

LEAD India

Annual Report 2015-2016



• The ED's Desk	4
• About US	5
• Who We Are	5
• Our Purpose	6
• LEAD in India	7
• Our Presence	8
• Programmes in 2015-16	9
• Leadership and Capability Development (ISDLP, ALDP, STLO)	27
• Enabling Actions (STLO, CDKN)	34
• Strengthening Sustainable Development Networks (Fellow meets, GCN, SMDS)	40
• Our Partnerships	41
• What Inspires Us	41
○ AHA!- Achievements, Honors and Awards	44
○ Leaders Speak	46
• Obituary	48
• Engaging Fellows in LEAD India Activities	53
• Governance	53
○ The Board	58
○ Annual General Meeting	59
• Finance	62
• Interns	

SDGs- Sustainable Development Goals	CHES - the Central Horticulture Research Station
ISDLP - Integrated Sustainable Development Leadership Program	CCD - Climate Compatible Development
NGLDP - Next Generation Leadership Development Program	NIDM - National Disaster Management Authority of India
ALDP - Accelerated Leadership Development Program	NIUA - National Institute of Urban Affairs
NTS- National Training Sessions	AIDMI - All India Disaster Mitigation Institute
CGIAR - Consultative Group for International Agriculture Research	IMI - Integrated Mountain Initiative
CSV – Climate Smart Village	FRA - Forest Right Act
GoMP – Government of Madhya Pradesh	PRI - Panchayati Raj Institutions
SKMCCC - State Knowledge Management Center on Climate Change	PES - Payment of Ecosystem Services
EPCO - Environment Planning and Coordination Organization	FPO - Farmer Producers Organizations
IIFM - Indian Institute of Forest Management	CSA - Consumer Supported Agriculture
SECMOL - Students’ Educational and Cultural Movement of Ladakh	SDFA - Sustainable Development Forum, Arunachal Pradesh
LAHDC – Ladakh Autonomous Hill Development Council	IHCAP - Indian Himalayas Climate Adaptation Programme
LREDA – Ladakh Renewable Energy Development Agency	UNDP - United Nations Development Programme
CMWSSB - Chennai Metropolitan Water Supply and Sewage Board	SDC - Swiss Agency for Development and Cooperation
ASCI – Administrative Staff College of India	NEIDA - The North East Initiative Development Agency
MoEF - Ministry of Environment and Forest	GiZ - Deutsche Gesellschaft für Internationale Zusammenarbeit
TISS - Tata Institute of Social Sciences	ICIMOD - International Center for Integrated Mountain Development
VDC - Village Development Committee	APBRDA - The Arunachal Pradesh Bamboo Resources and Development Agency
FA - Farmers Association	UNGC - the United Nations Global Compact
SHGs - Self Help Groups	

On 25 September 2015, leaders from all across the world gathered at the United Nations in New York to adopt the new 2030 Agenda for Sustainable Development, including the Sustainable Development Goals (SDGs). These SDGs are a set of 17 global goals that are committed to achieve 3 extraordinary things- End extreme poverty; Fight inequality & injustice; Fix climate change- in the next 15 years, for all countries and all people.

To quote Helen Clark, Administrator of the UNDP- “Ours is the last generation which can head off the worst effects of climate change and the first generation with the wealth and knowledge to eradicate poverty. For this, fearless leadership from us all is needed. If the global community collectively is prepared to step up to the challenge of achieving the Sustainable Development Goals, then there’s a chance of achieving sustainable development – and with it better prospects for people and our planet.” And I believe, I am speaking on behalf of a lot of us when I say that the words quoted above are absolutely rational and the target, achievable! LEAD India, takes pride in being a part of the community that not only believes that this is true but is also striving to achieve it.

We are committed towards building leadership, enhancing capacities and enabling actions. All LEAD trainings aim to achieve this by having an approach that gives a greater understanding of sustainable development to our learners from across sectors through participatory and experiential learning.

Following this approach, 2015-2016 has been a very eventful year for LEAD India.

We are now 192 fellows strong with the 17th Cohort of 15 leaders who completed their fellowship this year in January. The 18th batch of 17 leaders has been successfully recruited and is presently undergoing training . In January, we successfully completed our 4 years long livelihood appraisal project- Securing Tribal Livelihood in Odisha, which started in February 2012. We are also ready to deliver another Accelerated Development Program for HSBC in April 2016. In October 2015, we served as the organizing partners in the 4th Sustainable Mountain Development Summit in Arunachal Pradesh.

We want to take this opportunity to thank all our partners, fellows and well wishers who have helped LEAD India move ahead in all its endeavors to achieve its vision. It strengthens our belief in our work and empowers us! We also want to sincerely thank all Board Members of LEAD India for guiding and helping us through this journey.

LEAD (Leadership for Environment and Development) is a unique, ever growing, live international network of professionals and organizations/institutions, committed to the cause of development – “development that is environmentally sustainable, socially equitable and economically viable.”

The LEAD Network has a fleet of professionals who are highly successful leaders working on complex local, as well as global, environmental and development issues. These leaders undergo an intense Leadership program with us for one year and graduate to become LEAD Fellows – to be a part of the ever growing LEAD family .

At the international level, we are currently 2500 Fellows strong, spread over 90 countries across the globe. Established in 1991 as an outcome of the Rio Summit on Environment and development, today LEAD has country offices in 14 locations, including Anglophone West Africa, Brazil, Canada, China, Commonwealth of Independent States, Francophone Africa, India, Indonesia, Japan, Mexico, Pakistan, Southern & Eastern Africa, USA and UK.



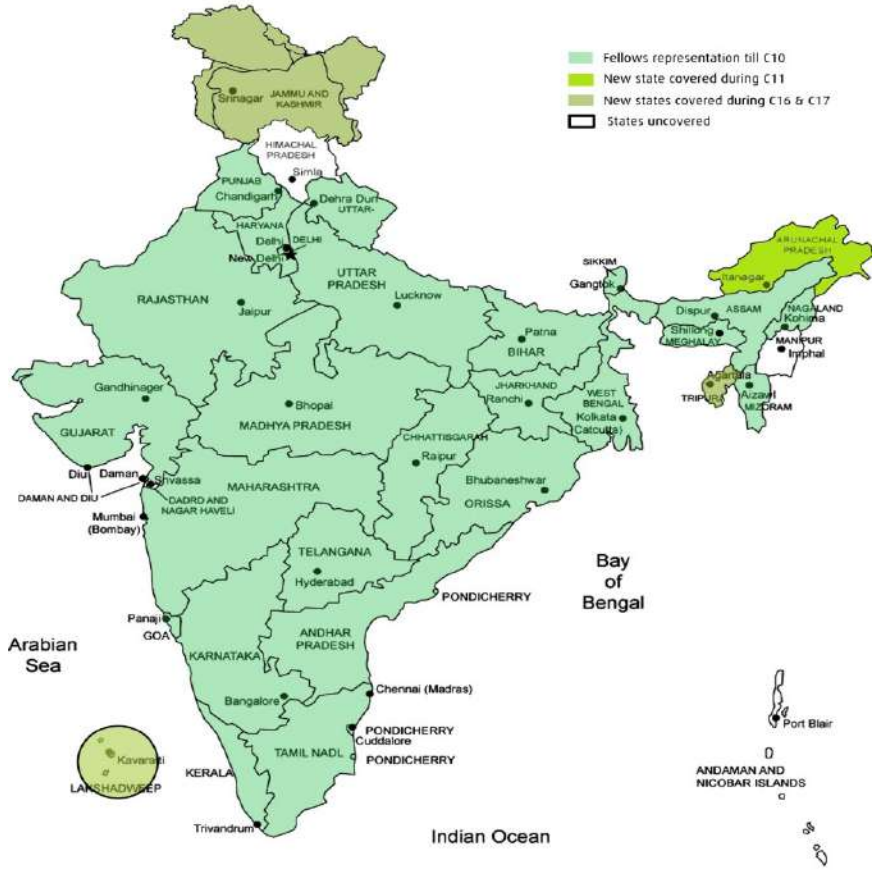
OUR MISSION

To build leadership for change across levels and sectors.

OUR VISION

To develop leadership and engage it synergistically on the issues of environment and development for achieving equitable and sustainable development in our country.

India



LEAD India is the Indian Chapter of LEAD and is functioning as an independent Non-Government Organization registered under the Society's Registration Act XXI of 1860 for just over 20 years.

We at LEAD India believe that to build a sustainable world, we need to build bridges between people, professions and countries.

Our National Network of Fellows currently consists of over 192 established professionals with representations in most Indian states. Our network consists of individuals and organizations geographically located across the length and breadth of the country.

Our network includes Fellows who represent different sectors and regions across the country.

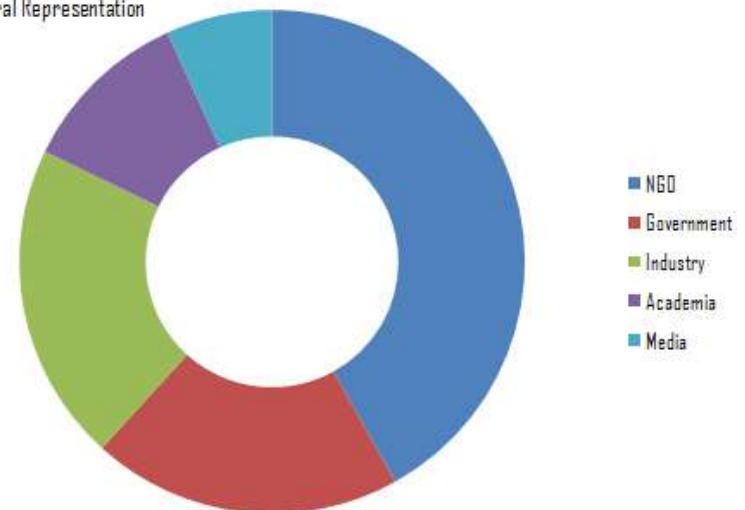
At the regional level, we have about 80 Fellows in the North, 33 in the South, 24 in the East and 54 in the West.

Geographical Representation



At a sectoral level, we have representation from NGOs, Government, Industry, Academia and Media.

Sectoral Representation



Over the years, LEAD India has trained and honed some of the best minds in the country. The Fellows have been trained under the LEAD Fellowship program, in batches called 'Cohorts'. Each Cohort is a unique group of individuals who hold key positions in Government, non-Government, donor agencies, industry, public sector enterprises, media, and academia. Others work at grassroots level with communities and provide support services aimed at building capacity for sustainable development. This experience in delivering leadership training to such diversified groups has evolved over years and is now called the- Integrated Sustainable Development Leadership Program (ISDLP).

