

# Annual Report 2009-10



*In Fond Remembrance of  
Shanchothung Odyuo*



Shanchothung Odyuo, Fellow of Cohort 8 from Nagaland, passed away on the evening of 10th March 2010, after a prolonged and brave battle with liver cancer.

Sancho as he was fondly called, worked as Senior Agricultural Engineer with the Department of Agriculture. He was involved in developing a plan to achieve food security in Nagaland by 2020. He was also working on improving rural connectivity by building rural roads, reducing green house gases and developing odor free piggery and poultry by using indigenous micro-organism.

Sancho was not just a dynamic and innovative professional with immense leadership qualities but an even greater human being. He was funny, witty and a passionate learner who was always grounded to the reality around him. He was the life of all our sessions with his songs, the guitar and even impromptu dances.

A good friend, a loving father and a caring husband, he was the ultimate multi-tasker and a believer of achieving the impossible.

He is being fondly remembered and always will stay in our hearts for who he was and for all that he believed and lived for.

May He Rest In Peace.

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# THE HISTORY OF LEAD

The Leadership for Environment And Development [LEAD] Program came into existence in 1990, when Sir Sridath Ramphal convened the first International Steering Committee in London. In those days, “ Rio Fever ” was high and individuals and groups around the world were searching for the best ways to make United Nations Conference on Environment and Development the event of the century.

It was in this spirit that some like-minded individuals in London found a way to ensure that the Rio message would not fade away. The organization known as LEAD was then seen as a way to ensure that sustainable development would become a global culture. For this to be achieved, there was a need for a critical mass of individuals and communities to join together and over the years dedicated persons have helped shape this idea. Al Binger, Director Environment of The Rockefeller Foundation, through several other key players facilitated the creation of LEAD International with a mission to create and sustain a global network of leaders who are committed to promote change towards patterns of economic development that are environmentally sustainable and socially equitable.

The LEAD Program spread to other countries round the globe, and as of today in the year 2010, we have this program running in Anglophone West Africa, Brazil, Canada, China, CIS, Frankophone Africa, India, Indonesia, Japan, Mexico, Pakistan, Southern & Eastern Africa, USA and UK.

The LEAD Program came to India in 1991. It was hosted by TERI for four years till 1995. For a period of 6 months thereafter, it was run by Development Alternatives. End of 1995 a private consultant of The Rockefeller Foundation took over the program and ran it for a year.

In 1996 Centre for Research on Environment Ecology and Development was set up under the guidance of Chief Justice R. S. Pathak, who took over this program to run it in India till the end of 2000.

LEAD India then decided to become an independent organization established by the LEAD India Fellows themselves. LEAD India had clear cut Memorandum of Association and Rules and Regulations drawn out and framed in consultation with all

its Fellows. We got LEAD India registered as a Society under the Societies Registration Act. Since 2001, LEAD India has been running the LEAD Program in India.

During 2001 and 2002 LEAD India was informed about the tapering of their grant from Rockefeller Foundation, but with a little bit of re budgeting, and cutting of our Administrative costs, we could still manage to train the Associates of Cohort 8 and Cohort 9, who graduated to become Fellows of the LEAD India Network.

In 2003 the grants from Rockefeller Foundation stopped all together. We had to start charging the Associates for the LEAD Training. From a fully paid for program, the LEAD Program had to then become a to pay for program. All along the years, sufficient funds from Rockefeller Foundation had taken care of all our Training and Administrative costs. We had to now think about and implement many cost cutting measures.

To start with we reviewed the rent we were paying for the office building. Over the years, with the yearly increase, we had ended up paying a high rent. Our continuous search yielded good results and we shifted to a cheaper office place. This shift resulted in a substantial savings which offset some of our administrative costs which we had now reduced drastically. The staff strength was reduced and all new recruitment were stalled. The staff went without their yearly bonus and increments. We also cut down on all our costs where ever possible without compromising on quality. We started bidding for projects and took on other fund raising activities apart from Cohort Trainings. In this way we were able to train and graduate the Fellows of Cohort 10 who went on to join the National Fellows Network.

The LEAD Program has now been running in India since the last 19 years. Over the years, Cohort 11, Cohort 12 and Cohort 13 have all graduated to become Fellows of the program. Currently Cohort 14 needs to graduate while Cohort 15 is slowly falling into place. The National Fellows Network stands at 156 Fellows today, while Internationally we are 2000 Fellows strong.

B. G. Menon  
Assistant Director  
LEAD India

## SOME THOUGHTS FROM THE NEW BOARD

“LEAD India has recently gone through a transition in leadership when the new board came in and the President and the ED stepped down after completing their terms. This has stretched the organisation and in response everyone has risen to the occasion. While the new board has been working in a closely co-ordinated way on the strategic issues and search for the new Chair and the ED, the LEAD India secretariat has stepped in with exemplary commitment and team work on the operational matters. As a result, all the running programs are on track and soon we will have a full organisation with a new confidence to achieve even more.”



Mr. Sushil Ramola – Vice President LEAD India



“ We are proud of the Staff in the LEAD office who are holding the fort with strength and resilience while the LEAD India Board conducts a search for a new Executive Director. Three Cheers for them ! ”

Dr. Sujatha Byravan – Director LEAD India



Mr. Rajkumar Verma – Director LEAD India



Dr. Abey George – Director LEAD India

“ We as the Board, have taken some difficult decisions in the last few months, but with the courage and the belief that the Secretariat can and would deliver. If we didn’t feel so, we couldn’t have decided the way we did. As I was asked the other day, how can all the Board Members, take out so much time, out of their busy schedule for LEAD. The answer is because what LEAD means to each one of us. But your contribution is even more commendable, as you all are doing a job and within that to have the commitment for LEAD that you have shown, is indeed of great value. This is a personal message for all of you at the Secretariat, Keep up the great work ! ”



Mr. Krishnendu Bose – Director LEAD India

“ LEAD India Fellows are universally recognised as a network of multi disciplinary professionals providing the cutting edge to India’s efforts in becoming a world leader. Institutionally, LEAD India acknowledges this as its USP and fosters its growth as an entity. The Fellows contribute to this evolution with a sense of ownership.”

“ Ours is a country where the vast majority is poor, threatened by food, water and livelihood insecurity. Climate change has added another layer of risk to the already existing vulnerabilities. We can make LEAD India more relevant to our country and to the world by jointly utilizing the strength of our LEAD network in addressing this situation ”



Take nothing but  
pictures. Leave  
nothing but  
footprints. Kill  
nothing but time.

# 1. Governance

## DURING 2009 – 10 LEAD INDIA HAD THE FOLLOWING MANAGEMENT MEETINGS :

During 2009 ~ 10 LEAD India had the following Management Meetings :

Two LEAD India Board Meetings on 13th of June '09 and 20th of February '10.

Two Finance Committee Meetings on 9th of June '09 and 17th of February '10.

One Annual General Meeting on 13th June '09.

The LEAD India Board has always comprised of four Fellows and four Non Fellows, as Directors. The Executive Director of LEAD India also holds charge as Secretary to the LEAD India Board.

At the start of the year in 2009, our Board comprised of :

Sl	Name	Status	Position
1	Nitin Desai	Non Fellow	President
2	Uddesh Kohli	Non Fellow	Vice President
3	Sushil Ramola	Non Fellow	Director
4	Usha Rai	Non Fellow	Director
5	Asha Ramachandran	Fellow of Cohort 8	Treasurer
6	Dinesh Agrawal	Fellow of Cohort 3	Director
7	Amba Jamir	Fellow of Cohort 8	Director
8	Brij Mohan Rathore	Fellow of Cohort 7	Director

Usha Rai, unable to devote time for LEAD India due to exigency of work stepped down from the Board.

Our Finance Committee comprises of four LEAD India Fellows at all times. The Year began with the following on this Committee :

Sl	Name	Status	Position
1	Asha Ramachandran	Fellow of Cohort 8	Treasurer
2	Dinesh Agrawal	Fellow of Cohort 3	Member
3	Vimal Garg	Fellow of Cohort 5	Member
4	Arun Varma	Fellow of Cohort 12	Member
5	Pragya D Varma	Fellow of Cohort 7	Executive Director
6	Satish Kumar	Non Fellow	Accounts Coordinator
7	B G Menon	Non Fellow	Assistant Director

The three years tenure of the current Board was coming to an end on 15th of November 2009 and so it was required to hold elections to decide on the four Fellows who would need to come on Board for the next three years and who in turn would put in place the other 4 Non Fellows on Board.

The LEAD India Board Election procedures started in June. Fellow of the last graduated Cohort 13, Sudip Mitra consented to be the Returning Officer. The Fellows Community was informed by e mail about the 2009 Elections and 4 Fellow Nominations and 4 Non Fellow Nominations were requested from each . The Fellow Nominated persons were contacted by the Secretariat and in consultation with them, the Final Candidates List was released to the Nominated Fellows . Time was given to the Nominated Fellows for withdrawal of their names if required. After the last date for withdrawal, the Final Nominated list was circulated to all the Fellows. Vision for LEAD India was sent by the Candidates on the all list. The Ballot Papers were posted out to all the Fellows / emailed to all the overseas Fellows. Returning Officer visited the Secretariat and checked the Ballot Box, before sealing and locking it taking the keys with him. The Overseas Fellows sent their ballots to the Returning Officer by e mail. The Returning Officer opened the Ballot Box on 5th of October and the counting began. The results were declared to the Fellows Community by the Returning Officer in the evening.

**Let us permit  
Nature a little to  
take her own way;  
she understands  
better her own  
affairs than we.**

**It is true that you  
can succeed best  
and quickest by  
helping others to  
succeed.**

The four New Fellow Board declared winners were :

Sl	Name	COHORT	Position
1	Krishnendu Bose	3	Fellow Director
2	Sujatha Byravan	4	Fellow Director
3	Raj Kumar Verma	6	Fellow Director
4	Abey George	8	Fellow Director

On the request of the Newly elected Fellow Board Members, the Old Board agreed to stay on till December 2009.

