INCUBATING INCUBATORS

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About Incubating Incubators

A joint initiative of the Ministry of Micro, Small and Medium Enterprises & Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, implemented by Villgro; the program seeks to strengthen the incubator ecosystem in India to enable social enterprises to have access to better incubation support.

The program is designed to develop the capacity of incubators by providing exposure to the best practices adopted by Villgro India & the incubators it supports. It will focus on the development of the incubation model through one-on-one mentoring, providing learning opportunities and fundraising demos with donors to build long-term partnerships.

**Diagnostic & Solution Panel**

Villgro’s proprietary process, Diagnostic Panel is a multi-stakeholder strategic solutioning session. The panel diagnoses imminent challenges/risks in all areas of the incubation model for incubators and builds a 60-day action plan.

**Incubation Playbook**

The ‘Incubation Playbook’ captures all the incubation processes, templates and insights, from setting up to running an incubator. It will be translated into 3-4 days virtual training programs, webinars and group activities.

**Handholding & Networking**

Incubator will work with Villgro’s portfolio managers in order to learn portfolio management tools and templates. Villgro will also facilitate Incubator Networking with prospect Incubators, Donors & Corporates.

**Mentoring**

Villgro with the help of its distinguished advisors, will provide one-on-one customised mentoring to each incubator during the program period. The advisors will co-design a customised roadmap for assessing the startup ecosystem.
Engagement Calendar

**KICKOFF + DIAGNOSTIC PANEL**

April 12, 14-20

**Module 1**
Setting up an Incubator
April 21-23

**Module 2**
Incubation Cycle
April 21-23

**Module 3**
Operating an Incubator
May 6-7

**Module 4**
Incubator Governance
May 20-21

Handholding Sessions
After each module

Mentoring Sessions
After each module

Peer Learning Sessions
(Every Wednesday)

Webinars
(Every Saturday)

Development of Incubator Road Map & Business Model
June 8-15

Networking Event
Marketing & Partnership
June 24

**Incubators Fundraising Demo**

June 24-25
Peer Learning Sessions

IIM CALCUTTA INNOVATION PARK’S 5 YEARS MOTIVATIONAL JOURNEY - INR 0 TO 10 CR. BALANCE SHEET
SUBHRANGSHU SANYAL, CEO, IIMCIP

VILLGRO INFORMATION TRACKING AND LEARNING SYSTEM (VITALS)
HEERA JAYACHANDARAN
HEAD TECHNOLOGY PLATFORM, VILLGRO

VILLGRO IMPACT MANAGEMENT SYSTEM - DONOR REPORTING & FUND RAISING
TANUJA KATE
MONITORING AND EVALUATION MANAGER, VILLGRO

STARTUP OASIS’S "INNOCITY PROGRAM"
CHINTAN BAKSHI
CEO, STARTUP OASIS

DHRIITI’S “HER & NOW PROGRAM”
NIDHI ARORA
CO-FOUNDER & EXECUTIVE DIRECTOR, DHRIITI - THE COURAGE WITHIN

DESHPANDE FOUNDATION’S YUVA ENTREPRENEURSHIP PROGRAM FOR STUDENTS
AMRUT PATIL

MAY 05
MAY 09
MAY 26
JUNE 02
JUNE 09
JUNE 19
Webinars

20 YEARS DISTILLED INTO 5 KEY LEARNING IN INCUBATION
PAUL BASIL

MAY 15

COMPLIANCES IN SETTING UP THE SECTION 8 COMPANY (INCUBATOR) - FUND RAISING & TRANSPARENCY
RAVI BAGARIA

MAY 29

INTEGRATING DIVERSITY & INCLUSION IN THE INCUBATION PROGRAM - PROCEDURE & BENEFITS
ANUBHA SHARMA

JUNE 05

EARLY STAGE STARTUP COMPLIANCE
MOHAMMAD AZHAR

JUNE 09

MANAGING PARTNERSHIPS - BETWEEN 20 INCUBATORS & VILGRO
MOHAMMAD AZHAR
LEAD GOVERNMENT PROGRAMS & INCUBATING INCUBATORS, VILGRO

JUNE 30
The Incubating Incubators Program

- Development of the Incubator Business Model
- Fundraising & Partnership Demo by Incubators
- Incubation Playbook
- Incubating Incubator Conference

4 Modules
5 Demand Oriented Webinars
6 Peer Learning Sessions
8 Trainers & Advisors
10 Hand Holding Sessions
12 Mentoring Sessions

5 Incubators
5 TBIs
2 AICs
5 MSME Tool Rooms
2 Foundations
2 Private Incubators
4 Institutions

90 Days
Abheejit Khandagale has diverse experience spanning across inclusive innovation, space research and entrepreneurship. After exploring several roles in the past decade, he found his passion to work on inclusive projects that use technology to improve lives. He ran two EdTech Startups, served as a fellow for Clean India Mission, built a regional startup community of over 5000 people. Tying everything together, in 2018, with his mentors he formed the Vruksh Ecosystem Foundation, a non-profit focussed towards building a culture of innovation, problem solving, and entrepreneurship in underserved geographies to solve local problems and #BuildTheFuture.

Vruksh Ecosystem

Misfits programme will assist super early stage social entrepreneurs with company building, mentorship and provide a great opportunity for entrepreneurs to get plugged into the local ecosystem. We partner with both for profit and non-profit entrepreneurs with an aspiration to grow their impact significantly.

Anupam Pandey is an explorer who is always ready to grab opportunities. By profession she is a community manager at Vruksh. Her experience and expertise involves Sales & Marketing, Mentoring, Human Resources, Event Management and Social Entrepreneurship.
Ashish Garde is an industry veteran with 30 years of experience. He is the founder & director of MAGIC, director of Marathwada Auto Cluster & director of Deogiri Electronics Cluster. He is an ex-President of Chamber of Marathwada Industries & Agriculture and Head of Sales & Marketing at Nirlep Industries. Ashish is the VP of Aastha Foundation, an NGO focused on senior citizens and elder care.