LEAD excels in delivering dedicated leadership trainings for the employees of business enterprise or organizations, aimed at enhancing the participants' capabilities to take forward the sustainability of the organizations and that of understanding responsible business. These training modules are called the Next Generation Leadership Development Program (NGLDP) and the Accelerated Leadership Development Program (ALDP).

We have also delivered community based leadership trainings in rural areas, aimed at improving the overall living conditions of the communities by enhancing their leadership and entrepreneurial skills, and introducing them to alternative livelihoods options, climate change adaptation techniques etc.

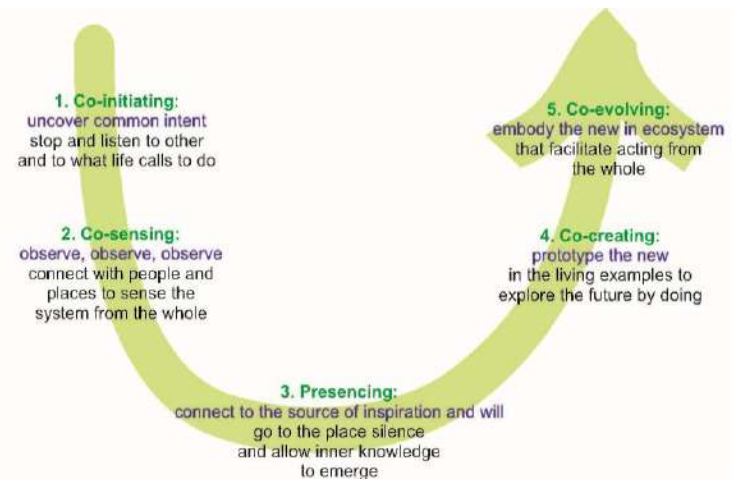
Our trainings are experiential in nature and take the participants on a transformative journey, aiming to influence them at the cognitive as well as the psyche level. These training programs are based on a real-life on ground

challenge. The key guiding principles of our training programs are:

Systemic thinking- Knowledge and skills to see something or an issue as a whole and not as parts; understanding the root cause instead of treating symptoms of any problem

Cross sectoral - Perspectives of multiple stakeholders across sectors are mapped; learning from peers representing different sectors.

Experiential - Trainings are designed in a manner that the cost of action as well as inaction is experienced by the trainees through real life situations. They work on a real-life sustainability challenge being faced by vulnerable communities, using the 'U process'.



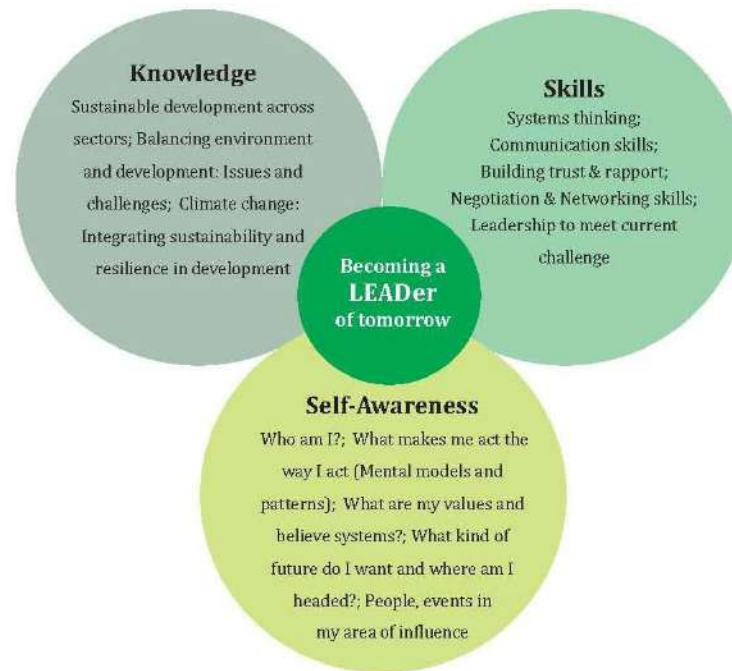
Our strong network of Fellows working across the country with communities in diverse ecosystems make the field based challenge possible in Cohort trainings.

LEAD Approach

Participative- Follows principles of participatory approach including opportunities for group exercises, individual assignments, peer learning etc.

Customized- Modules are designed based on specific context, local development issues, existing knowledge and learning needs of the selected candidates.

LEAD trainings are multi-dimensional in nature, technical skills being only one part of it. It presents possibilities of transforming professionals into 'future leaders' in the different realms of life. The inter related dimensions that stimulate learning processes are knowledge, skills and self-awareness. The program envisions creating a pool of leaders who can foresee and act on the challenges of today and that of tomorrow, for the betterment of their people, organization and the environment.



About the LEAD Fellowship Program -

Integrated Sustainable Development Leadership Program (ISDLP) – Nurturing cross-sectoral leaders for an integrated future

This model of the one year Fellowship program aims to take mid-career professionals from across sectors on a personal and a professional learning journey. It aims to transform them into leaders who stand up to the present and future sustainability challenges of a complex world. It is designed to deliver an all-inclusive understanding using the systems thinking approach and integrating the sustainable development trios of - ecological, social and economic dimensions across various businesses, development and environmental sectors. The program promotes experiential, participatory and comprehensive learning to equip leaders with the most effective skills, acumen and attitude for a sustainable world.

The fellowship constitutes of four National Training Sessions (NTS). Each NTS is a residential program and runs for seven days and is designed around a central theme and sub-themes. Participants selected for the Cohort attend four NTS over a span of twelve months to successfully complete their journey from being a LEAD Associate to becoming a LEAD Fellow. These sessions are designed around a well-defined core thematic areas that include customized, technical knowledge, skills development and personal awareness modules facilitated by specialist trainers/experts.

The 17th Cohort:

In the year 2015-16, LEAD India successfully trained a batch of 22 associates. The central theme of the training was “Leadership for Mainstreaming Conservation and Climate Adaptation for a Sustainable Society” and the four NTS were designed around the four sub-themes listed here:

- I. Integrating Conservation and Climate Adaptation in Business Sustainability
- II. Integrating Conservation and Climate Adaptation in Rural Development
- III. Integrating Conservation and Climate Adaptation in Hills and Mountains
- IV. Integrating Conservation and Climate Adaptation in Urban Development

The associates began their journey in January 2015 with their first NTS in Goa. This NTS was unique as it was also the fourth NTS of the preceding 16th Cohort and hence a greater learning space.

After a great start in Goa, the 17th Cohort completed its learning journey and graduated as Fellows in January 2016. A brief account of the three NTSS follows:

National Training Session - II

Location: Bhopal, Madhya Pradesh April 25 – May 1, 2015

Sub-theme: Integrating Conservation and Climate Adaptation in Rural Development

Background

The rural communities in India face innumerable challenges due to the lack of access to very basic needs such as primary health care, education, infrastructure etc., which keeps them trapped under poverty. In addition to these existing challenges, rapid climate change has made the rural communities even more vulnerable and has most certainly made development efforts more complex and challenging. There is an inevitable, urgent need to develop the adaptive capacities of the rural poor, by putting appropriate infrastructure in place and promoting community participation, which would lead to better health and education, environmental conservation and sustainable economic growth.

Rationale

The State Governments are exploring local solutions to deal with these localized manifestations of climate change on one hand and on the other, collaborating both nationally and globally for technological know-how, concepts and best practices. In such pursuits, the Consultative Group for International Agriculture Research (CGIAR) is working with

communities to build 'Climate Smart Villages (CSV)' as models of local actions that ensure food security, promote adaptation and build resilience to climatic stresses.



In 2015, The Government of Madhya Pradesh (GoMP) along with - State Knowledge Management Center on Climate Change (SKMCCC), Environment Planning and Coordination Organization (EPCO) was considering to pilot the implementation of CSV in the state, prior to which, the assessment of the CSV in the local context, was expressed as a necessary and important step by the stakeholders. LEAD India was invited by SKMCCC- EPCO to conduct a rapid assessment in three villages and to 'Check and Challenge the Efficacy of the Concept of Climate Smart Village (CSV) as developed by CGIAR', towards enhancing the local resilience to climate change. This became the field challenge offered to the associates LEAD India collaborated with EPCO as well as Institute of Forest Management (IIFM), Government of Madhya Pradesh (GoMP), DFID, Development Alternatives and PRADAN to deliver this training program.



PRADAN supported the Cohort to conduct rapid village level assessment in three villages- Aabadipura, Kala Akhar and Doudi situated in Kesla block in the Hoshangabad district. Information about community's experiences with climate variability was ascertained through multi stakeholder consultations and field exposure visits.

Training Output

The Cohort made a presentation on their recommendations to a panel consisting of Dr. R. Parsuram, State Election Commissioner and ex Chief Secretary GoMP, Mangesh Tyagi, Principal Advisor- State Planning Commission (GoMP) and Lokendra Thakkar Sr. Scientific Officer (EPCO) and LEAD Fellow (C-6) A two page policy document was also presented

followed by a skit that expressed voices from the community. The panel highly appreciated the contribution of the Cohort. Further, CGIAR took cognizance of some of the design elements suggested by the Cohort during the CSV pilot project in Madhya Pradesh.



Other Activities

The team learnt about the issues related to the 1984 Bhopal gas tragedy with a globally known activist and leader Satinath Sarangi. During the heritage walk, Dr. Mira Das shared her insights about ancient architecture and the integration of conservation principles in development thinking.



• *Special Mention*

The contribution of LEAD Fellows Lokendra Thakkar (C – 6), Dr. Prasanta Tripathy (C – 6), B.M.S. Rathore (C – 7), Dr. Madhu Verma (C – 12) and Sandeep Mehto (C – 16), enriched the Cohort’s learning experience.

National Training Session - III

Location: Ladakh (July 26 – August 2, 2015)

Sub-theme: Integrating Conservation and Climate Adaptation in Hills and Mountains

Background

Mountain ecosystem offers a learning space for sustainable development as much as rural, urban or industries that we

cover in our other NTS. This ecosystem is very rich in terms of biodiversity, minerals, and most important, the source of our basic need- water. As a major ecosystem representing the complex and interrelated ecology of our planet, mountain environments are essential to the survival of the global ecosystem.



