

SUMMER INTERNSHIP PROGRAM

At

HCLFoundation

From 12th May to 25th July 2025

A REPORT BY

Divyansh Damle

Master of Business Administration

Development Management

IIHMR-U/01/2024-26/0057

2024-26

Under the Mentorship of

Dr. Himadri Sinha

Professor and Dean SDS of IIHMR University



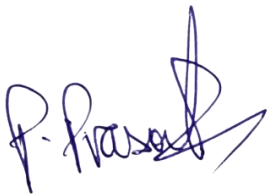
19 August 2025,

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Divyansh krishna Damle**, a student of **MBA Development Management** at **IIHMR University**, has successfully completed an internship from **11 May 2025** to **25 July 2025**. As part of the internship, he/she submitted a project report on **Educating the students from slums on Sports and training the students on sports based soft skill for personal development. To coordinate HCL Foundation's Sports for Change**, which has been reviewed and found to be in accordance with our expectations.

He/she demonstrated good conduct and performance throughout the internship period.

Regards,



Prasath Panneerselvam, SHRM-SCP
Head – Campus Relations

HCLTech

Supercharging Progress™

hcltech.com



IIHMR University Faculty Mentor Approval

This is to certify that **Mr. Divyansh Krishna Damle** of the academic year 2024-26 **School of Development Studies** has prepared a poster with respect to his summer internship held during May- July 2025.

He has carried out work as per the guidelines. His poster is approved for presentation.

Date: 29/07/2025

A handwritten signature in blue ink, appearing to read 'H. Sinha', with a long horizontal stroke extending to the right.

Dr. Himadri Sinha

Professor & Dean SDS

IIHMR University, Jaipur

Brief History and Description of the Organization

- HCL Foundation, established in 2011, is the CSR arm of HCLTech. It works toward urban and rural community development aligned with the UN's SDGs.
- Through initiatives like HCL Samuday, HCL Uday, and the HCL Grant, it addresses issues in education, health, environment, and livelihood.
- The Uday Program specifically focuses on holistic urban development in underserved communities across Indian cities.

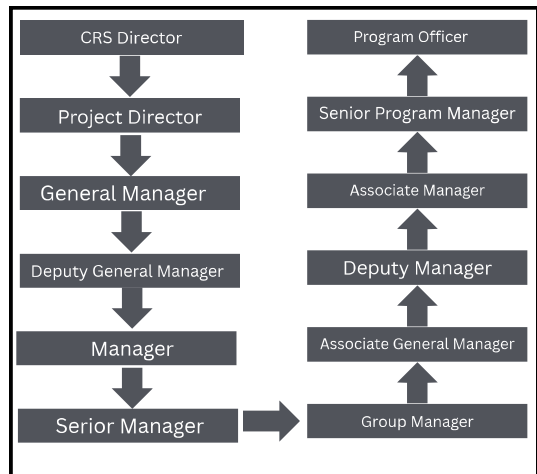
Mission

To be the source code for sustainable socio-economic and environmental development through innovation and partnerships.

Vision

To build inclusive communities and ensure dignity and equality for all, enabling them to achieve their full potential

Organisation Structure



SWOT Analysis

Strengths

- Strong corporate backing from HCLTech
- Wide network of partners and NGOs
- Scalable, proven models in both rural and urban areas
- Sustainability and innovation

Weaknesses

- Dependency on corporate funding
- High volume of programs may affect deep monitoring
- Complex operations require strong coordination
- Limited global outreach compared

Opportunities

- Expanding digital inclusion & tech-based CSR
- Partnerships with international bodies
- Scaling successful models to new regions
- Leveraging employee volunteering globally

Threats

- Policy changes in CSR laws
- Economic downturns affecting funding
- Competition for visibility with other CSR foundations
- Social resistance in rural implementation

Purpose

The purpose of this internship was to gain practical exposure to CSR implementation in underserved urban communities through the UDAY Program. The internship aimed to apply academic knowledge in real-world settings by supporting ongoing projects focused on education, health, and livelihood, while contributing to sustainable urban development initiatives.

Findings

- Digital literacy and tech-based interventions are critical to scaling CSR impact in urban settings.
- Community engagement is more effective when aligned with local cultural and social contexts.
- Collaboration between corporate teams and NGO partners requires clear communication and streamlined coordination.
- Inclusive development practices, including DEI and ESG, are gaining prominence in CSR project planning and execution.
- Data-driven decision-making and monitoring significantly improve the efficiency and outcomes of CSR projects.



