



MANAGE Induction Training Program

For the Newly Recruited Meghalaya Agricultural Service (MAS-III) Officers of the
Department of Agriculture and Farmers Welfare, Government of Meghalaya

October 01st -14th, 2025

MANAGE, Hyderabad

Program Objectives

- To inculcate better technical and functional competencies among the agricultural extension professionals.
- Develop the professional leadership capacities and team spirit among the agricultural extension professionals.
- Improve the digital skill and documentation capacity of agricultural extension professionals.
- To bring positive change in values and behaviour of agricultural extension professionals.

October 01, 2025, Wednesday

Session 1: Introduction, Orientation, and Evolving Roles in Extension

This session introduces the training program and sets the stage for collaborative learning. Participants engage in self-introduction activities to build rapport and networking. A benchmarking exercise assesses their understanding of agricultural extension. Discussions highlight the evolving and changing roles of extension in agriculture and rural development. The session lays the foundation for reflective learning throughout the program

Duration	Particulars	Activity/Resource Person
09.00-09.20	MANAGE at a Glance: Vision, Legacy and Impact	Team MANAGE
09.20-09.45	Expectation from the Training	Card exercise (Individual)
09.45-10.15	Self-Introduction	Participants
10.15-10.30	Introduction to the Training	Dr. Saravanan Raj Director (Agricultural Extension) MANAGE
10.30-11.00	Group Photo, Networking and High Tea	
11.00-11.30	Benchmarking Understanding on Agricultural Extension	Group exercise
11.30-13.00	Evolving and Changing Roles of Agricultural Extension	Dr. Saravanan Raj Director (Agricultural Extension) MANAGE
13.00-14.00	Lunch	

14.00-15.30	Next-Gen Extension Methods and Global Good Practices in Agricultural Extension	Dr. Saravanan Raj Director (Agricultural Extension) MANAGE
15.30-16.00	Tea Break	
16.00-17.30	Global Good Practices in Agricultural Extension	Exercise: Good Practices in North-East India & Meghalaya
October 02, 2025, Thursday - Holiday		
October 03, 2025, Friday		
Session 2: Extension Strategies, Farmer Mobilization, and Field Exposure		
This session focuses on extension strategies for promoting natural farming and climate-smart agriculture. It highlights the role of Farmer-Producer Organizations (FPOs) in mobilization, formation, and market linkages. Participants explore practical models that strengthen farmer institutions and collective action. A field visit to the National Institute of Rural Development and Panchayati Raj (NIRD&PR) provides hands-on exposure to rural development practices		
09.00-09.30	Recap and Reflections	
09.30-10.30	Extension Strategies for Climate Smart Agriculture	Dr. N. Balasubramani Director (CCA.), MANAGE
10.30-11.30	FPOs: Farmers Mobilization- Formation- Market Connect	Dr. K.C. Gummagolmath Director (M&E), MANAGE
11.30-12.00	Tea Break	
12.00-13.00	FPOs: Good Practices and Case Studies	Dr. K.C. Gummagolmath Director (M&E), MANAGE
13.00-14.00	Lunch	
14.00-17.30	Visit to the National Institute of Rural Development and Panchayati Raj (NIRD&PR) <ul style="list-style-type: none"> Rural development strategies and governance Best practices in rural development, the role of Panchayati Raj institutions in local governance, and effective implementation of rural policies and programs Community development initiatives, capacity building for rural stakeholders, and sustainable development approaches tailored for rural areas 	
October 04, 2025, Saturday		
09.30-13.00	Visit to Deccan Development Society (DDS) <ul style="list-style-type: none"> The Deccan Development Society (DDS) is a grassroots NGO working with rural, mostly Dalit and tribal women farmers It focuses on food and nutrition sovereignty, ecological dryland farming, and the conservation of traditional seeds through community seed banks and grain funds Its initiatives like alternative public distribution systems and community media, have strengthened livelihoods and resilience against climate challenges. 	
October 05, 2025, Sunday		
October 06, 2025, Monday		
Session 3: Gender, Nutrition, Market – Led Extension, Soft Skills, and Institutional Learning		

This session focuses on integrating gender and nutrition dimensions into agricultural extension. This session also focuses on supply chain management as pathways for farmer prosperity and also soft skills needed for agricultural professionals. A field visit to ICAR – Indian Institute of Millets Research (IIMR) provides exposure to value chain models in millet-based systems