MARATHWADA ACCELERATOR FOR GROWTH AND INCUBATION COUNCIL (MAGIC)

MAGIC (Marathwada Accelerator for Growth & Incubation Council) is a vibrant incubator that supports entrepreneurs translate their innovative ideas into commercially viable enterprises. It is the first regional industry association led incubator outside academia. With over 3 years of successful operations, MAGIC is poised to scale up & make multifold contribution to the nation’s startup ecosystem.

Rohit Autee is the CEO of MAGIC. He comes with 18 years of industry experience across MNCs, startups and consulting firms in Products and Services industries. Rohit’s diverse experience ranges from Strategy & Planning, Sales Management and Business Analytics to Process Re-engineering, Business Operations and Enterprise Support.
Tanusree Mazumder is the Program Manager at IIM Calcutta Innovation Park with around 12 years work experience in Hospitals and Health Care institutes, as well as Corporates, Startups and Investment firms. She is also the founder of the startup Ffresh.fit.

IIM Calcutta Innovation Park is a not for profit (Section 8) company established under the aegis of IIM Calcutta to promote Entrepreneurship and Innovation and create a nurturing ecology where fledgling enterprises with innovative ideas and solutions can flourish.

Jacqueline Audrey Swer works as an Incubation Manager at IIMCIP. She graduated in English from St. Anthony’s College and started her career as a relationships manager at India Infoline, a franchise of ICICI Prudential. Further, she moved to HDFC Life Insurance as a BDM after which she joined the telecom industry initially and was the Zonal Customer Head managing Meghalaya, Mizoram & Silchar. She also took to entrepreneurship for a couple of years and joined IIMCIP in 2019.
Bhawani Shankar Pattnaik is an Associate Professor at National Institute of Science and Technology, Department of Computer Science and Engineering with 20 years of experience in Industry and Academia. His field of expertise includes Embedded Systems, Internet of Things, AI/ML etc. He also has prior experience in technical mentoring of startups.

Incubations Foundation was registered in 2019. It is coming up with a new incubator facility at Bhubaneswar with a co-working space and a Rapid Prototyping Lab facility. The Host Institute has a state of the art Research Laboratory facility and well established mentor network, which this incubation facility can take advantage of. Incubations Foundation will soon be ready to on-board start-ups.

Subrat Kumar Das is the General Manager at Modern Infrastructure and Suppliers Ltd. and Training and Placement Officer NIST. He graduated with a B.Tech from IIT Dhanbad and an MBA from XIMB, and has 16 years of experience in the Corporate Sector in BFSI, as well as the Operations and Telecom sectors. He is the Director of SLAS Group, a Fintech Start Up conducting Capital Market coaching and consulting and Stock Market research and technical analysis.
N. Girish Raju is the Lead Catalyst - Business Acceleration at Lemon. With a Financial Corporate Career from 1998 till 2015, he has worked with Banks and NBFCs. He has an experience of work at FMCGs and Call Centres as well. He has been conducting business as a Financial Consultant and Retirement Planner since August 2015, additionally taking on his current role at Lemon, seeking to design a practical and realistic program for Lemon’s incubatees.

LEMON IDEAS

LEMON is a self-sustaining, self-run entity since the last 7 years, creating a practical and conducive environment for start-ups in Central India.

Ashwin Korde is an Executive at Lemon Ideas, working as the Program Coordinator for the Startup Cohort.
Kapil B. Chourasiya is a Junior Technical Assistant working in the Design and Development Department, IDEMI Mumbai. He has an MSc in Electronics with 13 years of working experience at IDEMI. His expertise spans Industrial Automation, PLC Programming, Pneumatics and Hydraulics, Motor and Drive, as well as Energy Management. He is currently focusing on incubation activities at the centre.

Sagar S. Joshi is a Senior Technical Assistant working at the Design & Development Department, IDEMI, Mumbai. He pursued a Master of Engineering in VLSI & Embedded Systems from SPPU (Pune University.) He has been working at IDEMI for five years. His field of expertise spans VLSI, Embedded Systems, PCB Designing etc.
Sukanya Dikshit is a graduate from IIT Roorkee in biotechnology and is currently the head of the portfolio management team at SIIC, IIT Kanpur. She has led several entrepreneurial ideas successfully and has taken her ideas to international platforms. She knows the in and out of running a business successfully and is also currently pursuing the flagship program of MHRD, an MBA in innovation, entrepreneurship and venture development from Gujarat Technological University.

STARTUP INCUBATION AND INNOVATION CENTRE, IIT-K

Startup Incubation & Innovation Centre is currently one of the best technology business incubators of India. We are proud to handhold up to 99 startups in our portfolio currently. Our focus is on deep tech startups. We supported several successful startups to create impact at scale. Our startups have received over 100 crores in investments and created 3500 jobs in the last year.

Rishi Sharma is working as Portfolio Manager at Startup Incubation and Innovation Centre, IIT Kanpur. A mechanical engineer by training, he has worked in Industrial Design and the Development domain. He is a technology and business enthusiast.
Dr. Abhijit Sathe is the CEO of MIT Pune Technology Business Incubator. An Engineer by profession with industry experience of ~ 10 years, Abhijit has worked in the area of startup incubation and entrepreneurship over last 5 years. He was in-charge of the INVENT social incubation program at IIT Kanpur’s SIDBI Innovation and Incubation Centre, which was the largest social incubation program in India. At MIT Pune TBI, Abhijit is responsible for increasing TBI’s footprint in terms of attracting more startups and funders.

