



MANAGE Induction Training Program Inculcating the Professionalism for Future



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Introduction

I would like to express my heartfelt gratitude to MANAGE, Hyderabad, and the Department of Agriculture and Farmer's Welfare, Government of Meghalaya, for jointly organising this enriching and impactful training programme. The experience has been immensely valuable in enhancing my understanding of agricultural extension, sustainable farming practices, and the evolving role of technology in empowering farmers.

Key Learnings from Each Day



Empowering the Farming Community and Effective Communication

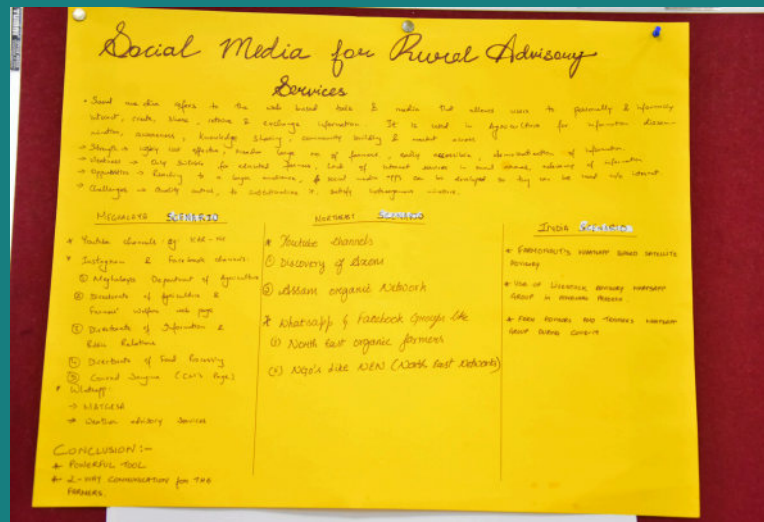
On the first day, I learned about the concept of an empowered farmer community and how innovation among farmers can be encouraged. The discussions helped me understand my role in supporting farmers at the district level not just by implementing schemes but by building trust, listening actively, and communicating with humility. I realised that genuine listening and respect are essential in establishing long-term relationships with farmers and ensuring successful implementation of any programme.



Role of Extension for Climate Change Adaptation and Mitigation



The second day focused on climate-smart agriculture. I learnt about issues such as increasing CO₂ emissions, pre-monsoon sowing challenges, and the reduction in the number of rainy days. The importance of Farmer Producer Organizations (FPOs) in strengthening farmers' collective power was also emphasised.



Integrating Gender and Nutrition in Agricultural Extension

I learnt about the relevance of organic farming in achieving sustainability across the entire agricultural value chain. The sessions covered farmers' transition to organic practices, community-based extension systems, and the importance of organic certification. The discussions encouraged a shift toward cultivating sustainable and transformative food systems that protect the environment while ensuring farmer profitability.



