

Projects by ELEVATE

Overview

The **Projects** capability offered by ELEVATE provides a systematic approach for leaders to take up action-driven projects aimed at continuous improvement. By following the *+1 approach*, the project framework guides leaders to make small, achievable steps towards reaching their desired goals. The platform empowers users to take control of their personal and institutional growth through a structured process of task completion, progress tracking, and reflection.

Who Is This For?

- **Leaders:** Individuals aiming for personal and professional growth, particularly in educational, healthcare, and organizational leadership roles.
- **Institutional Program Managers:** Leaders who design and oversee professional development programs, including capacity-building and continuous improvement initiatives.
- **Healthcare Workers (e.g., ASHA Workers):** Frontline workers who require consistent skill enhancement to better serve communities.
- **Educators:** Teachers and trainers who need structured improvement programs to enhance their professional competencies.

How It Works

The **Projects** capability allows leaders to embark on targeted improvement journeys through a set of structured, process-driven tasks. These tasks are broken down into achievable micro-steps, guiding users from their current state to a desired future state. Projects can be pursued at both individual and institutional levels, with each project featuring a clear set of tasks and timeframes for completion.

1. **Task-Driven Projects:** Leaders are required to complete a series of tasks that directly contribute to a desired outcome. Tasks can be customized or edited to suit the leader's context.
2. **Track and Analyze Progress:** Users can monitor their progress in real-time, ensuring they stay on track towards achieving their project objectives.
3. **Project Sharing:** Users can share their projects with peers or program managers to encourage collaboration and feedback.
4. **Certificates and Recognition:** On completion of a project, users can be awarded certificates, fostering motivation and a sense of accomplishment.
5. **Flexibility:** The projects can be downloaded for offline access, providing the flexibility to work without constant internet connectivity.

Advanced Features

- **Agency or Assignment:** Leaders can either create their own projects or receive assigned projects from program managers. This dual functionality supports both self-directed and guided learning.
- **Enhanced Learning Resources:** Projects can include relevant learning materials and observation forms to aid in hands-on learning, especially for tasks that require direct observation.
- **Evidence Upload:** Users can attach supporting evidence such as photos, videos, or documents to demonstrate task completion and support learning.
- **Celebrating Success:** Projects can be shared with colleagues to celebrate improvements, motivate peers, and reinforce a culture of continuous growth.

Key Benefits

- **Incremental Growth:** Break down long-term goals into small, manageable steps, allowing for consistent progress and reducing overwhelm. Leaders can track and adjust their development in real-time.
- **Practical and Actionable:** Each project consists of practical, actionable tasks that directly contribute to the leader's professional development, making it easy to see real-world impact.
- **Continuous Improvement:** Leaders can undertake multiple projects to set new targets and continuously refine their skills and competencies over time.
- **Motivation and Recognition:** Earning certificates and being recognized for progress boosts morale and encourages ongoing engagement in self-improvement.

Representative Use Cases

- **Healthcare: ASHA Worker Training**
ASHA workers, critical to India's healthcare system, require ongoing capacity building to address health challenges at the grassroots level. Micro-improvement projects can be used to upskill ASHA workers, guiding them through practical tasks to improve their health intervention capabilities. These projects can be monitored by Auxiliary Nurse Midwives (ANMs) to ensure that workers are progressing and meeting key competency milestones.

Adoptions:

1. Adopter: Pratham, Tekdi

Pratham's Second Chance Program, which empowers adults aged 25-35 to re-engage with education, has transformed its approach by integrating the **Projects Capability of ELEVATE**. This open-source tool helps educators plan and track progress while allowing learners to break down goals into manageable tasks. By offering flexible, personalized learning paths, the Projects Capability enhances teaching efficiency and learner engagement. Since its adoption, teachers have become more prepared, and learners have gained confidence in achieving their goals since now they have the agency to lead their own learning journeys.