



ACTIVITY REPORT

2015-16

LEAD India

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www.leadindia.org





COHORT PROGRAM

Cohort 17-

The 17th Cohort was a batch of 22 associates who started their journey in January 2015 with their first National Training Session in Goa, themed- Integrating Conservation and Climate Adaption in Business Sustainability. This NTS was very unique since it was also the fourth NTS for the 16th Cohort. After a great start at Goa, Cohort 17 continued and completed its learning journey with the remaining three NTSs, to graduate as fellows in January 2016. Here's an overview of the three NTSs:

2nd National Training Session

April 2015, Bhopal

Integrating Conservation and Climate Adaptation in Rural Development

The second NTS of Cohort 17 was organized



from 25th April to 1st May 2015 at Bhopal, M. P. in association with EPCO. The sub-theme of NTS 2 was "Integrating Conservation & Climate Adaptation in Rural Development".

The Government of Madhya Pradesh (GoMP) is considering pilot implementation of climate smart villages in MP. For this purpose, GoMP invited LEAD India to carry out an assessment of the Climate Smart Village concept (CSV) concept for the villages in MP. Towards this purpose, LEAD-India associates carried out a Vulnerability Assessment, rapid assessment of adaptive capacity and suitability of the CSV for Madhya Pradesh.

To get the first hand information associates of cohort 17 had consultations with different stakeholders including communities. The field exposure and consultations with the community was preceded by technical sessions by notable speakers like Ex-Chief Secretary of MP, Editor, Hindustan Times, WHO awarded Health Champion in 2015, Secretary, EKJUT, IIFM to mention a few, on following topics:

- Overview of issues and sustainability challenges in MP
- IPCC Vulnerability framework
- Valuation of agro-ecological systems, forests and wetlands
- Issues surrounding nutrition, gender and livelihoods in MP
- Best practices exchange on bridging the gap between growth and development
- Experiential Field Exposure

After gaining insights, the team was hosted by PRADAN to carry out rapid village level assessment for which three villages were selected: Aabadipura (Non-forest village), Kala Akhar (Non-forest village) and Doudi (Forest village) situated in Kesla district of Hoshangabad where trainees gathered first-hand information about community's experiences with climate variability through group meetings and household level interactions.



Training Output

At the end of the program, the output of training in way of recommendations were presented before Principle Advisor, State



Planning Commission, GoMP and LEAD Fellow & Sr. Scientific Officer, EPCO in form of a presentation, a two page policy document and a skit (conveying community voices) which were highly appreciated.

Environmental Planning & Coordination Organisation (EPCO) and Indian Institute of Forest Management (IIFM) collaborated with LEAD India along with Government of MP, DFID, Development Alternatives and PRADAN.

3rd National Training Session July 2015, Ladakh

Integrating Conservation and Climate Adaptation in Hills and Mountains

The third NTS of Cohort-17 was organized from 26th July to 2nd Aug. 2015 at Ladakh in association with Ladakh Hill Development Council (LAHDC) and Forest Department. The sub topic of the NTS-3 was “Integrating conservation and climate adaptation in hills & mountains”. The 8 days long session took the

participants on a learning journey, which was a mix of technical and field exposure.

The training session aimed at carrying forward the recommendations given by Cohort 16 to develop sustainable livelihood models forward. The associates of Cohort 17 co created next steps for implementation in consultation with

the community. The field exposure and consultations with the community at Rumbak village and Miru village was preceded by following technical sessions:

- Over view of history, geography, conservation and development of Ladakh
- Leadership session on journey to integrate sustainability in development
- Vision, values and leadership
- Understanding field area and model developed by previous cohort on ecotourism for Miru village development



Training Output

Team had consultations with opinion leaders and villagers of Miru to co create next steps. It was decided that there is a strong need to convey a message to the youth of community to realize the entrepreneurial potential of the area. Community expressed their need which was taken to decision makers in form of a village talk show which was made by associates of cohort 17.