January 2010 saw the New Board in Place comprising of :

Sl	Name	Status	Position
1	Nitin Desai	Non Fellow	President
2	Sushil Ramola	Non Fellow	Vice President
3	-----	Non Fellow	Director
4	-----	Non Fellow	Director
5	Krishnendu Bose	Fellow of Cohort 3	Treasurer
6	Sujatha Byravan	Fellow of Cohort 4	Director
7	Raj Kumar Verma	Fellow of Cohort 6	Director
8	Abey George	Fellow of Cohort 8	Director

Efforts are being put in by the New Board to fill up the vacant places on the Board.

The newly constituted Board put into place a new Finance Committee comprising of :

Sl	Name	Cohort	Position
1	Krishnendu Bose	3	Treasurer
2	Tejinder Singh Bhogal	7	Member
3	Pragya D Varma	7	Executive Director
4	Bharti Chaturvedi	11	Member
5	Sandeep Dash	11	Member
6	Satish Kumar	Non Fellow	Accounts Coordinator
7	B G Menon	Non Fellow	Assistant Director



The year began with the following 9 staff at the LEAD India Secretariat :

No	Name	Position	Area	Contact
1	Pragya D Verma	Executive Director	Organisational Head	pragya@leadindia.org
2	B G Menon	Assistant Director	Communication, Finance, Admin & Networking.	bg@leadindia.org
3	Nagarajan M	Manager LEADnet	Networking, LEADnet	nagrajan@leadindia.org
4	Satish Kumar	Coordinator	Accounts	satish@leadindia.org
5	Bhawana Luthra	Manager Training	Program Training	bhawana@leadindia.org
6	Tara Mann	Program Coordinator	Project BHC	tara@leadindia.org
7	Vijai P Singh	Program Manager	Project BHC & Big Lottery	vijai@leadindia.org
8	Rahul Singh	Program Coordinator	Project Big Lottery	rahul@leadindia.org
9	Jagdish Prasad	Program Assistant	Front Office	jagdish@leadindia.org

In August '09 Kishan Raj joined as a support staff to handle the Pantry and Kitchen. In January 2010 Tara moved out of LEAD India as she was more interested in work related to Wildlife Conservation. In February Rahul quit to take up higher studies.

The staff position therefore came down to:

No	Name	Position	Area	Contact
1	Pragya D Verma	Executive Director	Organisational Head	pragya@leadindia.org
2	B G Menon	Assistant Director	Communication, Finance, Admin & Networking.	bg@leadindia.org
3	Nagarajan M	Manager LEADnet	Networking, LEADnet	nagrajan@leadindia.org
4	Satish Kumar	Coordinator	Accounts	satish@leadindia.org
5	Bhawana Luthra	Manager Training	Program Training	bhawana@leadindia.org
6	Vijai P Singh	Program Manager	Project BHC & Big Lottery	vijai@leadindia.org
7	Jagdish Prasad	Program Assistant	Front Office	jagdish@leadindia.org
8	Kishan Raj	Support Staff	Pantry & Kitchen	

**For every angry  
minute, you lose  
60 seconds of  
happiness.**

## 2. Finance



**S. Sahoo & Co.**  
Chartered Accountants

To  
The Members of Board  
LEAD INDIA  
66, First Floor, Hemkunt Colony  
New Delhi-110048

We have examined the attached Balance Sheet of "LEAD INDIA" as at 31st March 2010 & the related Income & Expenditure Account on the said date.

These financial statements are the responsibility of LEAD INDIA'S management. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with generally accepted auditing standards in India. These standards require that we plan and perform the audit to obtain reasonable assurance whether the financial statements are prepared, in all material respects, in accordance with an identified financial reporting framework and are free of material misstatements. An audit includes, examining on test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements. We believe that our audit provides a reasonable basis for our opinion.

On the basis of the information and explanation given to us, we are of the opinion that:

- (a) the Balance Sheet gives a true and fair view of the state of affairs of LEAD INDIA as at **31st March, 2010**; and
- (b) the Income & Expenditure Account gives a true and fair view of the results of operation of LEAD INDIA for the year ended on the date stated above.



*S. Sahoo*  
**CA Subhjit Sahoo, FCA**  
MM NO: 057426

Partner

For and on behalf of

**S.SAHOO & CO.**

**CHARTERED ACCOUNTANTS**

Place: New Delhi  
Dated: 01<sup>st</sup> June, 2010

# LEAD INDIA

66, FIRST FLOOR, HEMKUNT COLONY, NEAR NEHRU PLACE  
NEW DELHI - 110048

AMOUNT IN RS.

BALANCE SHEET AS AT 31ST MARCH, 2010			
		2009-10	2008-09
	SCHEDULE		
<b>SOURCES OF FUND</b>			
<b>I. FUND BALANCES</b>			
A> GENERAL FUND	[01]	2,450,744.00	785,088.00
B> CORPUS FUND	[02]	8,188,940.00	8,186,940.00
C> CAPITAL FUND	[03]	358,980.00	302,822.00
<b>TOTAL</b>	<b>I</b>	<b>10,998,664.00</b>	<b>9,274,850.00</b>
<b>II. LOAN FUND</b>			
A> SECURED LOAN		-	-
B> UNSECURED LOAN		-	-
<b>TOTAL</b>	<b>II</b>	<b>-</b>	<b>-</b>
<b>TOTAL</b>	<b>[I + II]</b>	<b>10,998,664.00</b>	<b>9,274,850.00</b>

## APPLICATIONS OF FUND

<b>I. FIXED ASSETS</b>			
GROSS BLOCK	[04]	2,772,872.00	2,590,054.00
LESS: ACCUMULATED DEPRECIATION		2,170,222.00	2,027,514.00
NET BLOCK		602,650.00	562,540.00
<b>II. INVESTMENTS</b>			
	[05]	8,779,198.00	6,973,295.00
<b>III. CURRENT ASSETS, LOAN &amp; ADVANCES</b>			
A> LOAN & ADVANCES	[06]	210,203.00	221,000.00
B> OTHER CURRENT ASSETS	[07]	793,217.00	1,223,253.00
C> CASH & BANK BALANCE	[08]	4,008,103.00	2,881,097.00
<b>TOTAL</b>	<b>A</b>	<b>5,011,523.00</b>	<b>4,325,350.00</b>
<b>LESS: CURRENT LIABILITIES &amp; PROVISIONS</b>			
A> CURRENT LIABILITIES		40,164.00	35,007.00
B> UNSPENT GRANT BALANCE	[09]	3,354,543.00	2,551,328.00
<b>TOTAL</b>	<b>B</b>	<b>3,394,707.00</b>	<b>2,586,335.00</b>
<b>NET CURRENT ASSETS</b>	<b>[A - B]</b>	<b>1,616,816.00</b>	<b>1,739,015.00</b>
<b>TOTAL</b>	<b>[I+II+III]</b>	<b>10,998,664.00</b>	<b>9,274,850.00</b>

SIGNIFICANT ACCOUNTING POLICIES AND  
NOTES TO ACCOUNTS

[19]

THE SCHEDULE REFERRED TO ABOVE FROM AN  
INTEGRAL PART OF THE BALANCE SHEET.

INTERMS OF OUR REPORT OF EVEN DATE

FOR & ON BEHALF :  
S.SAHOO & CO.  
CHARTERED ACCOUNTANTS

FOR :

LEAD INDIA



*S. Sahoo*  
CA SUBHJIT SAHOO FCA  
PARTNER  
MM No. 057426

*[Signature]*  
ASSISTANT DIRECTOR

*[Signature]*  
TREASURER

PLACE : NEW DELHI  
DATE : 01.06.2010

# LEAD INDIA

66, FIRST FLOOR, HEMKUNT COLONY, NEAR NEHRU PLACE  
NEW DELHI - 110048

		AMOUNT IN RS.	
INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2010			
		2009-10	2008-09
	SCHEDULE		
<b>I. INCOME</b>			
GRANT-IN-AID	[10]	21,670,361.00	9,412,775.00
INTEREST INCOME		113,955.00	46,043.00
INCOME FROM INVESTMENT		854,348.00	224,470.00
OTHER INCOME	[11]	1,885,146.00	435,658.00
<b>TOTAL</b>	<b>I</b>	<b>24,523,810.00</b>	<b>10,118,946.00</b>
<b>II. EXPENDITURE</b>			
ADMINISTRATION EXPENSES	[12]	548,106.00	1,693,055.00
PROJECT EXPENSES	[13]	21,658,597.00	9,178,953.00
TRAINING ACTIVITIES	[14]	310,823.00	1,023,860.00
GOVERNANCE EXPENSES	[15]	194,961.00	264,527.00
COMMUNICATION & NETWORKING		52,861.00	982,542.00
CO-ORDINATION & FUND RAISING		5,000.00	214,734.00
WEB DEVELOPMENT EXPENSES		29,900.00	2,709.00
DEPRECIATION	[04]	169,298.00	119,585.00
LESS: DEPRECIATION TRANSFERRED TO CAPITAL RESERVE	[03]	106,770.00	38,304.00
			81,281.00
<b>TOTAL</b>	<b>II</b>	<b>22,862,776.00</b>	<b>13,441,661.00</b>

**III. EXCESS OF INCOME OVER EXPENDITURE  
TRANSFERRED TO BALANCE SHEET**

[H] 1,661,034.00 (3,322,715.00)

**SIGNIFICANT ACCOUNTING POLICIES AND  
NOTES TO ACCOUNTS**


[19]

