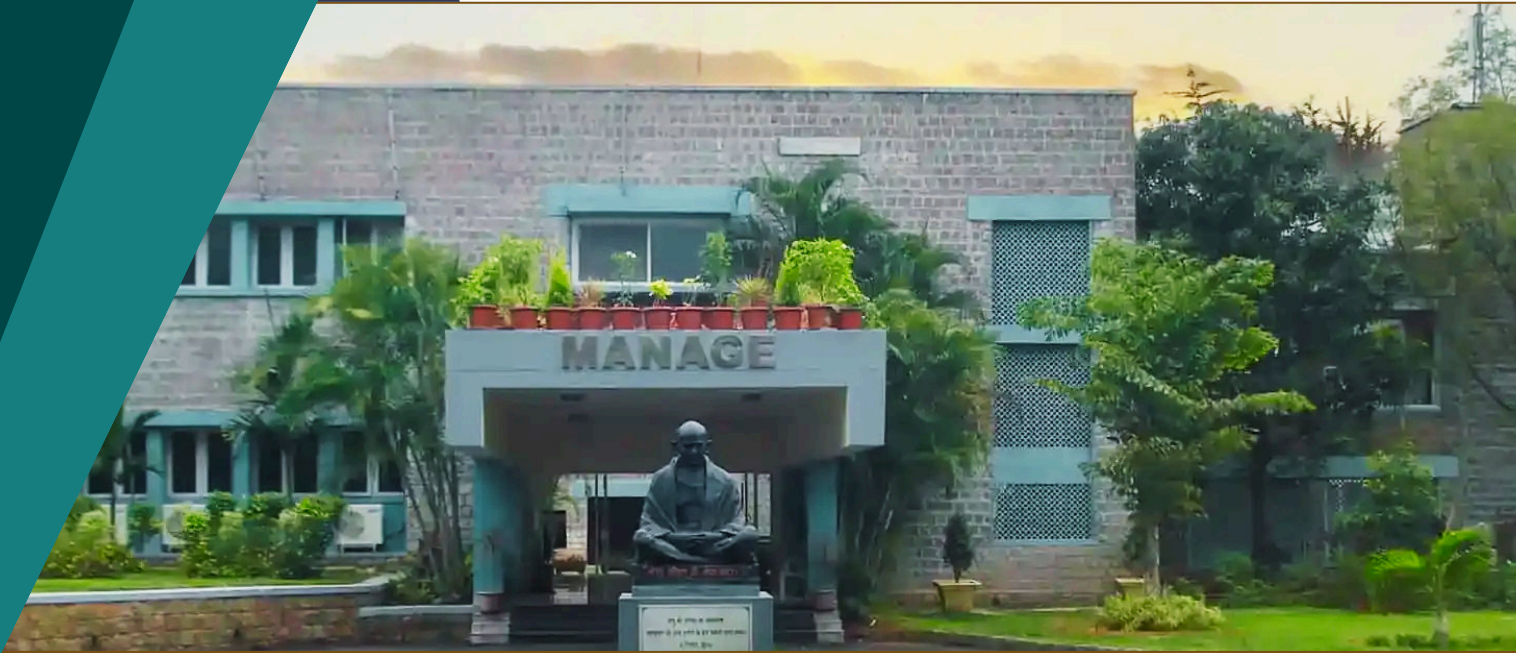




## MANAGE Induction Training Program Inculcating the Professionalism for Future



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## Key Learnings

- The session on Climate-Smart Agriculture helped us to understand how to mobilise farmers into FPOs. The case studies pointed real portraits of challenges and success stories.
- The sessions on integrating gender and nutrition in extension opened new lenses for me: extension cannot ignore social inequities or dietary impacts.
- The lecture on supply chain and market- driven extension tied extension to farmers' livelihoods.
- We learnt how important soft skills are for our role as extension functionaries. These sessions made me more introspective about how I engage communities.



## MANAGE-CIA Centre for Innovation and Agripreneurship

- Learning about incubation and start-up models helped me envision how innovation can be democratised.
- Stress management and health sessions were timely reminders of self-care in demanding roles.
- The presentations on the Government of India schemes sharpened my understanding of policy- practice linkage.
- Finally, crafting an action plan and participating in the valedictory session offered closure and direction as I returned home.



