



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 17th -30th, 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 17, 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. It also highlights the evolving and changing roles of extension in agriculture and rural development. The session lays the foundation for reflective learning throughout the program. Discussions highlight the challenges, creating opportunities focusing on the workplace dynamics.		
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	
11.00-13.00	Evolving and Changing Roles of Agricultural Extension	Dr. Saravanan Raj Director (Agricultural Extension) MANAGE
13.00-14.00	Lunch	

14.00-15.30	Navigating Challenges, Creating Opportunities: A Group Exercise on Workplace Dynamics	Group Exercise
15.30-16.00	Tea Break	
16.00-17.30	Presentation of Group Exercise	Participants
October 18, 2025, Saturday		
Session 2: Communication and Team Building for Effective Extension		
This session focuses on enhancing communication skills among agricultural extension professionals. It emphasizes the importance of teamwork and collaboration for achieving extension goals. Participants learn strategies for effective interpersonal communication, leadership, and coordination. The session promotes trust-building, problem-solving, and collective decision-making within teams.		
09.00-09.30	Recap and Reflections	
09.30-11.00	Improving Communication Skills among Agricultural Extension Professionals	Dr. G. Jaya Former Director (HRD) MANAGE
11.00-11.30	Tea Break	
11.30-13.00	Team Building for Better Extension	Dr. G. Jaya Former Director (HRD) MANAGE
October 19, 2025, Sunday		
October 21, 2025, Tuesday		
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	FPOs: Farmers Mobilisation- Formation- Market Connect	Dr. K.C. Gummagolmath Director (M&E), MANAGE
10.30-11.30	FPOs: Good Practices and Case Studies	
11.30-12.00	Tea Break	
12.00-13.30	Extension Strategies for Climate Smart Agriculture	Dr. N. Balasubramani Director (CCA.), MANAGE
13.30-14.30	Lunch	
14.30-17.30	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 22, 2025, Wednesday

Session 3: Gender, Nutrition, ICT initiatives, and Institutional Learning

This session focuses on national ICT initiatives and e-governance platforms for agriculture. It emphasizes integrating gender and nutrition perspectives into agricultural extension for inclusive development. Participants explore strategies to make value chains more equitable and nutrition sensitive. ICAR – Indian Institute of Millets Research (IIMR) provides exposure to millet value chains and sustainable market models.

09.00-09.30	Recap and Reflections	
09.30-11.00	National ICT Initiatives and e-Governance for Agriculture	Mr. G. Bhaskar Assistant Director (IT), MANAGE
11.00-11.30	Tea Break	
11.30-13.00	Integrating Gender and Nutrition in Agricultural Extension	Dr. S Raahalya MANAGE Fellow
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 23, 2025, Thursday

Session 4: Research Exposure and Digital Innovations in Agriculture

This session includes visits to the ICAR – Indian Institute of Oilseeds Research (IIOR) and Centre for Development of Advanced Computing (C-DAC). Participants explore advancements in oilseed research, production technologies, and extension linkages. The visit to C-DAC provides insights into the role of digital innovations and ICT applications in agriculture. The session emphasises integrating research and technology for smarter, data-driven agricultural practices.

09.00 – 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 	
13.00-14.00	Lunch	
14.00-17.00	Visit to Centre for Development of Advanced Computing (C-DAC) <ul style="list-style-type: none"> • ICT applications and digital innovations in agriculture • Artificial Intelligence (AI), Blockchain technology, Machine Learning (ML), and Big Data in Agriculture • Software applications developed for agriculture purpose • Application to grow in the areas of Research & Development, Training, Services, Outreach, and Business 	
17.00-20.00	Exploring Hyderabad	

October 24, 2025, Friday**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. Market-led extension and supply chain management for improving farmers' income and market access are highlighted as tools for transformation. The session highlights how digital innovations can enhance farmer engagement and improve service delivery.