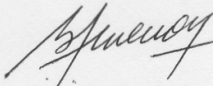
THE SCHEDULE REFERRED TO ABOVE FROM AN  
INTEGRAL PART OF INCOME & EXPENDITURE


INTERMS OF OUR REPORT OF EVEN DATE

FOR & ON BEHALF :  
S.SAHOO & CO.  
CHARTERED ACCOUNTANTS

FOR :  
LEAD INDIA

  
SUBHJIT SAHOO FCA  
PARTNER  
MM No. 057426

  
ASSISTANT DIRECTOR

  
TREASURER

PLACE : NEW DELHI  
DATE : 01.06.2010

# LEAD INDIA

66, FIRST FLOOR, HEMKUNT COLONY, NEAR NEHRU PLACE  
NEW DELHI - 110048

AMOUNT IN RS.		
RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2010		
SCHEDULE	2009-10	2008-09

## I. RECEIPTS

<u>OPENING BALANCE</u>			
CASH-IN-HAND		45,374.00	91,583.00
CASH AT BANK		2,835,724.00	1,833,047.00
		<u>2,881,098.00</u>	<u>1,924,630.00</u>
GRANT RECEIVED	[16]	22,950,537.00	12,418,719.00
BANK INTEREST		27,686.00	46,043.00
NET RECEIPT FROM INVESTMENT		4,550,000.00	214,250.00
INCOME FROM INVESTMENTS		826,407.00	2,750,000.00
OTHER RECEIPTS	[17]	1,888,820.00	435,658.00
ADVANCE & DEPOSIT GIVEN, RECEIVED		144,343.00	(24,518.00)
LIFE MEMBERSHIP FEES		2,000.00	31,000.00
		<u>30,389,793.00</u>	<u>15,871,152.00</u>
<b>TOTAL</b>	<b>I</b>	<b>33,270,891.00</b>	<b>17,795,782.00</b>

## II. PAYMENT

ADMINISTRATION EXPENSES	[18]	548,106.00	2,000,489.00
PROJECT EXPENSES	[13]	21,658,597.00	9,178,953.00
TRAINING ACTIVITIES	[14]	310,823.00	1,023,860.00
GOVERNANCE EXPENSES	[15]	194,961.00	264,527.00
COMMUNICATION & NETWORKING		52,861.00	982,542.00
CO-ORDINATION & FUND RAISING		5,000.00	214,734.00
WEB DEVELOPMENT EXPENSES		29,900.00	2,709.00
NET PAYMENT FOR INVESTMENT		6,355,903.00	1,200,000.00
PROJECT & OTHER ADVANCE		72,157.00	
		<u>29,228,308.00</u>	<u>14,867,814.00</u>
NON RECURRING EXPENSES		<u>34,480.00</u>	<u>46,870.00</u>
<u>CLOSING BALANCE</u>			
CASH-IN-HAND		47,315.00	45,374.00
CASH AT BANK		3,960,788.00	2,835,724.00
		<u>4,008,103.00</u>	<u>2,881,098.00</u>
<b>TOTAL</b>	<b>II</b>	<b>33,270,891.00</b>	<b>17,795,782.00</b>

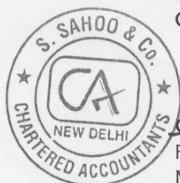
SIGNIFICANT ACCOUNTING POLICIES AND  
NOTES TO ACCOUNTS [19]

THE SCHEDULE REFERRED TO ABOVE FROM AN  
INTEGRAL PART OF THE RECEIPTS & PAYMENT ACCOUNT.

INTERMS OF OUR REPORT OF EVEN DATE

FOR & ON BEHALF :  
S.SAHOO & CO.  
CHARTERED ACCOUNTANTS

FOR :  
LEAD INDIA



CA SUBHJIT SAHOO  
PARTNER  
MM No. 057426

ASSISTANT DIRECTOR

TREASURER

PLACE : NEW DELHI  
DATE : 01.06.2010

# 3. Funds Generated During The Year

Source	Amount In \$
Big lottery Project	137,956.00
SOIF GRANT	37,045.00
Hp Project	95,496.00
Climate Change Leader	92,397.00
HSBC project	101,757.00
HSBC Staff Cost	34,273.00
Cohort 14 Training Program	9,783.00
Donation	7,609.00
Interest on FD & Bank Interest	18,567.00
Global Compact Society	3,261.00
Bangalore training on climate change	5,250.00
<b>TOTAL</b>	<b>543,394.00</b>

Source	Amount In Rs
Big lottery Project	6,345,993.00
SOIF GRANT	1,704,084.00
Hp Project	4,392,825.00
Climate Change Leader	4,250,255.00
HSBC project	4,680,805.00
HSBC Staff Cost	1,576,575.00
Cohort 14 Training Program	450,000.00
Donation	350,000.00
Interest on FD & Bank Interest	854,093.00
Global Compact Society	150,000.00
Bangalore training on climate change	241,500.00
<b>TOTAL</b>	<b>24,996,130.00</b>

Worry often gives a small thing a big shadow.

# 4. Capacity Development Activities

## AJ TRAINING

### COHORT - 14

In an attempt to bring in more applications for better outputs and for more thorough screening, we extended our last date of application submission to 30th of January 2009. All the Fellows were personally contacted again over the phone and requested to further spread the word and to convince who they thought to be good to immediately apply. This exercise brought in some more good applications. All the applications were screened and segregated for work place analysis. Selected Fellows from the concerned area or near by were assigned the task of work place analysis. The reports received was put up to the selection committee. The selection committee short listed 20 candidates to appear for the selection interview on 19th March and 11 candidates qualified to be in Cohort 14.

Four Associates chose to drop out of the Cohort Program due to sudden increase in responsibilities in their respective organizations, leaving them no time to attend the trainings. They however expressed their desire to join at a later date when they have more time on hand.

Our Cohort 14 hence came down to 7 Associates, namely :

No.	Name	Sector
1	Mr. Siddharth D'Souza	NGO
2	Mr. Alexander Amirtham	NGO
3	Mr. Bharat Patwal	NGO
4	Ms. Seema Awasthi	Industry
5	Mr. Mukesh Prasad	Industry
6	Mr. Krishnakumar K Venkatrao	Industry
7	Mr. Jagdish R Desai	Industry

To strengthen the Cohort Program further, the LEAD India Board set up a special Sub Committee comprising of 3 LEAD India Fellows, who were basically trainers themselves, to review and improve on the training modules, the contents and the subjects and aim to move towards e-learning. The theme for Cohort 14 was finalized to be Climate Change - Moving Towards a Low Carbon Economy, based on the theme for the International Training Session.

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**Delegating work works, provided the one delegating the work, works too.**

**A virgin forest is  
where the hand of  
man has never set  
foot.**



The Skill Sets we planned to teach included - Adaptive Leadership, Systems Thinking, Team Building, Negotiation, Stakeholder Engagement & Team Building, Ethical Decision Making, Cross Cultural Communication, Getting your message across, Working in a Multi-cultural Environment. The trainings have been so structured as to encourage learning about leadership directly from leaders, giving the Associates enough opportunity to interact directly with distinguished panel of National and International speakers with domain expertise on leadership and low carbon economy.

The first Orientation Session for Cohort 14 took place in Delhi on 9,10 and 11th October. The objectives of the Orientation Session were mainly :

- a) To familiarize the incoming Cohort about LEAD- the organization as also to help them experience of the versatility and dynamism of the Fellows network.
- b) To start the process of building the associates in a team and prepare them for an effective participation for the Beijing International Session.

The feedback analysis indicates that the associates found the inputs useful and the training process highly involving which helped them to bond as a team with each other to take collective challenges. They also found the induction program a sound building block which helped them gain a clear understanding about the Cohort program, thematic domains of national sessions and most essentially the expected learning outcomes.

## **B] LEAD-LIKE TRAINING OFFERED TO OTHERS**

### **CLIMATE CHANGE LEADERS – EASTERN REGION**

A Case study workshop was held in Guwahati for the selected Climate Change Leaders of the Eastern Region. The aim of the workshop was to bring forth regional climate change priorities, encourage sharing of experiences and discussion about related topics and other technical aspects for developing a case study. The main purpose of these case studies being developed by the Climate Change Leaders is to showcase the efforts that are being made by the rural communities/ grassroots organizations/ local authorities etc to mitigate the affects of climate change.



## CLIMATE CHANGE LEADERS – NORTHERN REGION

A Case study workshop was held in Nainital for the selected Climate Change Leaders of the Northern Region. The aim of this workshop was to bring forth regional climate change priorities, encourage sharing of experiences and discussion about related topics and other technical aspects for developing a case study.

## LEAD INDIA VISIONARY PLANNING WORKSHOP

A half day Visionary Planning Workshop of the Board of LEAD(Fellows) was conducted on 18th May'09 at New Delhi, by Ms. Deepshikha Deka a Fellow of Cohort I. The Fellow Board Members present were Mr Dinesh Agarwal , Mr BMS Rathore, Mr Amba Jamir , Ms. Asha Ramachandran . From the Secretariat Ms.Pragya Verma , Mr BG Menon and Ms Bhawana Luthra attended.

The Objective of the Workshop was to provide a structured process for the Management Team of LEAD to align around a Common Purpose, Vision & a set of High Leverage initiatives to enable it to create the future it wants. The participants went through the process of co-creating a Shared Vision for LEAD India for 10 years which was discussed at the Annual General Meeting. Currently we are in the process of finalising the vision consulting our Fellows Network.

## PRE FEASIBILITY STUDY OF LANDFILL GAS

Dr. Vijai Pratap Singh from the Secretariat took a trip to Agra, to collect the Landfill profile data of Agra City for pre feasibility study of landfill gas under M2M program of USEPA. During this trip, Dr. Vijai could Collect the landfill profile data of Agra city and compile it in the prescribed proforma of USEPA. Discussions on partnerships with CNI on joint work to create awareness on Climate Change was also taken up.