09.00-09.30	Recap and Reflections	
09.30-11.00	Integrating Gender and Nutrition in Agricultural Extension	Dr. Veenita Kumari Deputy Director (Gender Studies), MANAGE
11.00-11.30	Tea Break	
11.30-13.00	Market Led Extension and Supply Chain Management	Dr. Shalendra Director (Agricultural Marketing), MANAGE
13.00-14.00	Lunch	
14.00-17.30	Visit to ICAR - Indian Institute of Millets Research (IIMR) <ul style="list-style-type: none"> • Millet cultivation, research, and development • Advanced breeding techniques, sustainable farming practices, and the nutritional benefits of millets 	

October 07, 2025, Tuesday

Session 4: Agro-Ecology, Community Systems, and Producer Organizations

This session features a visit to the Centre for Sustainable Agriculture (CSA) to explore field-based innovations. It introduces the agro-ecological approach with emphasis on climate change adaptation, natural resource management, and non-pesticide management practices. Participants learn about community-managed extension systems such as Farmer Field Schools (FFS), Farmer-to-Farmer Communication (F2FC), media, and mobile applications

09.30 – 17.30	Visit to the Centre for Sustainable Agriculture (CSA) <ul style="list-style-type: none"> • Agro-Ecological Approach (Climate Change Adaptation, Natural Resource Management (NRM), Non-Pesticide Management (NPM) • Community Management Extension System (FFS, F2FC, Media & mApp) • Farmer Producer Organisations (Organic Supply Chains, Urban Consumer Engagement) 	
17.30-20.00	Exploring Hyderabad	

October 08, 2025, Wednesday

Session 5: ICTs, Digital Skills, and e-Governance in Agriculture

This session focuses on navigating ICTs for strengthening agricultural extension. It builds participants' digital skills and explores the use of social media for effective outreach. National ICT initiatives and e-governance platforms for agriculture are highlighted as tools for transformation. The session highlights how digital innovations can enhance farmer engagement and improve service delivery. A field visit to NAARM and IIRR offers exposure to leadership and research management in agriculture

09.00-09.30	Recap and Reflections	
09.30-10.30	Navigating ICTs for Agricultural Extension Digital Skills and Social Media for Agricultural Extension	Dr. Saravanan Raj Director (Agricultural Extension), MANAGE
10.30-11.30	National ICT Initiatives and e-Governance for Agriculture	Mr. G. Bhaskar Assistant Director (IT), MANAGE
11.30-12.00	Tea Break	

12.00-13.00	Creating Digital Content for Agricultural Extension	Dr. Srinivasacharyulu Attaluri Rtd.Deputy Director (Knowledge Management), MANAGE
13.00-14.00	Lunch	
14.00-15.30	Visit to ICAR - National Academy of Agricultural Research Management (NAARM) <ul style="list-style-type: none"> • Advanced agricultural research management and leadership • Effective research methodologies, project management techniques, and strategies for fostering innovation in agricultural science • Capacity-building programs, policy development, and the role of leadership in enhancing the impact of agricultural research and development 	
15.30-17.30	Visit to ICAR-Indian Institute of Rice Research Hyderabad <ul style="list-style-type: none"> • Latest developments in rice cultivation and research • Advanced breeding techniques, pest and disease management, and sustainable agronomic practices specifically for rice • Innovations in rice production technology, strategies for enhancing yield and quality, and the role of research in supporting rice farmers and improving food security 	

October 09, 2025, Thursday

Session 6: Research Exposure on Oilseeds and Dryland Agriculture

This session provides field-based learning through institutional visits. Participants visit the ICAR – Indian Institute of Oilseeds Research (IIOR) to understand innovations in oilseed production and extension. They also visit the ICAR – Central Research Institute for Dryland Agriculture (CRIDA) to explore strategies for resilient dryland farming. The session emphasizes linking research with extension services for sustainable agriculture.

