MANAGE Induction Training Program

For the Newly Recruited Meghalaya Agricultural Service (MAS-III) Officers of the Department of Agriculture and Farmers Welfare, Government of Meghalaya

October 2025

MANAGE, Hyderabad

National Institute of Agricultural Extension Management (MANAGE)

(An Autonomous Organization of Ministry of Agriculture & Farmers Welfare, Govt. of India)

Rajendranagar, Hyderabad – 500030, Telangana State, India

www.manage.gov.in

Published by

National Institute of Agricultural Extension Management (MANAGE)
Rajendranagar, Hyderabad- 500 030, INDIA

About the Publication

MANAGE conducted an Induction Training Program for newly recruited Meghalaya Agricultural Service (MAS-III) Officers from the Department of Agriculture and Farmers Welfare, Government of Meghalaya. The program aimed to strengthen technical and functional competencies while fostering leadership, teamwork, and professional values. It focused on digital skills, documentation, and behavioural transformation for effective extension service delivery. Participants were exposed to key themes such as evolving roles of extension, global best practices, climate change adaptation, gender and nutrition-sensitive approaches, ICT tools, and essential soft skills. Institutional visits provided practical exposure to innovative agricultural practices and technologies.

This report presents the activities of the MANAGE Induction Training Program conducted from October 01 to 30, 2025.

Report Prepared by

Ms. Aswathi Nair
Intern, MANAGE – CIA

Citation

Saravanan, R., Raahalya, S., and Aswathi, S. N. 2025. MANAGE Induction Training Program for the Newly Recruited Meghalaya Agricultural Service (MAS-III) Officers, National Institute of Agricultural Extension Management (MANAGE), Hyderabad, India, 43p.

Disclaimer

This report has been prepared based on the sessions, interactions, and activities conducted during the induction programme. While every effort has been made to ensure accuracy and completeness, the views and interpretations presented are those of the organisers/ resource persons and do not necessarily reflect the official positions of MANAGE or the Department of Agriculture and Farmers Welfare, Government of Meghalaya.

Introduction

MANAGE organised a comprehensive Induction Training Program for the newly recruited Meghalaya Agricultural Service (MAS-III) Officers of the Department of Agriculture and Farmers Welfare, Government of Meghalaya, from October 01 to 30, 2025.

The programme was designed to inculcate strong technical and functional competencies among agricultural extension professionals, while simultaneously nurturing leadership qualities, team spirit, and a commitment to professional excellence. Emphasis was placed on enhancing digital skills, strengthening documentation capabilities, and fostering positive values and behavioural transformation essential for effective extension service delivery. Over the course of the program, participants were exposed to a diverse range of themes including the changing roles of agricultural extension, global good practices and innovation in extension, gender and nutrition-sensitive approaches, climate change adaptation, ICT applications in extension, and key soft skills for professional development. Structured institutional visits further enriched the learning experience by providing hands-on exposure to relevant technologies, methodologies, and innovative practices.

Program Objectives

- To inculcate better technical and functional competencies among the agricultural extension professionals.
- Develop the professional leadership capacities and team spirit among the agricultural extension professionals.
- Improve the digital skills and documentation capacity of agricultural extension professionals.
- To bring positive change in the values and behaviour of agricultural extension professionals.

The New Face of Extension

Extension education has evolved from mere technology transfer to problem-solving, education, and ultimately, human development. In today' s complex agricultural landscape, Extension must continue to grow to enhance people' s skills and capacities in response to the increasing complexity of real-world challenges. It is no longer confined to transferring technologies; rather, it focuses on developing human potential to improve livelihoods and overall quality of life. The session enabled participants to clearly recognize their pivotal role in facilitating partnerships, fostering networks, mentoring, co-creation, and supporting incubation initiatives, while promoting farmer collectives as instruments for collective growth and resilience. Participants were also encouraged to move beyond traditional mandates, adopt context-specific and innovative approaches, and link enterprises with relevant support schemes to foster a self-reliant and sustainable farming community.

> As Extension Professional, our mission is not merely to follow set of programs, but to inspire innovation, think beyond boundaries, and create new pathways for farmers to innovate, grow and thrive.
>
> **Dr. Saravanan Raj**
> Director (Agricultural Extension)
> MANAGE


MANAGE
ent (MANAGE
nent of India)


MANAGE Induction Training Program
(Manage)

Beyond Obstacles: Towards Action

Participants were divided into five teams to reflect on real-world challenges in their professional environments-such as administrative issues, teamwork, and farmer interactions to identify both existing and potential solutions. Drawing from their own experiences, each team creatively visualized these challenges and developed practical action plans for effective implementation. The presentations were highly engaging, demonstrating strong analytical thinking, teamwork, and creativity. Participants also reflected that, as officers, they must be prepared to proactively confront and overcome challenges, equipping themselves with the necessary skills and mindset to solve problems independently.

The session concluded with a key takeaway:

"Challenges are not roadblocks; they are stepping stones to breakthroughs and success."

Communicate and Connect: The Essence of Effective Extension

The art of communication lies at the very heart of agricultural extension. Participants explored how words, gestures, and presence together shape the bridge between knowledge and people. Effective communication enables officers to perform core managerial functions efficiently while fostering motivation, sharing information, shaping attitudes, and strengthening professional relationships. A pleasant attitude, positive energy, expressive body language, and a genuine smile were identified as the invisible tools that make every exchange more human and impactful. An individual' s sense and use of time greatly affect their communication style, influencing listening, speaking, and overall engagement.

The session featured a series of group activities, exercises, and puzzle challenges that created a dynamic and interactive learning environment. Laughter and learning intertwined as participants enthusiastically engaged in the activities, fostering teamwork, building rapport, and creating an atmosphere of joy, collaboration, and meaningful connection.

> While human actions are often guided by routine and familiar patterns, young minds hold immense potential, when nurtured and directed, can lead to positive, creative, and transformative outcomes.
>
> **Dr. G. Jaya**
> Former Director (HRD)
> MANAGE

Insights and Impressions

Various recalling and reflective exercises were conducted each morning before the commencement of sessions to sum up and reinforce the previous day' s learnings. These engaging activities encouraged participants to revisit key concepts, share their perspectives, and internalize major takeaways. Interactive techniques such as "Two Truths and a Lie" and "Insight Cards" were effectively used to promote active recall, enhance peer learning, and stimulate thoughtful reflection that would guide their professional journey ahead. These methods not only helped participants identify and articulate their key insights but also created an open, collaborative learning environment that strengthened retention and understanding of core themes discussed in the program.

Empowering Farmers Collectively: FPO Model

Indian agriculture is predominantly characterized by small and marginal farmers, who constitute nearly 70% of the farming population. Continuous subdivision and fragmentation of land have led to several challenges, including labour shortages during peak seasons, high post-harvest losses, and price fluctuations. Moreover, the lack of control over the supply of agricultural produce further aggravates these issues. In this context, there is an increasing need to promote farmer collectives, which can address many of these challenges. Farmer Producer Organizations (FPOs) play a crucial role by bringing together small and marginal farmers, enabling them to overcome constraints related to income, market access, and documentation. They facilitate procurement, storage, processing, and marketing, helping farmers reduce costs, avoid distress sales, and stabilize prices. Participants discovered that FPOs are not merely institutional mechanisms but movements of cooperation and hope, uniting smallholders under a shared vision of progress.

Case examples of successful FPOs like Sahyadri Farms, the Vegetable and Fruit Promotion Council Keralam, Dharani Marketing and Technology, and Susag Millet Producer Company demonstrated effective models of integrated value chains, certification systems, innovation, and management practices. Such experiences can guide participants in adopting and replicating similar approaches within Meghalaya.

