

MANAGE NYPDP Diary No. 90

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



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



Yuvadharani A

Key Learnings from Each Day of the Programme

I thought NYPDP is full of structured sessions, strict schedules, and possibly a certificate upon completion as soon as I enrolled in this training program. What I didn't anticipate was a significant change in viewpoint that altered both my approach to Extension as a discipline and my sense of purpose. I joined with the intention of expanding my social circle and advancing my career. That did occur, but there was much more to the training. For me, it redefined Extension not only as a subject but also as a way of thinking and interacting with the world. It turned into a creative collision of ideas, people, and lived experiences.

Every moment in the NYPDP pushed me in the direction of development through thought-provoking sessions and practical insights. I noticed that I was growing more self-assured in my communication, more eager to learn, and more dedicated to developing as an Extensionist. This was not just another program; it was a subtle yet profound transformation that permanently altered my perception of myself and my future role.



Day 1

"IF YOU CHANGE THE WAY YOU LOOK AT THINGS, THE THINGS YOU LOOK AT CHANGE."
— WAYNE DYER

Day 1 didn't feel like the start of a typical training regimen. Both personally and professionally, it felt like a quiet but firm reset. Dr. Raahalya S gave a heartfelt welcome to kick off the program. The opening itself was significant because it made the area feel safe, open, and truly focused on education rather than performance. The true tone of the day was soon established by Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE, during the reflection session. He asked the right questions instead of providing answers. What brings me here? What do I wish to develop into? It served as a reminder that introspection is the first step toward achieving clarity.

A few concepts stuck with me as the day went on. Being there is more important than just showing up. When fear is deliberately ignored, confidence increases. Today, agricultural extension carries a global responsibility that necessitates deeper thinking, accountability, and professional excellence. It is no longer limited to specific regions or institutions.

I was forced to think differently by the group exercise on opportunities and challenges in Agricultural Extension. Here, I noticed something significant: I started to think outside of my comfort zone. I started listening more openly, sharing without over-filtering, and seeing perspectives I might have dismissed earlier. Somewhere in that process, a subtle shift happened—my usual negative self-talk softened. I felt lighter, more open to conversation, and more assured of my own voice.



Day 2

NOTHING WILL CHANGE IF EVERYONE WAITS FOR IT. THE DIFFERENCE STARTS WHEN ONE TAKES A STEP FORWARD.

-INSPIRED FROM SARAVANAN RAJ WORDS

Day 2 was a potent combination of introspection, investigation, and rethinking Agricultural Extension. The day began with a review of Day 1, during which we considered what we had learned, unlearned, and would use. This straightforward exercise revealed a variety of viewpoints and a more profound understanding.

Our vision for the future was sharpened by Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE, who presented enlightening discussions on next-generation extension competencies and current and future research goals. A quick conversation with him during the tea break added even more significance to the lesson.

We were invited to present research problems and ideas in the Marketplace group exercise, which required us to consider relevance, effect, and practical applicability.



Day 3

WRITE YOUR STORY WITH PURPOSE, NOT IMITATION.

The third day of the National Young Professionals Development Programme (NYPDP) was a perfect blend of challenging coursework and incredibly inspiring life lessons. Dr. Parmveer Singh, a postdoctoral fellow at the University of Saskatchewan in Canada, gave a thought-provoking talk on the Delphi Technique: Building Consensus for Research and Practice to start the day. For evidence-driven extension efforts, the workshop provided a clear and useful grasp of consensus-based research techniques.

Dr. Raahalya led an interesting and imaginative discussion on story building. What started as a straightforward exercise turned into an engaging group story that served as a reminder of the effectiveness of storytelling in leadership, communication, and extension.

Dr. P. V. K. Sasidhar, a professor in the School of Extension and Development Studies at IGNOU in New Delhi, led very insightful sessions on focus group discussion tactics and monitoring and evaluation competencies. Aspiring extension professionals might instantly apply the clear and appropriate explanations of complex concepts.



The motivational presentation on Extension for Entrepreneurship, Gender Equality, and Organic Farming by Dr. Mahesh Chander, Principal Scientist, IVRI, was the day's real high point. His storytelling approach, which was based on his own career path and real-life experiences, made the session incredibly thought-provoking and captivating. "Find a path for yourself and script your own success story" was the lesson that stuck with me.

Day 4

“BEYOND BOUNDARIES, EXTENSION TRANSFORMS FROM INFORMATION INTO IMPACT.”

We started the day with a reflective exercise where we grouped the nine major insights from previous sessions according to common themes. We were able to review what we had learned with clarity and establish a positive rhythm for the day.

The technical sessions commenced with “Beyond Technology Transfer: Extension Professionals in the Development Sector” by Dr Krithika Sundaram. The workshop offered insightful viewpoints on the function of extension specialists in NGOs, foundations, and development organisations, emphasising the significance of impact-focused interventions, social research, and documentation.

Dr. Sreeram Vishnumoorthy (KAU) gave a thought-provoking talk on qualitative research techniques that included topics like Social Network Analysis in extension research and the increasing importance of textometry in social science studies. Our comprehension of the modern analytical tools necessary for extension and development research was improved by these workshops.



