



## MANAGE Internship: Cultivating Experiences for Future Professionals



### **A Journey of Discovery, Growth and New Possibilities**

I am Kajal Soni from Uttar Pradesh, and I have completed my M.Sc. in Agricultural Extension Education. I successfully completed a three-month internship at the MANAGE-CAEIRA. Currently, I am undergoing the six-month MANAGE-CIA internship programme, and I have completed the first three months of the programme from 14 February 2026 to 15 May 2026.

 [KAJAL SONI](#)

*“The sun only has its good source of energy during sunrise and sunset, and i am the rising sun. -Kajal Soni*

## Prelude to a Transformative Journey

My professional journey with MANAGE started through the NYPDP program, which gradually became one of the most important turning points in my academic and professional development. Before joining MANAGE-CIA, I completed a Research Internship under MANAGE-CAEIRA under the mentorship of Dr. Saravanan Raj Sir. That internship provided me with valuable ground-level exposure and helped me understand the Agricultural Extension System from a practical perspective.

As a student from an agricultural extension background, the experience at MANAGE-CAEIRA was highly enriching. It introduced me to professional work ethics, discipline, research culture, and a positive learning environment. The exposure motivated me to continue learning and working with MANAGE because it is one of the leading institutions supporting agricultural extension education, innovation, and entrepreneurship development in India.

The research internship became the foundation of my professional career and strengthened my understanding that research becomes truly meaningful only when it reaches practical implementation. This understanding later motivated me to work in the incubation ecosystem at MANAGE-CIA.