Rationale

Ladakh region in India, houses a unique ecosystem. Though it forms a part of the Himalayan Mountains, it is a desert, which has until now existed in harmony untouched by rapid development. Unfortunately, that harmony is being disturbed by various factors like climate change, human pressure resulting from growing tourism and unchecked development. Unique challenges in this terrain requires a context specific context approach to address these.



In the words of Filmmaker Stanzin Dorjai- *“Ladakh is beyond its beautiful landscape. It is the people and community which is extremely close knitted and supplements each other’s survival”*. However, as per the locals, with each passing day, survival is getting tougher. The challenge of maintaining a sustained income due to livestock-wildlife conflict, poor transportation and communication system and very limited access to education, is resulting in migration, especially amongst the youth. They are leaving behind their rich heritage and culture for better opportunities in other states.

The Cohort 17 visited Ladakh to study this unique ecosystem. The participants interacted with the local community to understand the local sustainability issues and challenges and also suggest entrepreneurial models, especially for the youth.

Methodology

Through a series of sessions, the Cohort got an overview of the history, geography, biodiversity, conservation and development of Ladakh, . Next, they visited the SECMOL (Students’ Educational and Cultural Movement of Ladakh) campus, interacted with the youth and understood the unique educational requirements and the sustainable models that the school develops and operates. The Cohort visited the Rumbak village to observe and study the established eco-tourism model, an example of best practice. They also had an interaction with Mr. Namgayal from the Snow Leopard Conservancy India Trust to understand wildlife conservancy issues in Ladakh.



After a series of insightful sessions, the Cohort organized a public consultation in Miru village, to collect voices from the ground and to replicate and pilot the eco-tourism model and eventually co-create next steps for sustainable development.

The team highly appreciated their unique homestay experience in Ladakh. This gave them insights into a typical Ladakhi household- the best practices and also the likely challenges.

Training Output

The Cohort organised and facilitated a village talk show where the community expressed the need for creating awareness about the scope and potential of entrepreneurship development among the local youth. The Cohort also reckoned the possible opportunities for community enterprise development with a conducive ecosystem created through Government policies. A recommendation document was created by the Cohort which was then presented to the panel of community leaders including SHG women members, local doctor, youth, PRI members, Sarpanch and the village elders.

Special Mention

The role of Dr. Geetam Tiwari, Member of Board- LEAD India and Dean, IIT Delhi; Jigmet Takpa, LAHDC & LREDA; Sonam Wangchuk, SECMOL; Stanzin Dorjai, Himalayan Film House; Parag Mankeekar, Neeti Solutions Pvt. Ltd.; J.S. Sampath, Arpita Associates Pvt. Ltd.; and Mr. Namgayal, Snow Leopard Conservancy; needs a special mention for sharing knowledge, insights and supporting the training design development and delivering of this experiential training program.

The fourth and final NTS marked the final milestone for the associates towards completion of the fellowship journey and becoming LEAD Fellows.

National Training Session - IV

Location: Chennai, Tamil Nadu (January 10 – 17, 2016)

Sub-theme: Integrating Conservation and Climate Adaptation in Urban Development

Background

With increasing globalization, there has been a steep rise in urbanization too. Over the last few years, all metropolitan cities in India have seen an in-migration of the rural population. Though urbanization may be economically beneficial for the nation, it brings a lot of serious climatic



challenges. These are issues that create long term disastrous impact on the ecosystem. There is an urgent need for an approach that integrates conservation and climate adaptation in urban development.

Rationale

In November - December 2015, the southern states of Tamil Nadu and Andhra Pradesh and the union territory of Puducherry were faced with disastrous floods. This extreme flood situation brought the entire region to a standstill. The city of Chennai alone is said to have seen this rainfall as the worst in the last 100 years. Loss of more than 350 lives was recorded and the damages caused to property and infrastructure in most cases, irreparable. This prolonged standstill also incurred huge economic losses.



The urban development module for the NTS was contextualized to understand the issues and challenges of unchecked urban development. This training session was delivered in association with the Chennai Metropolitan Water Supply and Sewage Board (CMWSSB).

Methodology

The training was designed around three broad areas:

- Sustainability and equity challenges
- Global development challenges and solutions
- Chennai's flood coping mechanism

The Cohort received inputs on various urban issues such as urban water supply, public health, building construction, solid waste management, livelihood and governance. These knowledge and skills sessions were facilitated by experts in urban development.

To understand the city's water supply system, the Cohort interacted with the CMWSSB staff and visited the desalination plant, which ensures 25% of the city's water supply. They travelled within the city by the Chennai public transport and interacted with the Managing Director of the Chennai Metro Rail to understand the challenges faced by the metro transport in Chennai and mitigative ways adopted by them. The team visited Adyar Park and got an overview of the urban solid waste management and best practices adopted. They also interacted with the Mayor of Chennai.

The Cohort interacted with the city residents at the Tsunami resettlement colony and gained an insight about the problems and challenges faced by the people who were directly impacted by the flood situations and also interacted with two IAS officers appointed to lead the operations to address the aftermath of the floods.



Training Output

Post data collection from the field and technical inputs related to urban development challenges, especially in the context of the floods, the Cohort presented a detailed document to the Chennai Metropolitan Water Supply and Sewage Board. The group's work was duly acknowledged by the board.



Special Mention

The training was delivered successfully with the support of LEAD Fellows Dr. Chandramohan B. (C - 11), K. Devi Prasad (C - 6) and Suhasini Ayer Guigan (C - 5); Prof. V. Srinivas Chary, Director, ASCI; Sandeep Nanduri, IAS officer and ED, CMWSSB; K.S. Kandasamy, IAS officer and Deputy Commissioner, Chennai Corporation; Dr. Kuganatham, Public Health Consultant, IPHF; Dr. Ravi Babu Sivaraj, Joint Director, Tamil Nadu Health Systems Project; Pankaj Bansal, MD, Metro Rail; Sadai Sa, Mayor Chennai; and Dr. M.B. Nirmal, Founder, Exnora Foundation.

Graduation

A formal graduation ceremony was held at the YWCA international guest house, Chennai. Dr. Sanjay Deshmukh (C - 11), who presided over the function, awarded the certificates to the Fellows along with Dr. Chandramohan B. (C - 11), and the Board members.

LEAD India now has 191 fellows.. Presented here, is a brief introduction of the most recent Fellows who are now a part of the LEAD India family.



Abhiyant Tiwari, Gandhi Nagar

Abhiyant works at Indian Institute of Public Health at Gandhi Nagar as Research Assistant. He is a medical doctor with experience in managing clinicians and running health care facilities. He later

He later graduated in a Masters level program in public health management. Recently he lead a team of international experts to to develop a first of its kind Heat Action Plan in South Asia, to strengthen health system in the region.



Amor Nath Mondal, Agartala

Amor works with Oil and Natural Gas Corporation (ONGC) as Deputy Superintendent Engineer Environment). His job includes, updating the top management with new technology and procedures in the market for better pollution control.



Anand S Jadhav, Goa

Anand works at Goa Forest Department as Assistant Conservator of Forests. He is responsible for overall upkeep and management of Wild Life Sanctuaries viz Cotigao and Netravali, Community

Development activities in and around protected Areas in South Goa. He also oversees the investigation with regard to all the offences related to the wild life within the jurisdiction.



K Ramya, Bangalore

Ramya has over eight years of experience in the community radio sector. She is working as the Station Manager at Radio Active- Bangalore's first community radio

station. At the station, she is involved in handling the projects, documentation of the station's activities, coordination of volunteers, designing communication and promotional materials, in addition to handling and managing the technical set up of the station.



Madegowda C, Bangalore

Dr Madegowda is a social scientist and tribal rights activist from Biligiriranga Swamy Temple Tiger Reserve (BR Hills) in southern Karnataka. He works at the field station of Ashoka Trust for Research

in Ecology and the Environment (ATREE) in BR Hills as a Programme Associate.



Jyotiiraj Patra, New Delhi

Jyotiraj works at the British High Commission, New Delhi. He is the Regional Evidence Advisor-South Asia for the Ecosystem Services and Poverty Alleviation (ESPA), an international, interdisciplinary research

programme funded by the UK Government. He is a Member of IUCN's Commission on Ecosystem Management (CEM) and Co-Lead of its Disaster Risk Reduction (DRR) Thematic Group.



Leena Bhiku Verenkar, Goa

Leena has experience in mine restoration and environment management activities for mining company. Presently, she is involved in driving CSR activities with thrust on alternative

livelihood opportunities in mining impacted areas and driving various other initiatives in field of education and health areas in partnership with NGOs and Government.



Neha Sinha, New Delhi

Neha Sinha is a wildlife conservationist, with a specialization in environmental policy. She works with the Bombay Natural History Society as Advocacy and Policy Officer. Her work centers around creating policy, environmental decision-making, securing Important Bird Areas, and community conservation programs in states like Nagaland and Manipur. She is an environmental columnist, and her work appears regularly in The Hindu, Economic and Political Weekly, The Indian Express and the India Today Group. She is guest faculty at Delhi University, and trains forest officers at the Central Academy of State Forest Services.

Radhika Kothari, Mumbai



Radhika is a conservationist currently working with the Wildlife Conservation Trust in Mumbai. With a keen interest in multi-disciplinary issues in conservation, she has worked extensively on Integrating climate change issues into conservation and development across the Himalayas. She has extensive experience in project development and management, research and awareness, capacity building with national and international NGOs.



Parabita Basu, Kolkata

Parabita is a wildlife biologist. She is currently working with Louis Berger as Manager-Project Implementation and Compliance. She is also associated with premier institutes of India, MNC and International Universities with a cross country work exchange issues into conservation and development across the Himalayas. She has extensive experience in project development and management, research and awareness, capacity building with national and international NGOs. rience in her field. She is a recipient of Commonwealth professional scholarship, 2015.



Raju Sharma, New Delhi

Raju works as DGM USS (Usha Social Services) in the Social Services division of Usha International Ltd, New Delhi. He is responsible for all the social initiatives of the organization and Usha's subsidiary organization Mawana Sugars Ltd. His areas of responsibility are - livelihood generation opportunities for women empowerment and integrated community development programs



Sanjay Jothe, Dewas

Sanjay is a development professional, working as an independent consultant. He has over 12 years of experience in Climate Change/Environment and social development sector. He is currently pursuing PHD from TISS Mumbai India. He is also a Ford Foundation International Fellow.



