

SKILL SPRING PULSE

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NEWSLETTER



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FACILITATOR THOUGHT

BUILD FRESHERS INTO PROFESSIONALS, BY JUST ONE SHIFT!

By: Deepa Padda

(Expert in Developing High-Performance Leaders)

Most organizations onboard graduates. Very few actually prepare professionals.

Workplaces demand adaptability, ownership and problem-solving and that gap is costing more than we realise.

For HR and L&D leaders, this raises one critical question: **Are we building professionals or just processing joiners?**

The real gap rarely lies in technical skills. It lives in critical thinking, accountability, communication and workplace behavior and the shift from a **"student mindset"** to an **"ownership mindset."**

Closing that gap means going beyond induction and focusing on four dimensions –

- **IQ (learning agility)**
- **EQ (emotional intelligence)**
- **SQ (values and integrity)**
- **CQ (culture quotient)**

When young professionals learn not just what to do, but how to think and align with culture performance accelerates naturally.

The corporate world doesn't expect fresh talent to know everything. It expects the willingness to learn and grow.

The question is:

is your L&D strategy built for that?

FOUNDER'S PERSPECTIVE – By Gaurav Mahajan, Co-Founder & CEO



LEARNING FROM GEN Z

"I never thought working with Gen Z interns would end up teaching me a thing or two about the future of learning."

One thing I've realized while working with campus hires is that Gen Z does not learn through long presentations infact they learn through experiences, conversations and real responsibility.

During one intervention, a learner asked us

"Why does feedback only come after mistakes?"

That question completely changed how we viewed onboarding.

The biggest lesson for L&D teams is simple: campus-to-corporate programs should focus less on information and more on confidence, mentorship and practical exposure from Day 1.

Organizations that understand this are not just onboarding better, they are building future-ready professionals earlier.

SUCCESS STORY

FROM OD TO C2C JOURNEY

In June last year, we had an exploratory call with a growing tech company in Bangalore for an OD intervention. During the discussion, one challenge stood out that campus hires were technically strong but struggling with communication, ownership and adapting to workplace culture.

Instead of running a separate induction program, we integrated a Campus-to-Corporate journey within the OD initiative itself. Through workplace simulations, mentorship and practical business scenarios, fresh hires started understanding how to think and operate in a corporate environment.

Within 6 weeks, the organization observed:

- **15–18%** improvement in manager feedback on ownership & accountability
- Around **20%** faster adaptation to team workflows
- Nearly **10–12%** reduction in dependency on managers for routine guidance

The biggest learning for us?

Campus-to-corporate programs create stronger impact when they are connected to the organization's larger culture and team development goals.

* HIGHLIGHT OF THE MONTH

LinkedIn Live (May 29, 2026)

Topic: Campus To Corporate
"Nobody Told Me This Before My First Job"

What We Unpacked – The transition challenge between academic success and workplace readiness.

[Read More..](#)

* PRODUCT SPOTLIGHT

Check your organisation's POSH readiness in under 10 minutes.

Launched a **NO COST** New Ai tools to identify capability gaps across **POSH Compliance**.

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[Tool Link](#)

* COMMUNITY CORNER

How to Get Better at Sales!

Live webinar by an industry expert – **Clayton D'Souza**.

TOPIC: Sales Excellence

Why Your Sales Team Isn't Performing?

Leadership Insight: Live discussion on sales gaps and audience questions.

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