Theoretical

Conducting FGDs, interviews, event planning

Organizing Sunshine Camp, Seed Ball, Blood Drive

DEI & ESG research with Solitary Foundation

Practical

Participatory research methods, CSR theory Stakeholder engagement, event planning models

Development communication, inclusive education

Sustainable development, governance frameworks

Challenges Faced During Internship

- Communication barriers in local communities.
- Balancing time between NGO tasks and HCL Foundation projects.
- Technical challenges in data analysis and translation accuracy

Major Learnings

- Applied qualitative methods in real field settings.
- Understood CSR implementation through urban development projects.
- Improved communication, teamwork, and digital literacy (Excel, Canva).
- Gained exposure to ESG, DEI, and education-based CSR initiatives.

Suggestions

- Integrate digital tools like mobile data collection apps.
- Facilitate more feedback sessions between interns and project mentors.
- Create a resource bank of translated/localized materials for continued impact

Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Uday

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

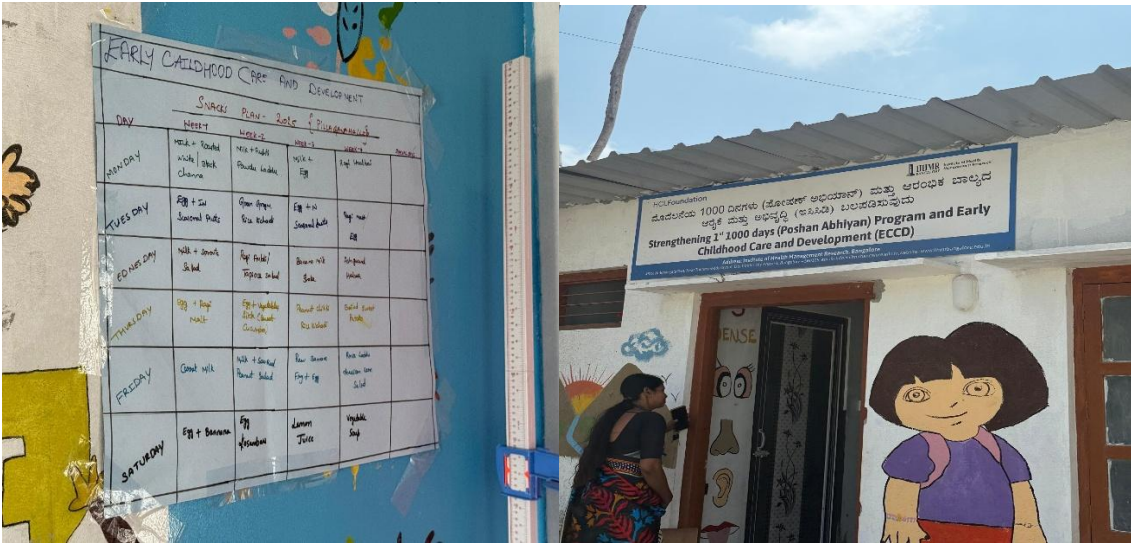
Week no: 1 **From:**12 May 2025 to 17 May 2025

Activity Done	HCL Tech Main Office Visit in Jigni, Bengaluru Worked With Sochara NGO Multiple Field Visits (Maya Bazaar, Pillaganahalli)
Linking theory (Classroom learning) with practice at your organisation	Connections to Classroom Knowledge of CSR Theory and Various Research Approaches Qualitative Approaches: Community members' perspectives, difficulties, and living conditions were better understood through in-depth interviews. Focus Group Discussions (FGDs) were used to get opinions from a group of people and encourage participation, particularly with women and young people. Observation: During field visits to Anganwadis and homes, non-intrusive observation gave insights into the customs and behaviors of the community in real life. Sustainable Growth Sanitation and Health Education and Development of Children Promotion of Livelihoods Awareness of the Environment Participation of the Community

Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Work with Sochara foundation Go For a Field Visit

Signature of the Student:

Approved by the IIHMR University's Mentor





Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Sports For Change

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

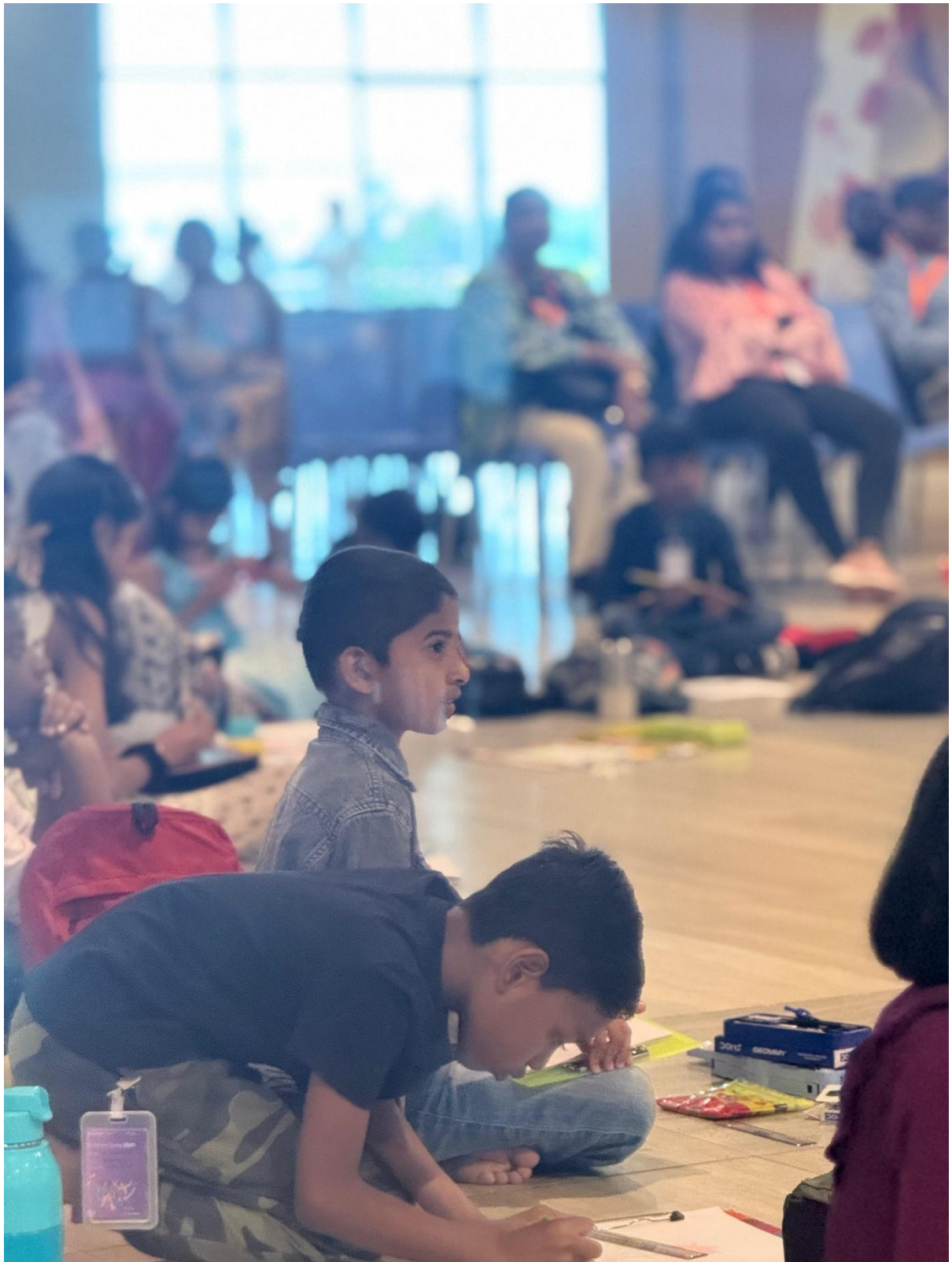
Week no: 2 **From:**19 May 2025 to 24 May 2025

Activity Done	HCL Tech Main Office Visit in Jigni, Bangaluru Co-ordinated in Sunshine Camp
Linking theory (Classroom learning) with practice at your organisation	Integrating theoretical knowledge from classroom learning with practical application within your organisation Child Development and Education: The Sunshine Camp implemented a holistic approach to child engagement through drawing, sports, and singing activities which corresponded with classroom principles of child-centric development and experiential learning. Sustainable Development: Through their engagement with art-making activities using reusable waste materials, children developed sustainability awareness that directly connected to environmental education theories and sustainable behaviour change principles. Participatory Learning Methods: The classroom-taught participatory and inclusive education methods manifest through activities like games alongside creative competitions and sign language sessions. Event Planning and Community Engagement: The complete organization of a child-focused event provided practical experience that strengthened classroom teachings about stakeholder engagement and volunteer coordination along with activity planning.

