Memorandum of Understanding (MoU)

Empowering Educational Institutions for Change

1. Preamble

This Memorandum of Understanding (MoU) is entered into on this 29th day of August, 2025, by and between: **Change Management Enterprise (CME) and R V Institute of Management (RVIM)**

Change Management Enterprise (CME)

Change Management Enterprise (Changement) is a leading Learning & Development and Institutional Transformation organization headquartered in Bengaluru, dedicated to empowering individuals and institutions with global skills, leadership capabilities, and future-ready competencies. As one integrated entity, Changement specializes in Global Faculty Development Programs (GFDPs), student empowerment initiatives, digital innovation, and organizational change frameworks. Through its flagship initiatives such as Global Summits, Global Classrooms, and Change Labs, Changement drives holistic development by blending leadership, technology, and innovation, creating transformative impact for educators, students, and institutions worldwide.

R V Institute of Management (RVIM)

R V Institute of Management (RVIM), established under the prestigious RV Group of Institutions, is a leading management institute in Bengaluru dedicated to academic excellence, innovative research, and holistic student development. With a strong vision of "Excellence in Education, Excellence in Life," RVIM focuses on nurturing industry-ready professionals equipped with leadership, entrepreneurial, and global competencies. Accredited by NAAC with an 'A+' grade, the institute offers a vibrant learning ecosystem supported by experienced faculty, cutting-edge infrastructure, and strong industry collaborations, preparing students to contribute meaningfully to business, society, and nation-building.

Purpose of Collaboration

This collaboration seeks to establish a **Change Lab at RVIM** and roll out **Global Faculty Development Programs (GFDPs)** with the following objectives:

- **For Faculty:** Enhance capabilities through **GFDPs**, international exposure, skill-building modules, and certifications that enable impactful teaching and research.
- **For Students:** Empower learners with **future-ready skills, experiential learning opportunities, and leadership competencies** to thrive in a global environment.
- **For the Institution:** Drive **institutional transformation** through innovation, digital enablement, and strategic collaborations, positioning RVIM as a **center of excellence for change leadership and management innovation**.

2. Objectives

The collaboration will achieve the following objectives:

1. **Faculty Empowerment:** Conduct Global Faculty Development Programs (GFDP), workshops, case studies, and certifications to enhance teaching effectiveness, global competence, and leadership skills.
2. **Student Transformation:** Deliver structured Change Lab modules including hands-on projects, innovation challenges, soft skills, AI enablement, and employability programs.
3. **Institutional Readiness:** Strengthen academic, administrative, and governance systems to be adaptive, resilient, and excellence-driven.
4. **Global Exposure & Digital Enablement:** Provide access to international knowledge networks, collaborative projects, digital dashboards, and technology-enabled assessments.

3. Scope of Collaboration

Faculty Programs: Annexure A : Proposal Reference:

- CME has **already submitted a detailed proposal** for empowering RVIM, which includes **10 professionally selected signature modules** covering faculty development, institutional readiness, and transformation
- This MoU builds upon the submitted proposal, formalizing the collaboration for the delivery of these modules, ensuring structured implementation, measurable outcomes, and institutional transformation.
- Faculty from RVIM and sister institutions may participate.
- Delivery: Weekly or bi-monthly sessions, hybrid (online + on-campus) mode for maximum participation.

Student Programs:

Introductory Modules (Free of Cost):

- Two foundational Change Management modules offered to all students.
- Focus on adaptability, leadership orientation, soft skills, communication, problem-solving, critical thinking, and teamwork.

Advanced Modules (Paid, Slab-Based):

- Quantum Computing: Introduction, applications, lab-based experimentation.
- Artificial Intelligence & Machine Learning: Fundamentals, real-world applications, hands-on projects.
- Change & Project Management: Strategies, project planning, execution, and leadership.
- Self-Help & Personal Growth: Mental resilience, emotional intelligence, personal effectiveness.
- Employability & Career Skills: Resume building, interview preparation, workplace readiness, entrepreneurial orientation.

Customization & Flexibility:

- Modules may be tailored to academic calendar, student needs, and institutional priorities.
- Delivery will be planned collaboratively to ensure maximum engagement.

Program Duration:

- Completion within 6–9 months to ensure measurable outcomes.