MIT PUNE TECHNOLOGY BUSINESS INCUBATOR

MIT Pune Technology Business Incubator (TBI) is an official innovation and entrepreneurship ecosystem of MIT World Peace University. MIT Pune TBI was founded in 2015 and supported by the Department of Science and Technology (DST), Government of India to nurture technology business incubation ecosystem across India. Located inside the MIT World Peace University’s scenic Kothrud campus, we have 11,000 sq. ft. dedicated space available for incubation and entrepreneurship promotion activities.

Pradeep Dhage is the Chief Operating Officer at MIT Pune Technology Business Incubator. A professor of Electronics Engineering by profession, Pradeep has been actively working on entrepreneurship development and student innovation at MIT Pune TBI since its inception in 2016. Pradeep has deep understanding of the incubation ecosystem and is an active contributor at several events and conferences.
**Utkarsh Bisaria** is an accomplished Mechanical & Automation Engineer. His work features a solid background in mechatronics, automation, product design and manufacturing implementation. He started his career with a technology startup, where he mastered the Business Development, Operations and Marketing aspects.

JSS Business Incubator proved to be the next big leap for him as he has been putting in all the knowledge and skills he has acquired in assisting the incubatees. He is responsible for understanding the pain points inhibiting the growth of startups which includes developing mitigation strategies, devising GTM strategies, etc.

**JSS-ATE Science and Technology Entrepreneurship**

JSS-ATE Science and Technology Entrepreneurship Park is engaged in the promotion of entrepreneurship, as well as the development of knowledge-based and innovation-driven technology ventures that promote employment opportunities. JSS Business Incubator, founded in 2004, is India’s first Technology Business Incubator (TBI), supported by DST under the TBI scheme. It has supported over 200 start-ups, with 11 successful exits on investment.

**Susheel Kumar** is the IT, Networking and Infrastructure managing officer at JSS Business Incubator. He has eight years of experience in the IT Domain; and is responsible for providing technical support to the incubatees.
Vidya Patel is a Trainer & Entrepreneur with more than 12 years of experience in multiple areas like Banking, Insurance, Automotive, Telecom, Retail & Fashion. She is the Founder of a fashion Training Centre at Mysore. She also works as a Training Coordinator handling Entrepreneurship Development and Faculty Development Programs at SJCE-STEP, Mysore.

**SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING - SCIENCE AND TECHNOLOGY ENTREPRENEURS PARK (SJCE-STEP)**

Sri Jayachamarajendra College of Engineering - Science and Technology Entrepreneurs Park (SJCE-STEP) is a not-for-profit organization. It is one of the oldest incubators of India located at SJCE Engineering College, Mysore, Karnataka. We are currently incubating 20 startups. The incubation centre regularly conducts leadership programs. The centre is a start-up hub in Mysore where startups are mentored and coached in developing their networking skills. Following our vision to support Rural Development, we have also started the Rural Incubation Centre at Chamarajanagar at the JSS-ITI College premises.
Dr. Sanjeev Katoch is a General Manager with the Institute for Auto Parts & Hand Tools Technology, Ludhiana, Punjab. He received his Doctorate in Materials Science & Engineering, National Institute of Technology, Hamirpur, Himachal Pradesh, India. He has 22 years of experience and has published papers in journals such as the International Journal of Materials Research.

**Business Incubator for Fostering of Innovative Ideas and Entrepreneurial Development - Institute for Auto Parts and Hand tools Technology (BIFIED-IAPHT)**

Business Incubator for Fostering of Innovative Ideas and Entrepreneurial Development (BIFIED) is currently in its initial stages of activity at the Institute for Auto Parts and Hand Tools Technology (IAPHT).

Pankaj Kaundal is a Mechanical Engineer with an experience of 13 years, responsible for research and development at the Institute for Auto Parts and Hand tools Technology, Ludhiana, Punjab.
**MAHESH NAWALE**

Engineer  
nawalemahesh1@gmail.com  
9763147471

**INCUBATION & INNOVATION CENTRE, IGTR AURANGABAD**

Indo German Tool Room, Aurangabad has created “Incubation and Innovation Centre” (IIC-IGTR) in 2018 to foster innovation and technology-based entrepreneurship. IIC-IGTR works as a catalyst for entrepreneurs ensuring they get the best technology, mentoring, and training facilities.

**MAHESH NAWALE** is an Engineer at Indo-German Tool Room (IGTR), Aurangabad. He is currently pursuing his M.Tech in Electronics Design Technology. He has worked as a project mentor for two years in GIZ-MSME supported Industry-Academia collaboration projects. He has an experience of nine years in designing and developing industry-academic training programmes in the automation field.

**SWARUP NAYAK**

Trainee Engineer  
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swarup-nayak-lab9b117a/

**Swarup Nayak** is a Trainee Engineer at the Indo-German Tool Room (IGTR), Aurangabad. He is currently pursuing his M.Tech in Electronics Design Technology from NIELIT, Aurangabad. He has worked as a project mentor for two years in GIZ-MSME supported Industry-Academia collaboration projects to develop innovative solutions to address the pain areas of small-scale industries. He has prior experience of working with the IGTR Incubation and Innovation Cell.
DR. NEERU BHOOSHAN
CEO & Principal Scientist
ceo@pusakrishi.in
8744021213
neerubhooshan

Dr. Neeru Bhooshan is currently heading the ZTM & BPD Unit, ICAR-IARI which is a Technology Transfer Office cum Agri incubator of ICAR North Zone-I. She has commercialised around 200 Agri Technologies and created partnership with around 400+ Agri based MSMEs and Corporates. Presently, she is working with around 50 Agri startups and helping them convert their ideas into viable business ventures.