The day ended with a field exposure visit to Pragati Exotica in Hyderabad, where we saw how organised agri-enterprises successfully integrate technology, market orientation, and management techniques, providing useful insights into value chains, entrepreneurship, and real-world extension linkages. A day that reaffirmed the extension's growing importance and reach in development practice.

Day 5

**"START WHERE YOU ARE. USE WHAT YOU HAVE. DO WHAT YOU CAN." —
ARTHUR ASHE**

With a heavy emphasis on agri-innovation, incubation, and policy engagement—truly connecting knowledge with action—Day 5 represented a potent and significant end to the NYPDP experience.

Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE, gave a very informative talk on "Democratizing Innovation and Technology Transfer: Agri-Innovation through Incubation and Startups." The conversation made it abundantly evident how incubation ecosystems support agri-entrepreneurship, empower young people in rural areas, and scale inventions for practical application. Young extension professionals like us are still motivated by his vision and clarity.

The talk by Dr. Rasheed Sulaiman V, Director of CRISP, on "Policy Engagement for Agricultural Extension" was equally interesting. The awareness of how extension professionals may impact development outcomes, strengthen the connection between research, practice, and policy, and contribute to evidence-based policymaking was enhanced by the interactive conversations.

The Commitment Cards (Head, Heart, Hands) exercise provided a purposeful setting for introspection, relating what we learned to our values and upcoming duties as extension specialists. The action-planning and feedback meetings assisted in converting insights into direction and intent. A perfect end to a voyage that enhanced our purpose, refined our perspectives, and reaffirmed our role in influencing agricultural extension's future.

"Training concluded. Perspective transformed."

A Five-Day Experience

The five days I spent at MANAGE as part of the NYPDP were not a typical training program; rather, they were a carefully layered learning experience where every day deepened my perspective and clarified my purpose. I was reminded that professional clarity always starts from within as the program began with self-reflection, confidence building, and understanding the "why" behind Agricultural Extension. As the days went by, the emphasis shifted to next generation competencies, future research priorities and the significance of proactively framing real world issues rather than responding to them.

My analytical and practical orientation was reinforced halfway through the training by being exposed to methodological tools like the Delphi Technique, Monitoring and Evaluation, Focus Group Discussions, and storytelling in Extension. These sessions demonstrated how evidence, discourse, and narratives influence successful extension work while bridging theory and practice. Subsequent sessions expanded my viewpoint beyond traditional technology transfer by highlighting the function of extension specialists in entrepreneurship, qualitative research, development sectors, and actual agri-enterprises.

Everything came together on the last day, connecting innovation, incubation, policy engagement, and individual accountability, demonstrating that learning is only significant when it is put into practice.

All things considered, the program changed my perspective on agricultural extension. I now see it as a people-centered, research-driven, policy-linked field that requires creativity, ethical responsibility, flexibility, and effective communication rather than just spreading technologies. Throughout the training, there was an open, welcoming, and intellectually stimulating environment that promoted introspection, discussion, and challenging presumptions. The experience was collaborative rather than instructional because the facilitators established a secure learning environment

The harmony of theory, practice, introspection, and exposure to the real world was what I valued most. The program was unique because of the experts' storytelling style, the depth of the conversations, and the emphasis on mindset and purpose. Peer interactions improved my confidence, communication skills, and sense of belonging to a wider professional community while exposing me to a variety of viewpoints and goals. Essentially, NYPDP at MANAGE was about redefining how I think, interact, and develop as an extension professional rather than just gaining competencies.



