

MANAGE NYPDP Diary No. 89

February 2026



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 Diaries: Building Skills, Connections, and Growth

Mr. Rakesh Palsaniya

Participated in the MANAGE-NYPDP at MANAGE Hyderabad during December 22-27, 2025.

 **Rakesh (PhD Research Scholar) Palsaniya**

Key Learnings from Each Day of the Programme

This reflective diary documents my daily learnings, experiences, and key insights from the NYPDP. It highlights how each session of the program contributed to my personal development, enhanced my professional understanding, and strengthened my sense of purpose as an extension professional.

Introduction: My Entry into NYPDP

My journey into the National Young Professionals Development Programme (NYPDP) unfolded quite naturally. While scrolling through social media one day, I came across information about the programme and decided to explore it further. As I went through its objectives, structure, and focus areas, I quickly realized that NYPDP aligned perfectly with what I had been seeking. It offered a platform for professional growth that extended beyond conventional academic learning and addressed the dynamic and evolving aspects of agricultural extension.



My interest grew stronger when a close friend shared his firsthand experience of attending the NYPDP in Bengaluru. He spoke highly of the programme, highlighting its practical relevance, depth of learning, and the positive transformation it brought to his professional outlook. Although I was deeply motivated to apply, my academic responsibilities and the postponement of earlier programmes prevented me from doing so at that time.

The long-awaited opportunity finally came when I saw a LinkedIn post from MANAGE announcing the December edition of NYPDP in Hyderabad. Without a second thought, I applied, as I had been eagerly waiting for such a chance. On 21st December, I stepped onto the MANAGE campus filled with enthusiasm, curiosity, and a strong sense of purpose, marking the beginning of a truly enriching and memorable professional journey.



Key Learnings from Each Day of the Programme

Day-1 Reimagining Agricultural Extension: The sessions encouraged us to move beyond the traditional view of agricultural extension and understand it as a dynamic, multidisciplinary field with strong global relevance. One particularly impactful insight shared by Dr. Saravanan Raj was, “It is not the subject that makes you great, but it is you who makes the subject great.” This message deeply resonated with me, emphasizing that personal mindset, commitment, and purpose play a far greater role in professional growth than the discipline itself.

Notably, the well-structured and thoughtfully designed sessions fostered a supportive and inclusive environment for interaction. This helped me overcome my initial hesitation to speak up and seek clarifications—an experience I believe many participants shared. The group discussions on challenges and opportunities further highlighted that the real strength of extension lies not merely in the discipline itself, but in how professionals interpret, shape, and practice it in real-world contexts.

Day 2 – Digital Pathways and Competencies:

Day 2 provided valuable insights into the evolving roles of agricultural extension professionals, emerging research priorities, and the increasing significance of digital pathways in extension systems. The sessions underscored how digital tools, data-driven approaches, and innovative communication platforms are reshaping extension delivery. Discussions on digital competencies emphasized the need for extension professionals to continuously upgrade their skills, remain adaptable, and effectively engage with farmers within a rapidly transforming, technology-enabled agricultural ecosystem:



The hands-on Extension Marketplace activity made learning interactive and practical, while experiences shared by working interns at MANAGE provided valuable real-world perspectives. A key realization for me was the importance of professional visibility in the virtual world as a researcher and the need to design research that meaningfully benefits society, an angle I had not consciously reflected upon earlier. Overall, the day strengthened my understanding of how relevance, visibility and societal impact are central to professional growth in extension.



Day-3 Monitoring, Evaluation and Evidence based extension: Day 3 marked a turning point in how I perceive my own discipline- Extension Education. The discussions helped me realize the true power of subject mastery, particularly how deep expertise in a specific area such as Monitoring and Evaluation can lead to meaningful, impactful and even high-value professional opportunities. This understanding encouraged me to think seriously about skill specialization and the importance of strengthening my competencies through focused and supplementary learning.

Equally transformative was the inspiration drawn from the experiences shared by senior extension professionals, which helped dissolve any lingering sense of inferiority about my subject. I emerged from the day with renewed confidence, clarity and pride in Extension Education as a discipline capable of shaping strong careers and driving real change in agriculture.