PUSA KRISHI

Established in the year 2014 Pusa Krishi is a special purpose initiative to encourage and support agriculture-focused startups at ICAR-IARI, New Delhi. Supported by Ministry of Agriculture and Farmer’s welfare, Biotechnology Industry Research Assistance Council (BIRAC) of Department of Biotechnology and Department of Science and technology, MSME, Pusa Krishi is working to transform and create deep impact across the agriculture ecosystem through innovation awareness and adoption.

PRIYANKA MAGU
Innovation Manager
innovation.manager@pusakrishi.in
9560463335
priyankamagu

Priyanka Magu is a business enthusiast with 9+ years of experience in varied industries ranging from Financial Services, Consumer Durables and CPG sector. Priyanka has developed keen interest in new emerging markets with a focus on innovation and technology to create sustainable businesses. A qualified jewellery designer, she is passionate about creating value around business ideas and using technology to impact people’s lives and environment. She has worked across multiple roles and has a deep understanding of the impact digital transformations can really make. As a business person, she believes in empowering people with processes and tools that allow real time collaboration, operational visibility and agility.
K. M. Rajan works as the Senior Manager Training at CTTC Bhubaneswar. He has completed B.Tech in Mechanical Engineering and MBA in HR. He has more than 30 years of experience in training and other allied activities of the Tool Room.

K.M. RAJAN
Senior Manager
rajankm07@gmail.com
9337118456

CENTRE OF INNOVATION, INCUBATION AND ENTREPRENEURSHIP (CIIE) - CTTC BUBANESWAR

Central Tool Room and Training Centre (CTTC) Bhubaneswar is a Technological Business incubator situated in Bhubaneswar. CTTC Bhubaneswar was established in 1991 and has excellent facilities in precision manufacturing, and the latest technological labs. CTTC-TBI was further established in the year 2018.

Priyadarshini Subhakant is a Mechanical Engineer with 12 years of experience in technical teaching, along with experience in the field of Manufacturing, 3D Printing, CAD/CAM, Moulds & PressTools.
**Mrunankush Datta** is currently working as an Engineer in Training department of Central Tool Room, Ludhiana, and has six years of expertise in the industry. His fields of expertise are Industrial Automation and Mechatronics. He is involved in the incubation activities in MSME-TC Ludhiana.

**MSME-TC, Ludhiana (CIED)**

MSME-TC Ludhiana started its Incubation Centre “CTR Incubation and Entrepreneurship Development” (CIED) with the aim to provide services to incubatees and startups - supporting them in their journey from ideation to commercialisation of their ideas.

**Rahul Kirti** is currently working as an Engineer, in MSME Technology Centre, Central Tool Room, Ludhiana. He has an M.Tech in Machine Design from NIT Kurukshetra. He is also heading the skill development project of Ministry of Rural development at CTR Ludhiana. He has an experience of more than 7 years of technical training, and has successfully conducted various government skill development programs like PMKVY. His fields of expertise are Machine Design, Computer Aided Engineering, Applied Mechanics.
Jayshree Patnaik is an Assistant Professor at GITAM Institute of Management. She is currently pursuing her Ph.D. from IIT Kharagpur in Constraint based Innovation and Sustainability. She has done her Masters in Manufacturing Processes & Systems and Graduation in Mechanical Engineering.

**CENTRE OF EXCELLENCE - SOCIAL INCUBATION & ENTREPRENEURSHIP, GITAM INSTITUTE OF MANAGEMENT, GITAM UNIVERSITY**

A business incubation activity, currently in its nascent stage at GITAM Institute of Management, GITAM University.

Usha Rani is a Project Assistant at Centre of Excellence – Social Incubation and Entrepreneurship, GITAM Institute of Management. She is currently pursuing her Ph.D. in Social Entrepreneurship. She has a Masters degree in Rural Development and Governance from Tata Institute of Social Sciences (TISS). She has prior experience of working in incubation centres for 3 years. She has worked in a pilot project which promotes rural entrepreneurship in Dr. Reddy’s Foundation. During her stint in National Institute of Agricultural Extension Management (MANAGE), she was involved in projects like RKVY-RAFTAAR, and National Entrepreneurship Awards (NEA).
Kushal Pareek is a Portfolio Manager at Atal Incubation Centre, Banasthali Vidyapith. He is handling the portfolio of startups, and leads the Corporate Innovation Program of TIDE 2.0. He also looks after Micro Entrepreneurship Development and CSR operations. He has completed PGDM in Rural Management and is pursuing a Ph.D on EDP programs.

ATAL INCUBATION CENTRE, BANASTHALI VIDYAPITH

AIC Banasthali is a business incubator in India solely focusing on startups by women. AIC Banasthali is supported by AIM, NITI Aayog and serves as a platform for nurturing innovative ideas, promoting entrepreneurship, supporting innovators, mentoring youth in general and women in particular.

The Incubator is also supported by Ministry of MSME and Ministry of Electronics & IT (MEIT) through which it offers seed funding opportunities to its startups.

AIC Banasthali has created a conducive environment for women startups of all stages and across sectors, providing them the vision to scale their ventures.
Bhagabati Prasad Pattnaik is the CEO of AIC-CVRCEF. He has a keen focus on project conception, with expertise in ecosystem building, mentoring, and strategising cross sector impact driven initiatives. He is a Rural Economic Cluster Development Architect.

AIC CV RAMAN COLLEGE OF ENGINEERING FOUNDATION (AIC CVRCEF)

Atal Incubation Centre was established under the Atal Innovation Mission (AIM) of National Institution for Transforming India (NITI Aayog). AIC-CVRCEF envisions building a startup ecosystem to enable technological innovation that offers effective solutions to common problems in the society. It is an ideal incubation centre that has brainstorming sessions, consultancy, suitable mentors, and a network needed for an idea to develop into a viable startup. It aims at assisting students in transforming their intellectual capital into business capital by giving them the managerial and operational assistance they need in the early phase of business.