Market-Led Extension and Supply Chain Management

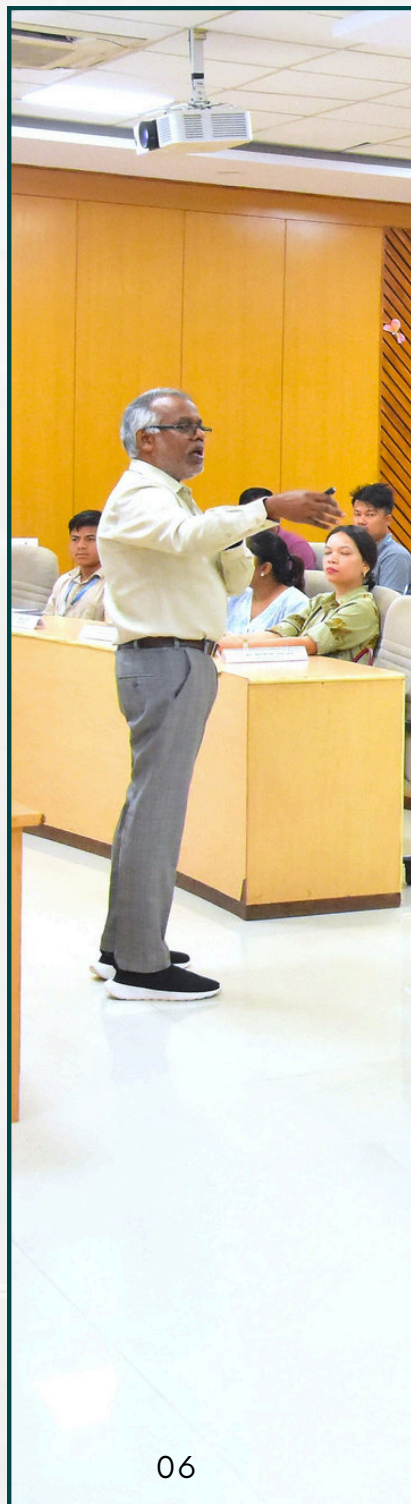


On the fourth day, I learnt about market-led agricultural approaches and the importance of understanding consumer demand, quality standards, and value addition. The sessions highlighted the need for farmers to identify suitable markets, establish their own networks, and make their products available in alignment with market needs to maximize profits.

ICTs and e-Governance in Agriculture

The day began with a focus on soft skills — being polite, courteous, appreciative, and maintaining a positive attitude. I reflected deeply on the purpose of my work and realized that my true purpose as an extension professional is to give and serve.

In the ICT session, I learnt about creating digital content for agricultural extension, communicating innovations, and ensuring two-way communication between farmers and organisation. The importance of clear messaging and crafting precise digital prompts for effective communication was emphasised.



Genesis and Objectives of DAESI

On the final day, I learnt about the genesis, objectives, and implementation of the Diploma in Agricultural Extension Services for Input Dealers (DAESI) programme. It helped me understand how DAESI empowers input dealers with scientific knowledge, enabling them to provide better advisory services to farmers at the grassroots level.

Across these eleven days, I gained comprehensive insights into empowering farmers, integrating technology, promoting gender-sensitive and nutrition-focused extension, and strengthening sustainable agricultural systems. Each day added a new dimension to my understanding of how holistic and innovative approaches can transform agricultural extension in practice.



Institutional Visits and Inspiring Technologies

The institutional visits provided practical exposure to cutting-edge research, innovations, and successful models. The aquaponics system at NIRDPR, millet-based processing technologies at IIMR, and soil health and rice research at IIRR were particularly inspiring. These visits bridged the gap between research and field application, helping me understand how science can be effectively translated into farmer-friendly solutions.

National Institute of Rural Development and Panchayati Raj (NIRD&PR)



राष्ट्रीय ग्रामीण विकास एवं पंचायती राज संस्थान
National Institute of Rural Development & Panchayati Raj

The visit involved learning about and observing the design and implementation of an aquaponics system integrated with horticultural crops.





Access Livelihoods Consulting (ALC)

The third day centred on access to livelihoods and the micro-level challenges that rural communities face in achieving inclusion. We discussed practical solutions to bridge gaps and empower marginalized groups. The concept of “Operation Butterfly” was particularly inspiring, emphasizing holistic development and the creation of self-sustaining rural ecosystems.



ICAR - Indian Institute of Millets Research (IIMR)



Our visit to IIMR provided valuable insights into millet-based value chains, processing technologies, and entrepreneurship opportunities.



ICAR-Indian Institute of Rice Research (IIRR) Hyderabad



భారతీయ వరి పరిశోధనా సంస్థ
भारतीय चावल अनुसंधान संस्थान
ICAR-Indian Institute of Rice Research



Our visit to the Indian Institute of Rice Research (IIRR) provided valuable insights into key challenges affecting rice cultivation, including blast disease, iron toxicity, and phosphorus deficiency, issues that are particularly relevant to the agro-climatic conditions of Meghalaya. The session on rapid soil testing was especially informative and will be highly beneficial for my field activities as a Scientific Officer, particularly during soil collection and analysis tours

ICAR-Indian Institute of Oilseeds Research (IIOR)



भाकृअनुप - भारतीय तिलहन अनुसंधान संस्थान
ICAR-Indian Institute Of Oilseeds Research
ISO 9001:2015 Certified



During the visit to IIOR, I learnt about recent advancements in oilseed technology. The discussions highlighted that polymer coating of seeds performs better than multilayer coatings and helps in addressing soil-borne pathogens. This visit offered a practical understanding of post-harvest management and seed technology improvements.



