVE and 2 Way Interactive DIGITAL knowledge Delivery Platform accessible from ANYWHERE in India and the world on REAL TIME & Direct2Participant basis.
- Prof Das had written **6 books** and many articles and case studies. He has presented papers in International conferences. He served as an **independent director** of several companies in India and currently advises many companies in India and overseas in the areas of Strategy, Innovation, Entrepreneurship and Leadership
- **A pioneer in DIGITALLY delivered Long Duration Executive Education in India** and acted as an **Academic Entrepreneur** while **single-handedly leading IIM Calcutta's extremely successful journey in this space during 1999-2007** [IIMC is currently the largest provider of long duration executive education in India]

# Smart Learning & Transformation Solution[SLTS], The **Complete Transformation** Solution

SLTS is an **INTERFACE** facilitating learning by learners, teaching or training by faculty or trainer and program management by administrator-in-charge  
[SLTS is INDEPENDENT of Virtual Classroom brand, Content, Device, Scale and Location & Real-time]

## **IMPORTANT POINTS TO NOTE**

Similarities and Differences  
between  
a Virtual Classroom  
and  
a Capability Building Solution such as SLTS

# Similarities and Differences between A Virtual Platform & SLTS, The Complete Transformation Solution

## Virtual Classroom [offered by several vendors]

- Video Conferencing Features
- Web Conferencing Features
- Group Collaboration Features

## SLTS, The Complete Process [for Smart Learning]

- Video Conferencing Features
- Web Conferencing Features
- Group Collaboration Features

Similarities

## Additional Classroom-Independent Features of

### Capability Building Solution for SMART LEARNING

1. Hi Tech-Hi Touch: **Dedicated support of a Program Manager**– both during each faculty conducted session and OUTSIDE faculty conducted sessions
2. Tracks learning during both inside the virtual classrooms [faculty conducted] and OUTSIDE the class-room
3. Multi-time Attendance Tracking System during faculty conducted sessions
4. Multi-time Engagement Tracking System during faculty conducted sessions
5. Session-wise feedback of participants on content, faculty, experience etc.
6. Virtual syndicate room discussion and presentation system [outside and inside faculty conducted session]

## Additional Classroom-Independent Features of

### Capability Building Solution for SMART LEARNING

7. Inter-participant learning & networking system
8. Examination [ both MCQs and long examination types],
9. Evaluation & grading
11. Learning Management System
10. Scheduling of all faculty conducted sessions and participants' activities outside faculty conducted sessions and their tracking and monitoring vis-à-vis pre-announced schedule.
12. Continuous training and technical support [pre, during and outside faculty conducted session]
13. Focus on Total Learning Process & NOT just the platform features; **retains most features of time-tested brick and mortar system** but removes its well-known disadvantages
14. Only operating or revenue expense, NO Capex

Differences

List of 18 services coming under **Smart Learning & Transformation Solution [SLTS],**  
The **Complete Transformation Solution**

## SLTS: Systems & Services

### BASE VERSION

- |   |   |
|---|---|
| 1 | <b>Virtual Lecture Theatre</b> that includes [a] 100% LIVE and 2 way interactive with streaming video and audio feeds,  |
| 2 | Creation of UNIQUE ID for each student that will give him/her access to 100% LIVE sessions, reading materials, LMS etc. and appear at various exams/ tests  |
| 3 | Training of faculty and each student regarding how to use various features of SLTS effectively [formal sessions for a subject/ section will not start till the concerned faculty and each student attend and complete structured DEMO sessions that will cover almost all the services mentioned below]             |
| 4 | <b>Session Management service</b> through [a] A dedicated official present in each session for offering technical & training support and [b] a dedicated mobile number for participants and faculty to connect with the technical support team of the Academy before, during or after any faculty conducted session |

### VALUE ADDED SERVICES ON TOP OF BASE VERSION

- |   |   |
|---|---|
| 5 | System for checking participant-wise attendance every 20 to 30 minutes on surprise basis  |
| 6 | System for checking participant-wise engagement level for each session  |
| 7 | System for online capturing of feedbacks of participants – session by session and participant-wise  |
| 8 | Virtual Group Discussions System [with 100% LIVE Video and Audio feeds] as a part of the subject [excluding cost of reading materials and also topic required to do group discussion] |

## List of 18 services coming under **Smart Learning & Transformation Solution [SLTS], The Complete Transformation Solution**

### Systems & Services

#### VALUE ADDED SERVICES ON TOP OF BASE VERSION [Continued from previous slide]

9	System for Inter-participants Networking for Learning and Exchange of ideas
10	Presentation System for participants to make presentations to the faculty [with 100% LIVE Streaming Video /Audio feeds] [excluding cost of reading materials required for individual presentation]
11	Learning Management System [LMS] required for the entire duration of a program spread over several weeks
12	System for recording 100% LIVE sessions for viewing later[ available for a limited number of days]

#### ADDITIONAL SERVICES

13	System for Instant Checking of participants' understanding of specific concept/skill
14	System For online short quizzes [questions to be given by faculty/ subject matter expert]
15	System for online program-end examinations [duration: 1 to 3 hours] -[questions to be given by faculty/ subject matter expert]
16	Grading the students based on the organization's guidelines and after faculty/SMEs submit the exam/quiz marks
17	Scheduling System – covering both [a] faculty conducted learning process and [b] all activities coming under scheduled and guided learning process outside formal faculty conducted sessions - <u>for the entire learning and transformation process of any Program;</u> this system is used to track participants' acts and deeds both during faculty conducted sessions and outside faculty conducted session. This system also provides select information for preparing Program Report Card [PRC] [see item 18 below]
18	Program Report Card [PRC] - A weekly/ fortnightly report on status of all aspects of program delivery [participant-wise and overall]

**NOTE: [1] Content research and Content, [2] Sourcing Faculty/ Subject Matter Experts and [3] Guidance of Action Learning Projects are not included in above**