



Carole Sarkis (French)

Host organization: Aangan Trust (India)

iCats role: Expansion and Partnerships Strategy Manager

iCats duration: Feb – Dec 2012 (full-time)

Degree: MA Nonprofit Management and Political Science

Professional experience: 4 years of philanthropy advisory to HNWI (BNP Paribas Wealth Management) and grant-making and portfolio management (Fondation de l'Orangerie)

Summary

Carole supported the rapid expansion of the Effective Institutions and Shakti Programs across India, through both internal growth and external replication by trained partners. She established a partnership strategy and a partner training system, standardized processes, and introduced an online knowledge management system to ensure high quality service delivery in all states where Aangan is active.

The problem Aangan aims to tackle

- 40% of India's children are constantly exposed to neglect, homelessness, educational problems, physical harm, sexual abuse and/or are in poor physical and mental health
- Around 200'000 children live in state-run child care institutions, where the conditions are prison-like and inhuman



Aangan's solution

- Advocate for the realization of child rights at national- and state- levels
- Monitor state-run children's institutions and train staff to raise standards of care and protection
- Connect adolescents in communities to local services to increase their safety and develop their life skills to empower them

"The fellowship gave me the opportunity to strengthen my creativity and adaptation skills, in order to handle tasks in a resource-constrained environment and to manage intercultural communications."

Carole

Aangan's challenges

Rapid expansion of the organization across India led to an increasing need for standardized processes and quality control



Opportunity for an iCat Fellow

Support Aangan's expansion by engaging an iCat Fellow with excellent analytical as well as personal/networking skills

Carole's achievements ...



- Created a systems for training delivery and knowledge management
- Developed a partnership strategy and relevant tools for expansion
- Created a knowledge management system (including online platform for staff to retain/ share knowledge and handover processes for leaving staff)
- Established processes to manage volunteer engagements of community programs
- Coordinated the design and implementation of an anti-violence drive across programs

Carole's next challenge

Carole is still supporting Aangan to develop their institutional profile and fundraising in Europe. She is also engaged in project management in the field of women's rights and keeps consulting on philanthropy and giving strategies advisory.

...contributing to Aangan Trust's impact



- Aangan expanded their programs to additional states through the development of new partnerships and the delivery of key trainings to public staff.
- Aangan's Shakti program was identified by leading philanthropic organization Dasra as one of the four most effective to empower adolescent girls in India.

"I really appreciated Carole's guidance and the time she spent with me. It's this kind of dedication that helped the program grow to its full potential." Smita Dharmamer, Effective Institutions Program Coordinator