Vani Manocha, New Delhi

Vani is working at ICLEI South Asia - Local Governments for Sustainability as Manager, Communications. Earlier, she has worked with Centre for Science and Environment and written for Down To Earth magazine and annual publications. She has also been with the Times of India in past. She is also a trained teacher.



Seema Mishra, Mumbai

Dr. Seema is presently working as Director at SIES- Indian Institute of Environment Management, Navi Mumbai. Her areas of interest in Research & Development are Natural Resource of Management, Solid Waste Management, Sustainable Agriculture and Climate change.



Vijay Vardhan Vasireddy, Kolkata

Vijay Vardhan is heading the Natural Resource Management operations of ITC's CSR team, which is referred as Social Investments programme. He has 15 years of experience in the development sector with career spread across grass-root level NGO work and CSR portfolio. He has expertise in Rural Development & Natural Resource Management, Stake-holder engagement and Project Management.



The 18th Cohort:

The 18th Cohort Program was announced on December 8, 2015 and application process continued till February 15, 2016. The applications were announced via emails, websites, social media, fellowship announcement portals and through LEAD Fellows. Radhika Kothari, Fellow (C – 17) designed the recruitment brochure for the promotion.

Over a period of two months, 59 applications were received. The applications showed sectoral and regional diversity. The selection was done through a three-tier process that involved desk research, work place assessment and final interview. After the desk research phase, the work place assessment of the shortlisted candidates was conducted with the support of 43 fellows. The assessments made by these fellows, further helped the selection committee to make an informed decision during the final interview process.

The multi-disciplinary selection committee comprised of seven members- Neelesh Kulkarni (Vice President), Fellows- Mahesh Patil (C- 5), Asha Ramachandran (C- 8), Shruti Sharma (C- 9), Aman Singh (C- 12), Snehil Kumar (C- 13) and Ashish Rai (C- 16). The committee conducted the final interviews and selected 13 candidates for the 18th Cohort.

Leaders inducted to undergo the ISDLP for the year 2016-17 are:



Birupakshya Dixit
Coordinator- India
Programmes
Practical Action
Bhubaneswar



Jafer Hisham
Fisheries Officer
Directorate of Fisheries, Union Territory
Androth Island, Lakshadweep

Debartha Banerjee
Director and Co-founder
Sampurn(e)arth Environment Solution Pvt. Ltd.
Mumbai



Janmejaya Mishra
Monitoring, Learning and Evaluation Expert
(Livelihoods),
CARE India
Bhubaneswar





Jayesh Agravat
DPC- ECCE & Nutrition
Integrated Child Development Schemes
Himat Nagar



Manjunath Lakshmikantan
Regional Manager, Social Investments,
ITC Limited
Guntur



Mukesh Kumar Pandey
State Program Manager
Yusuf Meherally Centre
Mirzapur



Pushpa Pal
Project Coordinator
Jan Shikshan Kendra
Ambedkar Nagar



Shibanand Rath
State Manager
Ekjut
Keonjhar

Kezang
Country Manager (Bhutan)
Round Glass H2O Pvt. Ltd.
Mohali



Maulik Sisodia
Executive Director
Tarun Bharath Sangh
Jaipur



Priyanka Mohan
Freelance Development
Professional
Chennai



Sethrichem Sangtam
Founder and Managing
Director
Better Life Foundation,
Tuensang



About the Accelerated Leadership Development Program (ALDP) for Sustainability Champions

Business Sustainability is becoming a global phenomenon. Leading business houses are increasingly accepting the importance of integrating sustainability into their businesses. This implies adopting responsible business practices to bring about sustainability in the world while still moving towards growth and development. Being mindful of the social as well as environmental impacts created by them, businesses now have an opportunity to motivate and lead their employees into socially and environmentally responsible practices. To achieve this objective, businesses have begun to recognize and engage in organizational level leadership trainings around sustainability.

The ALDP is one such training program which is designed for the mid-career professionals, from multiple verticals within an organisation or performing varied functions within the organization, who are seen as the future torchbearers of the company. The training revolves around building leadership for sustainability among employees, by bringing in aspects concerning society and environment. LEAD India has expertise and in-depth experience in delivering the ALDP and the similar NGLDP for the employees of renowned organizations like HUDCO, HSBC, Standard Chartered Bank and MoEF.

Planning for Accelerated Development Leadership Program for HSBC

LEAD India in partnership with Evolve Education, UK had a series of meetings with HSBC India. An ALDP for the Indian mid-career management employees of HSBC has been planned. The training will be delivered for HSBC employees working across India.



Currently, the programme is in its design stage. Based on the "U process" and Systems Approach, the training will be experiential. The participants will be 40 employees from various departments, divided into two teams. Each will undergo a field challenge experience with two different clients. The field challenge will be designed after a close study of their work and consultations with the clients. The objective will be to explore the leadership potential of the team.

LEAD India and Evolve Education, UK together identified eleven potential challenge sites and submitted the information to HSBC, London. Two potential partner organisations have been finalized.

Native Konbac Bamboo Products Pvt Ltd- A for-profit inclusive social enterprise in the township of Kudal in the Sindhudurg district of Maharashtra on the border of Goa. Konbac, with a focus on bamboo furniture and construction has now established itself as a market leader in bamboo products, while promoting the better practices of the poor farmers growing bamboo. (To know more, visit: <http://nativekonbac.in/>)

2) Centre for Social Entrepreneurship, TISS, Mumbai- the Centre for Social Entrepreneurship at TISS runs an incubation center which is the first of its kind in India, to function within an academic institution, to support social entrepreneurship where the students, immediately after graduation, get guidance, mentoring, physical space and network for funding and value based collaboration. (To know more, visit: <http://tiss.edu/view/11/incubation-centre/>)

Our Fellows Dr. Sanjay Deshmukh (C – 11) and Sandeep Mehto (C – 16) played a key role in establishing partnership with Native Konbac and TISS, respectively.



Community Based Leadership Training

Securing Tribal Livelihoods in Odisha (STLO)

LEAD India completed the livelihoods appraisal project in January 2016. This four years long project that commenced in February 2012 was an innovative and holistic way to chart out a more systematic approach to livelihood appraisal, based on understanding and enhancing the complex lives of poor tribal communities in Gajapati and Rayagada districts of the state. The project supported by the Big Lottery Fund was implemented independently in Gajapati and in partnership with EKJUT, in Rayagada.

One of the many objectives of this project was to strengthen Farmers' Groups and cooperative activities to establish sustainable livelihoods, encourage better natural resource management, enhance their skills base, and foster local market linkages. To achieve this objective, LEAD India facilitated the formation of community organization and institutions like the VDC, FA and SHGs. Once these institutions were formed, a key group of volunteers were chosen from this group and trained. They further disseminated the learning amongst other members of their associations. They led by example and acted as local resource persons. The trainings were based on various farm and off- farm activities, as an alternative source of livelihood options to generate additional income.

This increased ownership as well as inclusiveness among the community. The social and human capital value generated through this project is discussed in detail in the next segment of the report.



Securing Tribal Livelihoods in Odisha

The focus of the project was to promote economic security within communities affected by climate change.

A very salient feature of the STLO project was that leadership development within the community was an integral part of the program implementation strategy.

The focus of this project was

- To strengthen agricultural based livelihoods
- To strengthen natural resources based and other livelihoods options

- To improve access to Government schemes, civil and political rights
- To improve community's health and nutrition and research on the current and future risk to livelihood, health and nutrition in Gajpati and Rayagada

These objectives were achieved through-

- Introducing alternative livelihood options
- Improving health and nutrition, enterprise activities, and
- Integrating climate change adaptation techniques

A sustainable socio-economic and environmental plan was created with a bottom up approach, to increase the community resilience towards long term sustainable development

An Overview	
Project Title	Securing Tribal Livelihoods in Odisha
Project Area	Gajapati & Raygada District
Operational Villages	Revenue -46 Hamlets-16
Beneficiary	3000 Families
Partners	<i>LEAD India</i> , New Delhi, <i>Ekjut</i> , Chakradharpur, Jharkhand <i>LEAD International</i> , UK
Funder	Big Lottery Fund, UK
Duration	Feb 2012-Jan 2016

Project at a Glance

Over the four years, the key activities were

- Formation of local institutes and community organizations-** FAs, VDCs and SHGs were formed to organize the community and increase leadership through participation.

- Training of staff and volunteers-**

Field staff underwent orientation sessions on project goals, objectives and implementation strategies of the project, and roles and responsibilities related to it.

- Vulnerability assessment-**

A research study was conducted in the two districts to identify the current and future risks to livelihood and health in the context of climate variability and climate change. The study highlighted the ways to integrate climate adaptive activities.

- Formation of Climate Change Network-**

A network forum including local NGOs, CBOs, and Government department representatives was established. The network organized several consultation workshops and meetings to share perspectives and work together on climate change issues.

- Training of the community on sustainable farming-**

The farmers were introduced to various new farming techniques like horticultural crops, kitchen gardening, system of rice intensification, organic farming and multi cropping.

•Training on alternate livelihoods activities-

Alternate livelihood enterprise such as jack fruit processing unit, candle making, poultry farming, duck rearing, mushroom cultivation, leaf-plate making, tailoring and stitching, masonry, carpentry, seasonal vending, phenyl making, tamarind processing, bee keeping etc. were introduced and were very well received, especially by the families with no farming lands.

•Formation of Community Information Centre and Cooperative Facilitation Centre-

•Two Community Information Centers, one in each of the two districts were established to provide information on farm and off farm activities, product display and market linkages, now being actively accessed by the communities. Five cluster level cooperatives and a Cooperative Facilitation Centre were established at the block level and were further linked with the information centre.

•Link ups with Government departments-

The project team, through a series of consultations and discussions, has engaged with various stakeholders like the Government Departments, NGOs, research institutions and Panchayati Raj Institutions. These efforts and collaborations have resulted in greater support from Government and CHES.

•Training on alternate livelihoods activities-

Alternate livelihood enterprise such as jack fruit processing unit, candle making, poultry farming, duck rearing,

mushroom cultivation, leaf-plate making, tailoring and stitching, masonry, carpentry, seasonal vending, phenyl making, tamarind processing, bee keeping etc. were introduced and were very well received, especially by the families with no farming lands.