## NDTV SPECIAL TALK SHOW

NDTV, a prime news television channel, invited Ms. Tara Man of the LEAD India Secretariat to join as a part of an interactive audience for a special talk show with Mr. David Milibad, Member of Parliament, who is the Secretary of State for Foreign and Commonwealth Affairs. This show was organized at Taj Palace, Mumtaz Mahal and the Moderator was Nidhi Razdan. Mr. David answered questions ranging from Climate Change to Economic Crisis.

## TRAINING OF TRAINERS (TOT)

A two day TOT was organized by UNESCAP in collaboration with UNGCN for all members of South Asian countries. Participants represented different companies and organizations who were members of the UN Global Compact Network and essentially had capacities to train other network partners in respective countries. Sessions were facilitated by an expert on Corporate Social Responsibility (CSR), Mr. Richard, Head, CSR Asia. The sessions primarily revolved around the TEN key principles of responsible and sustainable business, as propounded and propogated by the UNGCN, in the following

**Coming together  
is a beginning,  
Keeping together  
is progress &  
Working together  
is success.**

**The drops of rain  
make a hole in  
the stone, not by  
violence, but by  
oft falling.**

four categories namely - Human Rights, Labor rights, Environment and Anti Corruption. The two day session provided a basic understanding of these principles in terms of the spirit and rationale behind the same and also on the application of the principles.

## VISIONING AND POSTER DESIGNING WORKSHOP IN KOLKATTA

A poster designing and visioning exercise was held in Kolkatta on 15-16 October for the Climate Change Leaders of the North East. This was attended by Dr. Joyashree Roy, Mr. Raj Verma, Ms. Bhawana Luthra, Mr. Rahul Singh, Ms. Sulagan (Global Change Program, Jadavpur University). From the Climate Change Leaders, Ms. Imrongkumla, Ms. Indrila Guha, Mr. Kallol Roy, Dr. C. Rinawma, Mr. Takum Chang and Mr. Anjan Jyoti Phukan. The objectives were to :

- 1) Work with selected Climate Change Leaders to design posters around their case studies.
- 2) Carry out a visioning exercise on the Climate Leaders Network with the RAC members and the Climate Leaders. Now that the program is coming to a close what is the way forward?
- 3) Discuss case study gaps if time permits.

The first day began with a session on expectation setting where all participants including facilitators and RAC members outlined what they would like to achieve during the workshop. Mr. Raj Verma, Fellow of C-6, RAC and Mentor from Nagaland, took the Climate Change Leaders (CCLs.) through an exercise which revisited the Vision that the Eastern Himalayan CCLs. had adopted earlier in the program, asking them whether it was still valid and if so how they would like to move forward on it. The CCLs. agreed that the Vision was indeed still valid and that now they would start using it more often and make it known to a wider audience.

The second day focused on the case studies and poster development. The CCLs. were given a brief on how the idea of the poster exhibition evolved and how the posters would be used during the National Conference in November. Dr. Joyashree Roy of Jadavpur University, who is a RAC and Mentor of the CCLs., conducted this session. The CCLs. had been sent the poster format in advance and had therefore come prepared with posters, photos or slide shows on their case studies. All of them by turn explained their case studies through these various visual tools. After everyone had presented, a feedback session was carried out during which, Dr. Roy provided extremely insightful suggestions on how the CCLs. could tighten their case studies and present them better as posters.

## VISIONING AND POSTER DESIGNING WORKSHOP IN NAINITAL

A poster designing and visioning exercise was also held in Nainital on 21-22 September for the Climate Change Leaders of the Northern Himalayan Region. The workshop was attended by Dr. Pushkin Phartiyal and Dr. Joshi from CHEA, Dr. Swayamprabha Das and Mr. Rahul Singh from LEAD India and the following Climate Change Leaders – Mr. Pankaj Tiwari, Mr. Vishal Singh, Ms. Shalini Misra, Ms. Megha Rawat, Mr. Jagat Singh Choudhary “Jungli”, Mr. Sachin Kumar Vaishnaya, Mr. Narendra Singh Rautela, Mr. Udaynand Gaur, Ms. Prachi Singh, Ms. Rama Bisht, Mr. Gopal Singh Dev, Mr. P.C. Joshi, Mr. Ravindra Joshi, Mr. Manish Khanna.

On the first day, the session began with Dr. Joshi from the Central Himalayan Environment Association

(CHEA) welcoming the participants and outlining the agenda for the two-day program. Speaking of the visioning exercise to be conducted on the first day, he raised the question of how we should move forward once the national conference in November came to a close. He added that the aim of the program was not to stop engaging in climate change issues once the workshops and conferences were over, but for the CCLs. to incorporate the learnings from the program into their day to day life and work and to keep up their efforts to be leaders on climate change even after the end of the program.



The participants felt that LEAD and CHEA had succeeded in creating a platform that gave a voice to people working at the grassroots and it had also enabled them to meet with others who were also like them, interested in these same issues. The CCL's expressed that this project allowed them to connect the work they had been doing and the phenomenon they had been observing with climate change and to correlate their findings and present them in a systematic and scientific manner. They also strongly felt that the chance to learn more about climate change and to interact with the experts, mentors and other CCLs. was a very enriching and rewarding experience.

The second day was devoted to the poster designing. A draft poster design was shared with the group and they were explained the basics of poster designing as well. Discussions were taken up on what the essential information must be, to be communicated through the posters. Post Lunch, the CCLs. explained their posters and case studies. This exercise was good as it helped the CCLs. crystallize and refine their thoughts and gave them confidence over their matter ahead of the national conference.

### THREE DAYS LEARNING LAB ON ENVIRONMENT PRINCIPLES

A three day learning laboratory was organized in collaboration with the United Nations Global Compact Network (UNGCN), India for senior corporate leaders, with the twin objectives to:

- Deepen participant knowledge and experiences of the UNGC Environment principles, enabling improved strategies and commitments from their own companies
- Learn about and develop innovative ideas in relation to the challenges and realities of implementing the UNGC principles in practice

The Lab was attended by 18 leaders representing different companies from the Chemical, Petroleum, Retail, Steel and Infrastructure industries. The participants were taken through a learning journey through experts who have pioneered good practices of environmentally sustainable and responsible business behavior. The lab design essentially involved sessions like Systems Thinking and Sustainability Dialogues to help them see issues from a holistic perspective and appreciate that addressing environment issues are an integral part and key to successful business.

The module also involved in depth industry visits to companies from Chemical, Petroleum, Leather and Fiber industry where participants were exposed to some of the rare initiatives taken by these companies towards conserving environment and minimize adverse impacts through their business operations.

**We never know the worth of water till the well is dry.**

## WORKSHOP ON CLIMATE CHANGE IN BANGALORE

Given the urgent nature of the climate change challenge, LEAD India decided to step up its activities in this arena and to reach a wider audience and create an increasing number of leaders in this domain. A specialised training on “Climate Change: Moving Towards a Low Carbon Economy - The Energy Way” was developed keeping this in mind. The training covering 4 ½ days, was based on LEAD’s method of



experiential Learning that combines thematic knowledge with site visits and skill modules with the aim to:

- 1) Develop fundamental clarity on concepts of climate change and the issues and challenges posed by it - globally and nationally.
- 2) Enhance participants understanding about their own leadership potential, including their belief systems, skills, behaviour and requisites to bring about positive change.

Ten participants drawn from civil society and government bodies, including representatives of Central and State Pollution Boards, WWF, Aga Khan Rural Support Program among others, attended the workshop held in Bangalore.

The training covered different aspects of how interventions in energy sectors could help India develop on a low carbon pathway. The sectors looked at were Transport, Power Generation and Consumption and Building and Construction. Skill modules on Leadership and Personal Congruence and Systems Thinking were also provided.

The facilitators were well-recognized experts in their fields and had a practical working knowledge of the sectors. They included – Mr. Anand Rao - Karnataka State Road Transport Corporation, Ms. G. Latha Krishna Rao – Fellow C I Managing Director KPTCL, Sujatha Byravan – Fellow C 4- Centre for Development Finance IFMR, Mr. Hemant Lamba – Auroville, Mr. Sudhir Chella Rajan – IIT Chennai, Mr. N. Sampath Kumar - Tide Technocrats, Ms. Deepshikha Deka – Fellow CI, OIL India Ltd, Mr. Ramanathan - Consultant 100 Waters, Mr. Ashwin Mahesh - Centre for Public Policy, IIM Bangalore, Ms. Chitra Vishwanath - Biome Environmental Solutions Pvt Ltd, Mr. Avinash Krishnamurthy - Biome Environmental Solutions Pvt Ltd. Site visits were also arranged to Konark Power Plant - A biomass based electricity plant, Karnataka State Road Transport Corporation, WIPRO corporate office and Vidyanarayapura - Site where Biome Environmental Solutions has built a number of green buildings.

The workshop culminated with the participants breaking into three groups to present their understanding of the opportunities and threats related with climate change in the three sectors discussed, namely transport, power production and consumption and building and construction. They were asked to do so utilizing the skills of Systems Thinking. The presentations were given at Karnataka Power Transmission Corporation Ltd and Ms. G. Latha Krishna Rao the Managing Director, KPTCL and Mr. Ramanathan, an expert on systems thinking, of 100 waters, provided feedback to the participants.

The clarity of the final presentations given by the participants was testimony to the value of the inputs provided during the workshop. After the success of this training, LEAD India is planning to both replicate this training and also carry out other such targeted short term courses.

**A Leader should be slow to punish and swift to reward.**

# 5. Other Lead Activities Undertaken During The Year

## BUILDING SUSTAINABLE LIVELIHOOD FOR CLIMATE CHANGE

On January 30th and 31st, LEAD India had a meeting with Suzlon Foundation in Pune about “Building Sustainable Livelihood for Climate Change”. This meeting was represented by LEAD India Fellows namely – Ms. Pragya D Varma , Ms. Archana Godbole, Mr. Bibhudatta Sahu and Mr. Ashok Tanurkar. In addition Dr. Vijai Pratap Singh from the Secretariat also attended. This meeting was also represented by various Suzlon Senior Officers.