> Farmers often rush to sell their produce, unaware of the greater opportunities that lie ahead. It is the role of agricultural officers to guide them toward possibilities such as cooperative groups, value addition, processing, and collective marketing
>
> **Dr. K. C. Gummagolmath**
> Director (Monitoring & Evaluation)
> MANAGE

Extension Pathways to Climate-Smart Farming

As a global phenomenon, climate change is altering cultivation patterns and influencing the occurrence and intensity of pest infestations. Even minor shifts in global temperature disrupt ecosystems, altering rainfall, pest patterns, and crop yields. Human activities intensify these effects, underscoring the need for climate-resilient and sustainable farming practices. What once seemed distant has now become a daily reality for farmers, demanding awareness, adaptability, and action.

Practices such as natural farming, multiple cropping, and mulching emerged as simple yet powerful tools to conserve water, enrich the soil, and safeguard productivity. Mulching, in particular, was highlighted as an affordable technique that improves soil health, fosters microbial life, and enhances moisture retention. Pre-monsoon dry sowing of pulses, cereals, and oilseeds in dry soil also helps maintain land cover during summer. The government is promoting solar pumps under the PM-KUSUM scheme as a sustainable alternative to diesel pumps to promote clean energy use in agriculture. Participants understood the importance of having a well-prepared contingency plan in Meghalaya, given the increasing unpredictability of natural calamities.

> An agricultural professional must remain observant of crop patterns, pest dynamics, and water resources, and encourage farmers to make collective, participatory decisions on water management and crop planning.
>
> **Dr. N. Balasubramani**
> Director (CCA)
> MANAGE

Technologies Transforming Rural India: Insights from NIRD&PR

A visit to the Rural Technology Park at NIRD&PR provided participants with an opportunity to explore a wide range of rural technology startups and enterprises. The Practical Demonstration Centre allowed them to analyze the scope and potential of each technology, assessing how these innovations could be replicated and implemented in their own state. The rural housing experiment demonstrated how high-quality, durable houses can be constructed using low-cost, eco-friendly materials, providing practical solutions for affordable rural housing. Another highlight was the aquaponics model for backyard farming, integrating fish and vegetable cultivation, a sustainable and replicable approach particularly suited for Meghalaya, which generated significant interest among the participants.

https://nirdpr.org.in/

Digitalizing Agriculture through ICT and e-Governance

The rapid expansion of the digital ecosystem has opened unprecedented opportunities in agriculture, with national ICT initiatives and e-governance platforms enabling enhanced information access, knowledge sharing, market linkages, and decision-support tools for farmers and stakeholders alike. The National e-Governance Plan for Agriculture, a centralized initiative with decentralized implementation, has significantly enhanced the delivery of agricultural schemes and public services to farmers. Such integrated service delivery systems make government schemes accessible to the common man through a one-stop platform, thereby enhancing the reach and impact of agricultural extension services.

VISTAAR (Virtually Integrated System to Access Agricultural Resources) is a Digital Public Infrastructure (DPI) powered by artificial intelligence, designed to revolutionize agricultural development. It represents a transformative approach to accelerating progress at scale, fostering inclusive and innovative digital knowledge systems that promote climate-resilient and sustainable agriculture. The session enabled participants to gain detailed insights into various ICT initiatives such as m-Kisan, National Soil Health Card, Kisan Call Centre, PMFBY-WINDS, Knowledge Management System, AGMARKNET, e-NAM, and several others that are transforming agricultural governance and farmer outreach in India.

> Building upon and enhancing the technology within the current digital agriculture system, while integrating existing ICT initiatives of the Centre and States, will enable more efficient and effective management of DA &FW schemes.
>
> -
>
> **Mr. G. Bhaskar**
> Assistant Director (IT)
> MANAGE

Nurturing Millet Entrepreneurship: Innovations from ICAR - IIMR

Millets have regained prominence following the International Year of Millets 2023, evolving from the so-called "poor man' s crop" into a globally recognized "smart food" celebrated for its sustainability, nutrition, and market potential. NutriHub, established in 2017, is a technology business incubator and serves as the commercial arm of IIMR, creating a bridge between scientists and entrepreneurs to promote innovation in the millet value chain. During the visit, participants observed its highly advanced processing and packaging facilities, which demonstrate modern approaches to food technology.

Participants visited the Centre of Excellence at IIMR, where cutting-edge extrusion technologies highlighted how millets are being transformed into a wide range of nutritious, contemporary, and commercially viable food products. From breakfast mixes to nutrient bars, the innovations reflected the seamless fusion of scientific advancement with social responsibility.

> Supporting a technology requires more than funding; we must provide end-to-end facilities, including marketing, to build a platform that fosters self-sufficient enterprise and employment generation.
>
> **Dr C J Stanley**
> CEO, NutriHub, ICAR- IIMR
> Hyderabad

https://www.millets.res.in/

Oilseed Advancements at ICAR - IIOR

The visit to the ICAR–Indian Institute of Oilseeds Research (IIOR) offered participants valuable insights into innovations driving India' s progress toward self-reliance in edible oils. They explored research on high-yielding, pest- and drought-resistant varieties of sunflower, safflower, sesame, and groundnut, along with advances in pest management, soil health, and mechanized farming. Hands-on exposure to modern extraction and processing technologies showcased the full journey from seed to oil, emphasizing the importance of value addition and entrepreneurship. In the research fields, participants observed the newly released sunflower hybrid TilhanTec SUNH-2 (IIOSH-460), recently notified by the Central Variety Release Committee (CVRC) for commercial cultivation. The hybrid stood out for its superior seed yield compared to existing varieties, reflecting IIOR' s continued innovation in enhancing productivity.

https://icar-iior.org.in/

Advancing Frontiers in AI and Cybersecurity

A visit Centre for Development of Advanced Computing (C-DAC), an R&D institution under the Ministry of Electronics and Information Technology (MeitY), provided valuable insights into India' s advancements in IT and Electronics. C-DAC develops indigenous technologies and offers industry-focused postgraduate programs in Advanced Computing, Big Data Analytics, Data Security, and AI through its ACTS, PACE, and ATC networks. Insights were gained into the diverse applications of AI, data analytics, and security systems across sectors, as well as C-DAC' s cybersecurity solutions—CDACSIEM, CyberCheck, and NetForce—developed for real-time monitoring, threat detection, forensic analysis, and data protection. Participants reflected on the growing need for digital literacy and cybersecurity awareness in extension, recognizing that the future of agriculture will rely not only on soil and seed, but also on secure data and smart technology.

https://www.cdac.in/

Click, Connect, Cultivate: Digital Skills for the Next-Gen Extensionist

Extension is evolving from one-way communication to an innovation-driven, two-way engagement that transforms data into actionable, context-specific insights. Core competencies for extension professionals includes strong communication and ICT skills for presentations, media writing, and campaign organization. The session on digital skills brought to light how technology is transforming the very fabric of agricultural extension. Participants explored how smartphones, social media, and online platforms have become powerful tools for connecting with farmers, sharing timely information, and fostering innovation. As a Gen Z extensionist, proficiency in digital tools such as mobile apps, GIS, drones, VR/AR, IoT, and cloud platforms comes naturally, fostering innovation and efficiency in agricultural extension.

Sessions highlighted the basics of digital content creation, emphasizing short, clear, and visually engaging formats such as infographics, videos, and photos, while ensuring accuracy and alignment with organizational policies. They also learned the importance of adhering to social media and copyright guidelines and maintaining transparency, confidentiality, and responsible communication.

> As agriculture becomes more knowledge-intensive, extension professionals must evolve into digital facilitators, equipped with technical, analytical, and communication skills.
>
> **Dr. Srinivasacharyulu Attaluri**
> Deputy Director (Knowledge Management) (Retd.)
> MANAGE

Linking Farms to Markets: Cultivating Market-Ready Farmers

Traditional extension has long focused on production, whereas Market-Led Extension introduces a business-oriented approach that prioritizes profitability and strong market linkages. Broken links in the agri-supply chain include non-demand-linked production, inadequate storage facilities, poor forward linkages, and disconnected players across production, storage, processing, and marketing, all of which lead to inefficiencies and losses. Market-oriented extension guides farmers to produce demand-driven, profitable commodities using appropriate technologies and practices.The current extension system remains largely production-oriented, emphasizing productivity and self-sufficiency over market orientation, mainly due to its traditional focus on food security and limited capacity for market-oriented approaches. Through interactive discussions and real-world examples, the session explored various models of value chain development, agri-marketing, and market intelligence systems that connect the farm gate to the marketplace. Extension professionals should act as facilitators and business advisors, helping farmers develop business plans, access services and infrastructure, and effectively use market information.