Project Outcomes and Impacts

- ➔ Income of 70% targeted families increased significantly in comparison to the baseline.
- ➔ 1000 farming families with enhanced capacity on Integrated Farming System (IFS) and new farming techniques to diversify livelihood options. This resulted in reduced input cost and increased yield per unit land.
- ➔ 300 units of community enterprise activities initiated, most being run by women groups.
- ➔ Nutritional intake of 85% targeted families improved through increased consumption and use of variety of vegetables and pulses produced in their own kitchen garden and farms.
- ➔ Two co-operatives registered, strengthened and linked to all the enterprise activities to provide a platform for scaling up and sustainability.

Project Sustainability

Various necessary assets and resources were transferred under the cooperatives. Strategic linkages were established with different Government and other technical agencies such as CHES, Central Poultry Development Organisation, Central Arien Research Institute, Maa Bimala Bee Nursery, SAMBHAV (NGO), State Agriculture Department, International Development

Enterprises (NGO), Hestor Biosciences Limited, Central Tuber Crop Research Institute, Indian Institute of Horticultural Research, District Livestock Departments, District Agriculture Departments, Integrated Tribal Development Agency.

"Earlier, I was not comfortable with speaking in a group, but due to SHG trainings, exposure visits and interactions with different groups during LEAD project. I can now share my ideas confidently. I am also involved in the candle making activity and I am receiving benefits out of it"

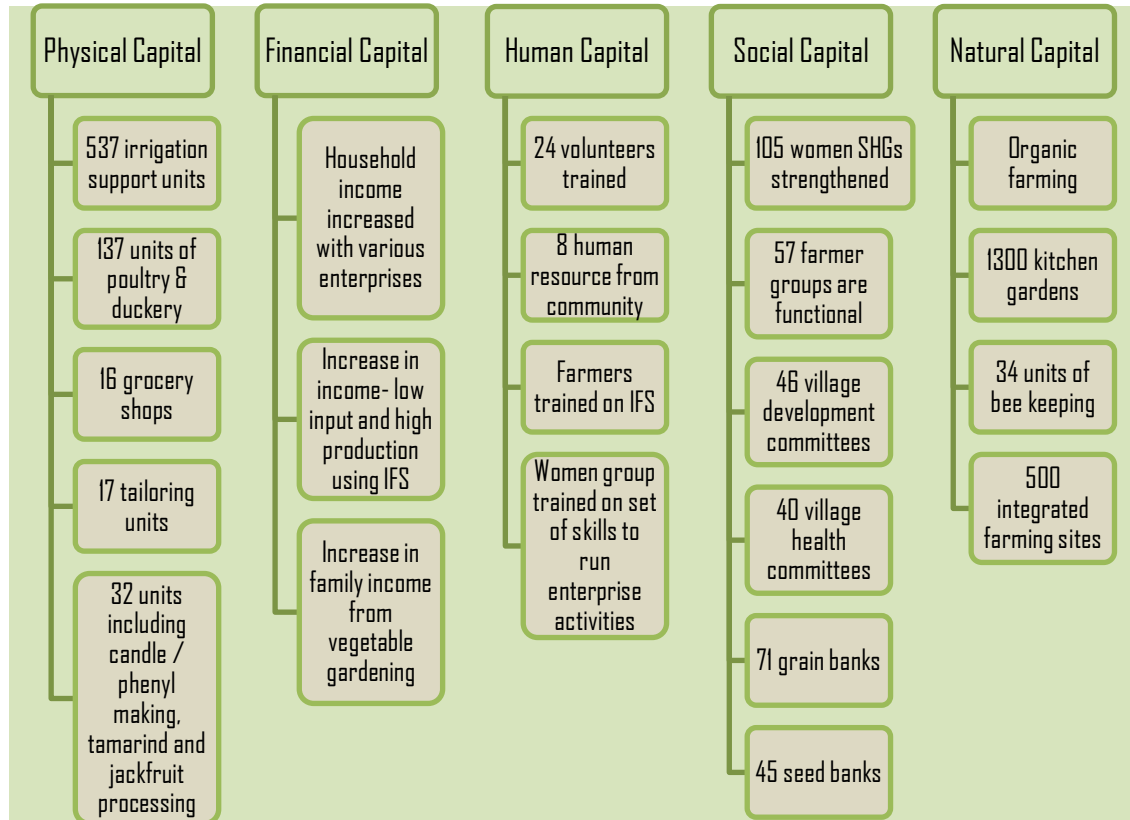
- Sunita Sobara, 23, Jajpur, Raygada

"Before the LEAD project, I had never practiced vegetable cultivation but after this project begun, we received training on this along with irrigation pumps and seeds. I have now started practicing vegetable cultivation and it is now a source of additional income and vegetables are a part of our daily family meal."

- Sanya Sobara, 43, Mohana, Gajpati



The project addressed the physical, financial, human, social and natural capital, as shown here -





Climate and Development Knowledge Network (CDKN)

CDKN established in 2010, connects policy makers and organisations in developing countries with experts on climate change and aims to help countries adapt to the consequences of climate change and build capacity for a low-carbon economy. It is funded by the UK's Department for International Development and the Directorate-General for International Cooperation.

CDKN in India operates through LEAD India since April 2012. Over the past four years LEAD India has supported CDKN in its endeavors to strengthen leadership, policies and programs on CCD at the state and national level. Ms. Aditi Paul is based in the LEAD India Secretariat as CDKN's Country Programme Manager, India.

In 2015-16, CDKN continued work in India by supporting CCD , at a sub-national level. Ten cities across India- two in Gujarat, four in Maharashtra and four in Odisha, have adopted CDKN's "Extreme Heat" initiative. CDKN with participation from NIDM and NIUA, India developed a National Roadmap on Managing Heatwave in India.

CDKN is working with the states of Odisha, Uttar Pradesh and Uttarakhand on integrating climate change issues in disaster risk reduction and this year, the following milestones were achieved:

- ➔ Creation of three district level disaster management plans and a training manual for district officials
- ➔ Several main thematic and side events were organized at Asia Ministerial Conference in disaster risk reduction

CDKN continued work in Uttarakhand and supported in the development of State Agenda on Climate Change. This led to identification of vulnerable and risk hot-spots to climate change through a sound scientific and socio-economic participatory method. This initiative successfully enrolled the Uttarakhand Government to allocate 1% of each department's budget for climate change work.

Known for its work in "supporting climate negotiators from the least developed and most vulnerable countries" CDKN published a "Guide on Implementation of NDC". Based on this, in India CDKN organized many road shows and produced white papers on "How India is on its path to Green Growth Development and can achieve its NDC targets." This was done in association with AIDMI.

Sustainable Mountain Development Summit (SMDS)



SMDS is a forum created by the IMI, which is an effort to bring the 11 Indian Himalayan mountain states together on a common platform where the issues and concerns related to sustainable development of these states are brought forward for discussion. Each year, an annual conclave is held where salient themes relevant to mountain development are deliberated in great details and the key conclusions and recommendations are pursued by IMI.

The fourth Sustainable Mountain Development Summit (SMDS-IV) was held in Itanagar, Arunachal Pradesh from 7th to 9th October, 2015. Lead India as a national level organization played the role as the organizing partner. Nalong Mize, Secretary, SDFA, LEAD Fellow (C - 11) was the organizing secretary of this event. LEAD India played the

role of fund managers on behalf of SDFA, coordination between technical experts and rapporteurs, LEAD Fellows lent support as rapporteurs for the entire event, communication experts at LEAD created core communication and presentation for IMI, post conference feedback and reports were shared with the Funders.

The event saw participation of over 300 delegates from the Himalayan region and beyond, including legislators, academicians, scholars, development practitioners, Government representatives, NGOs, civil societies and media.

The themes discussed at the Itanagar summit were:

Disaster Risk Reduction- In the Himalayan mountain states, disasters are inevitable due to the geological factors and rapid climate change. Both these factors when combined cause great devastation and this vulnerability is further influenced by poverty and existing policies. A very recent example of mountain disaster is the Nepal earthquake that occurred in April 2015. To address some of these concerns related to the science, policy and societal aspects related to DRR, this issue was seen as one of the most significant one and therefore deliberated upon.

The DRR working group, after receiving valuable inputs on this issue from experts, created a DRR road map for the mountain states and drafted the following recommendations:

- ◆ Risk Assessment- Need for timely risk assessment for timely decision making and actions when required. Some of the strategies shared include creation of the Hazard

Risk and Vulnerability Analysis (HRVA) framework in consultation with the community, microzoning of the mountains and transboundary data sharing on risk and vulnerabilities.

- ◆ Action Plan for Disaster Response, Recovery and Reduction- Creating fresh District Disaster Plans or improvising the existing ones for mountain districts is of utmost importance for disaster response, recovery and reduction. Customized diploma courses on disaster management for different stakeholders, retrofitting of lifeline buildings like schools, hospitals etc. and traditional buildings, an effective communication plan were recommended for strengthening disaster response plan.
- ◆ Data Generation and Dissemination- y Regular collection of primary data from the organizations and communities working there, systemizing, analyzing it and sharing within the network was emphasised. In this context, the need to keep networks alive and responsive was stressed upon.

The present member from states pledged their cooperation and contribution towards these recommendations and committed to fulfill the following before the next Summit by :-

- ◆ 100% coverage in terms of District Disaster Management Plans across all mountain states
- ◆ Establishment of fully capacitated model DDMPs in at least one district in each state
- ◆ Structural and non-structural retrofitting in one public building in each state.



Forests- 75% of the Indian mountain states are covered under forests. However, with rapid development leading to deforestation, this percentage is being reduced , which has a lot of impact on climate. Another challenge associated with forests, faced by the indigenous communities that reside there is that they are largely dependent on forests for their livelihoods, however, due to strict governing policies (related to deforestation, man-animal conflict etc.), they are being deprived of access to these resources.

The forest working group after receiving inputs from experts further deliberated upon and put together recommendations for strengthening the following issues including community rights and participation, capacity building, availability of scientific data, top down policies, legal framework, gender inclusiveness, man animal conflict. These include:-

- Inventorying, mapping and registering of the community based forests regimes by the Forest Survey of India and the state Governments and amendment of the FRA
- The involvement of community in operationalizing the rules and rights fixed through Joint Forest Management and converging its roles with the PRIs
- Identifying and training leaders on development and conservation aspects and integrating forest, water and community interrelationships themes in school curriculum
- Integration of science and technology in conservation, knowledge management of available data, research and development programmes and documentation related to forests, wildlife, water and indigenous knowledge and best practices.
- Generation and digitization of GIS
- Preparation of PESs rationally and customized for local landscape and not just on monetary basis.
- Generating and consolidating datasets on valuation and analysis with focus on cultural and support services.
- Piloting sustainable models for forest management with emphasis on livelihood and employment aspects
- Empowering local Government institutes and decentralization of policy making (which can be further customized)
- Making use of existing institutions and people representatives for policy making
- Need for empowering, encouraging and mainstreaming participation of women in decision

making processes.