	Social Inclusion and Communication: The promotion of basic sign language instruction created an inclusive communication environment while connecting to MBA discussions on equity, social justice, and inclusive development.
Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Blood Donation Camp Power of One Event

Signature of the Student:

Approved by the IIHMR University's Mentor











Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Uday

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 3 **From:** 26 May 2025 to 31 May 2025

Activity Done	HCL Tech Main Office Visit in Jigni, Bangaluru Co-ordinate For Blood Donation Camp Seed Ball Activity Co-ordinate For Power of One Event (Pillaganahalli)
Linking theory (Classroom learning) with practice at your organisation	Coordination of the Blood Donation Camp (in collaboration with Narayana Hospital) was a direct reflection of classroom instruction on stakeholder engagement, health promotion, and corporate social responsibility (CSR) initiatives. The Seed Ball Activity reinforced ideas of community-based natural resource management and eco-conscious interventions, which was in line with sustainable development goals and environmental education. Gender and Inclusion in Development: Through art-based mental health activities like making mandalas, the Power of One Event aimed to support the LGBTQ+ community at HCL. Social inclusion, mental health, and gender-sensitive development management theories are all connected to this experience. Event Design and Grassroots Engagement: Having firsthand experience planning and directing several events enabled the application of development communication principles, program implementation, and the participatory learning techniques covered.

Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Work For Sochara Foundation Work For Mantra for Change

Signature of the Student:

Approved by the IIHMR University's Mentor















Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Sports For Change

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 4 **From:** 2 June 2025 to 7 June 2025

Activity Done	Worked in Sochara Office Contact Rupesh Sir from Mantra for Change
Linking theory (Classroom learning) with practice at your organisation	Excel work relates to our studies in business analytics classes, where we learned how to use the tools for data collection and statistical comprehension. Knowledge of Canva and Microsoft Office.
Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Work For Mantra for Change Work On Translation

Signature of the Student:

Approved by the IIHMR University's Mentor

Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Sports For Change

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 5 **From:** 9 June 2025 to 14 June 2025

Activity Done	Worked For Mantra for Change Foundation Working on The Book 'Science Magic Box' Translating a Hindi Book to English
Linking theory (Classroom learning) with practice at your organisation	Bihar's Hindi children's book Science Magic Box for Bengaluru is translated into English, illustrating the concepts of Knowledge Localization, Education and Development, and Development Communication covered in the MBA program in Development Management. Using Canva for design and translation is an example of a useful ICT for Development application that improves accessibility and engagement with learning materials. Encouraging inclusive education and community involvement, which are core course principles, is the goal of making basic science experiments accessible to urban youth.
Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Yet To Be Discussed

Signature of the Student:

Approved by the IIHMR University's Mentor

Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Sports for Change

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 6 From:16 June 2025 to 21 June 2025

Activity Done	Visit Sochara Foundation Worked For Mantra for Change Foundation Working on The Book 'Science Magic Box Part 2' Translating a Hindi Book to English
Linking theory (Classroom learning) with practice at your organisation	The application of Development Communication, Education and Development, and Localization of Knowledge from the MBA in Development Management is demonstrated in the English translation of the Hindi children's book Science Magic Box, which was first printed in Bihar. Learning materials are made more interesting and accessible by using Canva for translation and design, which is in line with real-world ICT for Development applications. The goal of simplifying science experiments so that urban kids can understand them promotes inclusive education and community involvement, two of the course's main tenets.
Gaps identified on the working area.	No
Suggestions for improvement	No

Plan for the next week	Work for Mantra for Change Foundation Book Translation 'Science Magic Box Part 2' Visit Solitary Foundation Office Work with Solitary Foundation
-------------------------------	---

Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Uday

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 7 From: 23 June 2025 to 28 June 2025