ICAR - Central Research Institute for Dryland Agriculture (CRIDA)

ICAR CRIDA deepened our understanding of watershed management models designed for dryland ecosystems, advanced agricultural research, development practices and innovative techniques in crop management, soil and water conservation, climate-resilient farming, and sustainable agricultural practices tailored for dryland conditions.



National Fisheries Development Board (NFDB)

The visit to NFDB helped me understand India's fisheries sector and its global contribution. I learnt that India is second largest exporter of shrimps, and the sessions highlighted the importance of sustainable aquaculture, value addition, and export-orientated fisheries development.



National Fisheries Development Board
Welcome to the National Fisheries Development Board (NFDB) - promoting sustainable fisheries development in India.
1998-2023



एकीकृत जैवनियंत्रण प्रयोगशाला INTEGRATED BIOCONTROL LABORATORY



National Institute of Plant Health Management (NIPHM)

The National Institute of Plant Health Management (NIPHM), broadened our knowledge of aquaponics, biosecurity measures, integrated pest and disease management, and the importance of plant health in ensuring agricultural productivity and environmental safety, showcasing the latest research and technologies in plant health management.



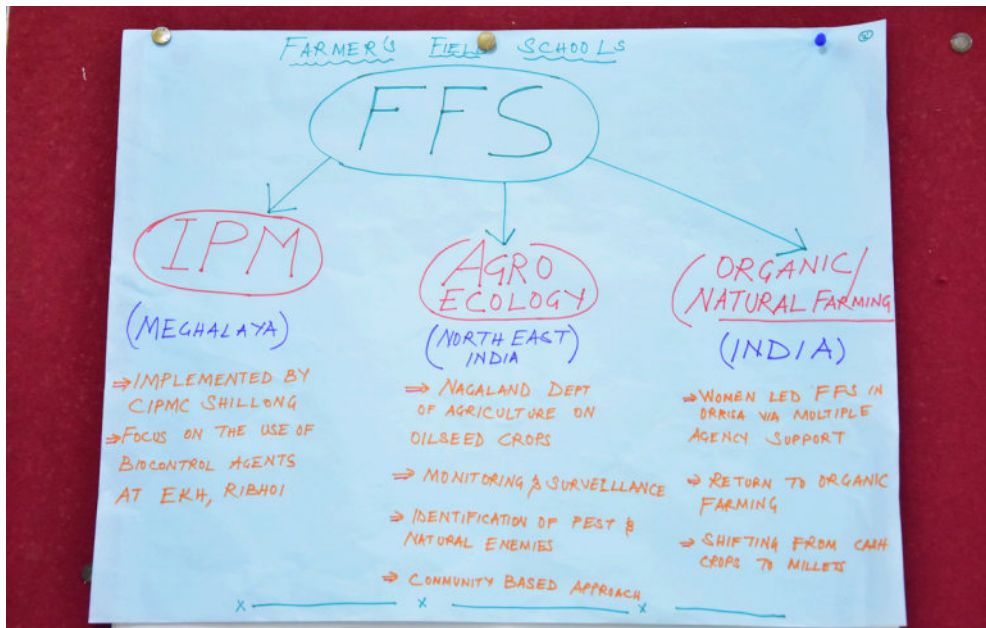


International Crops Research Institute for the Semi-arid Tropics (ICRISAT)

Visits to the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) deepened our understanding of climate-smart agricultural practices, biochar-fortified natural resource management (NRM).