LEAD India would like to take this opportunity to thank Mr. Jigmet Takpa (LAHDC & LREDA), Mr. Sonam Wangchuk (SECMOL) and Mr. Stanzin Dorjai (Himalayan film house) for their support in designing and delivering this experiential training program. Without your expertise this training program would have been half as successful

*4th National Training Session and Graduation
September 2015, Chennai
Integrating Conservation and Climate Adaptation in Urban Development*

Fourth and final National Training Session (NTS) for 17th Cohort was hosted in Chennai, Tamil Nadu from 10th January-17th January 2016 themed “Integrating Sustainability and Resilience in Urban Development.”

This module on urban development consisted of classroom and field level perspective from top-notch resource person covering issues like: - Water, health, transport, building construction, governance and livelihood, which as a whole constituted this NTS.

This NTS was also being hosted on the backdrop of disastrous floods which stalled Chennai only to see its people coming together to fight the calamity chin up. The Cohort had first-hand experience of interacting with the people who mattered in fighting the flood situation head on. The NTS revolved around three broad issues to understand urban development:-

- How did Chennai cope up with the recent floods
- Sustainability and equity challenges in urban development

- Global development challenges and solutions

To follow it up associates visited the Desalinization plant which ensures 25% of Chennai’s water supply. The cohort then as their field exposure interacted with the city dwellers right from people living in slums to people with white collar jobs and in between using public transport to move around to get a real understanding of the issues and challenges of the urban development.

Training Output

This exercise was studied and analyzed by multisectoral perspective of the Cohort which was documented and presented to the Chennai Metropolitan Water Supply and Sewerage Board (CMWSSB).

CMWSSB, headed by Dr. Chandramohan, LEAD Fellow, Cohort 11 who is also one of the finest IAS officers of our country, hosted this NTS for LEAD India. Apart from implementing path breaking social development schemes successfully, Dr. Chandramohan this time has demonstrated a completely new model to execute a NTS. We are thankful to Dr. Chandramohan, which is not enough as his contribution is impossible to sum up behind a thank you, to support LEAD Secretariat in designing and delivering this module immaculately.

We also thank K Devi Prasad, Cohort 6 and Suhasini, Cohort 5, for lending their support and making the sessions richer through their expertise and also showcasing the power of LEAD network to the younger cohort.



Cohort 17- List of Fellows



S No	Name	Designation & Organization
1	Abhiyant Suresh Tiwari	Research Assistant, Indian Institute of Public Health, Gandhi Nagar, Gujarat
2	Amor NathMondal	Deputy Superintendent. Engineer Environment, Oil and Natural Gas Corporation (ONGC), Agartala
3	Anand S Jadhav	Asst. Conservator of Forests, Forest Department Goa, Panaji, Goa
4	JyotirajPatra	Independent Consultant, International Institute for Sustainable Development, Shimla, Himachal Pradesh
5	K Ramya	Station Manager, Radio Active CR, Bangalore, Karnataka
6	LeenaBhikuVerenkar	Associate General Manager- Community Relations, SeSaSterlite Ltd., Panaji, Goa
7	Madegowda C	Program Associate, Ashoka Trust for Research in Ecology and the Environment (ATREE), Bangalore, Karnataka
8	NehaSinha	Advocacy and policy officer, Bombay Natural History Society, New Delhi
9	ParabitaBasu	Senior Research Biologist, Wildlife Institute of India, Dehradun, Uttarakhand
10	Radhika Kothari	Independent Consultant, World Wide Fund for Nature (WWF), Mumbai
11	Raju Sharma	Deputy General Manager – Mawana Social Services, Usha International Limited, New Delhi
12	Sanjay Jothe	Independent Consultant, Odisha
13	Seema Mishra	Director, SIES - Indian Institute of Environment Management, Nerul, Maharashtra
14	VaniManocha	Communications Expert, Centre for Science and Environment (CSE), New Delhi
15	Vijay VardhwanVasireddy	Head, Natural Resource Management, Imperial Tobacco Company of India Limited, (ITC), Kolkata, WB.

Cohort 18 Recruitment

The 18th Cohort Program was announced on December 8, 2015 and applications were accepted till February 15, 2016. Prior to opening up applications Ms. Radhika Kothari, LEAD Fellow, Cohort 17 designed the promotional material for LEAD India. The promotional material was then distributed in hard copies in conferences and seminars, and in soft form via emails, websites, social media, fellowship announcement portals and through LEAD Fellows. In a span of two months, 59 applications were received with a

representation from various sectors and regions.