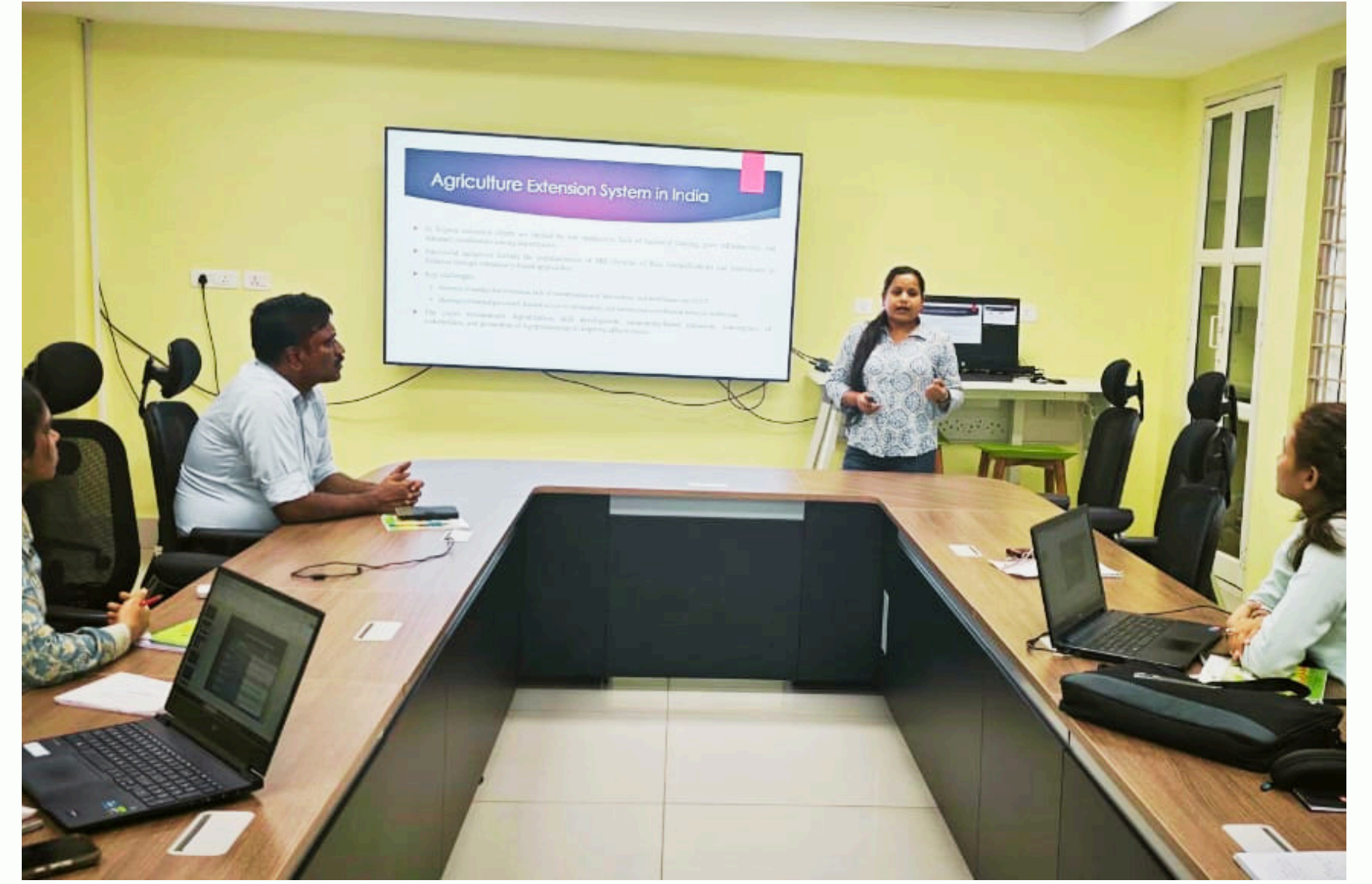


## Laying the Foundations of Professional Growth



My experience at MANAGE-CAEIRA introduced me to the culture of professionalism, research ethics, teamwork, and institutional excellence. Working on research-related activities strengthened my analytical thinking and helped me appreciate the importance of evidence-based decision-making in agricultural development. More importantly, the internship provided me with a learning environment where curiosity was encouraged and knowledge was shared openly. The exposure motivated me to continue my professional journey with MANAGE, an institution that has played a pioneering role in strengthening agricultural extension, innovation, and entrepreneurship in India.

The experience became the foundation of my professional growth and reinforced an important realization: research creates meaningful impact only when it is translated into practice and reaches the intended beneficiaries.



## Evolution from Research to Innovation

Following the completion of my research internship, I received the opportunity to join the MANAGE Centre for Innovation and Agripreneurship (MANAGE-CIA). This transition marked a significant shift in my learning journey—from understanding agricultural systems through research to witnessing how innovative ideas are transformed into practical solutions through incubation and entrepreneurship.

My previous exposure to agricultural extension systems helped me understand the relevance of innovation and startup ecosystems in addressing contemporary agricultural challenges. The internship at MANAGE-CIA enabled me to observe how startups, institutions, and innovators collaborate to create impactful solutions for farmers and rural communities.

This experience allowed me to bridge the gap between research, extension, and implementation while broadening my perspective on agricultural development.



## Immersion into the Agripreneurial Ecosystem



During my internship, I gained valuable exposure to the functioning of an agricultural incubation centre. Initially, many concepts related to agribusiness, startup incubation, and entrepreneurship were new to me. However, through continuous engagement with incubation activities, startup founders, and institutional programs, I gradually developed a deeper understanding of the agripreneurship ecosystem. Observing the journey of startups from ideation to implementation helped me appreciate the role of incubation centres in nurturing innovation and supporting entrepreneurs in transforming ideas into sustainable enterprises.



## Professional Exposure and Knowledge Exchange

Participation in national and international workshops added significant value to my internship experience and expanded my understanding beyond day-to-day responsibilities. Presenting a paper at the MANAGE Dialogue International Workshop (24–26 February 2026) provided me with an opportunity to share my research insights, interact with experts, and strengthen my academic communication skills.



**Paper Presenter**

**MANAGE DIALOGUE 2026**  
International Workshop on the  
Future of Agricultural Extension and Advisory Services

Theme: Reimagining Agricultural Extension in a Changing World

24–26 February 2026 | MANAGE, Hyderabad, India

Kajal Soni is currently working as an intern at MANAGE–Centre for Innovation and Agripreneurship (CIA). She recently completed a Research Internship at MANAGE–Centre for Agricultural Extension Innovations, Reforms and Agripreneurship (CAEIRA). She earned her Master's degree in Agricultural Extension Education from Naini Agricultural Institute. Her academic and internship experiences have strengthened her interest in agricultural extension, innovation systems, and collaborative work with farmers and institutions to enhance outreach and impact.