Activity Done	Visit Sochara Foundation Worked For Mantra for Change Foundation Working on The Book 'Science Magic Box Part 2' Translating a Hindi Book to English
Linking theory (Classroom learning) with practice at your organisation	The translation of the Hindi book Science Magic Box (originally printed in Bihar) into English for children in Bengaluru reflects the application of Development Communication, Education and Development, and Localization of Knowledge from the MBA in Development Management. Using Canva for translation and design aligns with practical applications of ICT for Development, making learning materials more engaging and accessible. The aim of making simple science experiments understandable for urban children supports inclusive education and community engagement—key principles from the course.
Gaps identified on the working area.	No

Suggestions for improvement	No
Plan for the next week	Work for Mantra for Change Foundation Book Translation 'Science Magic Box Part 2' Visit Solitary Foundation Office Work with Solitary Foundation

Signature of the Student:

Approved by the IIHMR University's Mentor

Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Sports for Change

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 8 **From:** 30 June 2025 to 05 July 2025

Activity Done	Visit Solitary Foundation Research On DEI Initiatives (In India and Around the World) Research on Events, Engagements and Partnerships Companies Engage Under ESG Requirement in India Worked For Mantra for Change Foundation Working on The Book 'Science Magic Box Part 2' Translating a Hindi Book to English
Linking theory (Classroom learning) with practice at your organisation	Connecting your organization's practice and theory (classroom learning): The week's activities closely correspond with the fundamental ideas covered in the MBA in Development Management course. Working with Mantra for Change and visiting the Solitary Foundation gave us a hands-on introduction to nonprofit management theories and stakeholder engagement. Classroom instruction on inclusive development, sustainability, and governance frameworks is closely related to research on DEI initiatives and ESG compliance. As stressed in our curriculum, the concepts of development communication and education as

	a tool for empowerment are echoed by translating educational content and aiding in the dissemination of knowledge.
Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Work for Mantra for Change Foundation Book Translation 'Science Magic Box Part 2' Visit Solitary Foundation Office Work with Solitary Foundation

Signature of the Student:

Approved by the IIHMR University's Mentor

Published By
Nazariya: A Queer Feminist Resource Group

SEX EDUCATION: BEGINNING WITH BASICS

Written By Nivedita S and Zain Younis



Illustrated By Anjali S and Roshni Sivakumar

Intersex Persons and Their Rights

Brief Guidelines for Media and
General Public

1 in 100 births to
intersex variation
1.7% of the world

Intersex Genital
the unnecessary
performed on intersex
to assign either
them without waiting
old enough to identify
gender identity.

Doctors are still
variations or subtle
identified intersex

Walking the Intersex



Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Uday

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 9 **From:** 8 July 2025 to 13 July 2025

Activity Done	Worked For Solitary Foundation Worked For Mantra for Change Foundation Completed The Book 'Science Magic Box Part 2' Translating a Hindi Book to English
Linking theory (Classroom learning) with practice at your organisation	The work with the Solitary Foundation and the Mantra for Change Foundation shows how development management principles such as stakeholder engagement, project coordination, and educational outreach are used. The book translation task supports learning equity and connects to behavioral and communication theories by making scientific content accessible to young readers. Lessons learned in the classroom about inclusive education, grassroots development, and policy implementation were immediately applicable during these practical assignments.
Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Work for Mantra for Change Foundation Book Translation 'Science Magic Box Part 3' Visit Solitary Foundation Office Work with Solitary Foundation

Signature of the Student:

Reporting Format (Weekly)

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Uday

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Week no: 10 **From:**14 July 2025 to 19 July 2025

Activity Done	Worked For Solitary Foundation Worked For Mantra for Change Foundation Completed The Book 'Science Magic Box Part 2' Translating a Hindi Book to English
Linking theory (Classroom learning) with practice at your organisation	The work with the Solitary Foundation and the Mantra for Change Foundation shows how development management principles such as stakeholder engagement, project coordination, and educational outreach are used. The book translation task supports learning equity and connects to behavioral and communication theories by making scientific content accessible to young readers. Lessons learned in the classroom about inclusive education, grassroots development, and policy implementation were immediately applicable during these practical assignments.
Gaps identified on the working area.	No
Suggestions for improvement	No
Plan for the next week	Work on Final SIP Report Maked Poster Presentation

Signature of the Student:

Approved by the IIHMR University's Mentor

Summer Internship Program

Compiled Report

Name of the Organisation: HCL Foundation

Area/ Department/ Project of Summer Internship Program: Uday

Name of the Student: Divyansh Damle

Roll no: 0057

Stream: Development Management (DM)