The selection was done through a three tier process that involved desk research, work place assessment and final interview. After the desk research phase where ** candidates were shortlisted, their work place assessment was carried out with the support of 43 fellows. The assessments made by these fellows, further helped the selection committee to make an informed decision during the final interview process of the selected 39 candidates.

The multi-disciplinary selection committee comprised of 7 members- NeeleshKulkarni (Vice President), Mahesh Patil (C5), AshaRamachandran (C8), Shruti Sharma (C9),

Aman Singh (C12), Snehil Kumar (C13) and AshishRai (C16). The committee conducted the final interviews and selected 17 candidates for the 18th Cohort.

The overall training theme for Cohort 18 is: *“Integrated Sustainable Development Leadership Program (ISDLP)”*

Details of the thematic sessions and locations plans for Cohort-18 NTS are given in table below:

Integrating Sustainability in Corporate and Private Sector in Collaboration with ITC	Integrating Sustainability in Rural Landscapes in Collaboration with Centre of Science for Villages& DREAM	Integrating Sustainability in Mountain Landscapes in Collaboration with LAHDC	Integrating Sustainability in Urban Landscapes
Kolkata March	Wardha&Melghat June	Ladakh September	Chennai December
			

Cohort 18- List of Associates Selected for Cohort- 18

S No.	Name	Designation & Organisation
1	Birupakshya Dixit	Coordinator- India Programme, Practical Action, Bhubneshwar, Odisha
2	Debartha Banerjee	Director & Co-founder, Sampurn(e)arth Environment Solutions Pvt. Ltd., Mumbai, Maharashtra
3	Girum Abebe Worku	Executive Director, 4-H Ethiopia, Addis Ababa, Ethiopia
4	G. Prasad Babu	CEO, Geo climate risk solutions, New Delhi
5	Janmejaya Mishra	Monitoring, Learning and Evaluation Expert (Livelihoods) CARE India. Bhubneshwar, Odisha
6	JaferHisham	Fisheries Officer, Androth Island, Lakshadweep
7	Jayesh Agravat	DPC- ECCE & Nutrition, Integrated Child Development Schemes, Sabarkantha District Panchayat Himmatnagar, Gujarat
8	Kezang	Country Manager (Bhutan), RoundGlass H2O Private Limited (RGP), Mohali, Punjab
9	Komal Kantariya	City Project Coordinator, UNDP, Shimla, Himachal Pradesh
10	Manjunath Lakshmikanthan	Regional Manager, ITC Limited, Guntur, Andhra Pradesh
11	Maulik Sisodia	Executive Director, Tarun Bharat Sangh, Jaipur, Rajasthan
12	Mukesh Pandey	State Program Manager, Yusuf Mehrally Center, Sonbhadra, Uttar Pradesh
13	Pranjal Kumar Phukan	Sr. Manager, Brahmaputra Cracker and Polymer Ltd Lepetkata, Assam
14	Priyanka Mohan	Freelance Professional, Chennai
15	Pushpa Pal	Project Coordinator, Jan Shikshan Kendra, Uttar Pradesh
16	Setrichem Sangtam	Founder and Managing Director, Better Life Foundation Tuensang, Nagaland
17	Shibanand Rath	State Manager, Ekjut, India, Odisha



ENABLING ACTIONS

ENVIRONMENT CONSERVATION AND CLIMATE CHANGE

Sustainable Mountain Development Summit-IV,

(7th to 10th October 2015) Itanagar, Arunachal Pradesh

The fourth Sustainable Mountain Development Summit (SMDS-IV) concluded on 9th October 2015 in Itanagar, Arunachal Pradesh. Nalong Mize, Fellow Cohort 11 was the Organizing Secretary and LEAD India was inducted as the organizing partner of this mega event, which saw participation of over 300 delegates.