4. Change Lab Strategic Pillars: The Change Lab Framework for Institutional Transformation

At the heart of **Changement (CME)** lies the **Change Lab initiative**, designed as a comprehensive movement for institutional excellence, anchored on **eight interconnected pillars**:

1. **Capacity Building** – Empowering faculty and students through structured programs that enhance knowledge, skills, and leadership readiness.
2. **Innovation & Entrepreneurship** – Fostering creativity with hands-on activities, ideation workshops, problem-solving challenges, and entrepreneurial projects.
3. **Technology & Digital Integration** – Leveraging AI, real-time dashboards, and digital learning tools for adaptive and impactful education.
4. **Global Collaboration & Certification** – Enabling international exposure through joint certifications, global classrooms, and collaborative learning projects.
5. **Leadership Enablement** – Cultivating leaders with empathy, clarity, and the confidence to act decisively in dynamic environments.
6. **Change Lab Interventions** – Driving project-based learning rooted in Design Thinking and real-time institutional problem solving.
7. **Mental Wellness Integration** – Building resilience and high performance by embedding well-being frameworks into the learning ecosystem.
8. **AI × Human Intelligence Synergy** – Preparing institutions for the future through adaptive, data-informed development models that balance technology with human values.

This framework is more than a program—it is a **movement of transformation**, designed to position RVIM as a model institution where learning is intentional, leadership is compassionate, and outcomes are truly transformational.

5. Capacity Building Programs

Based on mutual decisions, we shall jointly offer various Capacity Building Programs for both students and faculty members, and co-host global summits and mega events aimed at institutional transformation in the areas of leadership and development. Special focus will be given to emerging domains such as Artificial Intelligence, Quantum Computing, and Consciousness Studies, thereby setting an example of inner transformation coupled with technology adoption for holistic educational transformation. All such initiatives shall be subject to the approval of the Rashtriya Sikshana Samiti Trust (RSST)

6. Assessment, Progress Tracking & Certification

- Continuous evaluation of faculty and student performance through assessments, project work, case studies, and innovation challenges. Digital dashboards for real-time tracking of individual progress, institutional readiness, and program effectiveness.
- Joint certification by CME and RVIM recognizing leadership, adaptability, skills development, and measurable institutional impact.

7. Governance & Coordination

- Formation of a **Joint Change Management Committee** with representatives from **CME** and **RVIM.**
- Responsibilities: Program implementation, impact assessment, scheduling, resource allocation, monitoring outcomes, and providing strategic recommendations.
- Regular review meetings to assess program effectiveness, analyze performance metrics, and ensure continuous improvement.

8. Change Lab Hosting & Institutional Support

- **RVIM** will provide physical or virtual space, classrooms, IT infrastructure, and software resources for Change Lab activities in their esteemed Campus for the session and activities.
- Faculty and administrative staff will support coordination, facilitation, and supervision.
- Access to students for program participation, assessments, and projects.
- Joint management of safety protocols, scheduling, and resource utilization.

9. Duration, Renewal & Amendments

- **This MoU shall remain valid for a period of three (3) years from the date of signing, with provisions for renewal or extension upon mutual agreement between the parties. Either party may terminate this MoU by providing a written notice of thirty (30) days to the other party.**
- **Upon termination of this MoU, neither party shall bear any financial obligations or liabilities towards the other.**
- Any amendments or modifications require prior written approval from both parties.

10. Philosophy and Ethical Considerations

CME and RVIM are united by the philosophy that true transformation is not limited to imparting skills but is about **building conscious leaders who combine knowledge with wisdom, and innovation with responsibility**. The Change Lab is envisioned as a space where education integrates **mindset building, capacity development, and technical advancement** within a foundation of ethical and human values.

This collaboration is anchored in the principles of **integrity, inclusivity, sustainability, and social responsibility**. Every activity under the Advanced Model will be carried out with a deep sense of respect for diversity, fairness, and transparency, ensuring that change initiatives are ethical, equitable, and impactful. By blending **AI-driven innovation with Quantum Consciousness approaches**, CME ensures that technological and institutional growth remain harmonized with human well-being and ecological balance.

CME and RVIM reaffirm their shared commitment to creating an environment of **trust, accountability, and holistic excellence**. The ethical considerations extend beyond institutional outcomes to a larger responsibility—nurturing future-ready leaders who are not only change-makers but also **stewards of humanity, values, and sustainability**.

Santosh Tatayhatti

CHANGE
MANAGEMENT ENTERPRISE

RV Institute of Management

Signatories

For Change Management Enterprise (CME):	For R V Institute of Management (RVIM):
Name : Santosh Talaghatti,	**Name: Dr. Purushottam Bung**
Designation: Founder & CEO, CME	**Designation: Director, RVIM**
Signature: Santosh Talaghatti	**Signature:**
Seal: CHANGEMENT CAPACITY BUILDING PVT. LTD. CHANGE	**Seal:** R.V. INSTITUTE OF MANAGEMENT Bangalore