**Kajal Soni**  
MANAGE Intern

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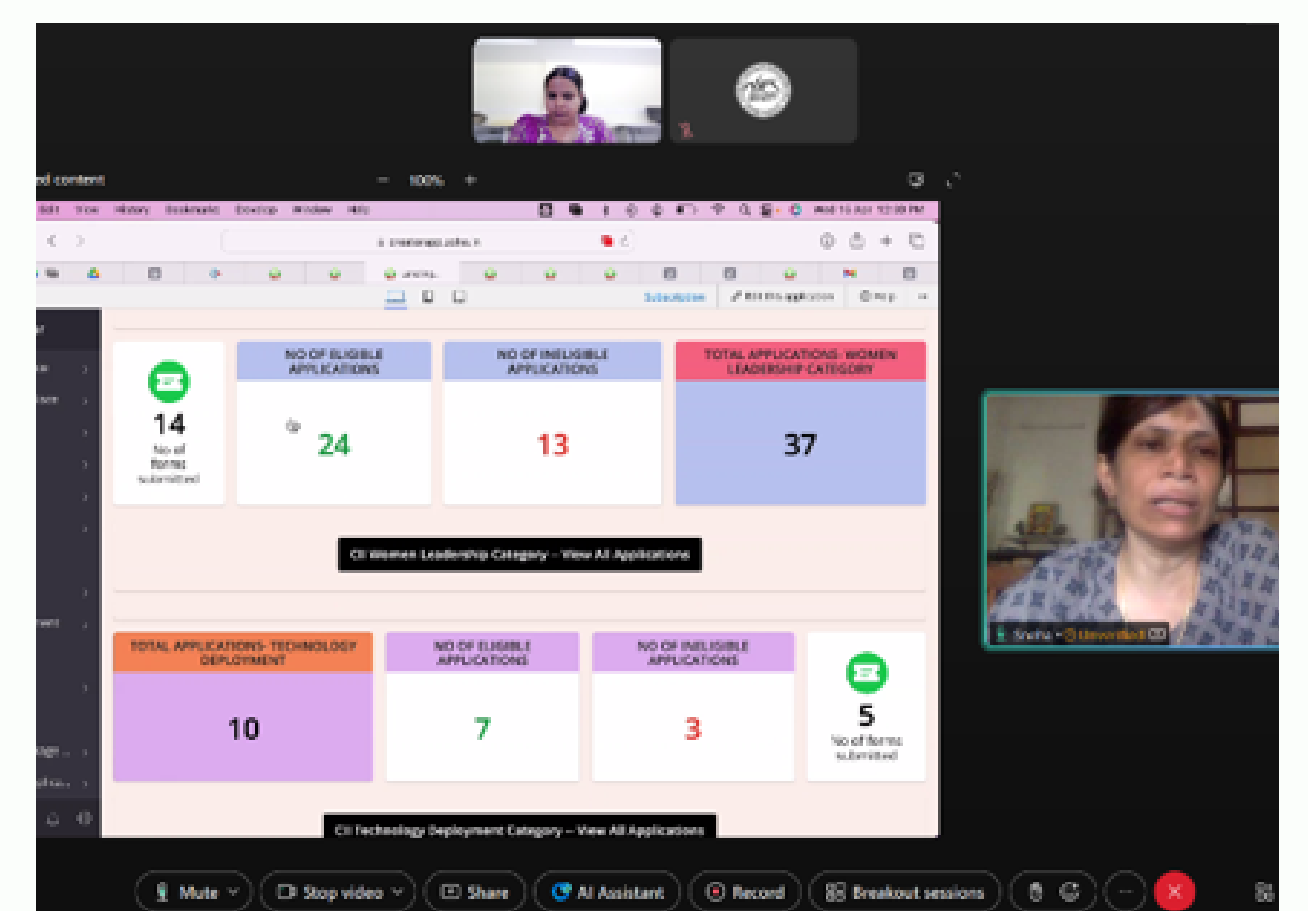
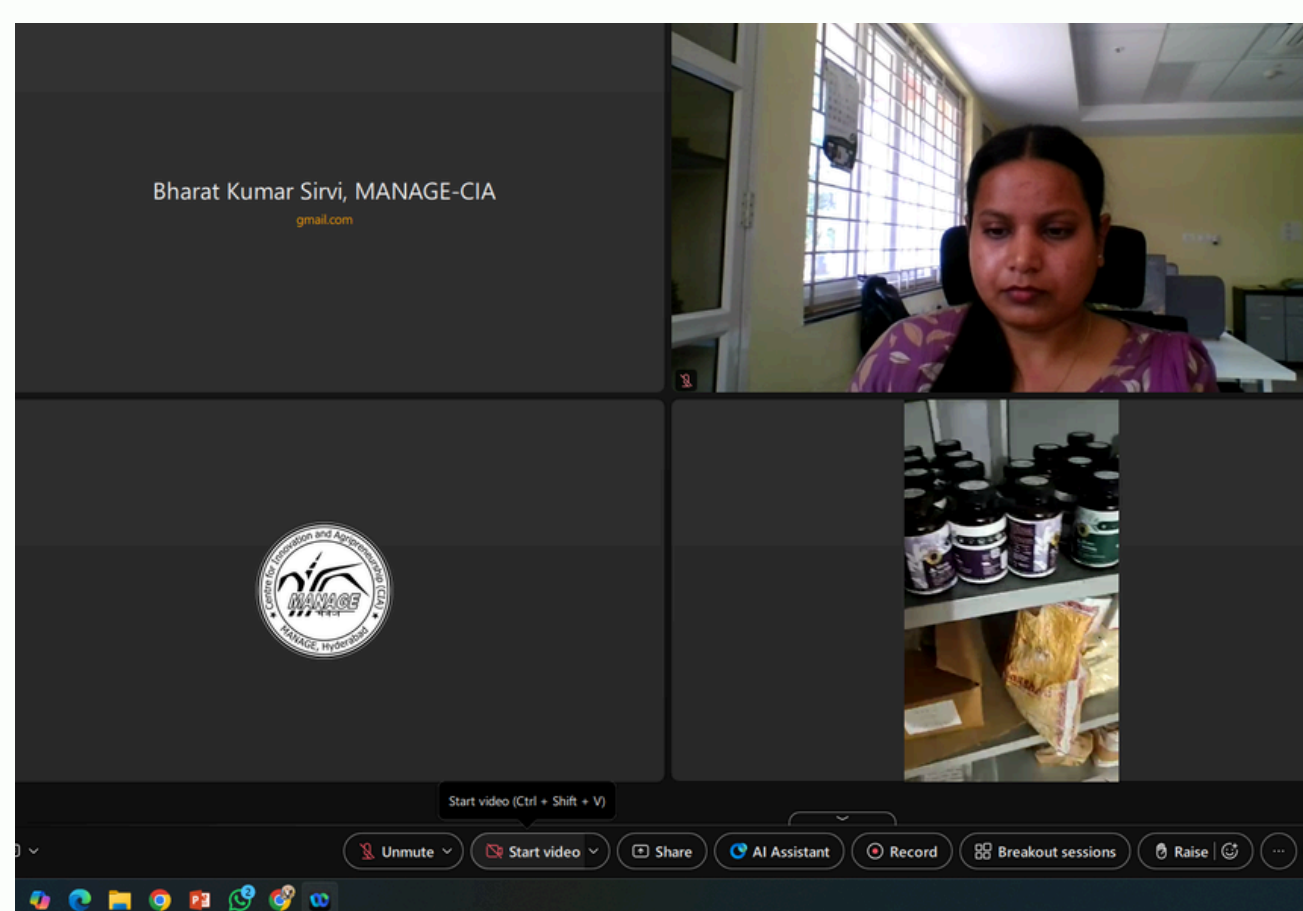
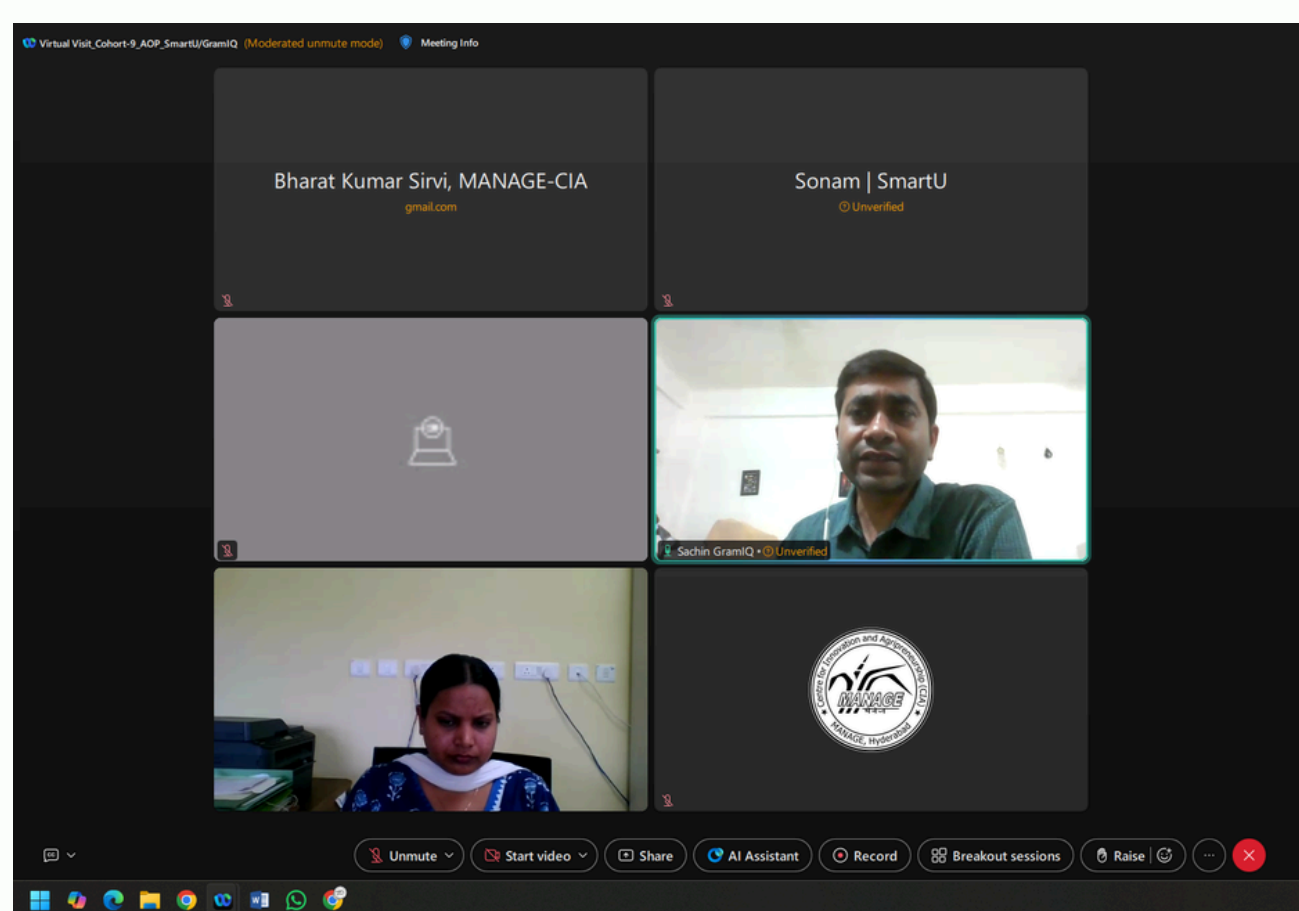
Participants: Alagesan (ICAR-KVK MYRADA), Aniruddha Brahmachari (Digital Green), Himmalani Ngwenya (University of the Free State), Jiju P Alex (Kerala State Planning Board), Kadirvel Govindasamy (ICAR-ATARI), Kristin Davis (IFPRI), Krishna Gopal (ALC), Mahesh Chender (ICAR-IVRI), Raahalya (MANAGE), Ramanjuneyu (CSA), Sasubramanian (ICAR-KVK, TNLU), Ranjitha Puskur (IRRI), Rasheed Sulaiman (AESA/CRISP), Rengalakshmi (MSSRF), Saravanan Raj (MANAGE), Sasidhar (IGNOU), Savitri Mohapatra (Access Agriculture), Sethuraman Sivakumar (CTCRI), Sreenath Dixit (Ex ICAR-ICRISAT), Suchiradipi Bhattacharj (IIMI)