> Even today, market players operate in isolation, causing losses across the value chain, underscoring the need for strategic intervention and stronger integration.
>
> **Dr. Shalendra**
> Director (Agricultural Marketing)
> MANAGE

Digital Initiatives in North East: Lessons for Extension Professionals

Participants gained insights into how technology can transcend geographical barriers and empower farming communities in remote regions. Drawing from successful models such as e-Arik, e-Village, and Model e-Village, the discussion showcased how ICT tools are bringing timely information, advisory services, and market access to farmers in even the most isolated areas. The use of ICT tools made extension services 3 times more economical and 16 times faster than conventional methods. These initiatives also promoted computer literacy, on-farm demonstrations, and access to weather, market, and organic input information, fostering self-learning and technology adoption among farmers. The use of regional languages, visual content, and community-based digital facilitators emerged as key to ensuring inclusivity and trust among rural audiences. Regular field visits and farmer-to-farmer communication further strengthened trust and adoption. Moreover, the rise of ICT and digital enterprises across the country is harnessing technology' s potential to empower farmers and transform agricultural practices.

Digital Bridges for Agri Stakeholder Connectivity

Digital pathways foster multi-stakeholder communication in agriculture by enabling real-time information exchange, collaborative decision-making through digital platforms, and inclusive participation of smallholders, women, and youth across the value chain. Participants explored how digital platforms serve as bridges of collaboration, enabling seamless exchange of knowledge, experiences, and innovations across the agricultural ecosystem. A debate was organized on digital versus traditional approaches in agriculture, allowing participants to explore the pros and cons of each. It enabled them to develop new perspectives on integrating both methods for more effective and sustainable agricultural extension.

> The future of extension is not just digital; it is a digitally empowered human connection."
>
> **Dr. Raahalya S**
> Innovation Scaling Specialist
> MANAGE

The Psychology of Effective Extension: Soft Skills & Self-Motivation

Effective extension begins with the mind and heart of the professional; to strengthen it, one must cultivate generative thinking and practice positive affirmations that build confidence, inspire a growth mindset, and foster meaningful connections with peers and farmers. The importance of emotional intelligence was emphasized as a cornerstone of leadership. Participants learned how self-awareness and empathy can transform professional interactions, turning conversations into meaningful connections and challenges into opportunities for growth. The discussions also shed light on how simple gestures of courtesy, attentive listening, and appreciation can build trust and harmony within teams and farmer groups. Through the session, participants gained valuable insights into positive psychology and how nurturing such constructive thoughts can enhance one' s cognitive abilities and overall outlook. They reflected on how both internal and external factors influence motivation, understanding that genuine drive comes from within and, when guided by compassion and purpose, enables professionals to excel, inspire others, and lead with sincerity.

> You can listen to what is said, but true understanding comes from listening to what is unsaid. By observing expressions, body language, and emotions, we should uncover the true meaning behind every conversation.
>
> **Mr. S. Tirumal Reddy**
> Learning & Development Professional

10 Days 10 Insights

The collection of insights from the past ten days served as an effective exercise for learning reinforcement and reflection. It enabled participants to revisit key learnings, identify the concepts they might have overlooked, and recognize areas where they had made significant progress. This reflective process also helped in highlighting the major thrust areas that captured the attention and interest of most participants, offering valuable direction for future learning and capacity-building efforts.

The areas that captured the greatest attention of participants included the integration of digital initiatives in agriculture, the practice of positive affirmations while engaging with clients, the importance of effective listening skills, the adoption of climate-smart strategies, the promotion of agro-processing and value addition practices, the strengthening of FPOs for grassroots-level extension, and the significance of team building. These themes reflected the participants' growing interest in combining technical expertise with interpersonal and adaptive competencies that are vital for the evolving role of modern agricultural professionals.

Best Practices and the Future Pathways of Agricultural Extension

Extension as a soft science is continuously evolving. The next-generation agricultural extension practices are becoming more participatory, technology-driven, pluralistic, market-oriented, and youth-inclusive, designed to address the complex and changing needs of farmers and rural communities. Discussions centered on how extension today must move beyond conventional boundaries to embrace innovation, collaboration, and adaptability in addressing the complex realities of farming communities.

Participants explored a range of best practices shaping the next generation of extension—digital-first and hybrid models, Women Farmer Field Schools under PoCRA-II, Community Managed Resource Centres, and agri-entrepreneurship initiatives that empower rural youth. As part of the exercise, participants collected and presented information on various good practices from across the globe GFRAS Global Good Practices notes used a base material to add other national, regional and state good practices, enriching the discussion with diverse perspectives and innovative models. These global insights highlighted how localized adaptation of successful practices can strengthen extension systems and promote sustainable agricultural growth.

> Extension should move beyond individual efforts and integrate multi stakeholders to amplify its impact. Farmer-centered and community-based extension models must be continuously explored and strengthened to drive sustainable transformation.
>
> **Dr. Saravanan Raj**
> Director (Agricultural Extension)
> MANAGE

ICAR- IIRR: Pioneering Research for a Resilient Rice Future

The Indian Institute of Rice Research (IIRR) is one of the country' s leading institutes engaged in coordinating basic and strategic research aimed at enhancing rice productivity under irrigated eco-systems. India' s first genome-edited rice variety, DRR Dhan 100 (Kamala), was developed by ICAR-IIRR, which marks a milestone in applying CRISPR-Cas genome editing under the New Breeding Technologies (NBTs) framework, enabling rapid and precise non-transgenic crop improvement.

The rapid soil testing kit designed by IIRR, simplifies soil chemical analysis and facilitates the quick generation of soil health cards. The hands-on demonstration showcased how the technology aids in balanced nutrient management and timely decision-making at the grassroots level. The research farms at ICAR-IIRR showcased a wide range of experimental plots, giving participants an insightful experience to explore advanced field research practices and observe different high-yielding rice varieties in the field.

https://www.icar-iirr.org/index.php/en/

Redefining Dryland Agriculture: Insights from ICRISAT

The visit offered valuable exposure to ICRISAT' s cutting-edge research and innovations aimed at enhancing agriculture in semi-arid regions. Emphasizing sustainable crop production, climate resilience, and advanced crop improvement, the centre showcased millet demonstration plots featuring improved varieties adapted to dry conditions. ICRISAT' s state-of-the-art precision phenotyping machine, a first of its kind in India, streamlines the otherwise time-consuming process of phenotype data collection. Moreover, the institute' s three man-made lakes serve as exemplary rainwater harvesting systems, significantly contributing to water conservation efforts in arid regions. Their regenerative agriculture plots aim to identify evidence-based crop combinations that support increased cropping cycles per year, enhancing sustainability and soil health.

https://www.icrisat.org/

Seeds of Change and Empowerment: The DDS Approach

The Deccan Development Society (DDS) is a grassroots NGO that works with rural, mostly Dalit and tribal women farmers, uniting them for empowerment and self-reliance. Participants witnessed how the society has transformed entire villages through women-led seed banks, community gene funds, organic farming, and participatory biodiversity management. Their focus on traditional seed conservation not only preserves indigenous crop varieties but also restores the ecological balance of local farming systems. These initiatives have empowered rural women, as members of Sangams, to reclaim control over their resources, rebuild food security, and restore the dignity of farming as a way of life. Participants interacted with women farmers who shared their journeys from dependence to decision-making, from scarcity to self-sufficiency. Furthermore, DDS operates India' s first all-women, Dalit-managed community radio station, offering a powerful platform for amplifying rural voices, sharing local knowledge, and promoting community awareness. The visit affirmed that true agricultural empowerment begins at the grassroots, where communities cultivate not only crops but also confidence and change.

