

How will Mindtree Kalinga change the life of a Campus Mind?

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These are the best of times and the worst of times for the young Indian engineer entering the IT industry. Consolidating its stellar successes of the last couple of decades, the Indian IT industry has become an indispensable partner to the best companies in the world. Admired globally for its engineering and managerial acumen, it offers multiple options to build a rewarding and successful career.

However, there is another reality that the young Indian engineer needs to contend with. Many students possess good grades and get placed in dream jobs – but are weak in fundamentals and have poor engineering skills. Once they start work, they realize that bookish knowledge about swimming doesn't really prepare you for the deep sea diving that is expected.

As conflicts surface, you realize that education missed a few crucial elements of what are called '21st century skills'— skills needed to create, communicate, cooperate and collaborate; the ability to manage one's own self, colleagues and customers. Success or failure in corporate life rarely depends on technical prowess alone but also on practical abilities such as taking responsibility, making decisions and solving problems.

Organizations perceive this gap and chalk out induction programs to help bridge it. This has limited success since most such programs fall back on the same classroom paradigms. The engineer is once again subjected to and overwhelmed with multiple classroom lectures and assessments and struggles to cope. There has to be a more effective way to bridge this gap. This belief has led Mindtree to build a Global Learning Centre (GLC) where campus graduates will join a ninety day learning program called 'Orchard'.

The 'Orchard' program at GLC is the next-generation induction program where we breathe life into learning. This is where Campus Minds can get curious about how things work, have courage to make mistakes and take responsibility for their actions. Through this experience, Campus Minds develop the engineering, business and social mindset necessary in this new world order.

How does this transformation happen?

From Theory to Practical:

Corporate life moves beyond theories, frameworks and concepts – to their application in solving practical problems. At GLC, Campus Minds will not only be taught the essentials of Java or .NET but will use that knowledge to build web-sites and shopping portals. Live projects add meaning and bring purpose to learning. As we create a mini-Mindtree at the GLC, one learns the tricks of the trade needed to survive and thrive in the real world that lies beyond the walls of GLC.

From Me to World:

Understandably most students, as they join corporate life, are focused on themselves – my work, my career, my compensation. But to succeed in organizations, you need to go beyond - from 'me' to 'us' – our team, our project, our customer, our industry, and our world.

This shift in mindset is achieved by providing Campus Minds with diverse experiences that give them multiple perspectives.

From Competition to Collaboration:

Educational systems are built to reward individual excellence. A student, standing 'first' implies that there are others 'below' him. But team work and team success is the corner-stone of corporate life – almost nothing is achieved alone.

GLC simulates this necessity, by creating an environment in which campus minds work together in groups. Groups of 8 learn, eat, play, and succeed together during their stay, making collaboration second nature to them.

From Math-logical to Multiple Intelligences:

If the 20th century was the century of logical and analytical ability, the 21st century can be said to be the century of multiple intelligences. The traditional definition of intelligence is giving way to a broader definition which reflects the differing ways in which humans think, learn and act. GLC looks at engaging learners using different intelligences, resulting in a multi-skilled, well-rounded engineer.

As a campus mind experiences this unique learning program, we are not just creating a programmer or a tester but someone who will engineer meaningful technology solutions to help businesses and societies flourish.

Welcome to possible.