Website: [www.manage.gov.in/caeira/caeira.asp](http://www.manage.gov.in/caeira/caeira.asp)

Likewise, participation in the National Workshop on “Reimagining India's Agri-Incubation Ecosystem: Innovations, Good Practices and Future Pathways” (2–3 March 2026) deepened my understanding of startup incubation, innovation ecosystems, and emerging trends in agripreneurship. These experiences enhanced my professional confidence, broadened my perspective, and reinforced the importance of continuous learning and knowledge exchange in professional growth.



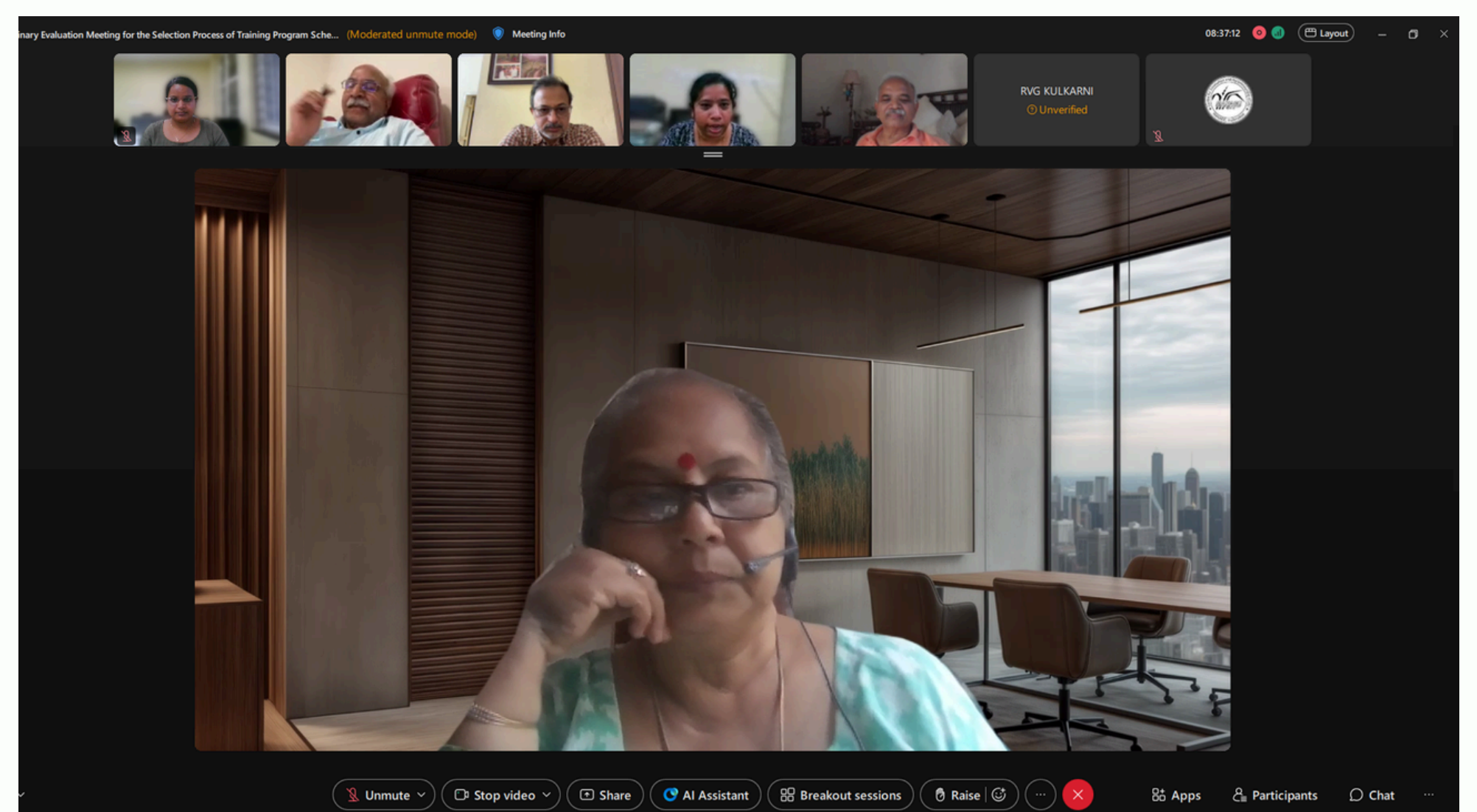
## Hands-on Experience in Startup Management