https://www.ddsindia.org/

Advancing Sustainable Fisheries through Innovation: Insights from NFDB

The National Fisheries Development Board (NFDB) plays a crucial role in enhancing the fisheries sector' s contribution to food and nutritional security. The visit offered valuable insights into fisheries development schemes, sustainable aquaculture practices, and innovative technologies driving growth in the fisheries sector. Participants also gained insights into the geospatial applications of satellite data, where Resource and Ocean Satellites are jointly utilized to collect and analyze information for effective monitoring and management, including the delineation of crop and fisheries data and the development of Potential Fishing Zones (PFZ). The discussions also emphasized the need for establishing regulated markets for fisheries to ensure fair pricing and transparency. Furthermore, modern technologies such as Recirculatory Aquaculture Systems (RAS) and Biofloc were highlighted for their potential in enhancing fish production, promoting resource efficiency, and ensuring environmental sustainability.

https://nfdb.gov.in/

Enhancing Farm Stability through Livestock Integration

Agricultural risk refers to the chance of adverse outcomes from unpredictable factors affecting production, markets, or income, making it crucial to strengthen smallholder capacity through effective risk assessment and training. The session emphasized the vital role of livestock integration in enhancing farm resilience and ensuring year-round income security. Participants learned how combining dairy, poultry, goat rearing, and fisheries with crop production fosters diversified and sustainable farming systems. They serve as "banks on hooves" that provide financial security during times of need. They act as a buffer against poverty, debt, hunger, and loss of farm capital, thereby enhancing the overall resilience of farming households. The session emphasized that true farm stability arises from synergy between crops and animals, where each component supports the other—building resilience, improving resource use, and securing the farmer's future.

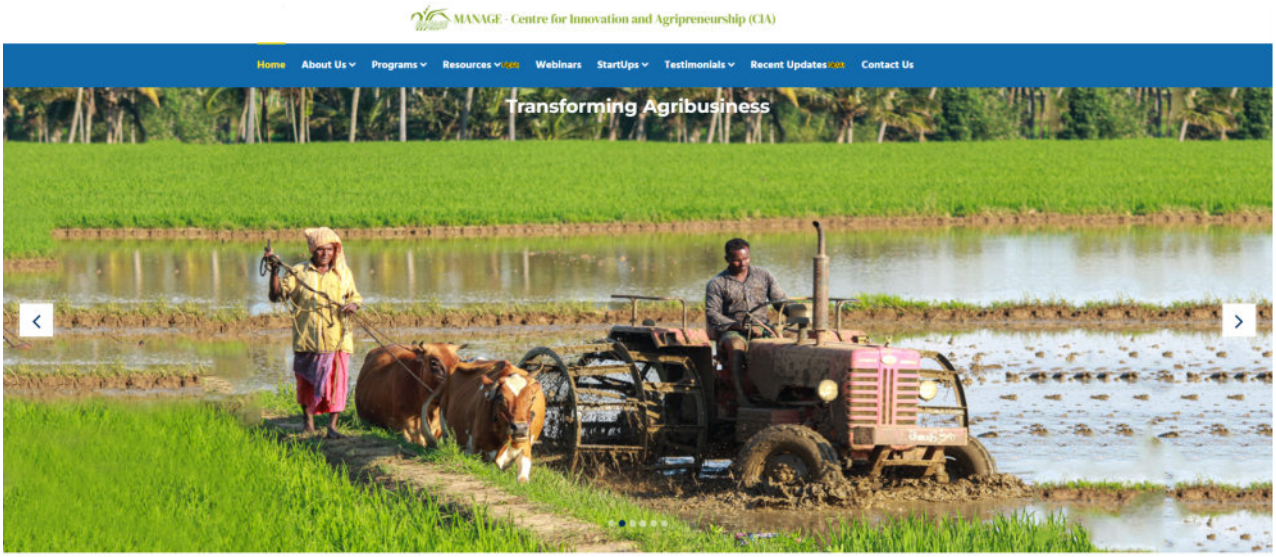
Plant Health and Bio-Control: Learnings from NIPHM

The visit to the National Institute of Plant Health Management (NIPHM) provided participants with practical insights into safeguarding crops through eco-friendly and sustainable approaches. The sessions highlighted the institute' s work in integrated pest management (IPM), bio-control, and plant biosecurity, emphasizing the importance of reducing chemical dependence while maintaining crop productivity. They also explored the use of biological control agents such as Trichoderma and Pseudomonas, along with their mass multiplication using white and brown media, respectively, for effective plant protection and sustainable pest management. The Insect Museum showcased various beneficial insects, helping farmers and extension professionals easily identify and understand their role in ecosystems, thereby discouraging their destruction. Participants also learned about modern technologies, including drone-based spraying and different pesticide application systems, aimed at promoting precision and eco-friendly plant protection practices. Participants left with renewed motivation to promote bio-intensive pest management practices that are cost-effective, farmer-friendly, and environmentally responsible.

https://niphm.gov.in/

Incubating Ideas, Inspiring Innovation: MANAGE's Startup Ecosystem

Participants were introduced to MANAGE-CIA (Centre for Innovation and Agripreneurship) and MANAGE-FishHub, one of India' s leading agribusiness incubators, the Centre has become a hub for nurturing ideas that merge technology, creativity, and social impact to address real challenges in agriculture. MANAGE-CIA, a leading Centre of Excellence, has supported 630 startups and funded 281, serving as a Knowledge Partner for RABIs like Nutrihub, ANGRAU Poshan Incubator, ABIS-TBI, TNAU and KAU. Key initiatives such as the Pre-Incubation Mentoring Program, Digital Marketing Training, Agri-Eureka Innovation Challenge, and Agri Startup Stakeholder Connect were highlighted. MANAGE-FishHub focuses on fisheries-based innovations, supporting startups in aquaculture, processing, and value addition.



https://www.manage.gov.in/managecia/ https://www.manage.gov.in/managefishub/

From Learning to Practice

Knowledge becomes power only when it is applied. Participants were encouraged to move beyond classroom learning and translate knowledge into real-world actions. Each sessions, field visit, and interaction served as a stepping stone from learning to doing, reinforcing the belief that extension is most impactful when knowledge reaches the farmer' s field. Based on these learnings, participants formulated action plans suited to their respective work areas, emphasizing the application of innovative practices, digital tools, and people-centered approaches in their daily extension activities. In the long run, induction training builds a skilled, adaptive extension workforce capable of addressing emerging challenges, strengthening farmer engagement, and driving sustainable agricultural growth. The program concluded with the shared understanding that true extension begins where learning meets practice, and where every small action contributes to a larger vision of sustainable and inclusive agricultural growth.

Discovering the Spirit of Hyderabad

Being in a city as culturally rich as Hyderabad, it would be incomplete not to explore its timeless charm, iconic landmark and delicious cuisine. Apart from the educational visits, participants also had the opportunity to explore the city' s vibrant spirit through explorations of Charminar, Necklace Road, Hussain Sagar, and Golkonda Fort. The exploration was more than sightseeing; it became a journey of connection, laughter, and learning.

Echoes of Learning

Over the past days, we not only gained new knowledge and skills but also had the chance to reflect, reconnect, and rethink ourselves as extension professionals. Each session reminded us that change begins with self, and that extension is not just about improving yields, but improving lives.