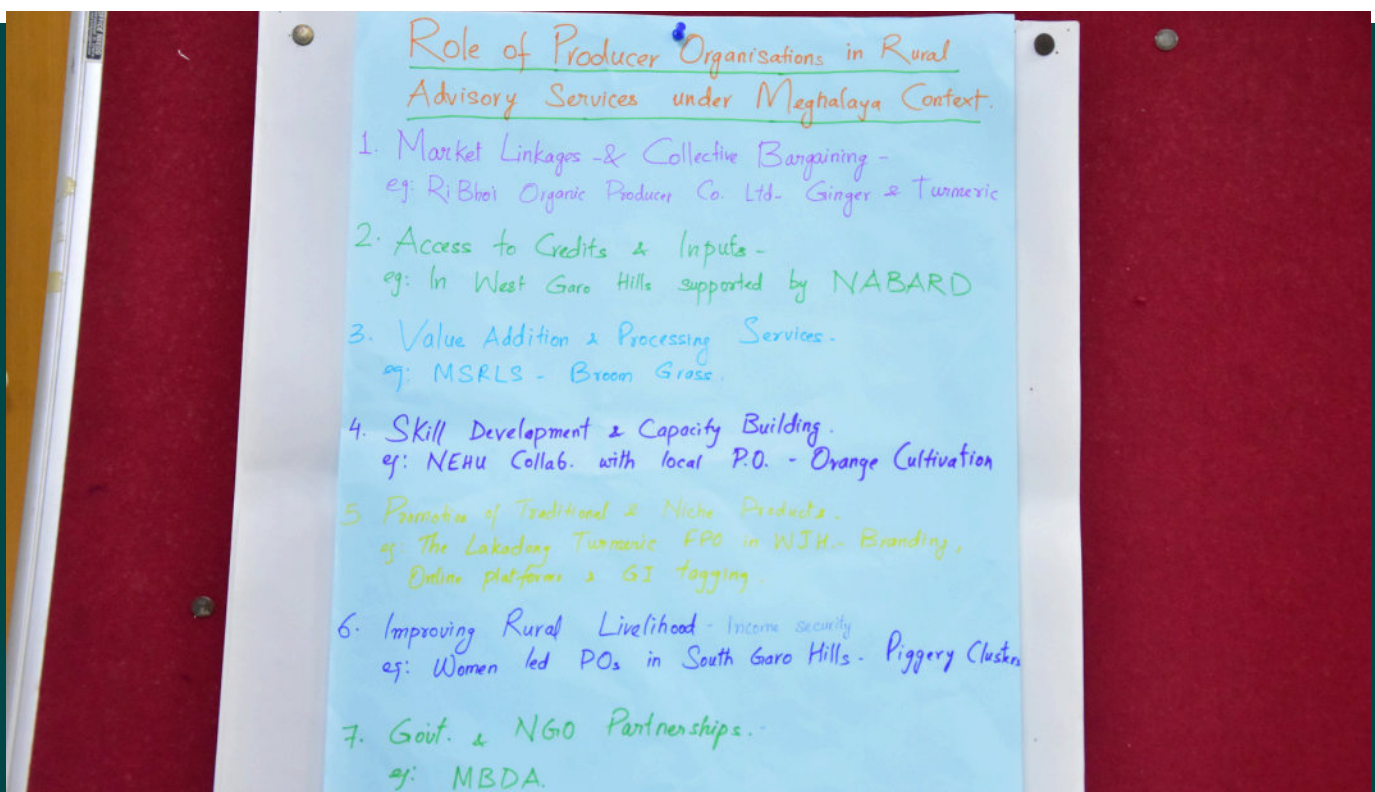
Technologies to Apply in Field Work



I plan to promote technologies such as aquaponics systems for integrated farming, rapid soil testing for nutrient management, and millet-based value addition for income diversification. I will also encourage the use of ICT tools and mobile-based advisories to strengthen communication and feedback loops between farmers and extension personnel.

Methodologies with Farmers

I will adopt participatory extension methodologies such as demonstrations and need-based training programs. I will also encourage farmer to farmer learning, digital content sharing, and feedback mechanisms to make the process interactive and responsive to local needs.