The gist of this meeting can be summarized as :

- Introductory brainstorming to define the scope of collaborative work on Climate change and livelihoods security of vulnerable sections.
- Organizational work, strategies, programs and outreach.
- Potential partners, their strengths and resources.
- Defining scope of the collaborative project -
  - To minimize impacts of climate change on vulnerable sections of the society.
  - To understand how various stakeholders perceive changing climates and impacts on their lives
  - To strengthen effective coping mechanisms of vulnerable communities in selected areas
  - To pilot test and transfer appropriate technologies for optimizing resource use (sun, soil, wind, water, land and biodiversity) for enhancing food, energy and livelihood security.
  - To generate, disseminate feed learning in policy reforms.

## GLOBAL COMPACT SOCIETY MEETING

Global Compact Society Meeting was held on 22nd May 2009 and LEAD India being a member of this network, participated. The theme of the meeting was “Possible action for greater compliance to the UNGC labor principles: A road map for Indian business”. Presentation on theme was made by Mr. Coen Kompier, Senior Specialist, International labor Organization, South Asia Sub Regional Office. The meeting was organized at BHEL house, Siri Fort (Khel Gaon). Mr. B. Shankar General Manager (HR), BHEL chaired the meeting.

**We do not inherit  
the earth from  
our ancestors, we  
borrow it from our  
children.**

**Take care of the  
earth and she will  
take care of you.**

## WORLD ENVIRONMENT DAY

Ms. Pragya D Varma, ED Lead India and Dr. Vijai from the Secretariat were invited to attend a ceremony for presentation of “Indira Gandhi Paryavaran Puraskar” by President of India at Vigyan Bhawan, New Dehi, on 5th June ‘World Environment Day’ 2009. Our LEAD Fellow of Cohort 5, Mr. J Raghava Rao, received the prestigious “Indira Gandhi Paryavaran Puraskar” for year 2006 under the Individual category.

## GTZ AND LEAD INDIA

Ms. Pragya Varma & Dr. Vijai P Singh from the Secretariat attended a meeting with Dr. Pamposh Bhatt, Director Climate Change, GTZ. In which Dr. Vijai made a presentation on the involvement of LEAD India in Voluntary Carbon Market.

## LEAD INDIA AND CSR360 GLOBAL PARTNERS NETWORK

Ms. Pragya Varma, was nominated into the Advisory Group of Global Partners Network, a network of over 100 partner organizations that provides expertise on the different strands of Corporate Social Responsibility in 60 countries worldwide. These organizations represent 1000 companies worldwide that act as agents to facilitate an open dialogue between businesses, government, and the civil society. The Global Partner Network provides multiple platforms to its partner organizations to implement various flagship programs to enhance the role of business in providing for and creating a more sustainable world.

As a member of the Advisory Group, some of the many tasks under purview would be: to identify and work on the top three priorities or issues faced by the Asia-Pacific region, develop ideas for capacity building strategies via the network, deliver quarterly updates from the regions, chair regional conference calls, and give inputs for the GNP Magazine.



## CLIMATE CHANGE LEADERS ACTIONS

The Climate Change Leaders from Nagaland and Manipur have been regularly writing for the ‘Morung Express’ in their Saturday Column – Climate Change Corner.

The Nagaland Climate Change LEADers made presentations on Climate Change to the German expeditionary team of cyclists the ‘Karmariders’ who went on to spread the message of Climate Change during their biking expedition

through the Brahmaputra Valley and the foot hills of the Himalayas in Northeast India

Mr. Uday Gaur, a teacher of biology in senior secondary school, trained 50 children (25 girls and 25 boys) on climate change along the CCL project lines including having them prepare small 3 page studies from their villages. Thanks to this, now climate change is a known and discussed issue in the school. He has also formed eco clubs of about 10 students in nearby schools. Recently some of these children refused to let trees be cut near their school until it was agreed that 100 trees would be planted in place of the 50 to be cut.

Mr. Pankaj Tiwari participated in a televised program on climate change and adaptation with Dr. Ashish Tiwari. The program was telecast on Aug 28 on Enjoy Music, a local television channel broadcast in Nainital and Bhawali. He also took part in an awareness program on 5 June (Environment Day) in the Almora district of Uttarakhand, where he worked with children of van panchayats to raise awareness on environment. Presently he is planning to make a film on organic farming

Ms. Prachi Singh is working to find ways of utilising the huge potential that exists in generating energy from waste in timber based small scale industries. She believes that 25-40% of wood is wasted in furniture-based industries and this can be used as an energy source. She wants to work towards providing smokeless stoves or biomass grassfires to replace wood burning. She also took the initiative of arranging a screening of the Inconvenient Truth at MBPG College, Haldwani.

Ms. Shalini Misra regularly contributes articles on climate change to publications such as Down to Earth and is also working on awareness and action programs with COPAL. She also attended an international conference in Italy as representative of India on mountain forestry where she learned about developing eco tourism and sustainable livelihoods. As a member of IYCN and 350.org she is also organising an awareness program in Garwal on 24 October.

The LEAD India Climate Change Leaders of the North East worked collectively to spread the message of Earth Hour in their areas of operation, resulting in a record 40% to 70% drop in the power consumption during Earth Hour 2009 in Kohima and Dimapur and a further 50% drop in consumption in Mokokchung. These three towns account for over 60% of power consumption in the state of Nagaland.

Mr. Sachin Kumar Vaishnaya met with the district entertainment officer in his area and convinced him to air The Inconvenient Truth on the local cable network on the 26th of January, 2009. He also arranged a screening in his university.

Mr. Narendra Singh Rautela regularly contributes articles to local newspapers - Danik Jagaran (pathak nama) section and to Hindustan. He is also attending a National Teachers' Science Conference at Bhubaneshwar in October to speak on climate change. His profile is also listed on Merapahad. In

**Good leadership is to help those doing poorly to do well and to help those doing well to do even better.**



**When we heal the earth, we heal ourselves.**

addition, he got the local cable operator at Khatima to show “The Inconvenient Truth”. He also worked on a program to plant trees at the birth of children giving the child’s name to the plant so that the tree is protected. He further held an essay and posters competition for the students of the Tharu Government Inter College in Khatima where he teaches.

Mr. Gopal Singh Dev expressed his desire and commitment to work on water scarcity issues and to green areas which have become dry due to water shortage.

## CIVIL SOCIETY NATIONAL CLIMATE CHANGE CONSULTATION

From 15 to 16 of July Ms. Pragya and Dr. Vijai attended “Civil Society National Climate Change Consultation” organized by CANSA and Oxfam India at Sai Dham, Near Khelgaon, New Delhi . Dr. Vijai made a presentation on LEAD India’s initiatives on Climate Change during session “Sharing on present work on climate change, selective adaptation case studies from field”. The presentation was well received and appreciated and Oxfam has expressed that they would like to partner with us on some of their future projects if possible.

## HIMALAYAN CHIEF MINISTER’S CONCLAVE

LEAD India in consultation with Department of Science and Technologies, Government of Himachal Pradesh, organized a Himalayan Chief Ministers Conclave on Indian Himalayas : Glaciers, Climate Change and Livelihoods.

The Chief Ministers of Himachal Pradesh and Uttarakhand, the Union Minister of State (Independent Charge) of Environment and Forests, Minister for Environment and Forests, Jammu & Kashmir and senior officials representing the states of Sikkim, Arunachal Pradesh and representatives of civil society, industry, media and academics met for the Himalayan Chief Ministers’ Conclave in Shimla on October 30, 2009. The Conclave reaffirmed its commitment to adhere to the basic principles enshrined in the National Action Plan for Climate Change 2008 and noted the recent finalization of the National

Mission for Sustaining the Himalayan Ecosystem. The Conclave recognized the seriousness of the threat posed by climate change to the country in general and to the Himalayan States in particular, being primarily agrarian economies and the repository of rich biological diversity. The Conclave also recognized that the Himalayas shape the climate, hydrology and soil fertility of much of South Asia and therefore preserving the ecological and environmental sanctity of the mountains is not only of paramount importance to mountain inhabitants but also for the region as a whole.

The Chief Ministers noted with appreciation that over 300 participants from different specialisations – scientists, academics,





civil society, policy makers, international organisation and industrial associations – had come together to deliberate in the Workshop. The Chief Ministers noted the recommendations emanating from the four groups – (i) Knowledge Gaps and Research Needs; (ii) Social and Economic Implications of Climate Variability; (iii) Local Actions: Global Impacts; (iv) Role of Academia, Civil Society and Industry. They stressed that such deliberations are important for the region's future. They directed that these recommendations should be sent for incorporation in the action plan for National Mission for Sustaining the Himalayan Ecosystem. From the Secretariat, Ms. Pragma Varma, Mr. B. G. Menon, Mr. Nagarajan and Mr. Satish Kumar attended this Conclave.

## NATIONAL CONFERENCE ON CLIMATE CHANGE

LEAD India held a two days National Conference on Climate Change and Sustaining Mountain Ecosystems in Delhi on November 6th and 7th. LEAD India had launched an ambitious “Climate Change Leaders Initiative” in 2007. It is an innovative program designed to build a responsive and representative network of motivated climate leaders to harness the disruptive force of climate change and to ensure that national policy makers are informed of regional climate change priorities. The program enables participants to identify and design initiatives that will drive change in their businesses, organizations and communities. At the same time, it builds a global, cross-sector network, focused on developing practical and sustainable solutions to climate change. The Climate LEADers representing key stakeholder groups including academia, government, business, media and wider civil society have been selected from the Northern and North-Eastern Himalayan regions of India.