Smti. Ladeiphi Kharsati
Horticulture Development OfÞcer
Tyrsad Circle, DHO Shillong
Meghalaya

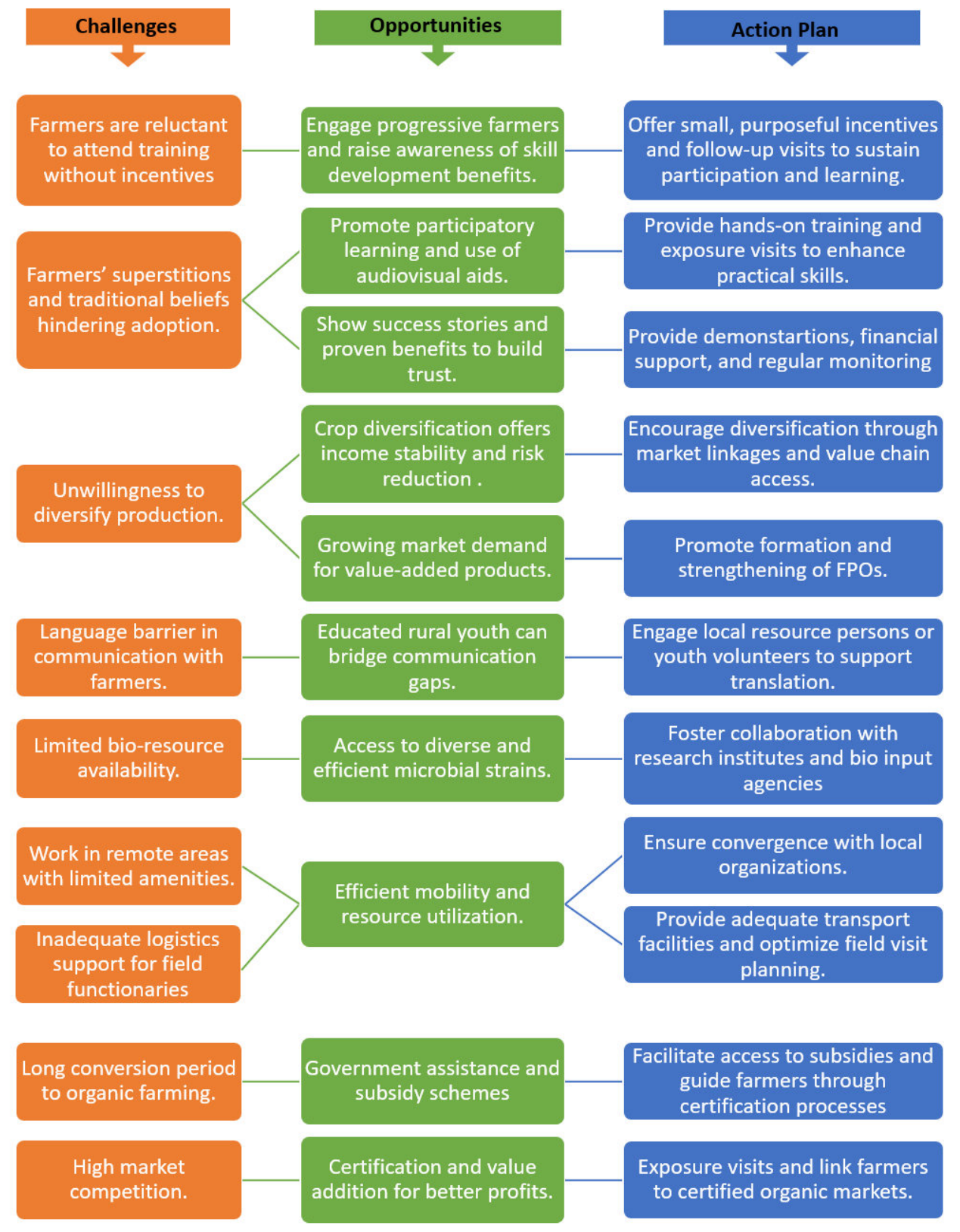
This training deepened our understanding of agricultural extension, innovation, and ICT, while inspiring us to enhance our skills and purpose. Above all, it taught us humility, to serve with empathy and uplift our farmers with knowledge and kindness as we move forward as compassionate, capable extension professionals.

Shri. Janshaipharstep Diengdoh
Horticulture Development OfÞcer
Mawthadraishan DHO, Nongstoin
Meghalaya

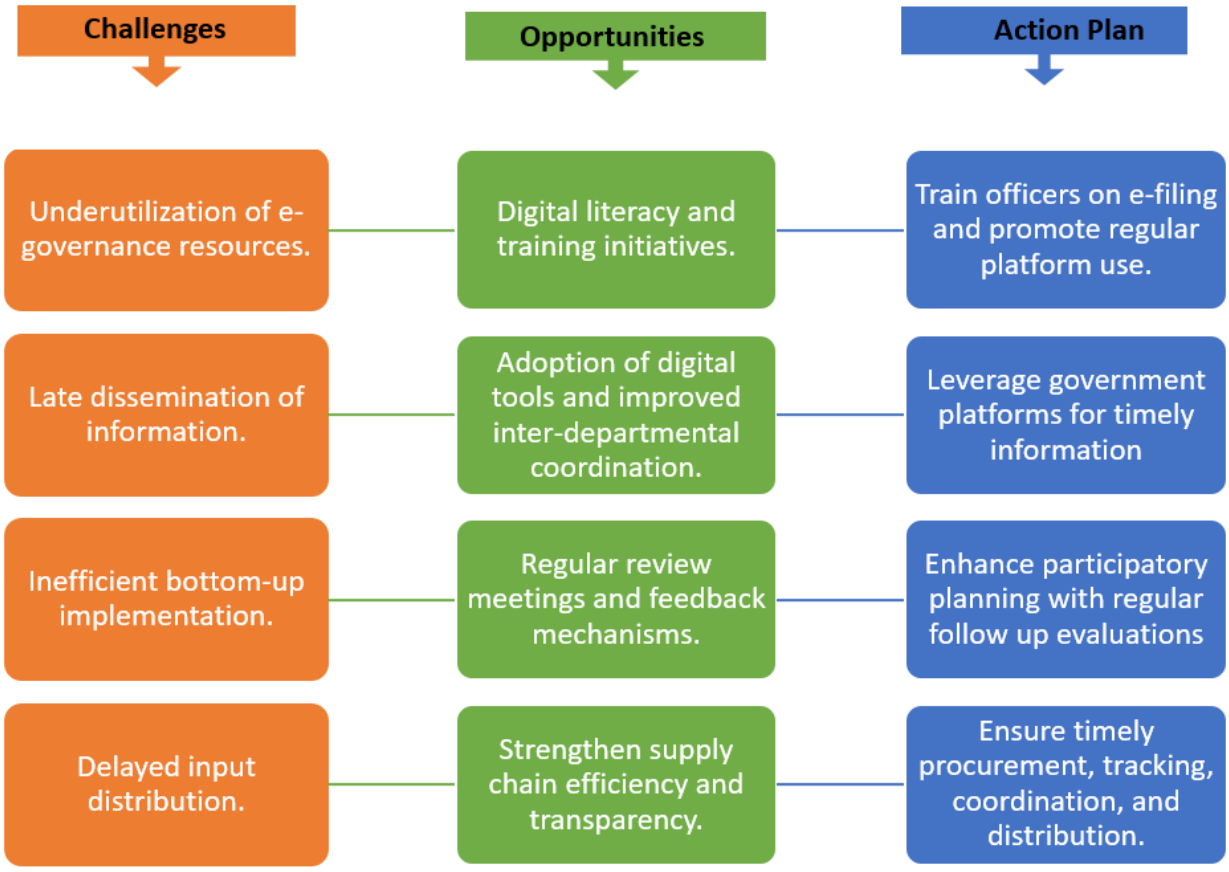
Annexure - I

Navigating Challenges, Creating Opportunities: A Group Exercise On Workplace Dynamics

