CERTIFICATE PROGRAM IN SPO COMPLIANCE FOR GOOD GOVERNANCE AND ACCOUNTABILITY

Program Brochure

Strengthening the Foundation
for Accountable & Resilient
Social Purpose Organisations (SPOs)

Under the Initiative of Catalysing Good
Governance & Accountability Systems

Program Overview

The **Catalysing Good Governance and Accountability Systems** initiative by ISDM is a systemic capacity-building program aimed at equipping Social Purpose Organisations (SPOs) with the knowledge, skills, and tools required for robust governance, compliance, and reporting systems. This initiative responds to the growing demand for transparency and institutional effectiveness in India's rapidly evolving social sector, which grew by 13% annually and was valued at ₹23 lakh crore in FY2023.

A needs assessment study involving 234 stakeholders was undertaken by ISDM, which identified **key sectoral challenges on compliance and governance in India**: administrative burden, rising operational costs of compliance, project delays, and excessive strain on human resources. To address these challenges, ISDM has designed a multi-tiered **Certification Program in SPO Compliance for Good Governance and Accountability.** The program features structured learning pathways, mentorship, and peer learning. Additionally, it offers complementary interventions to institutionalise good governance and accountability across the sector.

Flagship Offering

Certificate Program in SPO Compliance for Good Governance and Accountability

The curriculum is organised into multiple levels, tailored to functional responsibilities across the organisational hierarchy. This multi-level certification program is designed to meet the compliance needs of both decision-makers and implementers—targeting the following:

Board members & Advisors

Senior Leadership

Midline Leadership

Director / Associate Director / Chief Financial Officer; Director/ Associate Director of Fundraising; Director/ Associate Director of Human Resources; Director/ Associate Director of IT/ Chief Technical officer; Program Director / Knowledge Manager / Stakeholder Management Specialist

Finance Manager / Compliance Officer; Senior Accountant / Accounting Manager; Fundraising Manager; HR manager/ Recruitment Manager; IT and Digital Manager;Fundraising Associate; HR assistant/ Recruitment coordinator

What is in it for the participants?

The Certification Program in SPO Compliance for Good Governance and Accountability is designed to deliver tangible value to both individual professionals and their organisations, by addressing real-world compliance challenges and building systemic governance capabilities.

Overall key benefits include -

Institutional Capacity-Building

Build a compliance-first culture across functions and roles, reducing legal, operational and financial risks

Board and Leadership Enablement

Ensure that boards and senior leaders are equipped to make ethical and informed decisions

Audit Readiness and Risk Mitigation

Strengthen systems for documentation, monitoring, and reporting across projects and donors

Senior Leadership

Program Objectives

- Embed a compliance-first culture across the organisation

- Enhance board accountability and strategic oversight

- Integrate technology and systems for effective compliance and risk management

Key Details

Duration: 33 hours

Mode: Hybrid (Virtual + In-person)

Pedagogy: Expert-led sessions, case studies, group discussions, pre-reads, assessments, and mentorship

Modules

Module 1: Statutory and Regulatory Compliance

Equips leaders to confidently navigate laws like FCRA, GST, and Income Tax, maintain timely certifications (12A, 80G, 10BD), conduct risk assessments, and stay perpetually audit-ready through real-time regulatory updates.

Module 2: Financial Management Compliance

Builds leadership capacity to oversee compliant financial systems—covering taxation, exemptions, audits, budgeting, internal controls, and the Board's role in safeguarding financial integrity.

Module 3: Fundraising, Donor & Stakeholder Compliance

Strengthens the ability to manage ethical fundraising, meet donor requirements, comply with FCRA and digital platform regulations, and mitigate risks across diverse fundraising and stakeholder channels.

Module Module 4: Operational Compliance (Strategic)

Enables leaders to weave compliance into operations and strategy through:

- **Organisational Governance Compliance** – labour laws, ethics, whistleblower, and conflict of interest policies.
- **Data & Knowledge Management Compliance** – GDPR, data governance, and cybersecurity protocols.
- **Technology Compliance** – integrating compliance into tech systems, audits, and IT security measures.