As I became more familiar with the incubation ecosystem, I gradually took on responsibilities related to startup documentation. I was actively involved in conducting and documenting virtual visits of eight startups, which provided me with valuable insights into diverse agribusiness models, entrepreneurial challenges, and innovative solutions being developed within the agricultural sector. I also contributed to the state-wise cluster mapping of startups, which enhanced my understanding of the geographical distribution and sectoral diversity of agri-ventures across the country. In addition, I was responsible for uploading and maintaining various startup information in the Management Information System (MIS) for Cohorts 11, 12, 13, and 14 startups. These activities strengthened my documentation, data management, analytical, and organizational skills while providing practical exposure to incubation processes and startup ecosystem management.

## Facilitating Program Coordination and Institutional Initiatives

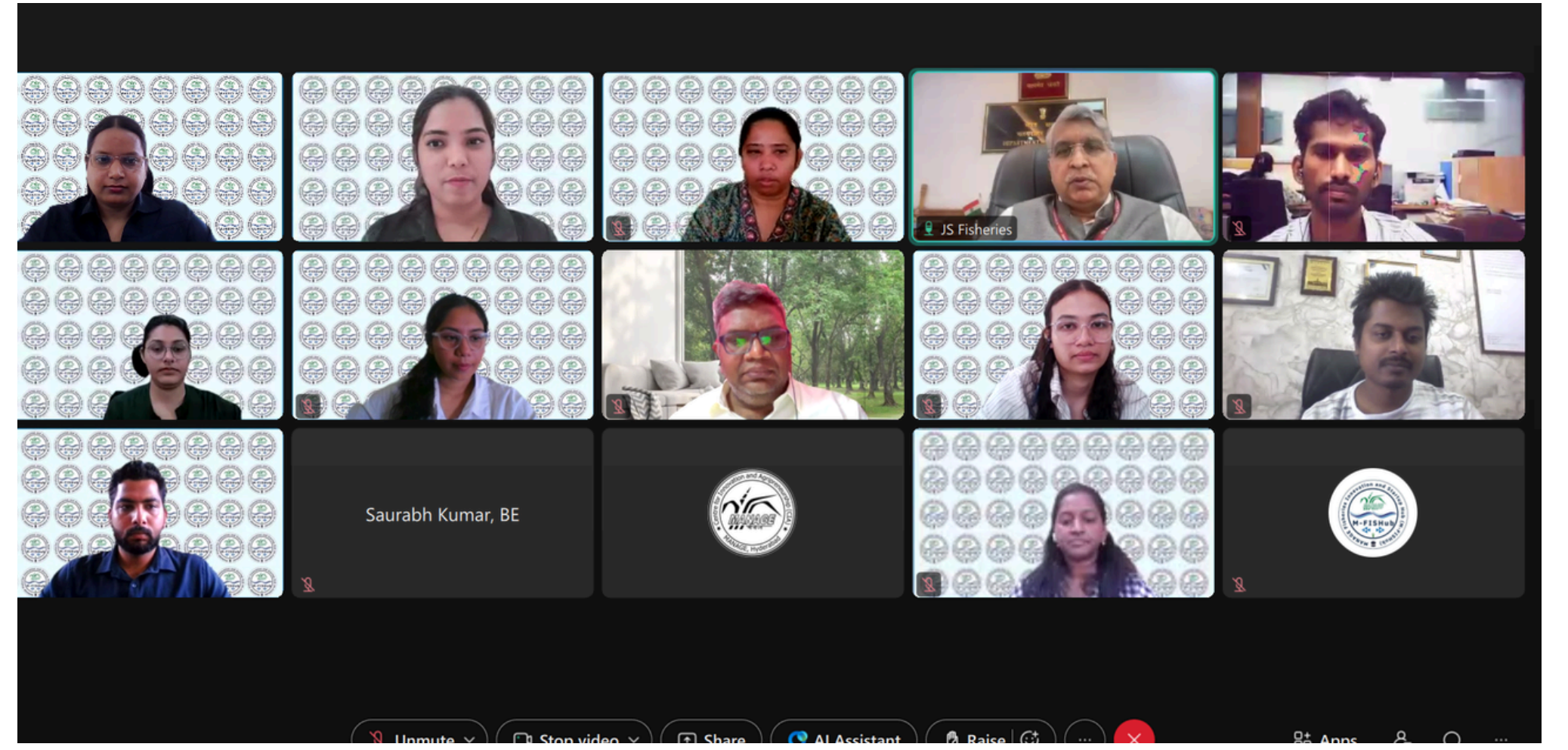