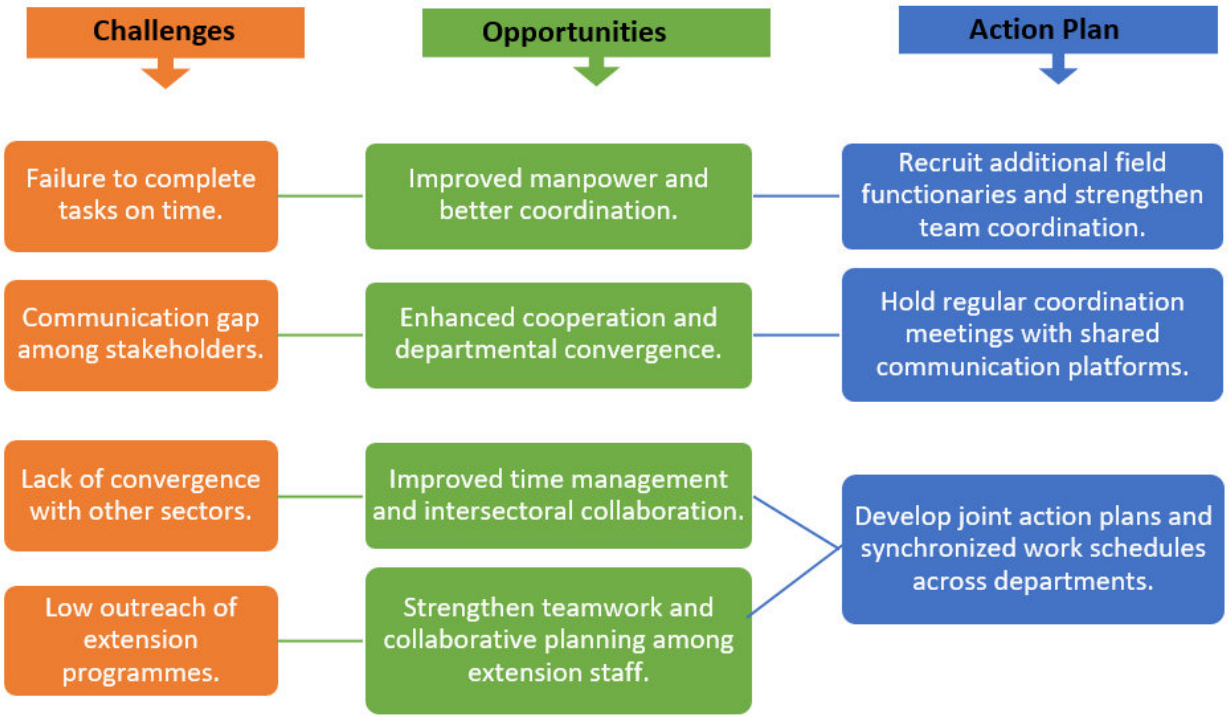
Farmer interaction



Administration



Team Work



Gender- And Nutrition-Sensitive Extension Plan

Boosting Child Nutrition Through Mothers					
Objective	**Target group**	**Activities**	**Indicators**	**Convergence**	**Expected outcomes**
To improve the nutritional status of school-going children by involving mothers	Women and children	• Site selection • Training and demonstration • Establishment of kitchen garden	• Number of participants • Number of days meals included, produce from the kitchen garden	• Agriculture & horticulture departments • KVK • ATMA • Educational institutions	• Awareness • Improved nutrition uptake

Gender Integration strategy					
Objective	**Target group**	**Activities**	**Indicators**	**Convergence**	**Expected outcomes**
To improve crop diversity and nutrition education	Students	• Training • Female progressive farmers as trainers • 100% student participation	• Number of student participants (target 300) • Number of functional nutrient gardens	• PM-POSHAN • Dept of Agri & Hort • Local farmers	• Dietary diversification • Reduce malnutrition • Understand healthy diet

Promoting Nutrition, Food Security, and Cost-Effective School Meals					
Objective	**Target group**	**Activities**	**Indicators**	**Convergence**	**Expected outcomes**
• Improve nutrition in school children • Food security and sustainability • Hands-on learning • Reduce school meal cost	Students	• Hands on training • Site selection/ layout • Crop selection • Nursery • Transplanting • Harvesting			• Food security • Nutrient garden in every school.

She Matters: Prioritising Maternal & Adolescent Wellness					
Objective	**Target group**	**Activities**	**Monitoring**	**Convergence**	**Expected outcomes**
To improve dietary consumption in pregnant, lactating mothers & adolescents.	Pregnant, lactating mothers & adolescents.	• Awareness • Training • Counselling • Food plate demonstration • Enrolment	• Health checkups • Nutrition consumption • Anthropometric measurements • Follow ups	• DoA &FW • Anganawadi • ICDS • MSRLS • CDPO • NRLM • Govt. Hospitals	• Nutrition improve ments • Reduce malnutrition

Combating Malnutrition in Children and Adolescent Girls: A Community-Based Approach					
Objective	**Target group**	**Activities**	**Monitoring Indicators**	**Convergence**	**Expected outcomes**
• To provide targeted nutritional supplements • To strengthen community participation • To raise awareness on enhance nutrition knowledge and practices	Children and adolescent girls	• Kitchen garden • Education on personal hygiene	• Attendance rate • Number of participants	• PM-POSHAN • ICDS • VECs • SHGs	• Enhance the nutritional rate of children • Improve the standard of living

Empowering Women Through Homestead Farming					
Objective	**Target group**	**Activities**	**Indicators**	**Convergence**	**Expected outcomes**
To improve income generation and improve nutrition through homestead farming	Rural households and SHG	• Training and demonstration • Mushroom cultivation • Piggery • Aquaculture • Value addition • Agri-fair	• Number of trainees • Number of nutrient gardens established • Increase in income	• Dept of Agri & Hort • Animal husbandry & fishery • NRLM/ MSRLS	• Decrease malnutrition • Improve the standard of living • Women-led enterprises

10 Days 10 Insights

Serve as a facilitator for farmers.	Be efficient and effective	Action at the local level	Incorporate digital communication along with traditional media	Practice positive affirmations	Listen to understand
Be motivated to motivate others	Be optimistic	Out of the box thinking	Practice generative thinking	Resource allocation for climate-smart agriculture	Have a purpose and make a legacy
Be self-aware and practice sharing	Gender inclusion	Team building and work	Content building for social media	Value addition	Market-led extension
Time management	Assertive communication	Importance of feedback	Raise your point of view, your voice	Make a complicated situation simple	Z lined eye motion
Maintain a good organizational culture	Building trust with the farmer	Follow proper instructions	Supply chain linkage	Evolution of extension	Millets as the future of smart food
Hyderabad- a clean metro city	C-DAC and cyber security	Application of ICT in agriculture	Food security	Challenges are stepping stones to success	FPO- empowering farmer collectives

Global Good Practices In Agriculture

Farm Radio
- Kisan vani
- Gram dharshan (Karnataka)
- Co-creation of content (Farmers+ Experts)

Farmer study circles
- Small group, quick learning
- Globally- Sweden,Malawi
- National- Maharasthra,Kerala

Extension Campaigns
- Co-ordinated effort
- Creating awareness to a large number of people
- Plaant health campiagn

Plant Health Clinic
- Scientific plant helath solutions
- Promote organic farming and soil health
- Healthy plants > Healthy Nation

Videos for agricultural extention
- Encourage innovation in individuals
- Overcome literacy barrier
- Learning at own pace
- India - Digital Green

Farmer to Farmer Extension
- Community based appproach
- Strong linkage with ATMA, KVK and Agri Depts
- Krishi Sakhi, Pashu Sakhi

Nutrition and RAS
- National nutritional week (1-7th Sept)
- PM-POSHAN-MAAH
- Nutri garden
- Kisan Sarathi

mExtension
- Mobile Phones for Agricultural Advisory Services
- iCOW Kenys
- m4agri NET, Whatsapp Weather Advisory

RAS-Community Knowledge Workers
- Trust and accessibility
- Last Mile Connectivity
- Krishi Sakhi
- NGO led initiatives

Rural Resource Centre
- One stop centre for farmers
- Mushroom Cluster -EKH
- e-ARIK, Cane bamboo cluster

Social Media
- Bridge digital divide
- Whatsapp, YouTube, Facebook, Instagram
- Connectivity and Market linkage

Farmer Field School
- Group based adult learning approach
- Meghalaya -NRLM
- Learning by Doing

