

MANAGE NYPDP Diary No. 85

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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.

 **Manisha B**

Key Learnings



Day 1 - The inaugural sessions laid a strong foundation by situating agricultural extension within a rapidly evolving professional landscape. Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE, clearly articulated that extension is no longer confined to technology transfer but requires new competencies such as systems thinking, global outlook, and professional specialisation. The group exercises helped participants critically reflect on emerging challenges and job opportunities in extension.



Day 2 - Day two highlighted the transformative role of ICTs in agricultural extension. Dr. Saravanan Raj underscored emerging research priorities, including digital agriculture, climate change, and inclusive extension approaches. Dr. Raahalya S, MANAGE Fellow, explained how digital pathways, data tools, and online platforms are shaping the future roles of extension professionals. The sessions reinforced that digital literacy, innovation, and adaptability are essential competencies for next-generation extensionists.



Day 3 – Dr. Parmveer Singh explained about the Delphi Technique as a powerful method for consensus-building in research and practice. Dr. P. V. K. Sasidhar emphasized that Monitoring and Evaluation is a strategic tool for learning, accountability, and impact assessment, not merely a reporting requirement. Dr. Mahesh Chander highlighted the importance of gender equality, entrepreneurship, and organic farming, stressing inclusive and sustainable extension approaches.

Day 4 – Dr. Krithika Sundaram explained how extension professionals play critical roles in NGOs and development organizations beyond technology dissemination. Dr. Sreeram Vishnu explained about the Social Network Analysis and Textometry as innovative qualitative research tools, which is very useful for my methodology part.

Day 5 - Dr. Saravanan Raj highlighted how incubation and startups democratize agricultural innovation. Dr. Rasheed Sulaiman emphasized policy engagement as a critical role for extension professionals in evidence-based decision-making. The Head-Heart-Hands exercise translated learning into personal commitment and action.

A Five-Day Experience

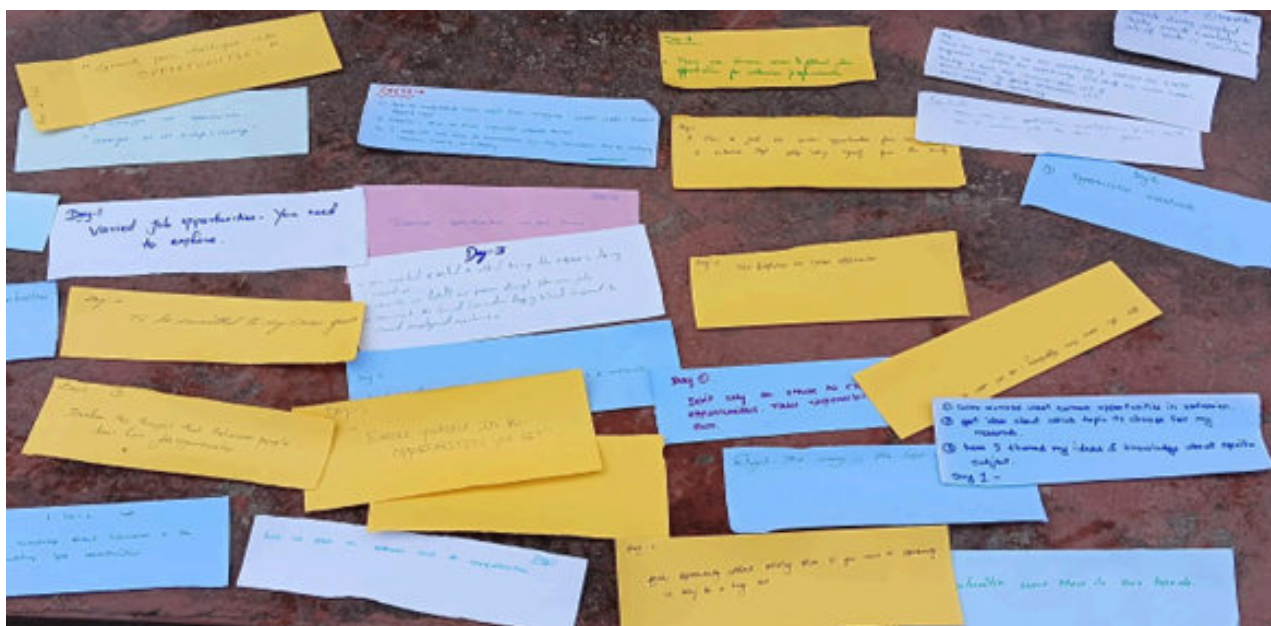
The five-day National Young Professionals Development Program (NYPDP) at MANAGE was a highly enriching and transformative learning experience. The training offered a balanced blend of conceptual clarity, practical exposure, and interactive learning. Each session was carefully designed to expand our understanding of emerging competencies, digital tools, research methodologies, and development-sector opportunities in agricultural extension.



Expert-led lectures, group exercises, alumni interactions, and exposure visits fostered critical thinking and peer learning. The supportive and collaborative training environment encouraged open dialogue, networking, and reflection, enabling participants to reimagine agricultural extension as a dynamic, interdisciplinary, and impact-oriented profession.