## Institutional Visits and Inspiring Technologies

Institutional visits provided practical insights that complemented the classroom sessions. They helped bridge the gap between theory and field application. Technologies such as aquaponics at NIRD&PR, the CREYO digital marketing platform developed by Access Livelihood for the women farmer collectives, soil testing kits demonstrated at IIRR, millet-based value-added products at IIMR, and indigenous oilseed knowledge shared by the scientist at IIOR were particularly inspiring. These innovations demonstrated how research can effectively address farmers' needs and support sustainable livelihoods.



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

The visit to NIRD&PR was particularly enriching, especially the aquaponics demonstration plot.



## Access Livelihoods Consulting (ALC)

Visiting Access Livelihood was refreshing. I saw how marginalized women farmers managed collectivised, created and built their own supply chain and even sold their products through the CREYO app. Interacting with facilitators reminded me that local knowledge and social cohesion are as important as modern technologies.



## ICAR - Indian Institute of Millets Research (IIMR)



At IIMR, I saw a plethora of innovative millet value-added products and learnt how niche crops can support both nutrition and income.

## ICAR-Indian Institute of Rice Research (IIRR) Hyderabad



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



Visiting IIRR expanded my understanding of rice system innovations. I realised how extension staff must also become content curators and digital storytellers. We also received soil testing kits developed by their very own scientist, who was generous enough to give them for free and also gave in hands-on demo on how to use them.



# ICAR - Central Research Institute for Dryland Agriculture (CRIDA)

At CRIDA we learnt about soil, water conservation and climate- resilient dryland techniques, which could be replicated in Meghalaya.



## ICAR-Indian Institute of Oilseeds Research (IIOR)



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



The Indian Council of Agricultural Research-Indian Institute of Oilseeds Research (ICAR-IIOR) demonstrated innovations in biopolymer seed coating technologies, and oilseed processing units, emphasizing productivity and quality enhancement.



# National Fisheries Development Board (NFDB)

The day's interactive session emphasized the importance of translating learning into actionable takeaways. The NFDB visit and its impressive infrastructure showcased how strong ideas can be turned into impactful realities



## National Fisheries Development Board

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

[nfdp.gov.in](http://nfdp.gov.in)



# Visit to National Institute of Plant Health Management (NIPHM)



राष्ट्रीय वनस्पति स्वास्थ्य प्रबंधन संस्थान  
कृषि एवं किसान कल्याण विभाग, कृषि एवं किसान कल्याण मंत्रालय - भारत सरकार  
NATIONAL INSTITUTE OF PLANT HEALTH MANAGEMENT  
Department of Agriculture & Farmers Welfare, Ministry of Agriculture & Farmers Welfare, Government of India





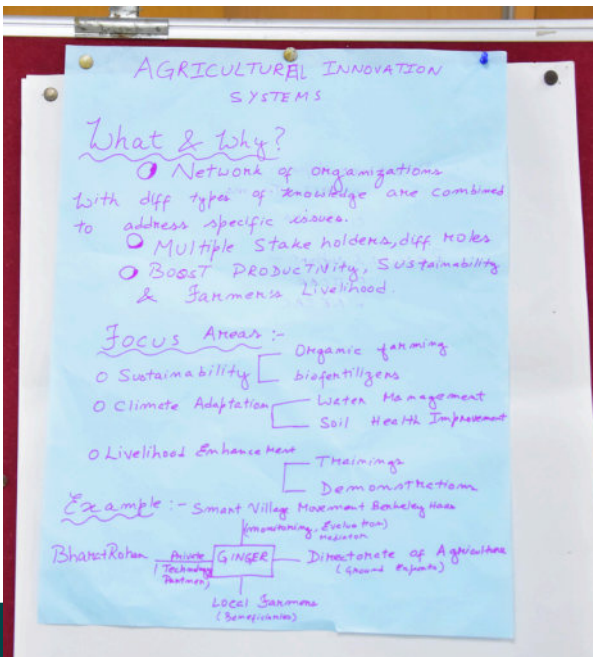
## Visit to International Crops Research Institute for the Semi-arid Tropics (ICRISAT)

At ICRISAT, we explored semi-arid systems, climate-smart cropping, and research innovations.