IMI (Integrated Mountain Initiative), an effort to bring 12 mountain states of the Indian Himalayan Region on a common platform to discuss issues concerning mountains and its people was initiated by Central Himalayan Environment Association (CHEA), Nainital, (Uttarakhand) headed by our Cohort 9 Fellow Dr. Pushkin Phartiyal, in 2011. The IMI is now moving towards being an institutionalized entity to serve the purpose of an effective platform to bridge the science, society and policy gaps in sustainable development for Mountain communities. Following an institutionalization process and to manage IMI's activities a society Integrated Mountain Initiative (IntMI) was formed in Delhi in 2014 (Amba Jamir, C8 and Pushkin both were founding Board members of this entity). This year old Society is now creating state specific chapters and slowly growing into a powerful network. We are happy to share that LEAD India has been invited to become an institutional member of IMI, which will formalize our involvement in the activities throughout the year.

We take this opportunity to thank Nalong for inducting LEAD India as an organizing partner. The event



brought in another experience for LI to contribute in a crucial sustainability dialogue and thanks to all Fellows attending the event- your presence definitely enhanced LEAD's visibility. After BMS Rathore spoke of being proud to be a LEAD India Fellow while addressing the house, we have had delegates from funding organizations and civil society institutions enquiring about the process of becoming a Fellow!!



SUSTAINABLE COMMUNITY BASED LIVELIHOODS

Securing Tribal Livelihoods in Odisha

The Big Lottery funded four year project Securing Tribal Livelihoods in Odisha (STLO) which commenced in February 2012 came to an end in January 2016. This LEAD India designed project is an innovative and holistic project to chart out a more systematic approach to livelihood appraisal which is based on understanding and enhancing the complex lives of poor tribal communities in Gajapati and Rayagada district.



The project was started with approach of strengthening local institution like SHGs and Farmers Group and to introduce various activities for improving livelihoods of tribal families, governance, community health and adaptation to climatic variability as cross cutting issues. Farmers have started integrating various farming practices like horticultural crops, kitchen gardening, system of rice intensification, organic farming, bee keeping and multi cropping practices to diversify the food basket. Mechanization and micro irrigation support

enables multiple cropping and expanded cultivation area. Apart from farming activities alternate livelihood enterprises such as Jack fruit processing unit, candle making, poultry farming,

mushroom cultivation etc. has helped the families who have no farming lands. The overall effort of project has increased the income and nutritional intake 3000 beneficiary families.

Key Project Activities

- Farm Based Livelihood Activities
- Alternate Livelihood Activities
- Climate Change Network Meeting with Local NGOs
- Community Information Centre & Cooperative Facilitation Centre
- Leverages from Government



Project Outcomes

- Income of 70% targeted families has increased significantly in comparison with baseline information.
- Capacity of the 1000 farming families has enhanced on Integrated Farming System (IFS) and new farming techniques to diversify livelihood options. This resulted in reduced input cost and increased yield per unit land.
- 300 units of community enterprise activities are started and most of them are run by women groups.



- Nutritional intake of 85% targeted families has improved through increased consumption and use of variety of vegetables and pulses produced from their own kitchen garden and farms.
- Two co-operatives are started and strengthened. All enterprise activities are linked with these co-operatives to provide a platform for scaling up and sustainability



Project Overview	
Project Title	Securing Tribal Livelihoods in Odisha
Project Area	Gajapati&Raygada District
Operational Villages	Revenue -46 Hamlets-16
Beneficiary	3000 Families
Partners	LEAD India , New Delhi, Ekjut , Chakradharpur, Jharkhand LEAD International , UK
Funder	Big Lottery Fund, UK
Duration	Feb 2012-Jan 2016