09.30-13.00	Visit to ICAR-Indian Institute of Oilseeds Research (IIOR) <ul style="list-style-type: none"> • Latest research and advancements in oilseed crop production. • Innovative breeding techniques, pest and disease management, and sustainable cultivation practices for various oilseed crops • Strategies for improving yield, quality, and marketability of oilseeds, along with understanding the role of research in enhancing oilseed production and supporting the agricultural economy 	
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13.00-14.00	Lunch	
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14.00-17.30	Visit to ICAR - Central Research Institute for Dryland Agriculture (CRIDA) <ul style="list-style-type: none"> • Advanced agricultural research and development practices • Innovative techniques in crop management, soil and water conservation, climate-resilient farming, and sustainable agricultural practices tailored for dryland conditions 	
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October 10, 2025, Friday

Session 7: Communication Pathways and Field Exposure

This session focuses on effective communication with farmers and stakeholders through mainstream media. It highlights digital pathways for multi-stakeholder communication in agricultural extension. Participants learn strategies to design impactful messages and leverage ICT tools for outreach. Field visits to the National Fisheries Development Board (NFDB) and the National Institute of Plant Health Management (NIPHM) provide practical exposure to communication and extension models.

09.00-09.30	Recap and Reflections	
09.30-11.00	Communication to Farmers and Farm Stakeholders through Mainstream Media	Dr. R Venkattakumar Head & Principal Scientist ICAR- NAARM
11.00-11.30	Tea Break	
11.30-13.00	Visit to National Fisheries Development Board (NFDB) <ul style="list-style-type: none"> Fishery development programs, sustainable aquaculture practices Application of modern technology in fish farming and processing, including GIS and remote sensing techniques 	
13.00-14.00	Lunch	
14.00-17.30	Visit to National Institute of Plant Health Management (NIPHM) <ul style="list-style-type: none"> Integrated pest management (IPM) techniques, biosecurity measures, and sustainable approaches to managing plant pests and diseases The visit will also emphasize the importance of plant health in ensuring agricultural productivity and environmental safety, showcasing the latest research and technologies in plant health management 	
October 11, 2025, Saturday		
09.00-09.30	Recap and Reflections	
09.30-10.30	Digital Pathways for Multi-Stakeholder Communication	Dr. Raahalya S MANAGE Fellow
10.30-11.30	Soft Skills for Agricultural Professionals	S. Tirumal Reddy Learning & Development Professional
11.30-12.00	Tea Break	
12.00-13.00	Self-Motivation for Agricultural Professionals	S. Tirumal Reddy Learning & Development Professional
October 12, 2025, Sunday		
October 13, 2025, Monday		
Session 8: Research, Water, and Land Management Exposure		
This session focuses on field learning through visits to key research and resource management institutions. Participants visit the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) to explore innovations in dryland agriculture. The session also includes a visit to the Water and Land Management Training and Research Institute (WALAMTARI) to understand integrated water and land management practices. It emphasizes linking research insights with practical extension strategies		
09.00-09.30	Recap and Reflections	Group Exercise (Participants)
09.30-13.00	Visit to International Crops Research Institute for the Semi-arid Tropics (ICRISAT) <ul style="list-style-type: none"> Explore cutting-edge research and innovations in agriculture tailored for semi-arid regions Sustainable crop production practices, climate-resilient farming techniques, and advanced technologies in crop improvement 	
13.00-14.00	Lunch	
14.00-17.30	Visit to Water and Land Management Training and Research Institute, (WALAMTARI)	

	<ul style="list-style-type: none"> • Water and land management, Participatory Irrigation Management (PIM) Practices • Application of Information Technology in agricultural practices 	
October 14, 2025, Tuesday		
Session 9: Ethics, Innovation, Well-being, and Policy Insights		
This session focuses on professional ethics and values essential for extension professionals. It highlights the role of incubation and startups in democratising innovation and technology transfer. Participants also engage in health and stress management strategies for personal and professional resilience. It concludes with presentations on Government of India schemes implemented by MANAGE, linking policy with practice.		
09.00-09.30	Recap and Reflections	
09.30-10.30	Professional Ethics and Values for Extension Professionals	External Resource Person
10.30-11.30	Democratising Innovation and Technology Transfer: Agri-Innovation through Incubation and Startups	Dr. Saravanan Raj Director (Agricultural Extension), MANAGE
11.30-12.00	Tea Break	
12.00-13.00	Health and Stress Management	Dr. T. Sindhura Physician, MANAGE
13.00-14.00	Lunch	
14.00-15.30	Presentation on Schemes of GoI Implemented by MANAGE	Scheme In-Charges, MANAGE
15.30-16.00	Tea Break	
16.00-17.00	Action Plan for Back at Work & Key Learnings	Participants
17.00-18.00	Feedback and Valedictory Program	Team MANAGE & Participants

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