



# National Young Professionals Development Program (NYPDP)

MANAGE-University Alliance for Advancing Agricultural Extension and Advisory Services

## Reflections That Cultivate Tomorrow's Agricultural Extension



### MANAGE NYPDP: More Than A Program For Successive Growth And Personality Enhancement

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## Introduction

The National Young Professional Development Program (NYPDP) is an individual development program that enhances the moral strength and communication skills of an individual from basic development strategies that affect the individual's growth and make a big change in their personality. In this 5-day training program, you will get to know, practice, and perform different personality development skills and the importance of young professionals in the fields of agricultural extension and vast jobs, business, and startup opportunities.

In a crisp context this program will increase your level of confidence to believe in yourself and express yourself.

## Key Learnings from Each Day of the Programme

### Day 1

Day 1: The National Young Professional Development Program (NYPDP) was inaugurated by Dr. Saravanan Raj, Director (MANAGE), and Dr. Raahalya S and the team at MANAGE. After the inauguration, we had a meetup session with different participants from different universities in different parts of India, which was a totally new experience for me to have this much versatility at a place. After the lunch we had, we learned about new competencies, job opportunities, and professional specialization and excellence from Dr. Saravanan Raj. After that we had a poster-making and presentation session by forming the groups with different participants on different topics. After that we had an inspiring alumni meet session in which we learned how this National Young Professional Development Program (NYPDP) gave a successful opportunity to them. In short, this session set a context for the program and provided an introduction to the evolving field of agricultural extension and highlighted the new competencies and job opportunities for extension professionals.

## Day 2

Day 2: The session of the second day started with the recap of day 1 and continued with a brief explanation of research priorities in agriculture extension by Dr. Saravanan Raj, and after that we learned about the extension marketplace, which was a short session by the participants focusing on the market areas covered by the extension person. Then, after a short tea break, Dr. Raahalya S explained the digital pathways for future extension professionals and how an extension professional develops their career in the digital sector, as extension is becoming advanced with new developing skills.

After the lunch break session, Dr. Saravanan Raj explained the role of ICT and digital competencies and continued with focusing on next-gen methods and competencies for extension professionals. Thereafter, the 2nd day's session ends with an inspiring alumni interaction.

## Day 3

Day 3 : Third day session was more interesting and interacting as the session was started in early morning by Dr. Parmveer Singh, Postdoctoral fellow (University of Saskatchewan, Canada) focusing on understanding Delhi technique continued by Dr. P.V.K. Sasidhar, Prof. School of Extension and Development Studies (IGNOU, New Delhi) explaining about the monitoring and evaluation as a vast understanding, conceptual and larger job opportunities sector and also focused on group discussion, after the lunch we gain an understanding on importance of Organic farming and the need for gender equitable extension approaches to ensure inclusive agricultural growth by Dr. Mahesh Chander, Principal Scientist, IVRI thereafter the session ends with an inspiring NYPDP alumni interaction.



## Day 4

Day 4: The session was started by the third day session recap and goes on with Dr. Krithika Sundaram, Manager (Social Science Research and Documentation). The Shroff Foundation explained briefly about NGOs, how NGOs work, what skills are required to be a part of any NGO, and other aspects focusing on NGO sector jobs and development. After that, Dr. Sreeram Vishnu Assistant professor, Kerala Agriculture University (KAU), explained briefly about social network analysis and textometry—qualitative methods for social science research.

And after the lunch break came the session for which we all were very excited, a tour with an interaction with a progressive farmer, Ranga Reddy, who is doing well in the farming sector by selling bonsai and ornamental plants, covering most of the local area as well as different states. Thereafter, we went on a trip to the Statue of Equality. There we enjoyed and explored the Statue of Equality areas, as it is one of the great monuments in Hyderabad dedicated to the 11th-century saint Sri Ramanujacharya, promoting the values of equality and social justice. After returning from there and having lunch, we had a valuable session with Dr. Saravanan Raj. He told us about some important books and mainly his inspiring story of his success from Rise to Riches, which was the best and most encouraging part of the whole 4th day session.

