

ARITRA FAQs



1. What is the Atritra program?

The Atritra program is a leadership accelerator program. It is a 6-month leadership journey that mid to senior leaders in the Social Sector traverse while they continue to work in full time jobs. The Program aims to accelerate these leaders' movement into senior leadership roles. Atritra equips its Fellows with key knowledge, skills and perspectives that will help them drive impactful policies, build strong organizations and create a resilient, collaborative network of influence.

2. What is the rigour of the program?

The program is aimed at providing skills, knowledge and perspectives to expand your horizons of thinking as a leader. This is what you should know about your time commitment to the program:

- 2 days per month, for 5 months – virtual sessions, across classroom learning, peer learning, learning with practitioners and in reviewing your progress on the organization challenge project.
- You will also spend 1 day in offline individual learning, assignments/projects and self-study.
- In month 6, you will spend 3 days at the IIMB campus in Bangalore provided pandemic related travel rules permit.

Through this accelerated journey of 6 months, you will be required to balance your time at work and for the program. Be prepared for the hurdles that this might throw up for you at work and plan well in advance. Leadership learning journeys are never just about yourself. It requires loads of support and sponsorships from your key stakeholders - your team, your manager, your partners, etc. Create an enabling environment by taking everybody along. If you are prepared to do what it takes, to reap the program to its fullest, apply now!

3. Who should apply for the Atritra program?

Refer to the Eligibility section of the Program to know the criteria in detail.

One thing to remember – if you are looking for ready-made answers, solutions on a platter, formulae to manage situations, Atritra DOES NOT provide those. Instead, if you are someone who is willing to explore, expand your horizons, soak in different perspectives and then take it all back to see what you wish to do with all this new information, come join us! Apply now!

Also, please remember that you should be employed with an organization that is working in the social impact sector (and this includes both CSOs and social enterprises) and that the organization is willing to help you meet your time and learning commitments of the program.

4. What are the qualifications to apply to Atritra?

We are not fussed about your academic qualifications. If you are open to learning, apply now! If you have completed your graduation, in any stream, you are eligible. If you have the required years of experience, you are eligible (refer to the Eligibility section of the Program to know the criteria in detail)

5. How many candidates will be selected?

50 leaders will be a part of the Atritra cohort 2021.

6. How many days will I need to be away from work?

2 days per month, for 5 months – virtual sessions, across classroom learning, peer learning, learning with practitioners and in reviewing your progress on the organization challenge project. You will also spend 1 day in offline individual learning, assignments/projects and self-study. In month 6, you will spend 3 days at the IIMB campus in Bangalore, provided pandemic related travel rules permit.

7. What is the program schedule and its components?

Refer to the Program Structure and Methodology section.

8. What is the selection process?

Refer to the Application and Selection process.

9. What if I leave my current organization midway through the program?

Ideally, we hope that you don't have to face this situation. More so, if the organization has financially sponsored you for the program! In the event that you may land up in this position, the one component that does get affected is the organization challenge project, which is mandatory, to get the certificate.

If you do anticipate this event occurring in the near future, and during the course of the present batch that you are applying for (Jul-Dec 2021 batch), don't despair! Apply to the next batch. We'll look forward to seeing you then!

10. At what stage should I get my manager / organization's consent to be a part of the program?

If you have reached this far in knowing more about the program, we assume you have not yet completed the application form. We would encourage you to talk to your organization and manager before you apply, since it is going to take you away from your work, for a minimum of 3 days per month, for 6 months. You may not be able to pull this off on your own, if you don't take their consent now, before applying! You might just get lucky if your organization is willing to financially sponsor you for the program! So hurry along, make that phone call to your manager or your organization leader! And don't forget to come back here and apply!

11. What certificate do I get at the end of the program?

You will receive an IIMB certificate at the end of the program if you have attended all components of the program. Essentially 100% attendance on all components guarantees you the certificate!

12. What if I complete all the IIMB classroom modules but don't complete the other components?

We would be extremely sad and would think, "what a golden opportunity to have missed...". We would also think, "ah, you applied only because you wanted the IIMB certificate!"

On a more serious note, do be sensitive to the financial resources that you or somebody on your behalf is investing in the program. We would love for you to experience the program in its entirety!

By the way, you will not be eligible for the certificate if you just attend the IIMB classes!

13. Will I get a stipend as a part of Aritra?

No.

14. What is the course fees and payment process?

INR 1,20,000/- (One Lakh Twenty Thousand), including GST @ 18%.

This amount includes the costs of both partners who are bringing this program to you – Indian Institute of Management, Bangalore (IIMB) and Phicus. Upon selection, you will be required to remit the program fees in full, prior to the start of the program. You will be provided with the bank details at the time of selection.

You will have to take care of your travel expenses for the 3-day residential module at IIMB in Month 6 of the program, provided pandemic related travel rules permit.

Individual coaching (one-on-one learning support) is an optional element and will be charged over and above the course fees mentioned above. Please write to aritra@phicus.org for more details

15. Do you offer scholarships for this program?

There are no scholarships on offer for this program. It is a '100% pay before the start of the program' model. Having said this, we would encourage you to seek your organization's or funder's sponsorship to fund your seat on the program. You could also work out a 50-50 split of the seat cost between yourself and your organization.

16. What happens if I get posted abroad, mid-way through the program?

We would be very happy for you and the exposure that you will get through the international stint!

However, if this move happens mid-way, you may lose out on your attendance and completion mandate and may not be eligible for the certificate.

17. I am not an Indian citizen. Can I apply?

No. The current eligibility requires an Indian citizenship, to apply.

18. Is there an age limit to apply to this program?

Learning has no age limit! And honestly, we don't care!

The program is for individuals who are at the cusp of an operational and strategic role and are looking to equip themselves. If this is true for you, then Aritra is the right place for you.

If you fulfil the eligibility criteria, we look forward to receiving your application!

19. I am having trouble submitting my application form. Who should I contact?

Please write to aritra@phicus.org for any support regarding the application form.

20. If I am not selected, can I re-apply for the program?

Post the application shortlisting and interview round, if you have not been selected, it means that your candidature was not suitable. However, in our final communication to you, if we believe that with a few more additions to your profile (garner more experience or gain exposure to 'x' area), you do become eligible, we'll let you know and you could reapply.

In case you did not make it because the batch numbers were met, we will keep you informed and you will be given preference over other candidates when the subsequent batch opens up.