

वॉलंटियर प्रशिक्षण मॉडल

*This is the story not of software or schedules, but of
saadhana, systems, and seva refined over five sacred years.*

4 MIN ENGLISH

Living, Evolving Training Model : The Spiritual Engine of LearnGeeta

In the stillness of the 2020 lockdown, while the world paused, a divine current began to flow through digital screens LearnGeeta, a spiritual movement born of timeless wisdom, modern tools, and sacred intent. What began as an online experiment soon became a multidimensional, multilingual phenomenon. Every success has a foundation and every tall tree stands because of the deep roots underground below it. Likewise behind the scenes of smooth Zoom classes and deeply engaged learners stood a living framework, a Volunteer Training Model that has quietly grown into one of LearnGeeta's most profound achievements.

Training: The Backbone of the Movement

From its very first class, it was evident: LearnGeeta could not run on content alone. The Pran Vayu of the program would be its volunteers, and they would need to be trained not just in tasks, but in temperament, clarity, communication, and commitment. Thus began a deeply considered, ever-evolving Training Model, which today stands as one of LearnGeeta's finest contributions to spiritual pedagogy.

What began with informal, one-on-one handholding soon matured into a layered, scalable, and spiritually-aligned model.

Phase 1 (2020): Handholding in the Dark

- Trainers were mentored personally, often by learned Sanskrit professors and senior sevaks.

- Tech sevaks were taught one task at a time like screen sharing or muting participants on calls and chat messages.
- Batch Coordinators and Group Coordinators were self-learned sevaks stepping up for whatever help in coordination required, with minimal formal training.

There were no manuals, no SOPs, only bhav, and the resolve to serve.

Phase 2 (2021–2022): Every success has a foundation and it was laid

- Structured Paths were born:
- Jigyasu → Core Trainer with audio assessments, Grammar quiz, interviews, and supervised teaching.
- Tech Selection Process Started with Tech Training Groups (TTGs) by language for hands-on demos and evaluations.
- Group Coordinators received their first psychometric screening and LMS-based training modules.
- DTP – Drona Training Program was launched, bringing discipline, depth, and dignity to the trainer journey.
- Portal-based training began for admissions and calling teams.

This was the turning point—when volunteering became a vidhi.

Phase 3 (2023–2024): Refinement & Expansion

- Batch Coordinators were formally trained with induction programs, grievance-handling tools, and dashboard analytics.
- Admission teams began using portal-led training, monitored by “Adding Mentors.”

- Calling & Migration volunteers were trained in 13 languages, using call scripts and digital reporting dashboards.
- Orientation programs like NPS (Niti, Prabandhan, Swabhav) were launched to align attitude with the Gita's essence.
- E-learning modules, LMS quizzes, and visual guides standardized the process across departments.
- A structured feedback-based training system for Trainers was introduced, complemented by online grammar and pronunciation sessions to further refine their skills. The introduction of Trainer Internships allowed aspiring trainers to blossom under the gentle guidance and nurturing mentorship of experienced Core Trainers
- Tech training was further strengthened with the introduction of live class hosting through Tech Internships, providing a real-time environment to polish skills and address any remaining gaps ensuring complete readiness before the final allotment.

Training was no longer optional it became the sanctified first step of Seva

Phase 4 (2025 Onward): A Living, Learning Model

Today, our training model is dynamic. It adapts to changes in technology, learner behavior, and digital tools. Our Social Media and Design Teams offer volunteers AI training, helping them create visually engaging Gita content. Periodic feedback loops ensure continuous improvement. A formal Organization Structure is created for its efficient and proper execution after the Learn Geeta initiative grew multifold. New roles are introduced with role-specific mentoring too. SOPs for every sub department are created for ease of systematic and standardized functioning.

Each seva from tech hosting to group coordination is supported by custom-built training pipelines, practical internships, checklists, buddy systems, and reflection sessions.

More Than Training – It's Inner Transformation

The real success of this model is not just in skills transferred, but in bhava nurtured. A volunteer doesn't just learn how to serve, they learn why. This training model has grown not just in width and scale, but in depth and soul. It shapes not only what sevaks do, but who they become.

Five years on, it is not just the classes that shine, it is the quiet radiance of trained volunteers, equipped not just to teach or host, but to embody the very spirit of the Gita.