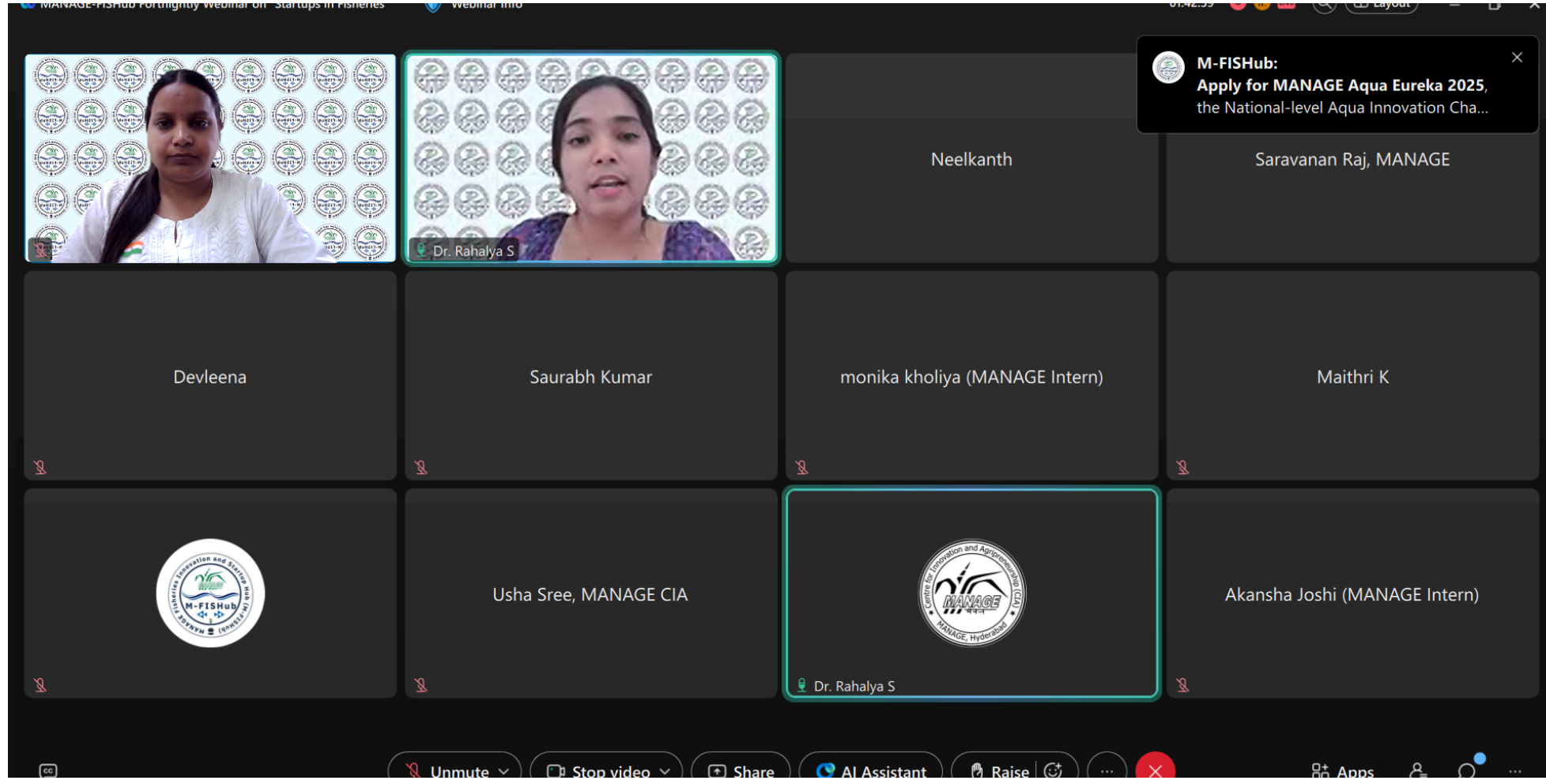
One of the most rewarding aspects of my internship was the opportunity to contribute to some of the flagship programmes of MANAGE-CIA. I was actively involved in the coordination and documentation of the Cohort-15 Incubation Programme. During the first phase of the programme, I participated in the preliminary evaluation of 152 startup applications, which provided me with valuable exposure to the startup screening and selection process. My responsibilities also included communicating with applicants, coordinating with stakeholders, and supporting the smooth execution of program activities. In addition, I had the opportunity to contribute to the National Faculty Development Programme, which enhanced my understanding of institutional programme management and capacity-building initiatives. More importantly, these experiences enabled me to contribute meaningfully to the activities of the Centre while gaining practical insights into programme planning, coordination, evaluation, and execution.