Activity Done	Over the course of ten weeks, from May 12, 2025, to July 25, 2025, this report offers a comprehensive summary of the activities completed and their theoretical connections to classroom instruction. Collaborations with Non-Governmental Organizations (NGOs), involvement in Corporate Social Responsibility (CSR) programs, and different community development projects were the main practical engagements. Business analytics, an MBA in Development Management, and more general development communication and management courses were all directly applied in these experiences. ● Organizational Visits and Collaborations: frequent trips to the HCL Tech Main Office in Jigani, Bengaluru, and a great deal of collaboration with different NGOs, including the Solitary Foundation, Mantra for Change Foundation, and Sochara NGO. These partnerships frequently entailed planning events and completing particular tasks. ● Community Development and Engagement: direct participation in community-focused projects, such as field trips to Maya Bazaar and Pillaganahalli and participation at Anganwadis. Important events included planning and taking part in a Blood Donation Camp (in collaboration with Narayana Hospital), leading a Seed Ball Activity to raise awareness of environmental issues, and organizing a
----------------------	--

	Sunshine Camp that emphasized holistic child engagement (sports, singing, and drawing). Educational Content Development and Translation: An important project was "The Book 'Science Magic Box'," which involved translating a Hindi children's book into English in Bengaluru. The goal of this project was to increase the accessibility and interest of science education. Social Inclusion and Well-being Initiatives: Organizing "The Power of One Event" at Pillaganahalli, which featured an eco-friendly Kitchen Garden project and a gathering aimed at assisting the LGBTQ+ community at HCL by providing art-based mental health activities like making mandalas. Attempts to promote inclusivity also included teaching basic sign language. Research and Data Application: Focus Group Discussions (FGDs) and in-depth interviews with community members were conducted to learn about their perspectives, difficulties, and living conditions. Research was done on ESG (Environmental, Social, and Governance) requirements for businesses as well as Diversity, Equity, and Inclusion (DEI) initiatives in India and around the world. The work also included the practical use of business analytics tools, especially Excel, for data collection and statistical comprehension. Dedicated Work with Solitary Foundation: Working directly with the Solitary Foundation constituted a large part of the engagement. The goal of this work was to give members of the LGBTQ+ community skills that will help them become more independent and increase their chances of finding work and inclusion in corporate settings. This
--	--

	entailed being aware of their requirements, helping to create the program, and endorsing efforts to close skill gaps. ● Skills Development: Improved ability to use Canva for design and presentations and Microsoft Office.
Linking theory (Classroom learning) with practice at your organisation	The practical activities provided a robust platform for applying classroom learning: ● CSR and Development Management: Gain firsthand knowledge of CSR theories by participating in HCL's initiatives and comprehending how businesses contribute to community development. Program implementation, nonprofit management, and stakeholder engagement concepts were all used directly. ● Qualitative Research Methods: Practical experience with non-intrusive observation, focus group discussions, and in-depth interviews reinforced lessons on qualitative research methodologies while assisting in understanding community dynamics, issues, and perceptions. ● Child Development and Education: The Sunshine Camp and educational content translation projects directly related to concepts of child-centric development, experiential learning, inclusive education approaches, and making learning materials more engaging.

	● Sustainable Development and Environmental Education: Events such as the Kitchen Garden and Seed Ball campaigns offered useful perspectives on environmental consciousness, community-based natural resource management, and sustainable development objectives. ● Social Justice, Inclusion, and Governance: MBA topics pertaining to equity, social justice, inclusive development, and governance frameworks are closely related to initiatives that assist the LGBTQ+ community, teach sign language, and study DEI and ESG compliance. Through the direct application of inclusive development and livelihood promotion principles, the specialized work with Solitary Foundation highlighted the vital role that skill ● Business Analytics and ICT for Development: Canva for design and communication and Excel for statistical comprehension and data collection demonstrated the usefulness of business analytics and information and communication technologies (ICT) in a development setting. ● Participatory Learning and Event Management: Planning and directing a variety of events reinforced lessons on volunteer coordination and activity planning while offering hands-on experience in putting participatory learning methods and event planning principles into practice.
--	---

Gaps identified on the working area.	No Gaps as such identified which are has been intiated at that step.
Suggestions for improvement	No Suggestions further required

Signature of the Student:

Approved by the IIHMR University's Mentor