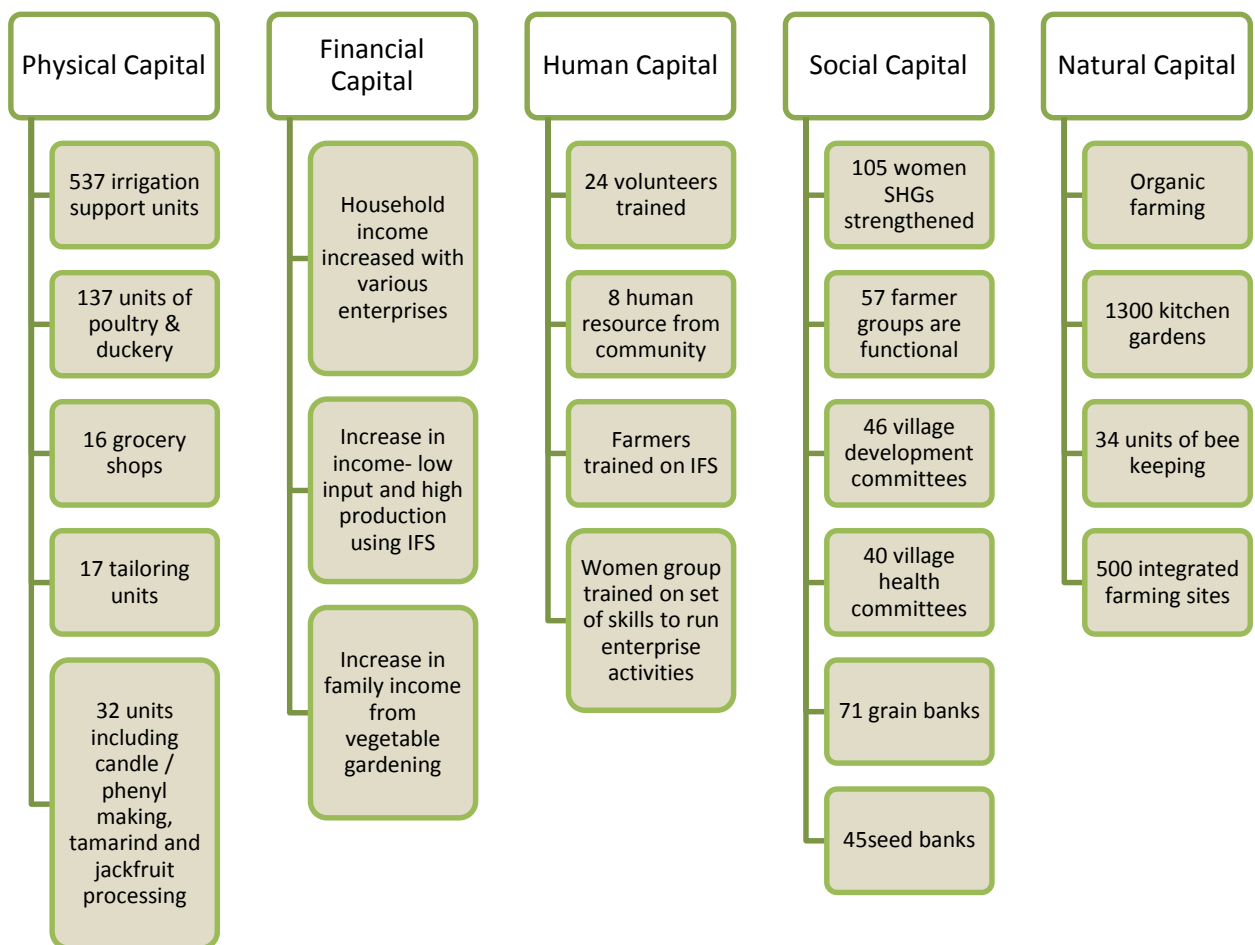


Project Impact

The project embodied the goal of improving livelihood of tribal community through capacity building, enterprise initiatives and a range of adaptation techniques. The adaptation techniques sought to generate a sustainable socio-economic and environmental setup that integrates a bottom up approach, building

resilience for ensuring long term sustainable development of the tribal community.

Project considered local characteristics and socio-economic dynamics at the micro level- individuals, households and community. In its entirety the project addressed the issue of physical, financial, human, social and natural capital.





BUSINESS SUSTAINABILITY AND CORPORATE ENGAGEMENT

LEAD India will deliver an Accelerated Development Program (ADP) for the mid-career management employees of HSBC, India in April 2016. HSBC Holdings plc. is a British-based multinational banking and financial services company, with 50 branches in India. LEAD India has designed and delivered similar Next Generation Development Programme (NGDP) for HSBC (global employees) three times in the past.

This leadership training is being designed for a team of 40 multi-departmental participants. This team will be further divided into 2 sub-teams, which will undergo a field challenge experience with two different clients in Mumbai, to explore their leadership potential.