Jyotirmayee Mishra is currently the Portfolio Manager of the CVRCEF chapter of Atal Incubation Centre. An enthusiastic beginner in the Incubation world, she has more than a decade of teaching and training experience with students ranging from B. Tech to Hospitality.
Dr. Shivaji Shriram Dhawad is one of the founding staff of IIM Nagpur. He has been looking after the operations of InFED since its establishment. He has been a Program Manager for the Women’s Startup Initiative looking after a cohort of over 33 incubatees. He has participated in the PDL and A-IMT organised by GIZ & Government of Berlin and Nexus (US Embassy, New Delhi). He also manages IIM Nagpur’s relationship with MSMEs for the Field Immersion Module. More than 50 MSMEs in Nagpur, Aurangabad and Nashik region have benefited through this initiative.

IIMN FOUNDATION FOR ENTREPRENEURSHIP DEVELOPMENT (INFED)

IIMN Foundation for Entrepreneurship Development (InFED) is a business incubator of the Indian Institute of Management Nagpur (IIM Nagpur). It was established in 2018 as a Section Company. It endeavours to promote entrepreneurship and innovation in the region and adjoining areas through its incubation programs and other activities. InFED has 12 partner institutions at local, regional and national level that includes industry associations, R & D institutions, technology business incubators and technical institutions.
Sarah Jacobson is the Incubation Manager of IRMA’s Incubator ISEED. She has a Masters in Development with specialization in Law and Governance from Azim Premji University, Bangalore. She has over five years of experience in working with communication consultancies, NGOs, governmental organisations, universities and international collectives. She is passionate about finding innovative solutions for addressing the needs of rural India.

INcUBATOR FOR SOCIAL ENTERPRISES AND ENTREPRENEURS DEVELOPMENT (ISEED) AT IRMA

Incubator for Social Enterprises and Entrepreneurs Development (ISEED) at IRMA, was founded in August 2016. ISEED incubates and nurtures early-stage rural, social, grassroots and collective enterprises. We work with our Social Enterprise Partners (SEP) and Ecosystem Partners (EP) to co-create a dynamic and vibrant social entrepreneurial ecosystem. Supported by the Department of Science and Technology (DST), ISEED is one of the few germinators and incubators that see the need for India’s start-up ecosystem to be pro-actively inclusive by working with both for-profit and not-for-profit enterprises.

Mayur Bharpoda is a Research Associate at Incubator for Social Enterprises and Entrepreneurs Development (ISEED) at IRMA. He has a Master’s Degree in Agribusiness Management from International Agribusiness Management Institute, AAU. He has prior experience working with Cotton Corporation of India as Assistant Manager, Marketing, and has also worked with Farmer Producer Organisations supported by the NABARD in various capacities including their Business Plan preparation.
ANUBHA SHARMA
Senior Analyst, Gender Inclusion

SHAikh Tariq Mobin
Manager, Accelerator Programs

Shankha Lahiri
Manager, Energy Practice

ANUSHA KAMATH
Manager, Health Incubation & Investment

MAITHILI REGE
Manager, Agribusiness Incubation & Investment

Heera Jayachandran
Head, Technology Platforms
CHAND DAS
Former CEO, co-founder: ITC Classmate

MOHAMMAD AZHAR
Lead
Government Programs & Incubating Incubators

RAMA KANNAN
Master Coach, International Coaching Federation and Board Member Beyond Capital

ARUN VENKATESAN
CEO & co-founder, Villgro USA
THE INCUBATING INCUBATORS CONFERENCE

June 24, 2021

Knowledge Partners
**The Incubating Incubators Conference** was hosted on the 24th of June by GIZ, Ministry of MSME and Villgro. The conference was a culmination to a three-month incubation program which was a joint initiative by GIZ and the Ministry of MSME, executed by Villgro Innovations Foundation.

The conference witnessed 395+ registrations from different stakeholders in the incubation ecosystem in India and other countries. The conference saw representatives and participants from 15 countries and 70+ cities within India. The conference generated five hours of content through multiple sessions which included the Fireside Chat and a Panel Discussion with 14 speakers. An interesting, first of its kind format that was held at the conference was the Incubators Demo Day. Here, we had 20 incubators from the first cohort pitch to a panel of 24 jury members. The jury panel was a mix of Corporate CSR heads, Innovation heads, Donors, Bilaterals and Government representatives. Towards the end all the participants, advisors and trainers of the program were acknowledged through a virtual Certificate Distribution. We concluded with the Networking Session which was the most awaited part of the evening where participants got an opportunity to virtually interact with each other as well as explore potential business opportunities.

