



MANAGE-CIA Internship: Learning Beyond the Classroom



From Campus to Career: The MANAGE-CIA Experience

I am Muthu Krishnan M from Tamil Nadu and completed my M.Sc. in Agricultural Economics from Dr. Rajendra Prasad Central Agricultural University (RPCAU), Pusa, Bihar.

I successfully completed a three-month internship on “Innovation, Incubation, and Agri-Startup Ecosystem” at MANAGE-CIA, Hyderabad, from 16 February to 17 May 2026.

 [Muthu Krishnan M](#)

Greatness is unlocked when determination becomes stronger than limitation.

Internship Overview



As an Agricultural Economics graduate, understanding the evolving landscape of agribusiness, entrepreneurship, and innovation is essential in the current agricultural development scenario. With the growing emphasis on innovation and entrepreneurship, startup incubation centres have emerged as key institutions supporting entrepreneurs in transforming ideas into sustainable business ventures.

Government initiatives and startup promotion programmes have further strengthened the entrepreneurial ecosystem, creating new opportunities for agripreneurs in agriculture and allied sectors. I was provided the opportunity to undertake a six-month internship at MANAGE – Centre for Innovation and Agripreneurship (MANAGE-CIA), Hyderabad. The internship offers valuable exposure to the functioning of an incubation centre and its role in fostering innovation, entrepreneurship, and startup development. As someone whose journey has been largely rooted in academics, this internship marked an important transition into a professional work environment. Having the opportunity to contribute to organizational activities and interact with entrepreneurs and ecosystem stakeholders has been a rewarding learning experience.

The internship has provided firsthand exposure to the dynamic startup ecosystem and a deeper understanding of the role of incubation centres in promoting innovation, entrepreneurship, and sustainable agribusiness development in India.



Early Professional Exposure

A significant part of my work involved supporting the startup due diligence process through both physical and virtual verification of startups. This provided exposure to the procedures followed in assessing startup progress, validating business operations, and ensuring compliance with incubation and funding requirements.



I was also involved in reviewing documents submitted by startups, including invoices, expenditure statements, utilization records,

I was also involved in startup documentation and cohort management, including maintaining records, tracking startup progress, and supporting incubation activities, which provided insights into startup incubation processes. I contributed to updating the Agri Idea Bank by identifying and documenting innovative business ideas, technologies, and entrepreneurial opportunities in agriculture and allied sectors, enhancing my understanding of emerging agribusiness trends and innovations.

In addition, I was involved in developing startup stories that captured the entrepreneurial journeys, innovations, achievements, and impact created by incubated startups. I independently designed and compiled startup compendiums, which involved collecting startup information, organizing content, and preparing professional publications showcasing incubated enterprises and their contributions to the startup ecosystem. The internship also provided opportunities to participate in stakeholder interactions, startup engagement activities, and knowledge-sharing events, including a national workshop on agri-incubation, which broadened my understanding of India's evolving startup and innovation ecosystem.



Core Competencies

The internship provided an opportunity to develop a diverse set of professional and technical skills. Through startup verification and due diligence activities, I gained experience in startup assessment, analytical thinking, and compliance verification. Reviewing invoices, expenditure statements, utilization records, and bank statements strengthened my document verification skills, attention to detail, and understanding of financial accountability. Involvement in startup documentation and

cohort management enhanced my organizational abilities, record management practices, coordination skills, and stakeholder communication. Contributing to the Agri Idea Bank improved my understanding of emerging innovations, entrepreneurial opportunities, and trends within the agricultural sector.



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The development of startup stories and startup compendiums strengthened my content writing, business communication, information synthesis, publication development, and data presentation skills. Since I was involved in designing these publications, the experience also helped me develop and refine my design skills, particularly in content layout, visual presentation, and professional document preparation.

Participation in stakeholder interactions, meetings, and ecosystem engagement activities further enhanced my professional communication, networking, teamwork, and interpersonal skills. Overall, the internship provided valuable insights into startup incubation, entrepreneurship development, and innovation management while contributing significantly to my professional growth and practical understanding of the agribusiness startup ecosystem.



Memorable Experiences

One of the most memorable aspects of this internship was the opportunity to reconnect with MANAGE from a completely different perspective. During my undergraduate studies at Tamil Nadu Agricultural University, I participated in the All India Study Tour, where MANAGE was one of the institutions we visited. At that time,



I visited the campus as a student and learned about its activities and contributions through the explanations provided by my seniors. Years later, after completing my postgraduate studies, I had the privilege of joining MANAGE-CIA as an intern. A particularly special moment was when students from my alma mater visited MANAGE as part of their All India Study Tour. Standing in the same place where my seniors once guided me, I had the opportunity to interact with and address my juniors, sharing my experiences and insights about the institution. This full-circle journey was both rewarding and memorable.

