



BAIF Development Research Foundation

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Endorsement

I am pleased to offer a letter of endorsement to Dr. Soniya Yadwadkar. She provided consultancy to BAIF Development Research Foundation mainly in the areas of organisational diagnostic processes and developing competency framework.

Dr. Soniya Yadwadkar assisted Dr. Indira Parikh on organisational diagnostic and vision and mission workshop for the livestock Program, a major component of BAIF programs. Dr. Yadwadkar facilitated the process of preparing Balance Score Card of key members of BAIF livestock program and administered Big 5 Personality Tests for the selected members of BAIF. She refined the roles and responsibilities of livestock team members along with KRAs and KPIs.

Considering the complex and diversified organization like BAIF, Dr. Yadwadkar developed the entire Competency Framework, defined Core and Supportive Competencies and laid down the process of administering the tests and scoring of the tests. She and her team customized the Psychometric Tests and a specially designed test for the top and middle band level managers. She also trained BAIF team to administer the tests independently. BAIF is currently using these tests for internal recruitment and selection of its senior and middle level managers.

A handwritten signature in blue ink, appearing to read 'G. Sohani', with a horizontal line underneath.

(Girish G. Sohani)
President