MANAGE-CIA Internship Notes: 8
October, 2025



MANAGE Internship: Cultivating Experiences for Future Professionals



Facing the Challenges and Finding the Inner Strength

I am Maithri K, from Karnataka. I have completed Masters of Agribusiness Management from Banaras Hindu University (BHU), Varanasi, Uttar Pradesh.



My first three months at MANAGE-CIA were both challenging and rewarding, as I navigated through different tasks to find my pace and identify my strengths. You can read my first three months experience here: https://www.manage.gov.in/managecia/CiaInternships.aspx

While I initially felt unsure about how to approach certain assignments, in next three months each responsibility gave me a learning opportunity and helped me grow.



From handling documentation and verification to designing creative outputs and coordinating national-level events, the journey provided a holistic exposure to the incubation ecosystem. This experience not only helped me adapt to diverse roles but also gave me the confidence to take initiative in areas I had never explored before.

Key Roles and Responsibilities



One of my key responsibilities was compiling concise infographics by analyzing eight years of MANAGE annual reports, which enhanced my ability to process and document large sets of information. I also worked on consolidating data about incubated startups and grantees, which gave me insights into geographical representation and the factors influencing their entrepreneurial journey.

As part of document verification, I was responsible for following up with startups to ensure timely processing for fund releases of Cohort 3, 7 & 8. I successfully completed the fund release process for 13 startups, which enabled me to analyze their progress, core challenges, strengths, and updates. This experience also helped me develop my documentation and communication skills.

My creative side found expression through designing compendiums for cohorts, the NYPDP Diaries series, and Internship Experience Notes, where my hobby of using Canva turned into a practical and impactful skill. A major highlight of my internship was coordinating MANAGE Agri-Eureka 2025, where I engaged in outreach to universities, managed applications, facilitated preliminary evaluation, coordinated mentoring sessions, and supported event execution—it was an exciting and enriching experience that sharpened my organizational abilities.

Working Environment



The working environment at MANAGE-CIA is highly collaborative, encouraging, and supportive. Interns are not confined to a single role but are given the freedom to explore different areas, take on new challenges, and discover their potential.

The team's guidance and encouragement played a vital role in helping me step out of my comfort zone and contribute meaningfully to tasks that were initially unfamiliar to me.

Another valuable aspect of my internship was learning from my co-interns. Each of them brought unique strengths, perspectives, and personalities, and it was inspiring to see how we coordinated as a team to complete tasks.



The way they approached challenges and solved problems gave me fresh insights, encouraged me to think differently, and helped me improve my own approach to work. This collaborative learning not only made our work environment dynamic but also fostered a strong sense of teamwork and mutual growth.

Skills and Knowledge Gained

Documentation & Infographics: One of the first skills I developed was reviewing and analyzing large volumes of organizational data while working on eight years of MANAGE annual reports. This task improved my ability to sift through complex information, identify key highlights, and present them in a simplified manner through infographics. It also enhanced my understanding of how programs are structured, their processes, and the importance of clear documentation in institutional documentation.

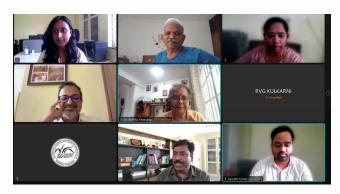
Document Verification & Compliance:

Verified invoices, bank statements, and progress reports to ensure compliance and transparency in fund releases. Strengthened attention to detail and data handling while completing verification for startups such as VKF Agri Farms, Kshethra Life Sciences, Uyokching Foods, Farm DSS Agritech, Taimeryu, N P Agro Industries, Atma Leather, Renuka Bio Farms, Biome build. Budmore. Choloropod technologies, Agri shield, Madhukosha Apiary services.



Beyond compliance, this work also gave me deeper insights into the startup ecosystem, as I connected with entrepreneurs to understand their progress, the challenges they face, their evolving requirements, and how they strive to sustain and grow despite the odds.

Program Coordination – A key responsibility during my internship was coordinating MANAGE Agri-Eureka 2025, a national-level innovation and business plan challenge. The program provided me with the opportunity to contribute to multiple aspects of event planning and execution.



My role included conducting outreach by contacting universities and students, managing applications, coordinating preliminary evaluations, facilitating mentoring sessions, and supporting event logistics.



Additionally, I anchored the entire program, marking my first experience in event hosting at this scale. This enhanced my public speaking and presentation skills, and I am grateful to the MANAGE-CIA team for entrusting me with this responsibility.

Participating in such a large-scale program for the first time offered valuable exposure to event management, stakeholder coordination, and real-time problem-solving. This experience significantly strengthened my professional skills and adaptability.