- Linking biodiversity conservation with rural livelihoods, harnessing scientific data on ecosystem services and developing guidelines and strategies for promoting biodiversity conservation
-

Mountain Agriculture- It is the primary occupation in the mountain regions, however it faces a lot of disadvantages due to factors like topography, climate change, underdeveloped infrastructure, obsolete technology, traditional practices, weak or no customized policies, lack of capital, competition with large scale markets etc. f leading to unemployment, migration esp. among the youth, gaps in value chains, poor access to markets etc. Based on inputs from experts, the working group came up with recommendations including :

- Vocational training of the communities in green and digital skills and honing of existing skills and knowledge.
- Forming producer group and livelihood collectives and promotion of produces through FPOs.
- Classification of farmers based on geographical locations and that of consumers based on sales type.
- Streamlining backward linkages of value chains and new linkages with private companies, local markets and food systems
- Technological interventions for risk reduction during production, transportation and postharvest management
- Labeling and certifying mountain products and promotion of CSA
- Developing a Soil Act for soil conservation

- Developing land use plans and enforcing land rights
- Encouraging women's involvement right from the policy level to their execution

Two parallel events were held alongside the SMDS were the Policy Makers Dialogue and the Legislators Meet.

Policy Makers Dialogue – Chief Secretaries' Conclave

In January 2015, the Planning Commission was dissolved and replaced by the Niti Ayog. A need for rethinking of planning and budgeting exercise was felt by the states, especially the erstwhile Special Category States. The Chief Secretaries' Conclave therefore, brought together the Chief Secretaries of the 11 mountain states who deliberated on various policy matters, their impacts and redressal mechanisms.

Legislators Meet

This 4th Himalayan Legislators' meet, hosted by the Hon'ble Speaker of Arunachal Pradesh, brought together 40 legislators and Members of Parliament from the mountain states. This was a platform for the participants to voice their concerns related to climate change and make action plan for legislation. This Meet drew greater attention in the view of COP 21 which was held in Paris at the end of 2015.

LEAD India made the following suggestions to strengthen the mandate of IMI and different SMDS: -

- Align/Influence sustainable development goals with State priorities- (a task for each State)

- State specific planning to address state priorities and heterogeneity
- Building consensus for common SD challenges in the IHR
- Handhold states in formulating goals, planning and achieving them

LEAD India was represented by Fellows- Asha Ramachandran (C - 8), Dr. Sudip Mitra (C - 13), Snehil Kumar (C - 13), Vani Manocha (C - 17), Leena Vernekar (C - 17), Ramya Gowda (C - 17), Neha Sinha (C - 17) and Secretariat staff- Bhawana Luthra (C - 16) and Anupam Sisodia.



Fellows Nalong Mize (C - 11), Late Dr. Pushkin Phartiyal (C - 9) and Amba Jamir (C - 8) were instrumental in bringing LEAD India as the organizing partner in this event. (For more on this event, please visit: <http://inmi.in/reports/>)

Global Compact Event

LEAD India is a member of Global Compact Network India (GCNI). GCNI, set up in 2003, is a UN led CSR and sustainability initiative having more than 90 networks worldwide, seeking its mandate from UNGC. The UNGC is a global platform for businesses, civil organizations and public sectors promoting ten universally acceptable principles across human rights, anti-corruption, environment and labour standards.

At the GCN meeting held on December 17, 2015 LEAD India made a presentation themed 'Community Engagement to Ensure Sustainability'. A which showcased the in detail, the approach followed in the STLO project for community engagement. The sharing got the attention of the participants at the event and LEAD India's work was highly appreciated.

Regional Fellows Conclave

LEAD India organized six regional conclaves in six different locations across India to bring together the fellows from the same region:

- ➔ Mumbai on August 24, 2015
- ➔ Pune on August 27, 2015
- ➔ Chennai on September 12, 2015
- ➔ Bangalore on September 14, 2015
- ➔ Itanagar on October 9, 2015 and
- ➔ New Delhi on October 31, 2015

The discussion in this conclave focused on LEAD India's future strategy, networking, governance, appointment of an Executive Director, strengthening of the Cohort program (sponsoring candidates for new batches and hosting NTS) and strengthening finances.

Film Screening

In the New Delhi conclave held at the LEAD India Secretariat, a special screening of our Fellow Krishnendu Bose's (C - 3) award winning films- 'Missing' and 'The Forgotten Tigers', was also organized. The event was attended by the Fellows and the Secretariat staff.

'Missing' is based on women and climate change. The rural women in India, engaged in natural resources based livelihood are the most vulnerable to climate change impacts but the reality is, the policy and laws today, are not gender inclusive. This film travels around India and brings together the voices and experiences of the daily struggles of these women.

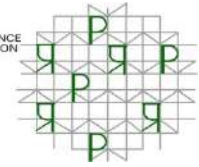
'The Forgotten Tigers' takes a peep into the lives of tigers that live or move outside the tiger reserves. Even though these areas house a considerable number of tigers, they are less protected, have human presence and face increasing development pressure. The film is a quest to find out how these tigers survive, and explore to learn new strategies in conservation. The screening was followed by an interaction with the filmmaker, which was highly insightful.



In the year 2015-16, we continued delivery of trainings and projects with the supports of our existing partners and also developed many new partnerships. The partners who supported us this year are-



Government of Madhya Pradesh (GoMP)



LOTTERY FUNDED



Together, building healthier communities



Global Compact Network India



Tata Institute of Social Sciences



What Inspires Us

AHA! – Achievements, Honors and Awards



Dr. Archana Godbole (C – 7)

Dr. Archana Godbole is the Director of The Applied Environment Research Foundation (AERF).

AERF received citation as the *Guardians of the Ghats* in the Civil Society Online Magazine for outstanding work towards conservation in the North-western Ghats in Maharashtra.



Bharati Chaturvedi (C – 11)

Bharati Chaturvedi is the founder and director of Chintan Environmental Research and Action Group.

In October 2015, Chintan was awarded the UN Climate Solutions Award, for their work with waste pickers and e-waste to tackle climate change.



Bhawana Luthra (C – 16)

Bhawana Luthra was appointed as the 6th Executive Director of LEAD India, New Delhi in March 2016.

She has been associated with LEAD for the past 8 years and served as the Director, Programs and Operations for 5 years, before taking over as the Executive Director.



B.M.S. Rathore, IFS (C – 7)

B.M.S. Rathore was appointed as the Senior Policy Advisor at ICIMOD, Kathmandu in March 2015.

He is an IFS officer. He was previously serving as Joint Secretary in the Ministry of Environment & Forest (MoEF) and Senior Advisor at Winrock International.



Dr. Chandra Mohan B, IAS (C – 11)

Dr. Chandra Mohan B. is an IAS officer. He is currently serving as the Managing Director at the Chennai Metropolitan Water Supply and Sewerage Board (CMWSSB).

CMWSSB was awarded the “Water Leaders Award – 2015” at the Global Water Awards in April, 2015, for the various initiatives taken to manage the acute water scarcity brought in by two years of successive drought in 2014.



Damandeep Singh (C – 12)

Damandeep Singh is the Director, CDP India. CDP India's role and activities have been acknowledged in India's INDC released on 2 October 2015 as an organisation that helps companies address and manage climate change and sustainability issues. CDP India has also been invited to be part of India's pavilion at COP21.



Dr. Deepak Apte (C – 9)

Dr. Deepak Apte was appointed as the Director of Bombay Natural History Society (BNHS), Mumbai in August 2015. He has been associated with BNHS for 23 years, in various capacities and served as the Chief Operating Officer before taking over as the Director.



Kanika Pal (C – 16)

Kanika Pal founded an organization called SoCHE (Solutions for Clean and Healthy Environment). It is a not-for-profit social enterprise aimed at environment conservation, social upliftment and Corporate Social Responsibility (CSR) advisory.



Pallav Bagla (C – 9)

Pallav Bagla was selected to write a weekly column on Science and Technology for the Press Trust of India (PTI). This is a rare privilege and through this, his columns will get broadcasted to almost all newspapers, magazines, online portals and TV channels in almost all languages.



Jyotiraj Patra (C – 17)

Jyotiraj Patra joined as the Regional Evidence Advisor- South Asia at Ecosystem Services for Poverty Alleviation (ESPA), New Delhi in Prior to this he was working as an Independent Consultant with International Institute for Sustainable Development (IISD), Shimla.



Krishnendu Bose (C – 3)

Krishnendu Bose is a film director. He received the Best Director award for his short films- 'Missing' (based on women and climate change) and 'The Forgotten Tigers' (based on tigers residing outside the protected areas) at Caselle Film Festival in August 2015 and Vatavaran Film Festival in September 2015, respectively.



Parabita Basu (C – 17)

Parabita Basu has been appointed as the Manager- Project Implementation and Compliance at Louis Berger. Prior to this, she was working at the Wildlife Institute of India as Senior Research Biologist in Dehradun.



Parag Rangnekar (C – 11)

Parag Rangnekar was awarded with the Lokmat Gaurav Puraskar constituted by the Lokmat daily in Goa. This was in recognition of his contribution in the field of environment. He has also been selected in the newly constituted Goa State Biodiversity Board for 3 years.



Dr. Sanjay Deshmukh (C – 11)

Dr. Sanjay Deshmukh was appointed as the Vice Chancellor of Mumbai University in June 2015. Prior to this, he was the head of the Life Sciences department of the Mumbai University.



Dr. Seema Mishra, (C-17)

Dr. Seema Mishra has been appointed as the Director, SIES- Indian Institute of Environment Management, Navi Mumbai. Prior to this, she was serving as the Deputy Director of SIES.



Radhika Kothari (C – 17)

Radhika Kothari joined the Wildlife Conservation Trust in Mumbai in February 2016. Prior to this she has worked with reputed organizations like World Wide Fund (WWF) for Nature, Ecotourism and Conservation Society of Sikkim, Snow Leopard Conservancy India (SLCI).