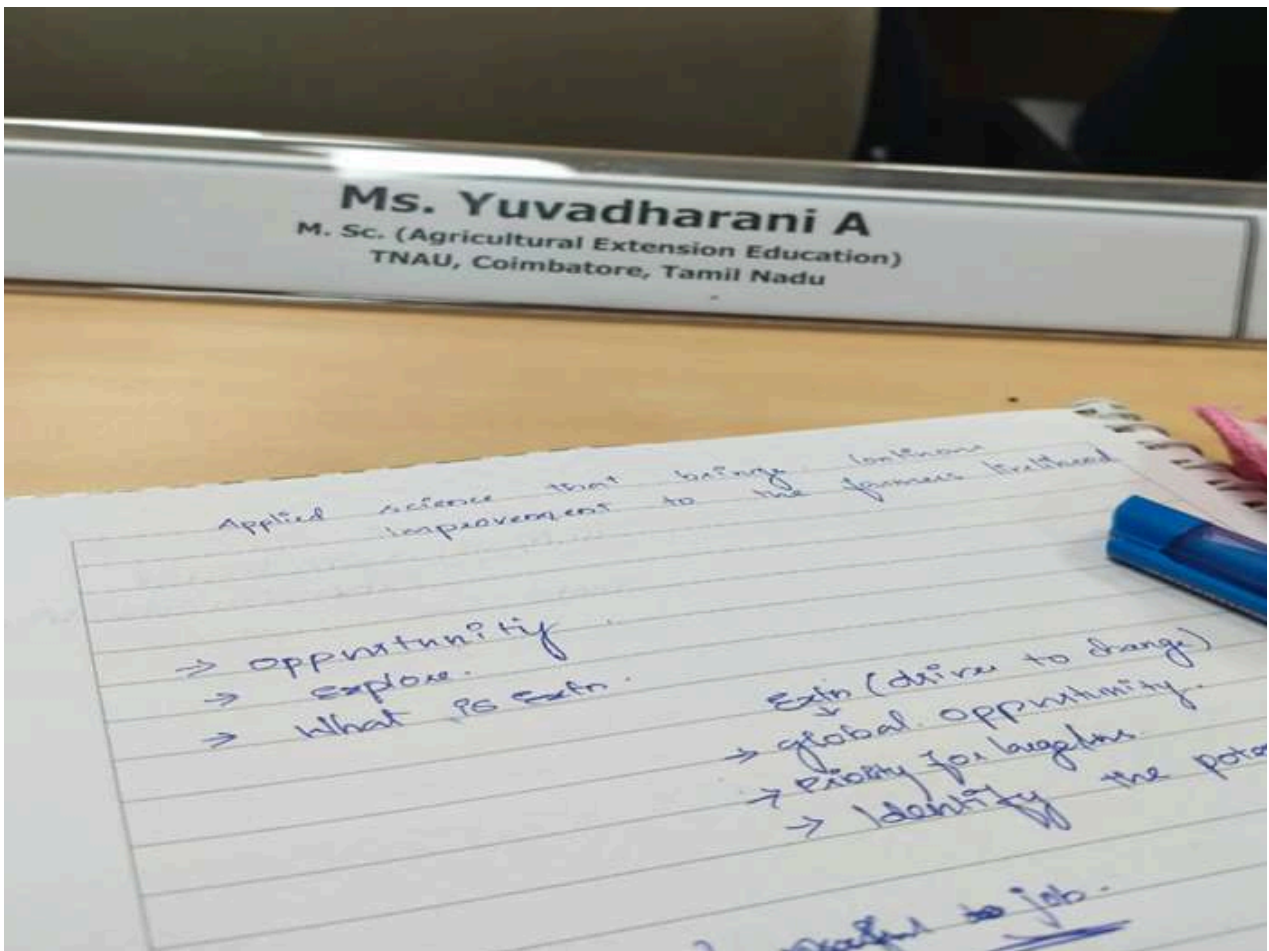
Most Significant Takeaway

"Extension starts with people, develops through listening, and succeeds when learning becomes actionable"

The training's most important result was a deep change in my perspective and understanding of Extension. I now view extension as a dynamic, people-centered process that is influenced by participation, perspective, and purpose rather than a one-way information transfer.

My perspective shifted from pessimism and idealistic presumptions to one that was more optimistic, grounded in reality and growth oriented.

Extension is dynamic and closely related to real-world challenges, as demonstrated by the sessions on research priorities, monitoring and evaluation, digital competencies, storytelling, and development perspectives. I came to understand that asking the right questions, listening intently, appreciating local realities, and consistently updating skills are more important for being a successful extension professional than having extensive knowledge.



I was able to overcome my hesitation, speak confidently, and realize the value of teamwork and shared experiences thanks to group activities, peer learning, and interactions with alumni. NYPDP provided me with direction and clarity in addition to improving my academic understanding. I'm now more concerned with making sure my research is in line with field realities and getting ready to make a significant contribution as a responsible and thoughtful extension professional.



Action plan

Building on the knowledge and insight acquired during the MANAGE–NYPDP journey, as an extension professional, I will deliberately enhance my core competencies by improving my abilities in digital tools, communication, monitoring and evaluation, and qualitative research techniques. Workshops, fieldwork, and interactions with practitioners will continue to be key components of ongoing education.

In order to gain a deeper understanding of local contexts and needs, I want to actively interact with farming communities, stakeholders, and development organizations at the field level. My extension strategy will be guided by paying close attention, posing pertinent questions, and working with others to develop solutions.

To increase my professional exposure, I also intend to look into opportunities in the fields of development, policy engagement, and entrepreneurship. Making connections with mentors, alumni, and peers will enable me to share experiences and work together on impactful projects.

In order to develop not only as a researcher but also as a responsible, moral, and people-centered extension professional, I will maintain a reflective mindset by routinely assessing my actions, remaining receptive to criticism, and adjusting to change.



My MANAGE NYPDP Journey

The MANAGE–NYPDP journey was a completely fulfilling and life-changing experience that changed my perspective on the world and my career. It expanded my knowledge of agricultural extension from a theoretical field to one that is practice-driven, people-centered, and intimately related to real-world issues.

The program helped me align my academic interests with field realities, clarify my purpose, and boost my confidence through reflective sessions, practical learning, and meaningful peer interactions. NYPDP was more than just a training course; it offered guidance, insight, and inspiration to develop into a responsible and influential extension professional.



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