## Technologies to Apply in Field Work

I plan to apply non-pesticide management and agro-ecological techniques learnt at CSA, along with soil testing and nutrient management methods from IIRR. I will also promote millet cultivation and indigenous crops to enhance nutritional security and income generation. Additionally, I intend to adopt digital storytelling and content creation for effective outreach and farmer engagement.



## Methodologies with Farmers

I will apply participatory and experiential learning methodologies such as demonstration-based learning and peer-to-peer farmer exchanges. These approaches ensure that farmers remain active contributors in the knowledge generation and decision-making processes

## Training Experience

The training was a truly transformative journey, combining professional learning with personal growth. Each session offered new insights, blending technical knowledge, leadership development and practical exposure in a way that was both engaging and inspiring. It strengthened my understanding of agricultural extension as a dynamic field that connects science, people and purpose. Working closely with fellow officers fostered a sense of teamwork, collaboration and shared learning, while the exposure visits and interactive exercises enhanced my confidence and interpersonal communication.



## Application of Knowledge and Skills

I plan to design participatory and climate-smart extension programmes that promote FPO formation and market-driven interventions. I will leverage digital tools for knowledge dissemination and integrate gender and nutrition considerations into all extension initiatives. These learnings will help in developing more responsive, sustainable and inclusive agricultural programs.



## Atmosphere and Environment

The atmosphere throughout the MANAGE training was vibrant, interactive, and conducive to learning. It fostered a spirit of collaboration, curiosity, and openness among participants. The facilitators created a supportive environment where participants could freely share experiences, exchange ideas, and co-create solutions. This engaging environment encouraged reflection and teamwork, making every session enriching and participatory.



## Collaboration with MANAGE

Yes, I would be very keen to collaborate with MANAGE in future initiatives. The institution's expertise in extension research, capacity building, and innovation provides an excellent platform for partnerships. I would particularly be interested in co-developing digital extension modules, farmer training programs and region-specific knowledge-sharing initiatives.

## Back-at-Work Plan

My back-at-work plan includes organizing sharing sessions with colleagues to disseminate key learnings from the training. I also plan to document and share success stories from the field, contributing to MANAGE's knowledge network. I will digitalise the information management systems as far as possible and also promote climate smart strategies



## Experience During Hyderabad Visit

The Hyderabad visit was enriching both culturally and personally. Exploring Charminar, Golconda Fort, and local markets offered valuable cultural exposure and deepened camaraderie among participants. It provided a refreshing balance to the intensive learning schedule and left lasting memories of fellowship and discovery.

## What I Appreciated Most



I deeply appreciated the holistic structure of the training programme, which skilfully combined classroom sessions, field exposure, and peer learning. The programme's diversity-ranging from discussions on policy frameworks to hands-on demonstrations - ensured well-rounded learning. The professionalism, dedication, and warmth of the MANAGE team made the experience seamless and fulfilling. Above all, the emphasis on blending technical knowledge with social, behavioural and soft skills made the training unique and practical.

## Peer Interaction and Networking

Interacting with peers and experts from across the country broadened my perspective and professional network. I learned about region-specific challenges and innovative practices being implemented in different states. These exchanges fostered cross-learning and built lasting professional relationships that will be valuable for collaboration and joint initiatives in the future.



## Most Significant Takeaway

My most significant takeaway was that agricultural extension today must move beyond information dissemination. It should be participatory, inclusive, and market-oriented, empowering farmers through innovation and collaboration. The training reinforced the idea that sustainability and farmer empowerment can only be achieved when technology, social systems and local knowledge work hand in hand.



## My MANAGE Journey in a Few Lines

My MANAGE journey was transformative, humbling and deeply inspiring. It blended learning, reflection and camaraderie in a way that reshaped my understanding of agricultural extension. The programme reignited my passion for working with farming communities and equipped me with new perspectives, skills and motivation to drive positive change.





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 program, 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)  
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