## Day 5

The last day session started with the recap of the 4th day and continued with Innovation and Technology Transfer: Agri-Innovation through Incubation and Startups by Dr. Saravanan Raj, covering the innovation and technology transfer through the incubation and how incubation centers drive agri-innovation and entrepreneurship among rural youth and farmers. After a tea break, the session continued with Dr. Rasheed Sulaiman, Director (CRISP), concluding with strategies for policy engagement and empowering extensionists to evidence-based agricultural policy making. After the lunch break session we had a commitment card session, feedback session, and take-home message and action plan session. After all these team activities, we all together enjoyed a group photo session with a harsh goodbye.

## A Five-Day Experience

This training was one of the best experiences for me. I learned and explored myself, as I was not that open, but this training built confidence for me to speak and represent myself in front of others. On the first day and last day of the training, the difference was clearly visible in my personality, not only to me but also to others. I was able to deliver my thoughts on the last day of the training without any hesitation and only with appreciation. Each day was like a stair to me as I was growing. Besides this, the hospitality feels like home; only the hostels and the foods were just beyond my imagination. At the end I experienced the best there as a student, as a learner, and as an explorer. I just want every extensionist to join this program.



## Change in Perspective

This training program changed my whole perspective toward the extension students, as before I used to think of extension just as a subject only with a limited number of job opportunities, but this training proved me wrong; extension is a vast subject with a variety of jobs. All you need to do is find it according to your interest, and you can even go for an entrepreneurial journey with different government-supported schemes.

The world is changing day by day, so by extension, you need to try to develop new skills. Don't be limited; explore all the fields and then select what suits you.

## Training Environment

The environment around the campus was best as the whole MANAGE team was at ease to help with guidance or requirements not only to us but also to the students who are already studying there in any situation; they are so prepared and humble with a brief explanation during the whole session. The explanation methodology was best by presenting the best person for the topics from their field, whether it is Dr. P.V.K. Sasidhar for Evaluation and Monitoring, Dr. Mahesh Chander for Organic Agriculture, Dr. Krithika Sundaram for NGO, Dr. Parmveer Singh for the Delphi technique, Dr. Sreeram Vishnu for Textometry, or Dr. Rasheed Sulaiman. They all are experts in their fields, and the guidance and all of them in one place was very easy to grasp and a good learning point for all of us. Besides this, the environment and foods were the best and beyond beyondimagination that a hostel can provide this much.



## What I Appreciated Most

The most I appreciate the dedication, sincerity, punctuality, and simplicity of each member of MANGE toward their work, especially Dr. Raahalya S. The way she helped us and her management strategy during the whole session was inspiring and appreciable, and being the director, Dr. Sarvanan Raj, was so humble and down-to-earth that he usually spent most of the time with us even after the session. Whether at dinner or lunch, he shared his knowledge with us. The most appreciable and inspirational line he said, which I liked the most is,

**“Find a path for yourself. Script your own success story.”**



## My Takeaway

The takeaway lesson for me is to be more dedicated to my work; the more time and the more effort I put in, the more success I will achieve. And the most important thing is to express myself in front of others no matter what they say. At the end of the day, they will forget, but at last I will be uplifted; it will boost my potential, and definitely one day I will be the best version of myself.



### Action plan

I realized that Extension is a vast subject with many opportunities. Therefore, I plan to build more professional connections through LinkedIn, explore additional educational programmes, and search for jobs that match my interests. I am also interested in pursuing an entrepreneurial journey, as the government supports innovative ideas in the agricultural sector through various schemes and subsidies.



## My MANAGE NYPDP Journey

It was a transformative session; the interaction with different participants built a good transformative communication skill for me. It was not just a program; here I learned different skills regarding extension, monitoring and evaluation, NGOs, textometry, technology transfer skills, extension for organic farming, research priorities, ICT and digital competencies, and different job opportunities from the most knowledgeable persons in these fields. The knowledge and experience from NYPDP opened different pathways for me; as usual, a quote from my past life helped me a lot, and now with this training, my skills, and the quote, I will definitely be a successful person.

**“Practice like never won, Perform like never lost.”**



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