Training Experience

The training was a truly enriching and transformative experience. It provided me with a holistic understanding of agricultural extension from farmer empowerment and communication skills to sustainable agriculture, digital tools, and gender integration. Each day offered new knowledge and inspiration, combining classroom learning, field exposure, and peer interaction. The sessions were interactive, well-organized, and deeply relevant to real-world challenges faced by extension professionals.



Change in Perspective

Yes, the training completely reshaped my perspective. I realized that agricultural extension is not merely about transferring technology but about empowering farmers through participation, innovation, and trust-building. It's about listening more, fostering collaboration, and integrating sustainability, nutrition, and gender considerations into every initiative. I now view extension as a dynamic and people-oriented.



Atmosphere and Environment

The atmosphere was highly engaging, collaborative, and motivating. The facilitators encouraged open discussions, peer learning, and activities. The learning environment was supportive and inclusive, where every participant felt comfortable sharing ideas, asking questions, and learning from one another. The field visits and interactive sessions made the entire experience vibrant and enjoyable.



Collaboration with MANAGE

Yes, definitely. I would be delighted to collaborate with MANAGE for future programs, particularly in areas such as digital agriculture, capacity building, and sustainable farming systems. MANAGE's approach to professional training and its strong institutional network provide excellent opportunities for continued learning and collaboration.