Sandeep Mehto (C – 16)

Sandeep Mehto is the co-founder of a social enterprise Bharat Calling.

Bharat Calling was recognized as Sadguru Gnanananda Fellow in October 2015, at Chennai.



Vani Manocha, (C -17)

Vani Manocha joined ICLEI- South Asia as Manager, Communications in January 2016, in New Delhi.

Prior to this, she worked at Centre for Science and Environment, New Delhi as Senior Sub Editor.

"The firm grounding about environment, the perspectives from the other side have all made me a much better individual and administrator than I was before. For me, the LEAD journey has made it possible to understand administration from various perspectives. I am indeed thankful to LEAD India!"

➤ Dr. Chandra Mohan B, IAS
Managing Director, CMWSSB, Chennai

"Sustainable societies and sustainable future will be built around local, national, regional and global networks of "LEADers" – the LEAD Program helps in building such a network of worldwide leaders."

➤ B.M.S. Rathore, IFS,
Senior Policy Advisor, ICIMOD, Kathmandu

"Main thing is I would never have dreamt of establishing an NGO with a global mandate if it had not been for LEAD! We have done international Projects and many a times depended on LEAD Colleagues to support us eg. When I took a delegation of Indian farmers and researchers to Mexico, LEAD colleagues from there helped us with content and administration."

➤ Ganesh Pangare, Regional Director,
Asia Pacific International Water Association, Bangkok Bangkok

"I believe the training gave me an insight into new ways of thinking. Looking out of my present frames, systems thinking, respecting the views of others are not mere cliques but could be a way of life and way of thinking. This is something which I learned and underwent in LEAD training."

➤ Raju Sharma, Deputy General Manager,
USHA International Ltd., New Delhi

मैं अमरावती से हूँ जहाँ का किसान आज आत्महत्या करने को मजबूर है। जब मैं यहाँ पर आया तो मेरे पास सवाल का अम्बार था....मैं पूरी तैयारी से आया था की क्लाइमेट चेंज के इर्द गिर्द पश्चिम की राजनीति को मैं पनपने नहीं दूँगा। परन्तु जिस तरह से यहाँ पर मुद्दों की सामंजस्यता का अनुभव कराया गया उससे मेरी शंकाओं एवं सवालों के जबाब ढूढ़ने की सक्षमता बढ़ी है।“

➤ Gajanan Kale, Asst. Project Director
Apeksha Homeo Society, Vidarbha

“As a citizen of this great Nation - India, I always felt that since the minds, the temperaments and the intellectual affinities of men are unlimited in their variety, a perfect liberty of thought and that of worship must be allowed to the individual in his approach to the Infinite. Thus, I grew up with a conviction that the best way to predict ones future is to create it. LEAD India strengthened my belief in “Inclusive Leadership” by facilitating evolution of the minds of its Fellows including mine, by carving a thought process which conveyed “One will have to bear in mind that one’s own resolution to succeed is more important than any other thing”.

➤ Dr. Sanjay Deshmukh, Vice-Chancellor, Mumbai University

“I have only one word to describe the LEAD training program – wonderful. It was an amalgamation of a spectrum of learning from leadership to climate change and has given me a wider horizon of knowledge that I’ll cherish for the rest of my life.”

➤ Dr. Seema Mishra , Director
SIES- Indian Institute of Environment Management, Navi Mumbai

“This is not a sit back and listen workshop/training. It was one of the most engaging and highly challenging trainings I have participated in. It stimulates the brains to think outside the box, break boundaries of the minds and ensure you are able to deliver the task at hand. There is much more to take from such experiences than just technical learning”.

➤ Radhika Kothari, Wildlife Conservation Trust, Mumbai

Dr. Pushkin Phartiyal
LEAD India Fellow, Cohort 9,
Executive Director, CHEA, Nainital

“Some people come into our lives and quickly go. Some stay for a while, leave footprints on our hearts and we are never, ever the same” - Flavia Weedn

Dr. Pushkin Phartiyal, Fellow of Cohort 9 from Nainital, passed away on the morning of 4th February 2016 after a brave battle with brain tumor.

‘Bhai ji’ as he was dearly addressed as by many, has left behind his footprints on the hearts of so many of us that it is not surprising how every person who has ever met him, even if just once, cannot help but very, very fondly remember him.

Dr. Phartiyal held a post-graduate degree in Sociology and History, Ph D in History and Post Graduate Diplomas in Journalism & Mass Communication and Tourism. He did the Environmental Leadership Program at the University of California at Berkeley and got the Commonwealth Professional Fellowship of United Kingdom. He was awarded fellowships from institutions like LEAD, Ashoka, Synergos and UNEP's Asia Pacific Leadership Program. He received the National Award for Excellence in Writing by Government of India, thrice and a National Grassroots Innovation Award from the National Innovation Foundation.

He worked at Dainik Jagaran as the Bureau Chief and Correspondent for two years from 1992-1994, followed by NGO SHRAM from 1994-1996 and later at Centre of Development Studies (CDS) for seven years from 1996-2003 as Faculty cum Project Director. He also worked as Project Director under the National Horticulture Mission.

He then moved on to serve as the Executive Director of Central Himalayan Environment Association (CHEA), Nainital from July 2003 for 13 years and took the organization to great heights. He led developmental interventions focusing on livelihood based management of natural resources and sustainable development through strengthening democracy at grassroots. He was instrumental in launching the Integrated Mountain Initiative (IMI) in 2011 that aims to reduce isolation and integrate the 12 mountain states in India and mountain



(1968 – 2016)

states in India and work on policy issues related to the mountain region and mountain people. He lived in the mountains and dedicated all his life to the terrain. This immense contribution towards the Himalayan region brought about remarkable developments in the ecosystem.

He was a servant leader in the truest sense of the word. He always led people by setting examples by himself. Whether it was CHEA or IMI or LEAD, his mere presence, dedication and style of working motivated scores of people who considered him a role model!

For LEAD, he was a guardian angel since he became a LEAD Fellow, by offering his guidance and expertise at every step. From hosting training programs for LI, to introducing new operating systems for financing and administration at the secretariat, to introducing LI to donors and partners, to being the full-time ambassador of LI, Dr. Pushkin always strived to take LI to greater heights!

He was truly a people's person who would make friends with anyone, without any consideration for age or stature, and would treat all with a lot of respect and love. His personality and aura were what defined him- the warmth on his ever-smiling face and in his soft voice would have the entire room come to life and put the people around at much ease.

Every conversation with him was a unique experience and full of learning in a very subtle and simple way. He was a simple man who had a very easy attitude towards any challenge and that has truly inspired many. He was a very keen observer and his love for details in planning a task was something everyone around him secretly wished to inherit from him.

We are certain that our guardian angel is watching us from up there and guiding us, with a warm smile, and we just want to let him know that we will together carry forward his legacy and fulfill his dreams!

1	Aanchal Kapur	Participated in Delhi Conclave Meet for Fellows; Lent support for designing training material for National Training Session at Kolkata
2	Abey George	Conducted work place assessment for Cohort 18 candidate
3	Abhiyant Tiwari	Conducted work place assessment for Cohort 18 candidate; Attended the 9 th Annual General Meeting
4	Aditi Kapoor	Conducted work place assessment for Cohort 18 candidate
5	Ajith Venniyoor	Conducted work place assessment for Cohort 18 candidate
6	Aman Singh	Lent support for nominating candidate for Cohort 18; Conducted work place assessment for Cohort 18 candidate; Member of the Cohort 18 Recruitment subcommittee; Engaged in Securing Tribal Livelihood Project Evaluation process
7	Amba Jamir	Conducted work place assessment for Cohort 18 candidate Participated in the Itanagar Conclave Meet for Fellows
8	Ambuj Kishore	Conducted work place assessment for Cohort 18 candidate
9	Anand Jadhav	Conducted work place assessment for Cohort 18 candidate; Attended 9th Annual General Meeting
10	Anuradha Chaturvedi	Participated in Delhi Conclave Meet for Fellows
11	Arun Varma	Conducted work place assessment for Cohort 18 candidate
12	Archana Godbole	Conducted work place assessment for Cohort 18 candidate
13	Asha Ramachandran	Treasurer and Fellow Director of LEAD India Board; Member of the Cohort 18 Recruitment subcommittee; Participated in Delhi and Itanagar Conclave for Fellows; Attended 9th Annual General Meeting

14	Ashish Rai	Conducted work place assessment for Cohort 18 candidate; Fellow Director of LEAD India; Member of the Cohort 18 Recruitment sub committee
15	Bhawana Luthra	Conducted work place assessment for Cohort 18 candidate; Member of Cohort 18 Recruitment sub committee
16	B M S Rathore	Participated in the Itanagar Conclave for Fellows
17	Chandran Mohan B	Supported in hosting Cohort 17 Graduation Session at Chennai; Attended the 9th Annual General Meeting
18	Dhanajai Mohan	Conducted work place assessment for Cohort 18 candidate
19	Gazala Shaikh	Conducted work place assessment for Cohort 18 candidate
20	Glenn Kalavampara	Conducted work place assessment for Cohort 18 candidate
21	Gopal Singh	Conducted work place assessment for Cohort 18 candidate
22	Harleen Kaur	Conducted work place assessment for Cohort 18 candidate
23	Indrila Guha	Conducted work place assessment for Cohort 18 candidate
24	Jyotiraj Patra	Attended the 9th Annual General Meeting; Conducted work place assessment for Cohort 18 candidate
25	Kanika Pal	Conducted work place assessment for Cohort 18 candidate
26	Krishnendu Bose	Participated in the Delhi Conclave for fellows Screened his film for Fellows
27	K V Devi Prasad	Attended the 9 th Annual General Meeting
28	Lalbiak M Ngente	Participated in the Itanagar Conclave for Fellows