**About the Conference**
<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14:30 - 15:00</td>
<td>REGISTRATIONS &amp; WELCOME REMARKS</td>
<td>Sweta Tiwari, Consultant GIZ</td>
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<tr>
<td>15:00 - 15:15</td>
<td>OPENING REMARKS: GIZ; STARTUP INDIA</td>
<td>Shankar Kumar, Advisor GIZ; Aastha Grover, Head - Startup India Hub, Startup India</td>
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<tr>
<td>15:20 - 16:00</td>
<td>FIRESIDE CHAT UNDERSTANDING THE CONCEPT OF THE SOCIAL STOCK EXCHANGE (SSE): BENEFITS FOR INCUBATORS</td>
<td>Ved Arya, Founder &amp; MD, SRIJAN &amp; Buddha Fellowship Program; Srinivas Ramanujam, CEO, Villgro Innovations Foundation</td>
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<tr>
<td>16:05 - 16:20</td>
<td>VILLGRO’S 20 YEARS JOURNEY</td>
<td>Srinivas Ramanujam, CEO, Villgro Innovations Foundation</td>
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<td>16:25 - 16:40</td>
<td>RECAP OF THE FIRST COHORT; LAUNCH OF COHORT 2.0</td>
<td>Chand Das, Former CEO, ITC and Co-founder, Classmate</td>
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<td>16:40 - 17:40</td>
<td>DEMO PITCHES BY INCUBATORS A CLOSED DOOR EVENT</td>
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<td>16:45 - 17:40</td>
<td>PANEL DISCUSSION THE UNIQUE ROLE OF INCUBATORS IN INFLUENCING GENDER INCLUSION</td>
<td>Mamta Kohli, Senior Social Development Advisor, FCDO; Suchorita Kamath, India Chapter Manager, ANDE; Audrey Selian, Director, Artha Impact; Deepthi Ravula, Founder &amp; CEO, WE Hub; Moderator: Ullas Marar, Interim Head - Women's Economic Empowerment Project, GIZ</td>
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<tr>
<td>17:45 - 18:00</td>
<td>CERTIFICATE DISTRIBUTION TO THE COHORT</td>
<td>Shankar Kumar, Advisor, GIZ Srinivas Ramanujam, CEO, Villgro Innovations Foundation</td>
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<td>18:00 - 19:00</td>
<td>NETWORKING SESSION Exclusive networking with Jury for Cohort 1.0</td>
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<tr>
<td>18:00 - 19:00</td>
<td>NETWORKING SESSION Open networking for the participants</td>
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SPEAKERS

Shankar Kumar
Advisor, GIZ India

Aastha Grover
Head, Start Up India, Invest India

Srinivas Ramanujam
CEO, Vilgro Innovations Foundation

Ved Arya
Founder & MD, SRIJAN & Buddha Fellowship Program

Chand Das
Former CEO; Co-founder ITC; Classmate

Mamta Kohli
Senior Social Development Adviser, FCDO

Audrey Selian
Director, Artha Impact

Deepthi Ravula
Founder & CEO, WE Hub

Ullas Marar
Interim Head, Women's Economic Empowerment Project, GIZ

Sucharita Kamath
ANDE India Chapter Manager

Sweta Tiwari
Consultant, GIZ India

Mohammad Azhar,
Lead Government and Incubating Incubator Programs, Villgro
**OPENING REMARKS**

Asthya Grover,
Head - Startup India Hub, Startup India

Startup India has been at the forefront of creating opportunities and taking initiatives to enhance the incubation ecosystem in India. Few of the initiatives include the best incubator award initiative launched last year and this year’s Startup Seed Fund.

Startup India has a three fold approach for supporting incubators in India:
1. Enabling state ranking framework
2. One startup India network in every city-project in planning
3. Capacity building support for incubators in particular regions

They believe that hand holding for tier 3 and tier 4 based incubators is required and the initiative taken by GIZ, MSME and Villgro is an apt program to strengthen the ecosystem in those cities.

Shankar Kumar,
Advisor, GIZ

GIZ’s mandate to strengthen the innovation ecosystem in India encouraged them to take this initiative of incubating incubators. The existing support in the ecosystem was in piecemeal. Hence, a comprehensive program with Villgro’s support was created for capacity building of incubators. The core focus here is to provide opportunities for incubators to get connected to the network/potential partners and bring together different ecosystem stakeholders.
FIRESIDE CHAT

Understanding the concept of the Social Stock Exchange (SSE): Benefits for incubators

Ved Arya, 
Founder & MD, SRIJAN & Buddha Fellowship Program

Srinivas Ramanujam, 
CEO, Villgro Innovations Foundation

The conversation started addressing the unawareness around SSE and how the concept of SSE globally has been unsuccessful. Incubators today are creating a safe space for social entrepreneurs. However, they should focus on the value chain in a saturated market. SSE is to bridge the gap between capital markets and incubators. 15 activities are mentioned for being eligible to be listed under SSE which includes working with farmers, working with water etc.

The panel discussed how to make better performers out of incubators and some suggestions made were: To increase source of capital, rather than just compete for the same existing pool; have a systematic approach to build capacities for new organizations/incubators similar to the incubating incubators program by Villgro and have a minimum threshold of INR 50L to be eligible for SSE.

The conversation ended with a discussion on the different instruments of investment such as equity, debt, donation or either of the three. To encourage more investment in SSE they should be able to avail tax Benefits.
PANEL DISCUSSION

The Unique role of Incubators in influencing Gender Inclusion

Mamta Kohli, Senior Social Development Advisor, FCDO
Deepthi Ravula, Founder & CEO, WE Hub
Ullas Marar, Interim Head, Women’s Economic Empowerment Project, GIZ
Sucharita Kamath, India Chapter Manager, ANDE
Audrey Selian, Director, Artha Impact

The panel discussion was broadly focused on understanding the unique role of incubators in influencing gender inclusion. Four broad areas in which incubators can include Gender Inclusion and realistically hope to make a difference are actively creating space for women-led businesses, aggregators to source from women-led businesses, safe and inclusive work environments. The panel discussed the real challenges in translating this vision into reality. Such as, entrepreneurship among women and women empowerment is interchangeably used, creating a clear demarcation between livelihood activities and entrepreneurship and misconceptions that women entrepreneurs themselves have. The panel also discussed the few things that investors could push for in incubators, from their position of power and what role could investors play in making the ecosystem more conducive.

- We must create more inclusive programs and not women focused programs alone and focus on creating more role models.
- Enable more programs for women in tech, generate awareness about the existing funding schemes available for women entrepreneurs at both central as well as state government.

The panel concluded by sharing their thoughts on the change that could bring in more gender inclusion. Some of the suggestions included ecosystem players collaborating and creating more platforms like this conference. The gap in gender is more than 90%. We need to identify a robust ecosystem for women entrepreneurs to come on board. There are many rural micro entrepreneurs who do not get any support, we must do something to reach the last mile entrepreneurs especially women entrepreneurs.