Annexure - II

MANAGE Induction Training Participants List

Sl.No	Name and Address
1	Smt. Elvera Ch. Momin Asst. Director of Agriculture (PP), Department of Agriculture and Farmers' Welfare, Government of Meghalaya West Garo Hills, Meghalaya
2	Smt. Pitila Ch. Marak Asst. Director of Agriculture DLRSL (Research) Department of Agriculture and Farmers' Welfare, Government of Meghalaya West Garo Hills, Tura, Meghalaya
3	Shri. Bhalang Diengngan Horticulture Development Officer (Veg, Flori, Spices) District Horticulture Office Nongstoin, West Khasi Hills, Meghalaya
4	Smti. Rijubanki Challam Scientific Officer (Soil), DLRSL Department of Agriculture and Farmers' Welfare, Government of Meghalaya Ro, Jowai, West Jaintia Hills Meghalaya
5	Shri. Bisharlang Wanniang Horticulture Development Officer Mawsynram C&RD Block, East Khasi Hills, DHO Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shillong, Meghalaya
6	Smt. Lakidon Khonglah Horticulture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya Alamarem C&RD Block West Jaintia Hills, Meghalaya
7	Shri. Iengskhemlang Suting Agriculture Development Officer Mawkynrew C&RD Block, Department of Agriculture and Farmers' Welfare, Government of Meghalaya DAO, Shillong, East Khasi Hills Meghalaya
8	Smt. Babetlang Kharshiing Agriculture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya Mawphlang C&RD Block East Khasi Hills Meghalaya

9	Smt. Macarisa Sungoh Scientific Officer (Soil), DLRSL, RO, Jowai Department of Agriculture and Farmers' Welfare Research Office, Jowai, RO, Jowai West Jaintia Hills Meghalaya
10	Shri. Wayoolang Talang Agriculture Development Officer (Marketing), Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shillong, East Khasi Hills, Meghalaya
11	Shri. Firstbornson Dkhar Horticulture Development Officer (PVFF), Jowai DHO, Jowai, West Jaintia Hills District Department of Agriculture and Farmers' Welfare, Government of Meghalaya
12	Shri. Ebenazar Gympad Horticulture Development Officer, Khliehriat Department of Agriculture and Farmers' Welfare, Government of Meghalaya DHO, Khliehriat, East Jaintia Hills
13	Shri. Chossterfield Mawblei Agriculture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shella Bholaganj, SDAO Sohra Meghalaya
14	Smt. Lapynbiang Khongrymmai Horticulture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya Cleve Colony, Shillong East Khasi Hills, Meghalaya
15	Smt. Dabianglang Dohtdong Horticulture Development Officer (Pot, Veg, Fruit, Flori) Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shillong, East Khasi Hills, Meghalaya
16	Shri. Phoida Rymbai Agriculture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya, Laskein, DAO, Jowai
17	Smt. Dipriya R. Lyngkhoi Horticulture Development Officer (Marketing), HQ Meghalaya Agriculture Services Department of Agriculture and Farmers' Welfare Government of Meghalaya Cleve Colony, Shillong, East Khasi Hills, Meghalaya

18	Smt. Deinichwa Dkhar Agriculture Development Officer (HQ), Amlarem Office of the Sub-Divisional Sub-Division Amlarena Agriculture Officer, Amlarem Meghalaya
19	Shri. Donovan Kharbuli Agriculture Development Officer, Khonjoy Circle District Agriculture Office, Southwest Khasi Hills Department of Agriculture and Farmers' Welfare, Government of Meghalaya, Meghalaya
20	Smt. Amelinora Tariang Scientific Officer (Research) O/O the Research Officer, District & Local Research Station West Jaintia Hills, Meghalaya
21	Shri. Bankerlang Khongwir Scientific Officer (Research) DLRSL Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shillong, RO, Shillong East Khasi Hills, Meghalaya
22	Shri. Wankitkupar Fernando Nadon Scientific Officer (Research) Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shillong, RO. Shillong
23	Shri. Damonhi Phyllei Agriculture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya District Agriculture Office, Khliehriat East Jaintia Hills, Meghalaya
24	Shri B. Selectstar Marwein Agriculture Development Officer District Agriculture Officer West Khasi Hills, Meghalaya
25	Shri. Sainborlang Dkhar Horticulture Development Officer Saipung, District Horticulture Officer Khliehriat, East Jaintia Hills, Meghalaya
26	Shri. Josias Kharmawphlang Horticulture Development Officer, Mawryngkneng, East Khasi Hills Department of Agriculture and Farmers' Welfare, Government of Meghalaya East Khasi Hills, Meghalaya
27	Shri. Sengku M. Marak Horticulture Development Officer, Gasuapara DHO, Baghmana, South Garo Hills, Meghalaya
28	Shri. Phernaki Dhar Horticulture Development Officer, Umling, Ri-Bhoi Department of Agriculture and Farmers' Welfare, Government of Meghalaya

29	Shri. Deotrephy K. Dkhar Agriculture Development Officer (Marketing), Nongstoin, District Horticulture Office, Nongstoin West Khasi Hills, Meghalaya
30	Smt. Bonsera S. Sangma Agriculture Development Officer SongSak, DAO, Williamnagar, Meghalaya
31	Shri. Mishael R. Marak Horticulture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya DHO, Baghmara, South Garo Hills Meghalaya
32	Shri. Rikhi Rian R. Sangma Agriculture Development Officer DAO, Baghmara, Gasuapara, SGH Meghalaya
33	Smt. Nisanda R Marak Agriculture Development Officer (Circle) Rangmalgre Sub Divisional Agriculture Office, Dadenggre Rangmalgre West Garo Hills, Meghalaya
34	Shri. Silas G. Momin Agriculture Development Officer (Marketing) Department of Agriculture and Farmers' Welfare, Government of Meghalaya DHO, Baghmara South Garo Hills, Meghalaya
35	Shri. Cheangkal Adriel Dalbot Shira Horticulture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya Selsella DHO, Tura West Garo Hills, Meghalaya
36	Smt. Vanya Colette K. Marak Agriculture Development Officer Tikrikilla, SDAO Dadenggre West Garo Hills, Meghalaya
37	Smt. Kilchira A Marak Agriculture Development Officer, Purakhasia Circle Southwest Garo Hills, Meghalaya
38	Smt. Chiga D. Sangma Agriculture Development Officer (HQ), Dadenggre SDAO, Tura, West Garo Hills, Meghalaya
39	Shri. Ascanio N. Marak Agriculture Development Officer Chokpot, DAO, Baghmara, South Garo Hills, Meghalaya

40	Smt. Amchi Christbya M. Marak Agriculture Development Officer Rongara DAO. Baghmara South Garo Hills Meghalaya
41	Shri. Tontseng A Sangma Agriculture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya District Agriculture Office Baghmara, South Garo Hills, Meghalaya
42	Smt. Hannah Gitingme Ch. Marak Horticulture Development Officer Government of Meghalaya District Horticulture Officer West Garo Hills, Tura Meghalaya
43	Smt. Dilesa D. Arengh Agriculture Development Officer Govt of Meghalaya District Agriculture Office Nonpoh, RIBHOI District Meghalaya
44	Smt. Sanday Chezel Ch. Marak Horticulture Development Officer (HQ) Department of Agriculture and Farmers' Welfare, Government of Meghalaya DHO, Mawkyrwat Meghalaya
45	Smt. Trisha Das Agriculture Development Officer (Jute) DAO, Tura West Garo Hills, Meghalaya
46	Shri. Tengsrang M Sangma Horticulture Development Officer District Horticulture Officer Dalu, West Garo Hills, Meghalaya
47	Shri. Chakchik Agitok Sangma Horticulture Development Officer Department of Agriculture and Farmers' Welfare, Government of Meghalaya DHO, Resubelpara North Garo Hills, Meghalaya
48	Shri. Changchang Chekam Ch Marak Horticulture Development Officer District Horticulture Office Williamnagar, East Garo Hills East Garo Hills, Meghalaya