09.00-09.30	Recap and Reflections	
09.30-11.00	Creating Digital Content for Agricultural Extension	Dr. Srinivasacharyulu Attaluri Rtd.Deputy Director (Knowledge Management), 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	
14.00-15.30	Navigating ICTs for Agricultural Extension Digital Skills and Social Media for Agricultural Extension	Dr. Saravanan Raj Director (Agricultural Extension), MANAGE
15.30-16.00	Tea Break	
16.00-17.30	Digital Pathways for Multi-Stakeholder Communication	Dr. Raahalya S MANAGE Fellow

October 25, 2025, Saturday**Session 6: Soft Skills and Self-Motivation for Agricultural Professionals**

This session focuses on developing essential soft skills for effective communication and professional growth. It emphasizes the importance of emotional intelligence, adaptability, and interpersonal relationships in extension work. Participants explore strategies for self-motivation and maintaining a positive mindset in challenging field situations. Through interactive discussions and activities, participants build competencies for personal and professional excellence.

09.00-09.30	Recap and Reflections	
09.30-11.00	Soft Skills for Agricultural Professionals	S. Tirumal Reddy Learning & Development Professional
11.00-11.30	Tea Break	
11.30-13.00	Self-Motivation for Agricultural Professionals	S. Tirumal Reddy Learning & Development Professional
13.00-14.00	Lunch	
14.30-17.30	Exploring Hyderabad	

October 26, 2025, Sunday**October 27, 2025, Monday**

Session 7: Next-Gen Extension Methods and Field Exposure

This session focuses on innovative and next-generation methods in agricultural extension. It introduces global good practices that enhance farmer engagement, learning, and technology adoption. Participants explore modern tools and participatory approaches for improving extension outreach. A field visit to the ICAR – Indian Institute of Rice Research provides exposure to advanced research and extension linkages in rice cultivation.

09.00-09.30	Recap and Reflections	
09.30-11.00	Next-Gen Extension Methods and Global Good Practices in Agricultural Extension	Dr. Saravanan Raj Director(Agricultural Extension) MANAGE
11.00-11.30	Tea Break	
11.30-13.00	Global Good Practices in Agricultural Extension	Exercise: Good Practices in North-East India & Meghalaya
13.00-14.00	Lunch	
14.00-17.30	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 28, 2025, Tuesday

Session 8: Exposure visit to ICRISAT and Community Empowerment

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 visit to DDS highlights community-led approaches in sustainable agriculture, gender empowerment, and ecological restoration. Through these field experiences, participants learn practical strategies for community-based and sustainable rural development.

09.00-09.30	Recap and Reflections	
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 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 	

	<ul style="list-style-type: none"> • Its initiatives, like alternative public distribution systems and community media, have strengthened livelihoods and resilience against climate challenges 	
October 29, 2025, Wednesday		
Session 9: Fisheries Development and NIPHM		
<p>This session focuses on field learning through visits to key research and resource management institutions. At NFDB, participants gain insights into fisheries development programs, sustainable aquaculture, and extension initiatives. Exposure to the National Institute of Plant Health Management (NIPHM) highlights the importance of sustainable and environmentally responsible plant health practices.</p>		
09.00-09.30	Recap and Reflections	
09.30-13.00	Visit to the 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	
14.00-15.30	Farming Risk Management: Role of the Livestock Sector	Dr. Shahaji Phand Deputy Director MANAGE
15.30-16.00	Tea Break	
16.00-17.30	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 30, 2025, Thursday		
Session 10: Innovation, Well-being, and Policy Insights		
<p>This session 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 the Government of India schemes implemented by MANAGE, linking policy with practice.</p>		
09.00-09.30	Recap and Reflections	
09.30-11.00	Democratising Innovation and Technology Transfer: Agri-Innovation through Incubation and Startups	Dr. Saravanan Raj Director (Agricultural Extension) MANAGE
11.00-11.30	Tea Break	
11.30-13.00	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

Program Director

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