Some suggestions to push the government stakeholders towards an inclusive policy environment and inclusive policy mandates were:

- We shouldn’t encourage quota system for incubators, which exists today.

“We had a good conversation with some concrete ideas and practical insights. Incubators have an important role - to understand/listen to and promote/mentor women; and to support all businesses, integrating inclusion in products/services, operations and workplace,” says Mamta Kohli, FCDO
LAUNCH OF COHORT 2.0

Vilgro Innovations Foundation launched at the Conference the second cohort for the Incubating Incubators program. Cohort 2.0 will be under three months of the Incubating Incubators Program. The program applications went live on 24th June 2021 and will be open until 31st July 2021. This program is designed for Incubator Heads and Managers/Portfolio Managers who are willing to strengthen the ecosystem while building a robust and sustainable incubation model themselves.

The focus of the program is to support incubators by developing a robust incubation and seed investment model through 1:1 mentoring and handholding. During the program, Vilgro will take them through an Incubation Playbook and VITALS which they created using the knowledge and experience that they have gained in the past 20 years to help other fledgling incubators become strong agents of change. The program will conclude with a Grand Demo day, where incubators will get an opportunity to pitch to potential donors and partners from India and other developed countries.

PROGRAM TIMELINE
DEMO DAY
COHORT 1.0

The highlight of the conference was the demo day for incubators which was a first of its kind hosted at the conference. The 20 incubators from the cohort went through pitch coaching sessions along with a few mock pitches to get ready to pitch their incubation programs to the jury at the demo day. Incubators got an opportunity to pitch their programs to the jury panel, who were their potential Donors/Corporate CSR representatives/partners etc. The incubators had a great learning experience during the pitching session.

PARTICIPANTS

- Centre of Excellence- Social Incubation & Entrepreneurship, GITAM Institute of Management, GITAM University
- MIT Pune Technology Business Incubator
- IIMN Foundation for Entrepreneurship Development (InFED)
- Startup Incubation and Innovation Centre, IIT Kanpur
- Incubator for Social Enterprises and Entrepreneurs Development (ISEED) at IRMA
- Vruksh Ecosystem Foundation
- Marathwada Accelerator for Growth and Incubation Council (MAGIC)
- Business Incubator for Fostering of Innovative Ideas and Entrepreneurial Development - Institute for Autoparts and Hand Tools Technology (BIFIED-IAHT)
- IM Calcutta Innovation Park
- Pusa Krishi
- Lemon Ideas
- Incubation & Innovation Centre, IGTR AURANGABAD
- MSME-TC, Ludhiana (CIED)
- AIC - CV RAMAN COLLEGE OF ENGINEERING FOUNDATION (AIC-CVRCEF)
- INCUVATIONS FOUNDATION
- CENTRE OF INNOVATION, INCUBATION AND ENTREPRENEUSHIP(CIIE) - CTTC Bhubaneswar
- Institute for Design Of Electrical Measuring Instruments (IDEMI), Mumbai
- JSS-ATE Science and Technology Entrepreneurship Park
- Atal Incubation Center, Banasthali Vidyapith
- Sri Jayachamarajendra College of Engineering - Science and Technology Entrepreneurs Park (SJCE-STEP)
- IGDTUW Anveshan Foundation
JURY

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Private Sector Partnership Lead Bill & Melinda Gates Foundation

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Head - Corporate Communications Visa

Mukul Bagga
Managing Director - India Medicom Healthcare

Sweta Tiwari
Consultant, GIZ India

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CEO, Bangladesh Angel Network

Viiveck Verma
Senior Advisor, Telangana State Innovation Cell

Ravi Mohan
Head, Tasty Bite Eatables Foundation

Varun Sakhuja
Director, Mastercard

Neha Agrawal
Head - Startups & Venture Investments, HDFC Bank

Ritika Gandhi
Corporate Social Responsibility, Titan

Kyle Newell
Executive Director ANDE
I am heartened by the interest shown by a large number of incubators in this program. It is a validation about their interest in creating greater impact in the entrepreneurial ecosystem in India. It is also flattering that they were able to gain from Villgro’s experience and processes. I look forward to helping the ecosystem in all possible ways that Villgro can.

Srinivas Ramanujam  
CEO, Villgro Innovations Foundation

"It is an unexpected turnaround from incubators, corporates, bilaterals and foundations during the Incubating Incubator conference. It seems that we have touched the ecosystem’s most expected demand which is incubator sustainability. For Villgro, the next step is to work more constructively with COHORT 1.0 incubators and ensure the success of their startups by adopting best monitoring & evaluation tools"  

Mohammad Azhar  
Lead - Government Programs & Incubating Incubators;  
Villgro Innovations Foundation
Participating in the ‘Incubating Incubators’ Conference has been yet another enriching experience curated by the wonderful team at Villgro, with whom we have been collaborating in various ways for nearly a dozen years. The caliber of participants and the sheer experience and knowledge of the panelists that I got to interact with made for an extremely inspiring set of sessions that really stand out in the context of virtual conferences.”

Audrey Selian,  
*Director, Artha Impact*

It was such a pleasure attending Strengthening India’s Incubators Conference. It provided an excellent opportunity for everyone to network with industry experts and other incubators. AIC Banasthali is really grateful to GIZ, MSME- Inno and Villgro for choosing us to pitch in front of the CSR and Ecosystem Partners. I think the conference was the perfect blend of knowledge, thoughts and networking.

Dr. Latika Dhuria  
*Incubation Manager, Atal Incubation Centre*  
*Banasthali Vidyapith*
The Incubating Incubators Experience

*Incubating Incubators* is a program essential in strengthening the overall innovation and startup ecosystem. I am very happy with the program.

