

#TheCEGISCircle

Jazreen Deboo

Current Organisation:
**Lead - Partnerships and
Communications at HDFC Bank,
Corporate Social Responsibility**

Role at CEGIS:
**Program Manager,
Personnel Management**

Duration of time at CEGIS:
12 months





What **inspired** you to **join** CEGIS?

What **drew** you to its **mission**?

I came across CEGIS while reading about Dr. Karthik Muralidharan's work and something just clicked. I've always wanted to be part of an organisation that has a soul — where the mission isn't just a statement on paper, but something people genuinely live and breathe. When I read the concept note and the four pillars, it felt familiar. My past work with ministries and government organisations which focused on strengthening government systems had already sparked that fire in me. And then, during the interview process, I met some incredible people whose passion and clarity made it even easier to say yes. It felt like finding a place where my values and experience could actually come together and create something meaningful.



How did your **experience** at CEGIS **contribute** to your professional and personal **journey**?

CEGIS really shifted the way I think about problem-solving — it taught me the power of research-backed solutions.

The organisation is genuinely ahead of its time, which can sometimes make it challenging to bring government stakeholders on board. The ideas are bold, forward-looking, and not always easy to align with existing systems, but that's what makes them exciting.

What's stayed with me even more, though, is the team. I had the chance to work with some truly thoughtful and driven people who shaped the way I lead and collaborate today. I've carried a lot of what I learned into my current role at HDFC — from weekly check-ins and open conversations about growth to building team capacities around competencies, setting meaningful goals, and creating a culture of knowledge sharing. Those practices have had a lasting impact on both my work and my mindset.

Was there an experience at CEGIS that made a **lasting impression** on you?

My time at NITI Aayog through CEGIS was truly eye-opening. One project that really stayed with me was when we worked on competency profiles for block-level officers, Aspirational Block Fellows. But what stood out the most was engaging with elected representatives — that was a whole new world for me. We brought together block leaders from across the country to understand their challenges and training needs. What struck me was how different their learning needs are from government personnel — they require a completely different approach. Designing a new model for their training was both challenging and exciting. I got to work on everything from their baseline assessments to the actual session design. I collaborated closely with our facilitator to shape each activity, track outcomes, and put together the final recommendations report. It was one of those experiences that really expanded my perspective and left a lasting impact.



*Competency Profile Consultation
with Block Level Officers in
Churu, Rajasthan*

What are you most **proud** of regarding your **time** at CEGIS?

I'm most proud of contributing to the practicum model. It was a meaningful way to bridge classroom learning with real-world grassroots work, and knowing it will shape how future capacity-building is approached makes it especially fulfilling.



*Block Pramukh Training
Need Assessment at IIPA*

How has your **experience** at CEGIS shaped your professional **goals** and **aspirations** moving forward?

It's made me want to be a better, more thoughtful leader — someone who leads with purpose, invests in people, and builds systems that last.



Stakeholder interviews & discussions in Churu, Rajasthan

If there was one piece of **advice** you could give to **new team members** just joining CEGIS, what would it be?

Trust the process. Trust the people. It might feel overwhelming or even a little confusing at first, but if you stick with it, you'll realize you're surrounded by people who genuinely want to build something meaningful and want you to grow with them.



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*PM Team Lunch
in Delhi*