This 2-day National Conference was organised to provide a platform for these Climate Change Leaders (CCLs.) to have an interface with policy makers, experts, institutions and donor agencies, who would be appreciative of their commitment and be a catalyst for their future endeavors. This event allowed the CCLs. from the two regions to meet and know each other. Ice breaking and Team building activities enabled easy assimilation and bonding. Further the CCLs. were taken through the design and purpose of each session of the workshop to inform them and facilitate them to interact with the resource persons. The CCLs. were Congratulated on their completion of the program and encouraged to pursue their goals. It was very encouraging for the LEAD India team to see the enthusiasm among the Climate Change Leaders. The CCLs. showed a greater degree of cohesion and expressed the need to continue with this program further – take it to the next stage where these CCLs. will facilitate the process further. Collective energy and passion for change needs to be capitalized on – it should not go to waste, in other words, a collective effort in one voice is the need of the hour. The CCLs. expressed the desire to stay connected and work on larger projects that would enable them to put into action the learning from this program. They also suggested that LEAD India should be instrumental in facilitating projects of CCLs. and connect grassroots projects to other levels and aid in communications to bring them into the larger arena. It was also suggested that a network be formed Nation-wide Climate Leaders Action Network (CLAN) that will have a wider implication. Given that the dynamics of the rapidly developing paradigms, it was suggested that a Continuous skill development of CCLs. required, probably an annual meet of the CCLs. would be useful that can include knowledge building sessions Continuous Empowerment through training, knowledge sharing on Adaptation and Mitigation Projects, and related trainings. Many CCLs. also believed that they should not depend on funding as the problem requires continuous action. Instead the Network should move towards *Self Sustainability/Reliance* and

**Leadership is  
the capacity to  
translate vision  
into reality.**

**In seeking  
happiness for  
others, you find it  
for yourself.**

have our own 'Action Agenda' and take action in local areas and showcase it as models that would attract funding and recognition. A sense of realization that the responsibility as CCL was far greater and that they were now a bridge to the local community was clearly enunciated.

## BADLAV 2009

Be the Change! – Badlaav was a youth summit on climate change organized by the Indian Youth Climate Network (IYCN) from July 18 to July 23, 2009 in New Delhi, India. Held at the American Embassy School approximately 200 individuals from across India attended Badlaav through the 6 day youth summit. The major components of the summit included morning plenary sessions, knowledge and skills based workshops, creative workshops and lots of other fun activities. LEAD India Conducted a three hour module of Communication- Interpersonal and Behavior Change Communication was conducted with a group of 20 Badlaav participants. Participants were engaged in various exercises to develop a shared understanding of the fundamentals of behavior change communication and were also given group themes to develop communication strategies.



## COP 15

Two of our Climate Change Leaders namely Dr. Anjuly and Dr. Kalol represented LEAD India at COP 15 as observer participants. During this meet they could discuss about the CCL program in detail and share their experiences and of other fellow Climate Change Leaders with Mr. Alex Hannat, Program Manager-Climate Change from LEAD International. Since they could get very limited access to Bella centre, therefore, they could attend very few sessions like Large scale use of renewable energy technologies, Local Government Climate

Roadmap and Arnold Scwargnegar addressing at COP 15 (attended on display screen). They could Interact with the team of LEAD International, Mr. Trevor Rees (Head of Development, UK), Mr Alex Hannat (Programme Manager-Climate Change), Mr Mass (Director for LEAD Francophone Africa and Coordinator for LEAD Africa) and Ms. Marie Skraep (Project Manager for LEAD Africa and coordinate activities for various projects involving European partner organizations). Besides this they could see the Hon'ble Minister of Environment of India Mr. Jai Ram Ramesh.

## BUILDING SUSTAINABLE LIVELIHOODS IN GREAT NICOBAR

Despite the rehabilitation efforts of the last three years, many community members on the Nicobar Islands, who were most severely impacted by the Tsunami are unable to return to the sustainable livelihoods that formed the basis for local economy and provided a strong social fabric.

This project aims to deliver a combination of interventions to enhance the capacity of farmers and other stakeholders to enjoy improved livelihoods through the development of sustainable community

enterprise. The project aims to promote better resource management and the use of simple, clean technologies to improve the financial outlook of communities and to deliver health benefits. Training and capacity building activities will work to equip communities to develop solutions that they own, and the project will support and facilitate better participation and engagement in decision-making.

The project will be delivered through an established partnership involving LEAD International, LEAD India, 'The Covenant Centre for Development' and a wide range of local stakeholders who have participated in the design and development of the initiative.

The project will deliver 3 parallel work programs to enhance the capacity of the community and strengthen their livelihoods around community enterprises -

- I) Strengthened livelihood options,
- II) Sustainable natural resource management, and
- III) Community health.

Governance & leadership will be addressed as a cross cutting theme through the 3 work programs and also through specific dialogue sessions and workshops to complement the work programs.

Dr. Vijai Singh from the Secretariat, with Mr. Krishnendu Bose, Fellow C 3 and Board Member, visited Campbell Bay from 13-24th Nov. to develop a communication strategy design. For implementation they set up a young camera person who is a settler in Campbell Bay, Mr. Rakesh Tirki, as the one person spearheading the technical operations of film making. This technical team would be further built up as we proceed in future. He already has some rudimentary knowledge of camera operation but LEAD India would be training him over the years to make films. A team of 3 persons from the settlers community has also been set up to guide and advice Mr. Rakesh Tirki in matters of content and to give the required directions for film shooting. They will help in the evaluation process by identifying the processes to film and selecting people to interview. These three persons are Ms. Gursharan Kaur, Mr. Gurcharan Ram and Ms. Raji Shiva, ensuring participation from 3 different communities and with adequate gender composition. Later Mr. Krishnendu conducted some Community interviews and shot a visual documentation of the current scenario.

**Obstacles are things we see when we take our eyes off our goals.**

## HSBC PROGRAM 2009

LEAD India hosted HSBC's Next Generation Development Program for the second time in December 2009 with over sixty participants from the world. The programme was delivered through interaction with a community that served to provide the participants with the opportunity to make a meaningful contribution that makes best use of their financial acumen and other expertise.

Upon their arrival in India, the participants were broken into four teams going to different sites.





**We are made richer and more beautiful by the reflection of our thoughts and actions.**

Three of these sites were hosted by LEAD Fellows. A short description of the challenges that the NGDP team worked on at the four sites have been described below:

- **GOA:** the challenge here for the team was to Develop a business plan to explore the ecotourism potential in the Mayem lake region of Goa in relation to the benefits of its local community. Mr. Parag Rangnekar, LEAD Fellow of Cohort 11 and coordinator at The Mineral Foundation, Goa, hosted the team and helped them through the challenge phase. Dr. Vijai Singh from the LEAD India team coordinated the visit and worked to maximize the learning of the participants.
- **MADURAI:** The challenge here was to make Adharam a sustainable social enterprise by scaling up its renewable energy operations. Adharam is a social enterprise, which spearheads the distribution of energy products and services for the community and eventually transfers ownership of the enterprise to the community. The development of this enterprise was mentored by CCD, which is a LEAD Fellow led organization in South India. Mr. N. Muthu Velayathum from Cohort 11 hosted the team and grounded their week long experience. Mr. Fernando Montiero from LEAD Brazil, and Fellow of Cohort 9 coordinated this visit for the team.
- **PENCH:** The challenge for the NGDP team at this site was to assist a local NGO from the region to develop a business plan of non timber products for Local Communities and help them access regional, national and international markets. Mr. BMS Rathore, LEAD Fellow of Cohort 7 and former Chief Conservator of Forests, Pench National Park, hosted the team. Rahul Singh from LEAD India attended the program in Pench and coordinated this site visit and provided an understanding of the local situation.
- **PUNE:** This site was hosted by an NGO the Watershed Organisation Trust (WOTR) which aims to undertake holistic and integrated developmental activities for poverty reduction in resource-fragile and rain-fed areas in India. Here the challenge faced by the team was to review technology alternatives and develop a business model for WOTRs' renewable energy operations. This was an HSBC independent site and as such was not hosted by any LEAD Fellow or LEAD India. Ms. Bhawana Luthra, Manager Training, LEAD India coordinated the field visit for this site and helped and guided the participants to fully understand the challenge they were faced with.

The aim of the program was to provide participants with a unique transformative experience, at the same time equipping them with understanding of key aspects of sustainable development. At the end of the week the participants expressed this deep sense of learning and enhanced understanding of sustainable development that they had acquired during the week they spent with a community. They also stressed the feeling of commitment they felt towards these communities they worked with in particular and to sustainable development in general.

# 6. Leadnet / Information Technology Activities

The most important aspect of the LEAD Program is the LEADnet, a network of people from all over the world, with the common interest of sustainable development.

Through the LEADnet, exchange of information on environmental issues worldwide is possible.

Currently this network is 156 Fellows strong Nationally and is 2063 Fellows strong. Internationally, spread across 90 countries.

98% of the Fellows are connected to our National Network and only 2% of the Fellows have gone out of the loop for various reasons.

Fellows are always being requested to inform the Secretariat whenever they change their email address or contact address in order to enable us to update our database on a continuous basis.

To keep this network trouble free and working, all our servers are constantly under protection of virus and malware attacks. Our servers are in two different places for circulation of mails and hosting of website and these are being closely monitored to keep the network free from virus, malware, junk and spasm attacks.

We also keep requesting our network to use ISP's which gives 1 GB back up along with other facilities like discussion forum, built in spam filtering mechanism which would be compatible to their systems.

During the year, we changed our website and linked our LEAD India Fellows data base to the LEAD International data base.