49	Smt. Hozeana Chuane R. Marak Agriculture Development Officer (Market intelligence) District Horticulture Officer East Khasi Hills, Shillong Meghalaya
50	Smt. Sima K. Marak Agriculture Development Officer (Marketing) Department of Agriculture and Farmers' Welfare, Government of Meghalaya Shillong, RI-BHOI Meghalaya
51	Smt. Nima Blossom G. Momin Agriculture Development Officer (HQ) DAO, Mairang Eastern West Khasi Hills, Meghalaya
52	Smt. Chinnu Agitok Sangma Horticulture Development Officer Govt of Meghalaya District Horticulture Office Nongstoin, West Khasi Hills, Meghalaya
53	Shri. Victor Mrong Marak Agriculture Development Officer (Circle) Department of Agriculture and Farmers' Welfare, Government of Meghalaya DAO, Nongstoin, West Khasi Hills, Meghalaya
54	Shri. Romit Rabha Horticulture Development Officer District Horticulture Office, Mowshynut CERD Block West Khasi Hills, Meghalaya
55	Shri. Akkeydi R Sangma Horticulture Development Officer (Tea) Department of Agriculture and Farmers' Welfare, Government of Meghalaya West Khasi Hills, Meghalaya
56	Smt. Mikkimchi M. Marak Agriculture Development Officer (HQ) Sub Divisional Agricultural Officer Sohra, East Khasi Hills, Meghalaya
57	Shri. Jemi Riman Lenar Laloo Agriculture Development Officer Namdong (Circle) District Agriculture Office Namdong, DAO, Jowai West Jaintia Hills, Meghalaya
58	Shri. Victor Tariang Assistant Director of Agriculture (RICE), AICRIP, Upper Shillong, Meghalaya
59	Shri. Chui Bareh Instructor of Agriculture Engineering Basic Agriculture Training Centre, Upper Shillong, Meghalaya

60	Smti. Alvaliza Nongrum Horticulture Development Officer (Veg, Flori, Spices, etc), Nongpoh, DHO, Nongpoh Department of Agriculture and Farmers' Welfare Govt of Meghalaya Shillong, Meghalaya
61	Shri. Meshanki Bamon ADO Saipung, Circle, DAO, Khuehriat Department of Agriculture & Farmers Welfare, Govt of Meghalaya Cleve Colony, Shillong, Meghalaya
62	Smti. Nikiru Lamare Agriculture Development Officer, Umling, DAO, Nongpoh Department of Agriculture and Farmers Welfare, Govt of Meghalaya Shillong, Meghalaya
63	Smti. Primiya R. Lyngkhoi Agriculture Development Officer (Circle), Nongspung, DAO, Shillong, Meghalaya
64	Smti. Ladeiphi Kharsati Horticulture Development Officer (Pot, Veg, Fruit & Flori), Tyrsad Circle, DHO Shillong Department of Agriculture & Farmers Welfare Govt of Meghalaya Cleve Colony, Shillong, Meghalaya
65	Smti. Nicola Amanda Tariang Scientific Officer (Research) District and Local Research Station and Laboratories (DLRSL) Shillong, Meghalaya
66	Smti. Pynhunlin Nola Kharkrang Dohling Scientific Officer (RICE), RO, AICRIP Upper Shillong, Meghalaya
67	Smti. Nikky Passah Agriculture Development Officer, Mawkyrwat DAO, Mawkyrwat, Southwest Khasi Hills, Meghalaya
68	Shri. Janshaipharstep Diengdoh Horticulture Development Officer, Mawthadraishan DHO, Nongstoin Meghalaya
69	Smti. Aibapynsuk Khongwar Agriculture Development Officer (HQ), Jowai Department of Agriculture and Farmers Welfare Govt of Meghalaya Shillong, Meghalaya
70	Shri. Freddy Bum Syngkli Horticulture Development Officer, Jirang, DHO, Nongpoh Department of Agriculture and Farmers Welfare, Govt of Meghalaya Shillong Meghalaya
71	Smti. Jolyne Margaret Mawthoh Agriculture Development Officer (HQ), Nongpoh, DAO, Nongpoh Department of Agriculture and Farmers Welfare Govt of Meghalaya Shillong Meghalaya

72	Smti. Baphyrnailin Lyngdoh Mawphlang Agriculture Development Officer, Pynursla, DAO, Shillong, Meghalaya
73	Smti. Carol Emdor Gratia Lyngdoh Horticulture Development Officer (Pot, veg, Fruit & Flori) SMIT, DHO, Shillong, Meghalaya
74	Smti. Dilresha N. Sangma Agriculture Development Officer, Gambegre, Department of Agriculture and Farmers Welfare Govt of Meghalaya Tura, Meghalaya
75	Smti. Aitihun Iawphniaw Agriculture Development Officer (Training) DAO, Nongstoin Department of Agriculture and Farmers Welfare Govt of Meghalaya Shillong Meghalaya
76	Smti. Biniki Minora R Marak Scientific Officer (Research) District and Local Research Station and Laboratories (DLRSL) Department of Agriculture and Farmers Welfare Govt of Meghalaya Tura Meghalaya
77	Smti. Chayanika Hajong ADO, Garobadha Circle District Agriculture Officer, Tura Department of Agriculture and Farmers Welfare Govt of Meghalaya Meghalaya
78	Shri. Hamar Babiang K Ryngkhun Horticulture Development Officer Ranikor, DHO, Mawkyrwat
79	Shri. Jeffrey Rappaul Pohrmen Scientific Officer (Soil), District and Local Research Station and Laboratories (DLRSL), Shillong, Meghalaya
80	Shri. Daryl K. Marak Agriculture Development Officer (Circle), Jirang Patharkhmah, DHO, Nongpoh
81	Smti. Iadariti Kharumnuid Scientific Officer (Research), RO, Shillong District and Local Research Station and Laboratories (DLRSL) Shillong, Meghalaya
82	Shri. Nigel Lalremtluanga A Sangma Horticulture Development Officer, Songsak C&RD Block, DHO, Williamnagar, East Garo Hills, Meghalaya
83	Smti. Riyanka Hajong Horticulture Development Officer (FAMP), HQ, Directorate of Horticulture, Shillong, East Khasi Hills, Meghalaya, Department of Agriculture and Farmers Welfare Meghalaya

MANAGE

The National Institute of Agricultural Extension Management (MANAGE), Hyderabad, established in 1987 as an autonomous organization under the Ministry of Agriculture and Farmers Welfare, Government of India, is organizing a series of training programmes for agricultural extension professionals across the country. MANAGE serves as a premier institution for strengthening agricultural extension systems through Capacity Building, Management Education, Implementation of Flagship National Programmes, Incubating and Mentoring Agri-Startups, National Young Professionals Development Program (NYPDP), Consultancy Services, Research, Knowledge Management, and Policy Advocacy in Agricultural Extension Management.

MANAGE Induction Training

MANAGE organised comprehensive Induction Training Program for the recruited Meghalaya Agricultural Service (MAS-III) Officers of the Department of Agriculture and Farmers Welfare, Government of Meghalaya. The programme was designed to inculcate strong technical and functional competencies among agricultural extension professionals, while simultaneously nurturing leadership qualities, team spirit, and a commitment to professional excellence. Emphasis was placed on enhancing digital skills, strengthening documentation capabilities, and fostering positive values and behavioural transformation essential for effective extension service delivery. Over the course of the program, participants were exposed to a diverse range of themes including the changing roles of agricultural extension, global good practices and innovation in extension, gender and nutrition-sensitive approaches, climate change adaptation, ICT applications in extension, and key soft skills for professional development. Structured institutional visits further enriched the learning experience by providing hands-on exposure to relevant technologies, methodologies, and innovative practices that officers can meaningfully apply in their engagement with farmers across Meghalaya.

National Institute of Agricultural Extension Management (MANAGE)
(An autonomous organization of the Ministry of Agriculture and Farmers Welfare, Govt. of India)
Rajendranagar, Hyderabad – 500030
www.manage.gov.in

MANAGE-CAEIRA MANAGE-CAEIRA MANAGE-CAEIRA