Module 5: Ethical Compliance

Moves beyond legal obligations to embed ethics at the core of governance —arming leaders with tools, frameworks, and real-world casework to handle moral dilemmas and strengthen trust, legitimacy, and mission alignment.

Midline Leadership

Program Objectives

- To enable learners to carry out tasks specific to their functions effectively by adhering to policies and processes

- To equip learners in maintaining records and bookkeeping for supporting audits and compliance requirements

- To empower learners to leverage technology for data management and risk mitigation

Key Details

Duration: 25 hours

Mode: Hybrid (Virtual + In-person)

Pedagogy: Expert-led sessions, case studies, group discussions, pre-reads, assessments, and mentorship

Modules

Module 1: Financial & Accounting Compliance

Equips managers to handle day-to-day statutory and financial requirements —maintaining accurate compliance records, managing annual filings and renewals, and processing banking/vendor transactions in line with policy.

Module 2: Fundraising, Donor & Stakeholder Compliance

Builds capability to manage donor-related processes—using CRM and digital tools for compliant engagement, ensuring audit-ready documentation, and delivering programs in alignment with donor agreements.

Module 3: Operational Compliance – Process Level

Strengthens execution of internal organisational processes—covering compliant HR onboarding, benefits administration, data and reporting standards, and organised documentation to support audits.

Module 4: Operational Compliance – Project/Program Level

Focuses on ensuring programs meet donor and organisational compliance standards—maintaining programmatic compliance through monitoring and evaluation, program audits, social audits, and aligning project delivery with approved agreements.

Program Objectives

To strengthen strategic oversight and institutional accountability by equipping board members and advisory board members of Social Purpose Organisations with the knowledge, tools, and systems necessary for effective governance, ethical leadership, and compliance-driven decision-making

Boards and Advisors

Details Coming Soon...

Facilitators

Aarti Madhusudan
Founder
Governance Counts

Akanksha Vijhani
Head of HR
Smile Foundation

Dohit Muranjan
Senior Consultant
Aria CFO Services

Dr. Prahalathan KK
Co-Founder
Bhumi

Jitesh Rustagi
Presales Manager
Dhwani Rural Information
Systems Pvt. Ltd.

Ravi Bagaria
Founding Partner
Aria ERP4Impact LLP

Prakash Kumar Layak
Head, Capacity Building
ASK Training and Learning
Pvt. Ltd.

Priya Subbaraman
Co-Founder
Dhiraa SkillDev Foundation

Shanthi Lakshmanan
Founder/Director
Exempserve

Sangeeta Patnaik
Data Privacy Consultant
Self - Employed

Swapnil Agarwal
Co Founder
Dhwani Rural Information
Systems Pvt. Ltd.

Other Offerings of the Initiative

Occupational Standards Framework

This is a role based competency tool developed by ISDM to support and strengthen the Development Management ecosystem in India. It is a structured approach designed to help development sector organizations define, assess, and strengthen the knowledge, skills, and abilities (KSAs) required for various roles and functions within the sector. It serves as a roadmap for organizations to build internal capacity, align team competencies with organizational goals, and promote professional development across different levels.

CEAT

The Compliance Excellence Assessment Tool (CEAT) enables SPOs to assess their compliance health across key functions—finance, fundraising, statutory and regulatory, ethics and operations. Designed for completion by organizational leaders in consultation with department heads, the tool establishes a compliance baseline, midline, and endline that sets clear organizational benchmarks—striving for sector-wide standardization and adoption of good practices.

Skill Labs

These are part of our efforts to build sector-wide capacities in compliance and governance. They are designed as case-led, peer-learning sessions featuring sector practitioners and domain experts.

Knowledge Repository

A platform that consists of tools, processes, aids, checklists, frameworks covering the various types of compliance (Statutory and Regulatory, Donor, Program, Finance), and related organisational policies to support the same. The portal will enable a collaborative space for knowledge curation and sharing and eventually a thriving hub covering the spectrum of compliance and reporting knowledge for all levels within the SPO, including best practices, changes in any governance laws, networks et al.

FOR MORE INFORMATION

SCAN ME

Write to us at cfgg@isdm.org.in