**We accomplish  
when we think we  
can.**

# 7. Fellows Involvement and Achievements

Since inception, in LEAD India, we have been always having on the LEAD India Board, 4 Fellows as Directors who have always been sincerely devoting time to attend the 4 Board Meetings in a year and also the Annual General Meeting. The Fellow Board Directors have always been involved with the Cohort trainings and other short term trainings, giving their full support and guidance at all times. Various Sub Committees set up from time to time like the Finance Committee, the Associate Selection Committee, The Work Place Analysis Committee, The Training Committee etc all have LEAD India Fellows actively participating and jointly contributing . Our Project proposals being developed gets whetted by a Fellow who is an expert in that field. Any call from LEAD International for Fellows involvement has seen full cooperation from the Fellows of LEAD India who have participated in maximum strength. Our Executive Director also is a LEAD India Fellow. Our endeavor has always been to utilize the expertise of our Fellows whenever and wherever possible and thus involve them in the running of the Program.

During this period we have had 2 Board Meetings, Two Finance Committee Meetings and one Annual General Meeting which had the Fellows Network involved.

The three years term of our current Board got over in November and the process of Elections were started in July to have a new Board in Place by October. During the Election phase of 4 months, from July to October, we had the entire Fellows Network totally involved and extremely active. We received 35 Nominations of Fellows, who were individually contacted for consent and 27 agreed to stand for elections. The Returning Officer for these Elections was also a Fellow from our most recent Cohort 13 and he put in a lot of time and sincere efforts to have the next new 4 Fellow Board Directors in place.

COHORT	NAME	ACHIEVEMENT
1	Deepshikha Deka	Participated in the Climate Change Learning Exchange program at Oxford from 18 to 23 of October '09, organised by the Environmental Change Institute (ECI) at Oxford University and LEAD International, that brought together LEAD Fellows with research excellence and expert professional experience from around the world with the objective of giving ECI and other Oxford University Research Fellows and Students the opportunity to work with LEAD Fellows and explore the leadership challenges

**If you feel small  
and worthless, do  
something great,  
help someone in  
need.**

		of taking effective action on climate change. The event proved to be a catalyst for new thinking, partnerships and action research collaborations between Fellows and and ECI students. She mentored, interacted and shared experience of working at the grassroot level with the students, also sharing lessons from Leadership with some of them. Presently, she is in touch with an MSc student of ECI, for her research stint in India on Carbon foot printing in Indian Industries.
2	Rajeev Jorapur	Won for his company , Mercedes-Benz India Private Limited, the CIO100 Award for 2009. One of the factors that weighed in his favour was the use of 'Green practices' in his IT setup.
3	Krishnendu Bose	Was awarded the Prithvi Ratna, by UNEP and Centre for Media Studies , Delhi, the highest award in India for documentary films on environment and wildlife. He has also been nominated for the non feature Jury member of the 56th National Film Awards 2008 by the Government of India.  Krishnendu has also been elected on the Board of LEAD India and is the Treasurer.
4	A Ravinder Babu	Worked on the NRM-SubGroup commissioned by the Planning Commission for the preparation of the 11th five year plan and also drafted the sub-group report. He is also a member of the Steering Committee of the Integrated Watershed Development Program of the Ministry of Rural Development.
	Sujatha Byravan	Has been elected on the Board of LEAD India.
5	J Raghava Rao	Has been promoted under merit from Scientist EII to Scientist F. He has also been awarded Indira Gandhi Paryavaran Purashkar Award for Environmental protection from the MoEF, which was received from the Honorable President of India.
6	Anil Tambay	Moved from Oxfam in Cambodia to Country Director for Marie Stopes International in Bangladesh.
	Panna Ram Siyag	Got promoted as Chief Conservator of Forests. He has also been selected as Associate Program Officer in UNFCCC Secretariat. Siyag plans to join the Meth Unit of UNFCCC Secretariat in Bonn by the end of January 2010.
	Malvika Vohra	Became a fellow of the Carnegie Hall Weill Institute program and attended a week long workshop at New

**Be the kind of person who is a part of the solution, not a part of the problem.**

The first two letters of goals are GO...

	Prasanta Tripathy	<p>York in May 2009 to Integrate Music into the School Curriculum. She has also become a Level 1 trainer in Feuerstein Instrumental Enrichment Program promoted by the International Centre for Enhancement of Learning Potential, Israel.</p> <p>Has been leading a randomised controlled trial in Jharkhand and Orissa in collaboration with Centre for International Health and Development at University College of London to gauge the impact of Community Mobilisation on maternal and newborn health. The astounding results of high mortality reduction through the efforts of EKJUT his organization set up by him and co founded by three other LEAD Fellows, Nalong Mize C11, Sudhir Sinha C12 and Snehil Kumar C13 and their collaborators will be published in a high profile scientific journal in early 2010 and was disseminated at The India Habitat Centre to policy makers, experts, and national and international aid agencies on the 9th of December 2009. The findings from this work has tremendous public health policy implications.</p>
	Raj Kumar Verma	Has been elected on the Board of LEAD India
7	Tejinder S Bhogal	Became a professional member of the Indian Society of Applied Behavioral Sciences (ISABS). This body is a 37 year organization and is the only body that provides accreditation for T-Group trainers in India. By becoming a professional member, He has become an accredited trainer for T-Groups. There are only about 150 odd professional members of this body. Becoming a member is a long process, and can take many years of attending various programs, and of being assessed at different levels. So its quite an achievement being accepted as a member.
8	Aanchal Kapur	Was selected to attend the International Visitors Program by the US Department of State in Sept.-Oct. 2009 to showcase her organization, Kriti team's work with volunteers and volunteering for environment and development in America.
	Ajit Venniyoor	Was elected as Secretary (Social Action) of CISSA (Centre for Innovation in Science and Social Action) . Ajith has also been elected as State Vice President of KAVAL (Kerala Voluntary Agencies League), a network of secular NGOs in Kerala. During the year Ajith has also written a book ('Young India, Harijan') on Mahatma Gandhi's



		contributions as a journalist and writer which has been approved as a “text for extra reading” by Sarva Siksha Abhiyan, Kerala for higher secondary students.
	Abey George	Has been elected on the Board of LEAD India.
9	Kirtida Oza	Represented Sjogrens India at the 10th International Symposium on Sjögren’s Syndrome and a concurrent Meeting of Associations of SS Patients held in Brest, France from 1-3 October 2009. The meeting of the Patients’ Associations was attended by representatives from twelve countries around the world. As an outcome of the meeting an International Sjögren’s Syndrome Network (ISSN) has been formed. Sjogrens India is a member of ISSN.
	Pallava Bagla	Has been felicitated with the Science Communication Award for 2008 for his outstanding contribution in popularization of science and technology, particularly in nuclear areas. The annual award which carries a citation and a cash prize of Rs 50,000 is given by the Indian Nuclear Society , an apex body of scientists and engineers at the Department of Atomic Energy . His work showcasing India’s maiden mission to the moon Chandrayaan-1 has also been highly applauded, broadcasted both in English and Hindi. The award will be handed over at a special annual meeting of the INS to be held on January 4, 2010 in Chennai.
10	Kapil Mohan	Was the sole EISENHOWER FELLOW from India to USA. The fellowship is awarded on internationally competitive basis for fostering Indo US relations. His focus area was energy. This fellowship of Kapil has enhanced scope of Indo US energy partnership and has also triggered the launch of Smartgrids in India. Smartgrids are intelligent electrical grids which will improve electricity supply, save electricity and promote renewables. Eisenhower fellows are for life and it is a major award of USA.
11	Varghese Thekanath	Completed a post graduate degree in International Law and Human Rights from UN University for Peace, San Jose, Costa Rica. He has been appointed Director, Montfort Social Institute (MSI) (Centre for Human Rights and Sustainable Development Education) (2009-2015). He has also been elected Convenor, Campaign for Housing and Tenurial Rights (CHATRI), a grass roots organization fighting for the rights of the urban poor. This is an organization that was co-founded by me in 1997, and

**Kind words do not cost anything, but to someone who is struggling, they can work as wonders.**

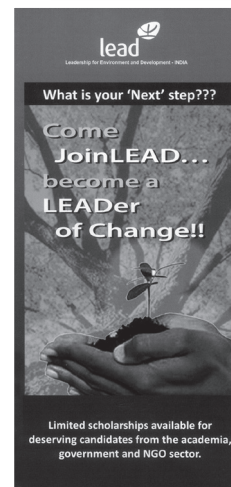
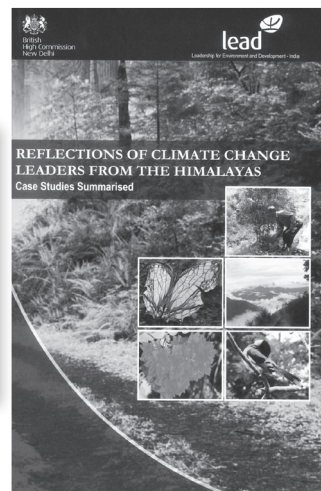
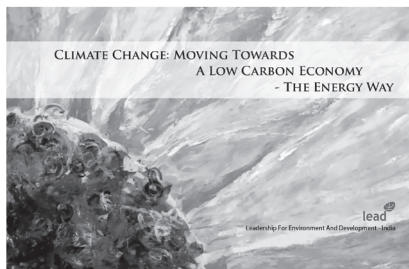
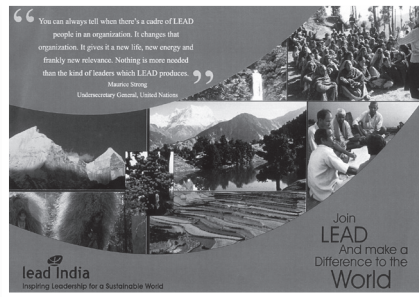
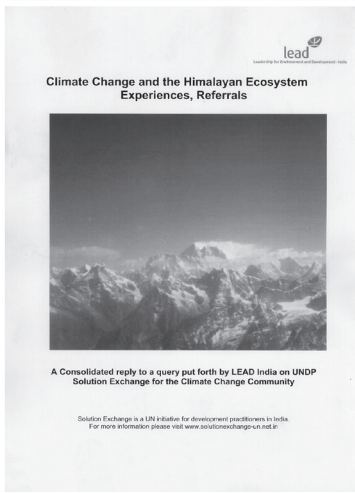
**The only one who never makes a mistake is the one who never does anything.**