## Memorable Experiences and Institutional Exposure

One of the most cherished aspects of my journey with MANAGE has been the opportunity to experience not only professional learning but also meaningful interactions and cultural exchange. I feel privileged to have been associated with MANAGE during several memorable occasions. I had the opportunity to attend the Independence Day celebrations on 15 August 2025, a special occasion marked by the launch of MANAGE-FISHHub and the commencement of its webinar series.





Another memorable experience was to have interacted with Shri Sanjay K. Agarwal, IAS, Joint Secretary (Extension), Ministry of Agriculture and Farmers Welfare, Government of India. Such opportunities not only broadened my professional horizons but also helped me build meaningful connections and appreciate the importance of networking, cultural exchange, and lifelong learning in personal and professional growth.



Beyond the knowledge and exposure gained, these experiences awakened a deeper sense of curiosity and appreciation for continuous learning. Every interaction, exposure visit, workshop, and institutional activity introduced me to new ideas and possibilities, encouraging me to look beyond the expected and explore with greater enthusiasm. As I became involved in different aspects of MANAGE, I developed a growing interest in understanding how institutions, people, and innovations work together to create meaningful impact. This spirit of curiosity transformed each opportunity into a valuable learning experience and made my internship journey both enriching and inspiring.



## Competencies Developed Through Experience

My journey at MANAGE helped me develop strong skills in programme coordination, professional communication, documentation, stakeholder engagement, and data management. Working with startup ecosystems enhanced my understanding of incubation processes, startup management, cluster mapping, and MIS operations. Participation in workshops, exposure visits, and interactions with experts further strengthened my presentation, networking, organizational, and problem-solving abilities. Most importantly, these experiences improved my confidence, adaptability, and ability to work effectively in professional and multidisciplinary environments.



## An Environment that Nurtured Growth

What made my experience at MANAGE truly special was the environment that extended beyond academic and professional learning. The institution fostered a culture of discipline, ethics, mutual respect, and responsibility, creating an atmosphere where learning and personal growth went hand in hand. Being part of such an environment helped me cultivate professionalism, integrity, and a deeper sense of accountability. The positive work culture, combined with continuous guidance and encouragement, inspired me to approach every opportunity with sincerity and enthusiasm. I believe these values and experiences will continue to influence my professional journey and serve as a strong foundation for lifelong learning and growth.





Among the many memorable experiences of my journey at MANAGE, the moments spent interacting with Dr. Saravanan Raj Sir, Director (Agricultural Extension) & CEO-MANAGE CIA, remain particularly special. Every discussion, review meeting, and informal interaction provided new insights and renewed motivation to learn and grow. More than the purpose of these meetings, I deeply valued the opportunity to engage in meaningful conversations with a mentor during this important phase of my learning journey. His guidance, encouragement, and willingness to share knowledge made each interaction a valuable learning experience.

What I cherish most about these moments is the trust and mutual respect that define the understanding between a teacher and a student. I strongly believe that such a bond creates a unique energy that inspires both to work harder, learn continuously, and strive for excellence. In an age of learning, spending time with a mentor who encourages curiosity and growth is truly a blessing. For me, these moments of guidance and encouragement have been among the most rewarding and cherished aspects of my journey at MANAGE..

***“Arise, awake, and stop not till the goal is reached.”***

***—Swami Vivekananda***

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