**SHANKAR KUMAR**  
Advisor,  
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
From Our Participants

The Incubating Incubators initiative notably aids the capacity building of Incubators. The program structure, course content & faculties are remarkable. The program is very useful for Incubators irrespective of the location/sectors they operate in.

ASHISH GARDE
Founder and Director, Magic

The Incubating Incubators program refines the tenets of setting-up an incubator and provides valuable insights into relationship constructs. Villgro has reinforced in us a data-driven paradigm aimed towards enhanced monitoring and evaluation.

ABHEEJIT KHANDAGALE
Executive Director, Vruksh Ecosystem Foundation

Villgro's notable Incubating Incubators program is wonderfully designed and impeccably delivered through brilliant, experienced mentors. The program assists incubators in the creation and operation of an innovative eco-system and in nurturing innovative ideas through strategic partnerships.

DR SANJEEV KATOCH
General Manager, Institute for Autopart & Handtools Technology, Ludhiana

I have had a wonderful learning experience through the Villgro Program. It has helped me evolve as an incubation manager in terms of understanding the role and processes and also been a guide to knowledge enhancement. There is a lot I'm taking with me from this program which will help me better my skills, knowledge and experience.

JACQUELINE SWER
Incubation Manager, IIM Calcutta Innovation Park
Incubating Incubators is a knowledge-intensive and very well-structured program inculcating all of Villgro’s experience into a 3-month schedule. Highly experienced trainers, advisors and one-to-one mentoring sessions allow incubators to level up in their journey.

**JAYSHREE PATNAIK**  
Assistant Professor,  
*Gitam Institute of Management*

Villgro’s Incubating Incubators initiative greatly benefits budding incubators and provides valuable insights on setting up and operating incubators. Practices suggested in the module help one evaluate and recalibrate their approach to startup incubation.

**DR ABHIJIT SATHE**  
*Chief Executive Officer*  
*MIT Pune TBI*

Villgro's Incubating Incubators is a carefully conceptualised initiative to support experiential learning for Incubators. It makes one introspect, validates assumptions, and presents guidelines for setting objectives for an Incubator.

**SHIVAJI DHAWAD**  
*Chief Operating Officer*  
*INFED, IIM Nagpur*

The Incubating Incubators initiative has a clear and detailed approach that pushes new incubators into comprehending the nuances of building a successful incubator.

**BHAGABATI P. PATNNAIK**  
*Chief Executive Officer*  
*AIC-CVRCE Foundation*
Incubating Incubators is unlike any other training programme. It focuses on rapid learning & execution, resulting in positive transformation. Proud to be a mentor for a bright cohort of incubators.

**CHAND DAS**  
*Advisor, Incubating Incubators*

It was wonderful being a trainer for the Incubating Incubators initiative - watching a multitude of Incubators come together with an openness not just to learn but to support other incubators in the group. It was a stimulating journey, imparting Villgro's best practices and ideas with other Incubators.

**ANUSHA KAMATH**  
*Manager, Health Incubation and Investment*
About | GIZ

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a global service provider in the field of international cooperation for sustainable development with around 16,400 employees. GIZ has over 50 years of experience in a wide variety of areas, including economic development and employment, energy and the environment, and peace and security. Our business volume exceeds two billion euros. As a public-benefit federal enterprise, GIZ supports the German Government – in particular the Federal Ministry for Economic Cooperation and Development (BMZ) – and public and private sector clients in around 130 countries in achieving their objectives in international cooperation. With this aim, GIZ works together with its partners to develop effective solutions that offer people better prospects and sustainably improve their living conditions.

As a service provider with worldwide operations in the field of international cooperation for sustainable development, GIZ works together with its partners to develop effective solutions that offer people better prospects and sustainably improve their living conditions. GIZ is a public-benefit federal enterprise and supports the German Government as well as many public and private sector clients in a wide variety of areas, including economic development and employment, energy and the environment, and peace and security.
Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant and dynamic sector of the Indian economy over the last five decades. MSMEs not only play crucial role in providing large employment opportunities at comparatively lower capital cost than large industries but also help in industrialisation of rural & backward areas, thereby, reducing regional imbalances, assuring more equitable distribution of national income and wealth. MSMEs are complementary to large industries as ancillary units and this sector contributes enormously to the socio-economic development of the country.

Ministry of Micro, Small & Medium Enterprises (M/o MSME) envisions a vibrant MSME sector by promoting growth and development of the MSME Sector, including Khadi, Village and Coir Industries, in cooperation with concerned Ministries/Departments, State Governments and other Stakeholders, through providing support to existing enterprises and encouraging creation of new enterprises. The Ministry designs policies and promotes/facilitates programmes, projects and schemes and monitors their implementation with a view to assisting MSMEs and helping them scale up.
Villgro has 20 years of experience in incubating early-stage enterprises and nurturing the incubation ecosystem in India and globally. It has demonstrated success in creating impact at the Base of Pyramid by inspiring, funding, mentoring and supporting for-profit, innovation-driven social enterprises in sectors such as Agribusiness, Healthcare, Climate Action & Livelihoods.

Since its inception in 2001, Villgro has incubated 315 enterprises, provided INR 671 million in seed funding, enabled over INR 4 billion in follow-on funding - thereby created 4550+ new jobs and touched 20 million lives. Villgro has also supported 84 women-led enterprises with INR 163 million in seed funding and enabled INR 284 million in follow-on funding for them. Apart from India, Villgro also has a presence in Africa, Philippines & USA.

Villgro won India's Top Incubator Award 2020 by the Startup India, Department for Promotion of Industry and Internal Trade (DPIIT)
Apply Now!

https://villgro.org

Cohort 2.0 Applications Now Open

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