Change in Perspective

Prior to the training, I perceived extension largely as a mechanism for information dissemination. However, the sessions clearly demonstrated that contemporary extension is a dynamic, strategic, and interdisciplinary profession with global relevance. Through discussions on emerging competencies, digital transformation, research priorities, and policy engagement, I realized that extension today plays a crucial role in addressing food security, climate resilience, sustainability, and inclusive rural development. The exposure to global perspectives, innovative case studies, and development-sector experiences highlighted how extension professionals act as facilitators of innovation, capacity builders, and change agents.



Atmosphere and Environment

The training environment at MANAGE was vibrant, inclusive, and highly conducive to learning. Each session was thoughtfully structured to encourage meaningful dialogue, critical thinking, and self-reflection, making the learning process both engaging and impactful. The resource persons were not only subject experts but also approachable mentors who encouraged open interaction and active participation. A defining aspect of the program was the exceptional hospitality extended by the MANAGE team.



From the warm reception on the first day to the seamless organization of sessions, accommodation, and logistics, every detail reflected professionalism and care. The well-maintained, serene campus provided a peaceful and inspiring setting that supported both intellectual engagement and personal well-being. Overall, the environment fostered a strong sense of belonging, mutual respect, and collaborative learning, making the training experience truly enriching and memorable.

Peer Interactions and Networking

Attending the NYPDP with all my MSC extension colleagues from my university, I initially had apprehensions about building connections. However, the program quickly transformed those concerns into one of the most rewarding experiences of the training. The participants were warm, inclusive, and highly collaborative, creating an atmosphere where ideas, experiences, and aspirations flowed freely. Interacting with M.Sc. and Ph.D. scholars from diverse regions of the country enriched my understanding and broadened my perspectives. Beyond peer learning, the opportunity to engage informally with experienced professionals and resource persons added immense value. The expert speakers were approachable and encouraged open conversations, making learning both meaningful and personal. This program fostered not just professional networking but a genuine sense of belonging, where an extension family was formed. I am deeply grateful to Dr. Saravanan Raj, Program Director, and Dr. Raahalya, Program Coordinator, whose warmth and support ensured that every participant felt welcomed, valued, and inspired.



What I appreciate

What I appreciated most about the NYPDP was the careful curation of sessions, speakers, and learning activities. Each resource person not only delivered strong conceptual inputs but also shared practical experiences and field-based insights that were highly relatable and actionable. The program struck an effective balance between technical knowledge, career orientation, research competencies, and personal development.



The well-structured schedule ensured continuous engagement through interactive lectures, group exercises, alumni interactions, and exposure visits. Every session was purposeful, dynamic, and stimulating, leaving no space for monotony. This thoughtful design transformed the training from a routine academic program into a meaningful and inspiring professional learning journey.

Most Significant Takeaway

As I reflect on my journey at the MANAGE NYPPDP, I realize that this experience went far beyond acquiring knowledge or building networks—it was truly transformative. The most significant takeaway was understanding that agricultural extension today is not limited to conventional outreach, but functions as a multidisciplinary and purpose-driven force connecting research, people, innovation, and policy. The sessions encouraged me to move beyond academic boundaries and view extension as a dynamic career pathway requiring creativity, empathy, adaptability, and lifelong learning. I learned that modern extension professionals are facilitators of change, enablers of innovation, and contributors to evidence-based policymaking.

These five days served as a powerful wake-up call to think bigger, act with clarity, and remain committed to meaningful impact. I return with renewed confidence, a clear sense of purpose, and deep gratitude to the mentors, organizers, and the MANAGE family for shaping this inspiring and future-oriented learning journey.



Action plan

The MANAGE NYPDP equipped me not only with knowledge but with clarity, confidence, and a strong sense of direction. Moving forward, I plan to translate these learnings into action throughout my academic and professional journey. I will adopt a people-centred approach in extension, grounding my work in empathy, inclusiveness, and grassroots realities. Inspired by the sessions on research priorities, Monitoring and Evaluation, and qualitative methods, I intend to read widely, write consistently, and contribute through research publications and knowledge-sharing platforms. I

aim to strengthen my communication skills by applying behavioural change communication, storytelling, and digital tools to engage diverse stakeholders effectively. Committed to lifelong learning, I will continuously upskill, explore policy engagement, and stay informed about global developments in extension and innovation systems. I also plan to nurture the professional networks built during this programme and courageously explore non-traditional pathways aligned with my purpose in agricultural extension.



My MANAGE NYPDP Journey

The five-day National Young Professionals Development Program at MANAGE was a transformative milestone in my academic and professional journey. What began as a learning opportunity soon evolved into a powerful platform for personal and professional growth. The thoughtfully curated sessions, expert interactions, group exercises, and exposure visits broadened my understanding of agricultural extension beyond conventional boundaries.



The program enabled me to see extension as a dynamic field encompassing innovation, policy engagement, digital competencies, and inclusive development. I entered the training with expectations of gaining knowledge, but I left with something far more meaningful—a clear sense of purpose, renewed confidence, and the motivation to contribute actively to the future of agricultural extension. This experience truly served as a launchpad for my journey ahead.



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