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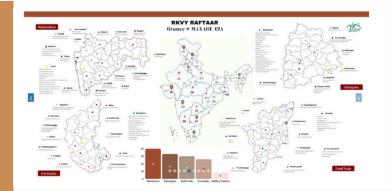
Check out our website for detailed report on Agri eureka 2025 :

https://www.manage.gov.in/MANAGECIA/(S(de2wrmqdv4a522gl21cgxwwq))/CIAAEP.aspx

To know more about the innovative ideas that participated in Agri eureka 2025, check out innovation dairies at :https://www.manage.gov.in/managecia/AgriEurekaInnovationDiaries.aspx



Data Compilation & Analysis: By consolidating detailed information on incubated startups and grantees, including their geographic distribution, focus areas, and progress, I gained exposure to startup ecosystems from a data-driven perspective. This strengthened my analytical skills, helped me recognize trends, and gave me a deeper understanding of the factors that contribute to the growth, sustainability, and challenges of startups across India.



Check out our MANAGE-CIA website to know more about our incubatees, grantees, and the programs conducted by MANAGE-CIA:

https://www.manage.gov.in/managecia/Default.aspx

Creative Designing: A simple personal interest in Canva evolved into a core skill during my internship. I was entrusted with designing compendiums of startup cohorts, NYPDP Diaries series, and Internship Experience Notes. Each of these tasks taught me how to balance creativity with professionalism and how design can be used as an effective tool for communication and documentation.

Till now, I have designed the compendiums for Cohorts 3 to 11. This work not only helped me improve my creative and professional designing skills but also gave me deeper insights into our incubatee startups—their progress, working models, and innovative business ideas—providing valuable exposure to the startup ecosystem.

You can check out all the compendiums of MANAGE-CIA at: https://www.manage.gov.in/managecia/CIAC ompendiums.aspx



Along with the compendiums, I had the opportunity to design the NYPDP Diaries (Series 1 to 50) and Internship Experience Notes. A major highlight was compiling all these diaries into a comprehensive booklet, which was later published by the National Institute of Agricultural Extension Management (MANAGE)

MANAGE NYPDP Diaries:
Reflections That Cultivate Tomorrow's
Agricultural Extension

National Volume Professionals Development Program (NYPD)

**Tuttoral Institute of Agricultural Estension Management (MANAGE)

**Booklet

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You can check out the NYPDP Dairies and Booklet at: https://www.manage.gov.in/caeira/NYPDP.asp



I also had the opportunity to design the reports of Digital Marketing Skills for Agri-Startups: https://www.manage.gov.in/managecia/CIADMP.aspx

And MANAGE - KAU Agri-Startup Stakeholders Connect Report: https://www.manage.gov.in/managecia/ AgriStartupSH.aspx

You can check out the Internship experience note of MANAGE-CAEIRA at: https://www.manage.gov.in/caeira/internship.asp

And MANAGE-CIA Internship Note at : https://www.manage.gov.in/managecia/CiaInternships.aspx

The most warming moment was when we got recognisation for the Top 20 startups and designed 50 success stories of MANAGE-CIA: https://www.linkedin.com/posts/manage-cia_top-20-startups-of-manage-cia_activity



Takeaways and Action Plans



During my internship, I developed strong documentation and analytical skills, learned the process of organizational reporting, and gained hands-on experience in verification and coordination. My communication, networking, and public speaking abilities improved significantly through constant interaction with startups, mentors, and participants. I also enhanced my creative and technical designing skills by producing professional reports and visual documents, while gaining valuable exposure to the functioning of incubation centres, startup ecosystems, and the strategies that drive entrepreneurial success.

The greatest takeaway from this experience was the confidence and adaptability I built by embracing diverse roles and responsibilities. I learned how to approach new tasks without hesitation, blend creativity with analytical thinking, and deliver results even in challenging situations. Coordinating a national-level event like Agri-Eureka gave me first-hand exposure to leadership and organizational skills, while engaging with startups and mentors broadened my understanding of the entrepreneurial ecosystem and the journey of transforming innovative ideas into successful businesses. Above all, this internship strengthened my belief in continuous learning and the importance of balancing professional growth with creativity and personal passion.



MANAGE Internship Journey so far



Moving forward, I want to improve my documentation and creative designing skills to support professional projects. I also plan to strengthen my coordination and networking abilities by taking part in more collaborative programs and events. I am interested in exploring research opportunities in the startup ecosystem, especially in innovation management and entrepreneurship development. Most importantly, I will use the knowledge, skills, and confidence gained at MANAGE-CIA in future work, contributing to projects that connect innovation with practical impact.

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