Day-4 Entrepreneurship, Leadership and Inclusion: From here, I think beyond conventional boundaries-both in research and career planning. I realized the importance of adopting out-of-the-box research approaches and exploring unexplored areas to develop a unique and impactful research identity as an extension professional. Exposure to alternative methodologies reinforced that innovation in research begins with curiosity and the willingness to move beyond familiar tools like Social Network Analysis, Qualitative methodologies etc.



The session on extension roles within the development and NGO sectors was especially meaningful for me, as it brought clarity to my previous experiences in NGO work. It helped me better understand how to identify appropriate opportunities in the development sector and the essential competencies needed for long-term and accelerated professional growth. Overall, the session expanded my perspective and enhanced my confidence in exploring diverse career pathways within the field of extension.

Day-5 Policy, Innovation and way forward: Day 5 brought together innovation, policy and institutional perspectives, offering clarity on the broader role extension professionals can play in shaping agricultural systems. The discussions helped me understand how policies can be influenced through evidence, strategic communication and well-crafted policy briefs, rather than relying solely on research publications.

As someone deeply interested in policy formulation, this realization was truly enlightening, as it highlighted alternative and impactful ways of communicating research for real-world change.

Five days Training Experience

The NYPDP experience at MANAGE proved to be a truly transformative journey, reshaping not only my understanding of Extension Education but also my perception of my professional potential and personal confidence. Before joining the program, I often felt uncertain about the scope and recognition of my specialization, particularly when viewed alongside disciplines in the physical sciences, even at advanced academic stages such as doctoral studies.

Over the course of five intensive and enriching days, this perspective changed profoundly. The program illuminated the depth, relevance, and global significance of Extension Education, positioning it as a vibrant and impactful discipline at the intersection of research, policy, development practice, innovation systems, and capacity building. Through expert-led sessions, reflective discussions, and peer learning, I began to view my subject in its true essence—not as a limitation, but as a powerful platform for meaningful professional engagement and societal impact.

Most importantly, the NYPDP instilled in me a renewed sense of confidence, purpose, and direction. Inspired by the insights shared by Dr. Saravanan Raj, I now recognize the importance of developing focused expertise within a chosen domain and striving for excellence with clarity and conviction. This program has strengthened my belief in my discipline and empowered me to pursue my professional journey with greater determination, self-assurance, and vision.



Atmosphere and Environment

The learning environment at MANAGE greatly enriched the NYPDP experience. The well-maintained, green campus, disciplined academic culture, and excellent hospitality created a comfortable and focused atmosphere for learning. Equally noteworthy was the program's academic rigor and professional management. The resource persons demonstrated deep expertise, practical orientation, and approachability, fostering an inclusive and engaging learning environment. The seamless planning and coordination of the program left a strong impression and set a professional benchmark I aspire to follow.



Peer Interactions and Networking

The NYPDP brought together participants from diverse regions and backgrounds, making peer learning a valuable component of the program. Group activities and discussions enhanced my communication confidence while exposing me to varied perspectives, cultures, and research interests.

Informal interactions further strengthened these connections, encouraging the exchange of ideas, experiences, and guidance. Overall, the peer engagements expanded my professional network and reinforced the importance of collaboration and collective learning in extension work.



Most Significant Takeaway

A key takeaway from the NYDPD is the importance of developing focused specialization while continuously upgrading skills. Lifelong learning and adaptability are essential for sustained relevance in the evolving extension landscape. In response, I enrolled in one online courses of dairy farming of international course, aligned , cooperatives, and farmers' organizations. These courses, which began in January 2026, are already contributing to my capacity building. I also plan to pursue training in blog writing to strengthen science communication and outreach.



My MANAGE NYPDP Journey

The NYPDP was a transformative experience that revealed the true scope and strength of Extension Education. Through expert guidance, particularly from Dr. Saravanan Raj, I gained clarity, confidence, and renewed purpose to pursue excellence with focused intent.



Mr. Rakesh Palsaniya
Ph.D Research scholar
Department of Extension Education And Communication Management
Maharana Pratap University of Agriculture and Technology
Udaipur, Rajasthan 313001
rakeshpalsaniya16@gmail.com

MANAGE - Center for Agricultural Extension Innovations, Reforms and Agripreneurship (MANAGE- CAEIRA)
National Institute of Agricultural Extension Management (MANAGE)
Rajendranagar, Hyderabad- 500 030, INDIA
<https://www.manage.gov.in/caeira/caeira.asp>