In order to select challenge hosts, a total of 11 potential hosts were identified by LEAD India in collaboration with Evolve Education UK (HSBC's partner organization in London) and the information was submitted to HSBC. After a rigorous screening process of all 9 organizations done by HSBC in London, following 2 challenge hosts were selected-

1) *Native Konbac Bamboo Products Pvt Ltd*- This is a for-profit inclusive social enterprise in the township of Kudal in the Sindhudurg district of Maharashtra on the border of Goa. Over recent years, Konbac has become established as a market leader in bamboo products.

2) *Incubation Centre at the Centre for Social Entrepreneurship, Tata Institute of Social Sciences (TISS), Mumbai*- TISS is a unique institution that brings together high quality scholars and practitioners from Social, Economic, Political, Physical, Habitat, Engineering, Health, and Environmental Sciences to create interdisciplinary teaching and research programmes combined with field action to address the most critical current and emerging issues of the nation. The Incubation

Centre at the Centre for Social Entrepreneurship at TISS is the first of its kind in India in an academic institution, to support social entrepreneurship where the students, immediately after graduation, get guidance, mentoring, physical space and network for funding and value based collaboration.



The following challenges for both the sites have been designed after closely studying and understanding the work of Native Konbac and TISS Incubation Centre, through a consultative research-

1) *Native Konbac Bamboo Products Pvt Ltd- How can Native Konbac overcome consumer attitudes to develop and expand the Indian market for high quality, sustainable bamboo products through an inclusive business model that delivers significant social value?*

2) *Incubation Centre at the Centre for Social Entrepreneurship, Tata Institute of Social Sciences (TISS), Mumbai- How can the Incubation Centre at the Centre for Social Entrepreneurship, Tata Institute of Social Sciences become the most impactful incubator of social enterprise in South Asia? What are the key components of a five-year strategy to achieve this aim?*



The participants are required to work on these challenges with their respective teams. The training is designed on systems approach and will follow the “U Process”. The team practices and day’s leaders format as used in LEAD’s National Training Sessions will also be applied.

At the end of the training session, both the teams will be required to facilitate a handover session with the client. The purpose of this session is to share the team results and recommendations with the client in a way that allows them to take this work forward and to agree on any next steps.

We would like to take this opportunity to thank Dr. Sanjay Deshmukh (Cohort 11), Vice-Chancellor, Mumbai University, for being our liaison with both the clients and opening new doors for LEAD India.

OTHER ACTIVITIES

LEAD Fellows Meet, Delhi, October 31, 2015

“Environment and development is about negotiations, you give some, you take some” said, Krishnendu on the eve of his films screening – “Missing” and “the Forgotten Tigers” at the



LEAD Secretariat on October 31, 2015. We would like to thank all the fellows who made it to the screening and initiated and fruitful dialogue with the award winning filmmaker, such interactions opens up new perspective to view issues. We are sure every member present went back richer.

The event also marked a new trend for fellows to showcase their achievements/work with other fellow colleagues and engage in a meaningful exchange of ideas on issues. We welcome you all at LEAD Secretariat for continuing this practice, we shall be happy to host you.

In between the screening of two films, Cohort 17 associates shared their experiences of their ongoing learning journey which completes next month with their graduation. This interaction helped fellows appreciate how LEAD trainings continue grooming leaders through a fully home grown and self sustained training format. A special thanks to Krishnendu for taking time out and showcasing his work with us.

Global Compact Network Meetings

LEAD Indian is member of Global Compact Network and participates in its monthly meetings in New Delhi as a part of its objective to provide a forum to various Indian companies and organization to exchange shared experiences, network and build strong working relationships through Corporate Social Responsibility (CSR).

Meeting with Sonam Wangchuk and Stenzin, from Ladakh

Mr. Sonam Wangchuk, founder of the Students' Educational and Cultural Movement of Ladakh (SECMOL) and Mr. *Stanzin Dorjai*, International film maker (*Environment Documentaries*) visited LEAD India office and had discussion on LEAD India's past association in Ladakh during Cohort 16 & 17 training sessions and future opportunity working with them for community livelihoods and sustainable development.