Another memorable highlight of my internship was the opportunity to interact with senior government officials and distinguished leaders in the agricultural sector. Along with my team, I had the privilege of interacting with Shri Sanjay Kumar Agarwal, IAS, Director General, MANAGE, Hyderabad, and Joint Secretary, Ministry of Agriculture and Farmers Welfare, Government of India. The interaction provided valuable insights into ongoing initiatives, future programmes, agripreneurship, and opportunities for young professionals in the agricultural sector. For a student from an agricultural background, engaging with such a distinguished leader was an inspiring experience that broadened my perspective and motivated me to strive for greater professional excellence.





"An environment that values ideas, encourages learning, and trusts individuals with responsibility creates the foundation for meaningful growth."

The working environment at MANAGE-CIA is highly supportive, dynamic, and conducive to learning. Interns and team members are encouraged to express their ideas, share their perspectives, and actively contribute to ongoing activities. The culture of the organization promotes trust, responsibility, and collaboration, ensuring that individual contributions are valued and recognized. One of the most remarkable aspects of the work environment is the freedom to learn, explore, and take initiative. The organization provides ample opportunities to develop new skills, experiment with ideas, and engage in diverse activities related to startup incubation and entrepreneurship development. The learning experience largely depends on one's willingness to take advantage of these opportunities and contribute meaningfully. Each day brings new challenges, responsibilities, and learning experiences. The dynamic nature of incubation activities often requires adaptability, teamwork, and timely execution of tasks. Despite demanding schedules and evolving priorities, the team consistently demonstrates dedication, professionalism, and a strong commitment to achieving organizational goals.

A particularly inspiring aspect of the internship was the opportunity to work under the guidance of Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE. His visionary leadership, innovative thinking, and passion for his work create an environment that encourages continuous learning and professional growth. The experience has reinforced the importance of dedication, creativity, and purpose-driven leadership in building a meaningful career.

Overall, MANAGE-CIA provides an enriching environment for individuals who are eager to learn, innovate, and grow, offering the resources, guidance, and opportunities needed to make meaningful contributions while continuously developing both professionally and personally.

Future Directions



One of the most important lessons from this internship is the need to continuously develop multiple skills that align with evolving industry and market requirements. In today's dynamic professional environment, technical knowledge alone is not sufficient; individuals must build competencies in communication, analytical thinking, documentation, design, coordination, and problem-solving. The internship reinforced the importance of continuous learning, regular practice, and self-improvement. Consistent effort and dedication towards skill development not only enhance professional effectiveness but also lead to mastery over time. This experience has motivated me to adopt a lifelong learning approach and continuously upgrade my skills to remain relevant, adaptable, and capable of contributing meaningfully in a rapidly evolving ecosystem.

- Each member of the MANAGE-CIA team contributed to my learning journey in a unique way. Dr. Saravanan Raj inspired me through his visionary leadership, innovative thinking, and unwavering commitment to his work, demonstrating that consistency, passion, and the ability to think beyond conventional boundaries are essential for long-term success. Ms. Usha Sree exemplified professionalism, patience, and the ability to effectively manage challenging situations with confidence and composure.
- I also had the opportunity to learn from Mr. Srinivas, Ms. Priyanka, and Mr. Karunakar, whose support, guidance, and professional approach enriched my internship experience. Their willingness to share knowledge, assist whenever needed, and contribute to a positive work environment made the learning process both enjoyable and meaningful.
- In addition, my fellow interns inspired me through their enthusiasm, creativity, willingness to take on challenges, and commitment to completing tasks with dedication. Working alongside them reinforced the value of teamwork, collaboration, adaptability, and a positive attitude in achieving common goals.

Success is not built in a day; it is built through consistent effort, continuous learning, and the courage to embrace new challenges.



Learning gives creativity,
creativity leads to thinking,
thinking provides
knowledge, and knowledge
makes you great."
— A. P. J. Abdul Kalam

The first three months of this internship have been some of the most valuable learning experiences of my professional journey. Coming from an academic background, the opportunity to work in a startup incubation environment has provided me with practical exposure that cannot be gained through classroom learning alone. It has helped me understand professional culture, workplace responsibilities, teamwork, and the dynamic nature of the startup ecosystem.

This experience has broadened my perspective, strengthened my confidence, and given me greater clarity about the skills and competencies required for future career growth. It has also reinforced the importance of continuous learning, adaptability, and consistent effort in achieving professional excellence.

I am sincerely grateful to MANAGE-CIA, Dr. Saravanan Raj, Ms. Usha Sree, and the entire team for their guidance, support, and encouragement throughout this journey. As I enter the remaining three months of the internship, I look forward to learning more, taking on new challenges, and making the most of every opportunity that comes my way.

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