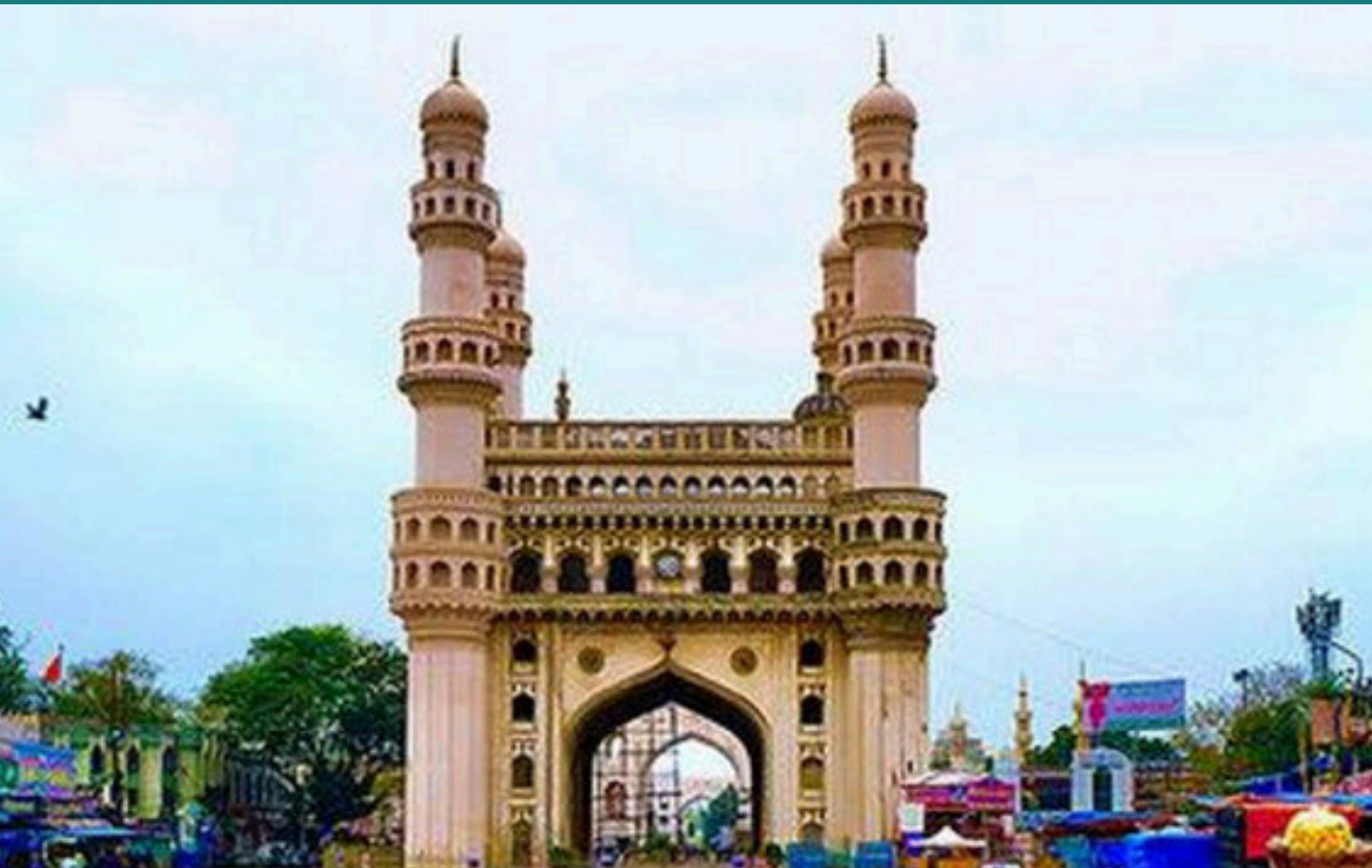
Back-at-Work Plan

My back-at-work plan includes:

- Conduct awareness programmes on organic agriculture.
- Organizing training sessions on soil health and nutrient management using rapid testing kits.
- Promoting ICT tools and digital advisory platforms for timely dissemination of information.

Experience During Hyderabad Visit

The visit to Hyderabad was both educational and inspiring. Visiting renowned institutions such as IIMR, IIRR, IIOR, NFDB, and ICRISAT broadened my perspective on agricultural research and innovations. The exposure to modern facilities, technologies, and successful case studies provided a practical understanding of how research institutions contribute to the transformation of Indian agriculture.



What I Appreciated Most



What I appreciated most was the holistic design of the program, combining classroom sessions, practical exposure, and institutional visits. The diversity of topics, from climate-smart agriculture to digital innovations, offered a 360-degree perspective of modern agricultural extension. I also valued the quality of resource persons, their practical insights, and their ability to connect theory with field realities.

Peer Interaction and Networking

Peer interactions were immensely valuable. Interacting with fellow professionals from different regions and backgrounds helped me understand varied agricultural contexts and innovative field practices. These exchanges fostered collaboration, encouraged sharing of best practices, and strengthened my professional network for future partnerships and learning.



Most Significant Takeaway

My most significant takeaway is that farmer empowerment and trust building are at the heart of successful agricultural extension. Empowering farmers to take ownership of innovations, make informed decisions, and connect with markets and technologies ensures lasting impact. The integration of sustainability, digital tools, and human values into extension practices was another key learning.

My MANAGE Journey in a Few Lines

My MANAGE journey was transformative, enlightening, and deeply motivating. It expanded my vision of agricultural extension, blending scientific knowledge with empathy and innovation. The program rekindled my commitment to serve farmers with renewed passion and purpose.





MANAGE organised a comprehensive fourteen-day Induction Training Program for the newly recruited Meghalaya Agricultural Service (MAS-III) Officers of the Department of Agriculture and Farmers Welfare, Government of Meghalaya. The programme was designed to inculcate strong technical and functional competencies among agricultural extension professionals, while simultaneously nurturing leadership qualities, team spirit, and a commitment to professional excellence. Emphasis was placed on enhancing digital skills, strengthening documentation capabilities, and fostering positive values and behavioural transformation essential for effective extension service delivery. Over the course of the programme, participants were exposed to a diverse range of themes including the changing roles of agricultural extension, global good practices and innovation in extension, gender and nutrition-sensitive approaches, climate change adaptation, ICT applications in extension, and key soft skills for professional development. Structured institutional visits further enriched the learning experience by providing hands-on exposure to relevant technologies, methodologies, and innovative practices that officers can meaningfully apply in their engagement with farmers across Meghalaya.



MANAGE - Center for Agricultural Extension Innovations, Reforms and Agripreneurship (MANAGE- CAEIRA)
National Institute of Agricultural Extension Management (MANAGE)

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<https://www.manage.gov.in/caeira/caeira.asp>



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