		has many well known human rights and environmental activists, besides the affected people in slums.
12	Aman Singh	<p>Was awarded the “Asian Technical Award 2008”, instituted by the Tokyo University of Agriculture, Japan. Their announcement reads “Asian Technical Award goes to Mr. Aman Singh (India) under the title “Oran; A traditional system/ technology for Permanent solution of water scarcity &amp; environment degradation”.</p> <p>Asian Technical Award is given to scientist, engineer, constructor and farmer etc. who has excellent technical achievements in the field of soil and water conservation.</p> <p>The Government of Rajasthan/ Forest Department has recognized his organization KRAPAVIS for Orans work, and has awarded “Vraksha Vardhak Puruskar” for the year 2008-09.</p>
	G C S Negi	<p>Was elected as a Council Member of Central Himalayan Environment Association (CHEA), a Nainital based NGOs devoted for the cause of environmental conservation and sustainable development of the region.</p>
	Trupti Jain	<p>Successfully completed Course M.A. in Sustainable Development from Staffordshire University, U.K. as a distance learner. The course contains eight different modules and one year time for dissertation.</p> <p>In the last year, her organisation CMAG became a nodal agency to set up Centralised Municipal Information System at state level.</p> <p>She was also nominated By Executive Committee to participate in the Annual Conference of International City Managers’ Association, Washington DC during September 11-15,09 at Montreal Canada. She was also invited By U.S. Department of affairs to deliver a lecture on ‘Good Governance’ to the Management and Sociology Department of Indore City.</p>
	Glenn Kalavampara	<p>Is also the president of the Geological Society of Goa. He is one of the authors for a book published titled Natural Resources of Goa : A Geological Perspective, released by the Chief Minister of Goa on 14th December, 2009.</p>

# 8. Raising Lead's Visibility

During 2009 LEAD India took on a lot of in house designing and printing. Attractive posters and leaflets were made out in house for advertising Cohort 14 and was widely circulated. The workbooks for the National Sessions and for other workshops and trainings were collated, designed and formatted in house. Fliers and posters for events were also made in house. A special Climate Change Brochure was taken out, highlighting our efforts in the field of Climate Change. A Climate change Programme Brochure was also taken out. Our Annual Report 08-09 and Newsletter were printed and distributed in May and June. A Climate Change e- newsletter called 'LEADing Climate Action' was designed and circulated through the network in July. The Climate Change Leader's Case studies were printed in a book titled Reflections Of Climate Change Leaders From The Himalayas. Exhibition materials were made and displayed wherever and whenever possible to raise the visibility of LEAD.

**Start off every day  
with a smile and  
get it over with a  
smile as well.**



# 9. Statistics

Learn from  
yesterday, live for  
today, hope for  
tomorrow.

a) Associates/Fellows/Gender

	C 1	C 2	C 3	C 4	C 5	C 6	C 7	C 8	C 9	C 10	C 11	C 12	C 13	C 14	Total
Associates/ Fellows	12	12	8	8	13	15	14	15	14	9	16	10	10	7	163
Graduated	12	12	8	8	13	15	14	15	14	9	16	10	10	--	156
Males	9	7	6	5	8	11	8	10	10	6	11	6	6	6	109
Females	3	5	2	3	5	4	6	5	4	3	5	4	4	1	54

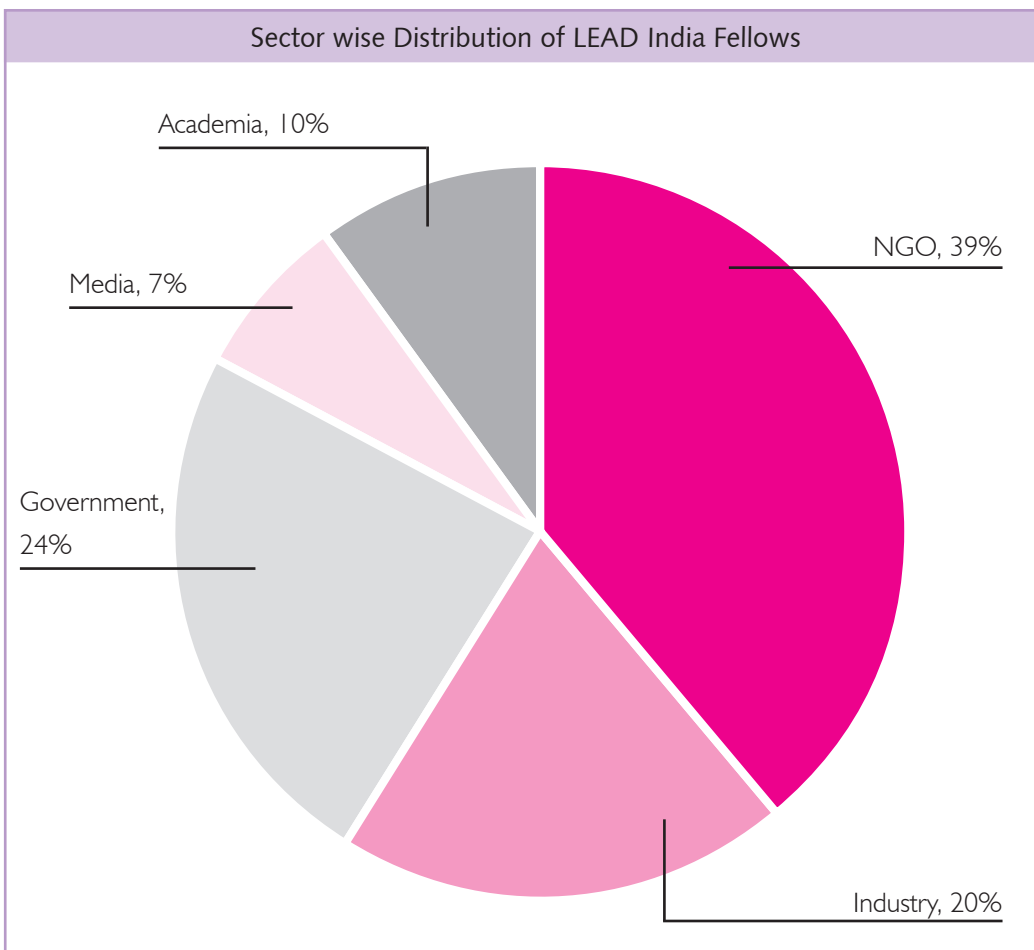
b) Sectoral Representation

Cohort No	NGO	Government	Industry	Academia	Media	Total
1	--	6	6	--	--	12
2	--	4	5	1	2	12
3	2	1	3	1	1	8
4	3	2	--	3	--	8
5	7	1	3	1	1	13
6	6	6	1	2	-	15
7	8	2	1	2	1	14
8	7	3	3	--	2	15
9	6	3	2	2	1	14
10	3	1	2	1	2	9
11	10	4	1	1	-	16
12	5	2	1	1	1	10
13	6	1	1	--	2	10
14	3	--	4	--	--	7
<b>Total</b>	<b>57</b>	<b>35</b>	<b>28</b>	<b>15</b>	<b>11</b>	<b>163</b>

c) Geographical Representation

Cohort No	North	South	East	West	Total
1	5	1	4	2	12
2	5	2	-	5	12
3	4	--	2	2	8
4	3	2	--	3	8
5	5	3	1	4	13
6	6	3	1	5	15
7	6	2	2	4	14
8	5	3	4	3	15
9	5	3	1	5	14
10	3	2	2	2	9
11	8	4	1	3	13
12	5	--	1	4	10
13	2	1	2	5	10
14	3	2	--	2	7
Total	62	26	21	47	163

**Have a heart that never hardens, a temper that never tires and a touch that never hurts.**



# 10. Plans for 2010 and beyond

**Good leadership is to help those doing poorly to do well and to help those doing well to do even better.**

The LEAD India Fellows have been helping us at every stage of our program. They have been there with us in conceiving ideas, formulating project proposals, planning interventions, implementation of plans, increasing our visibility by participation in discussion forums, planning and facilitating trainings and so on. During 2010, we hope to intensify our these endeavors and strive to upscale some of our past initiatives and also to diversify our training interventions both in terms of the theme as also the target groups.

Currently many interesting ideas are being discussed on issues such as capacity building on sustainability reporting, disaster relief and management, rural energy entrepreneurship, business sustainability, climate change, green buildings, environmental governance, and sustainable livelihoods. We are in the process of exploring more and assessing the feasibility of handling these.

We are in the process of designing short specialized courses on climate change, targeting graduates and postgraduate students, focusing on the science and economics of climate change. The courses so developed would attempt to motivate a critical mass of students and researchers to develop their academic or professional careers in the subject of climate change.



This publication has been printed on recycled paper.



## ACKNOWLEDGEMENT

We are extremely grateful to  
our Board Members,  
Fellows Network and  
LEAD International,  
for reposing full faith  
and confidence in us.

Their on going support and  
guidance from time to time.

Has been instrumental for  
our growth and achievements.





Leadership for Environment and Development – India



66, First Floor, Hemkunt Colony, New Delhi 110 048  
Tel: +91 11 26225790 / 92 / 41638440 Fax: +91 11 26225791  
Email: [office@leadindia.org](mailto:office@leadindia.org) Web: [www.leadindia.org](http://www.leadindia.org)