29	Leena Verenkar	Conducted work place assessment for Cohort 18 candidate; Engaged as rapporteur for Sustainable Development Mountain Summit IV at Arunachal Pradesh; Participated in the Itanagar Conclave for Fellows; Attended 9th Annual General Meeting
30	Lokendra Thakkar	Lent support in the hosting of National Training Session at Bhopal; Conducted work place assessment for Cohort 18 candidate
31	Madegowda C	Attended the 9 th Annual General Meeting
32	Madhu Verma	Lent support in hosting National Training Session at Bhopal; Engaged as Resource person for the National Training Session at Bhopal
33	Mahesh K Patil	Member of Cohort 18 Recruitment subcommittee; Fellow Director of LEAD India
34	Monijinir Byapari	Conducted work place assessment for Cohort 18 candidate
35	Nalong Mize	Helped in engaging LEAD India for Sustainable Mountain Development Summit IV; Participated in Itanagar Conclave for Fellows
36	N Muthu Velayudham	Fellow Director of LEAD India Board; Participated in Delhi Conclave for Fellows; Attended the 9 th Annual General Meeting
37	Neha Sinha	Engaged as rapporteur for Sustainable Development Mountain Summit IV at Arunachal Pradesh; Participated in Delhi & Itanagar Conclave for Fellows; Conducted work place assessment for Cohort 18 candidate; Attended the 9 th Annual General Meeting

38	Nila Pandian	Participated in Delhi Conclave for Fellows; Conducted work place assessment for Cohort 18 candidate; Engaged as returning officer for the election of the 6 th Board of LEAD India
39	Pankaj Sekhsaria	Conducted work place assessment for Cohort 18 candidate
40	Parabita Basu	Attended the 9 th Annual General Meeting
41	Parag Rangnekar	Conducted work place assessment for Cohort 18 candidate; Attended the 9 th Annual General Meeting
42	Prasanta Tripathy	Conducted work place assessment for Cohort 18 candidate; Engaged as resource person for National Training Session at Bhopal and Chennai; Attended the 9 th Annual General Meeting
43	Radhika Kothari	Lent support in designing the Cohort 18 training brochure Conducted work place assessment for Cohort 18 candidate; Attended the 9 th Annual General Meeting
44	Raju Sharma	Attended the 9 th Annual General Meeting; Conducted work place assessment for Cohort 18 candidate
45	Ramya K	Engaged as rapporteur for Sustainable Development Mountain Summit IV at Arunachal Pradesh; Participated in Itanagar Conclave for Fellows; Lent support in designing LEAD India Annual Report 2014-15; Attended the 9 th Annual General Meeting
46	Richa Pant	Conducted work place assessment for Cohort 18 candidate
47	R Seenivasan	Attended the 9 th Annual General Meeting
48	Sandeep Mehto	Conducted work place assessment for Cohort 18 candidate

49	Rustam Vania	Conducted work place assessment for Cohort 18 candidate
50	Sanjay Jothe	Attended the 9 th Annual General Meeting; Conducted work place assessment for Cohort 18 candidate
51	Seema Mishra	Attended the 9 th Annual General Meeting; Conducted work place assessment for Cohort 18 candidate
52	Shruti Sharma	Member of Cohort 18 Recruitment subcommittee; Fellow Director of LEAD India
53	Snehil Kumar	Fellow Director of LEAD India; Attended the 9 th Annual General Meeting; Conducted work place assessment for Cohort 18 candidate Member of Cohort 18 Recruitment subcommittee; Participated in Delhi & Itanagar Conclave for Fellows Participated in Sustainable Development Mountain Summit IV at Arunachal Pradesh
54	Sudip Mitra	Participated in Itanagar Conclave for Fellowst
55	Sunder Subramanian	Participated in Itanagar Conclave for Fellows
56	Suneetha D Kacker	Participated in Delhi Conclave for Fellows
57	Trupti Jain	Conducted work place assessment for Cohort 18 candidate
58	Vani Manocha	Engaged as rapporteur for Sustainable Development Mountain Summit IV at Arunachal Pradesh; Participated in Delhi & Itanagar Conclave for Fellows; Attended the 9 th Annual General Meeting; Conducted work place assessment for Cohort 18 candidate
59	Vimal Garg	Conducted work place assessment for Cohort 18 candidate
60	Vijai P Singh	Conducted work place assessment for Cohort 18 candidate
61	Vijay Wardhan	Attended the 9 th Annual General Meeting

LEAD India has put in place, a governance structure. During 2015-2016, the LEAD India board comprised of 3 elected Fellow Directors and 3 Independent Directors, nominated by the LEAD India Fellows.



Mr. Neelesh Kulkarni
Vice President

Neelesh Kulkarni has extensive experience from implementing participatory development projects in micro watershed to developing natural resource management plans for river basin. He has worked as a consultant to grass root level NGOs and was also an advisor on Water Resource Development to Government of India. His experience of over 17 years includes support to NGOs for preparation of participatory water management plans all over the country, facilitating pro-poor water policy development for the country, and initiating dialogue with elected representative on water governance.

Neelesh worked as a consultant to Government of Maharashtra and the World Bank for pre-feasibility studies in Jalswarajya project in rural water supply and Sanitation sector. He has worked with various Government departments especially in Maharashtra, for developing participatory approaches in their working through innovating change management processes.

Apart from his work in the water sector, Neelesh being an Electronics engineer has also worked with the Information Technology Task Force of the Government of Maharashtra and was instrumental in formulating a comprehensive IT policy for masses in Maharashtra. He is responsible for business development at PriMove.



Dr. Geetam Tiwari
Director

Dr. Tiwari is Professor, Civil Engineering and Dean of IIT Delhi. She has received the International Velocity Falco Lecture Prize in Barcelona, the Stockholm Partnerships award for local impact, innovative thinking and a potential for replication or transferability, the Centre for excellence grant from Volvo Research and Educational Foundations (VREF), and the Prince Michaels award for promoting road safety research.

She has extensive research experience in dealing with transportation issues of special relevance to low income countries. These include development of bus systems and road designs that would make transportation efficient and

safer. She has been working in the area of traffic and transport planning focusing on pedestrians, bicycles and bus based public transport systems. Some of her projects include Development of a Bicycle Masterplan for Delhi, analysis of traffic on Indian Highways, crash analysis on rural and urban roads, public transport planning.

She has published over 70 research papers on transportation planning and safety in national and international journals, peer reviewed seminar proceedings and edited four books on transportation planning and road safety.

She is advisor to Urban Age series of conferences coordinated by London School of Economics since 2005. She is editor-in-chief of the International Journal of Injury Control and Safety Promotion.



Ms. Subha Rajan
Director

Subha Rajan is Director at Confederation of Indian Industry (CII). Currently, she is involved in Counseling, CSR, Trade, Economic Promotion and Nation Building activities. She joined the CII in 1990 and she was the first CEO of the OIFC (overseas Indian Facilitation Centre), jointly organized by the Ministry of Overseas Indian Affairs Diaspora.

She has been a part of the World Economic Forum and the India Economic Summit. She has spent most of her life living with and supporting the down trodden and under privileged all over the world. She has worked with the lepers in the only leper colony in the world in Liberia and with the physically and mentally challenged in Africa's remote villages.

In India, she has worked with slum children and specially for the interest of the girl child. She has travelled the entire length and breadth of India visiting remote schools in faraway villages and interacted with women and children. She has also helped girls who have suffered burns, to get plastic surgery. She is also a counsellor to inmates in Delhi Jails. She works for the promotion of India and has helped build the Indian Image abroad. Besides, she has been actively involved with circle of animal lovers and worked for the cause of stray animals. She also takes interest in environmental issues and has been a spokesperson for the issues related to global warming.



Ms. Asha Ramachandran
Fellow Director & Treasurer

Asha Ramachandran is a Features Editor with The Statesman. In this position, she handles the features pages of the newspaper, including supplementary and the main paper. She also reports on environment and economic issues. She

was earlier Special Correspondent with Delhi bureau of the newspaper. Her writings cover major policy issues of the government as well as events related to environment.

She was briefly with The Mint, a business daily and sister organisation of The Hindustan Times. There she was, in her capacity as Deputy National Copy Chief, responsible for the production process of the news pages.

She was previously Coordinator of Down To Earth, an environment and science fortnightly brought out by the Centre for Science and Environment. Prior to this, she was a senior environment correspondent with the economic division of Press Trust of India, a leading news agency, which she joined in 1986. In a previous position at the news agency, she coordinated the features division and wrote a number of articles exploring crucial environmental issues from a cross-section of perspectives.

She has a bachelor's degree in botany, zoology, chemistry and a diploma in news agency journalism from the Indian Institute of Mass Communication and an Advanced Diploma in French from the Delhi University and Alliance Francaise.



Mr. N Muthu Velayudham
Fellow Director

N. Muthu Velayudham is a professionally trained social worker

with in-depth field knowledge in micro finance, community enterprise, medicinal plants conservation and local health (traditional) knowledge for primary health care. He has built several community based models for equitable and sustainable development of human and natural resources through the Covenant Centre for Development (CCD) and Community Enterprise Forum India (CEFI).

He is co-founder of NANBAN Trust, a center for dis-privileged children and the founder president of CCD a developmental organization for promoting community employment to reduce migration.

He is the founding Director of Grama Mooligai Company Ltd. (GMCL) owned by CBOs as medicinal plants enterprise. Some of programmes coordinated by him include: Developing livelihood support system for CBOs on traditional crop based activities with Ford Foundation; Medicinal plants based activities with HIVOS; National Innovation Foundation (NIF), Ahmedabad documentation traditional knowledge and grass root innovations in Tamil Nadu. Medicinal plants field study in 8 states and an International conference on medicinal plants supported by Oxfam GB, Coastal ecosystem programme supported by Ford Foundation, Sacred Mountain conservation programme of ATREE, Bangalore, Relief and rehabilitation in Tsunami affected areas supported by Ford Foundation, Oxfam GB and Miseror, Germany.

He did his graduation in Rural Development Science (B.Sc.) & Post Graduation in Master of Social Work (M.S.W) with specialization in Community Development, a Post Graduate.

Diploma in Entrepreneurs Development (PGDED) and Master of Philosophy (M.Phil) in Social Work with specialization in Rural and Urban Community Development



Mr. Snehil Kumar
Fellow Director

Snehil Kumar is a Total Quality Management counsellor based in Jaipur. He is an engineer with 10 years of experience as practicing manager in Tata Steel and 11 years of counselling with organizations as part of Confederation of Indian Industry and as an independent counsellor. He has counselled over 100 companies to steer them towards organizational excellence including Deming award winning organizations. His field of activities includes counselling on

creating Daily Management infrastructure and assist implementation of Lean and TPM principles in the organizations.

He has also been actively involved in working with Government organizations like hospitals, sales tax department, transport department of Delhi Government. and administrative reforms department of GOI for improving services. He is a visiting faculty in at Lal Bahadur Shastri National Academy of Administration, Mussorie, where he lectures on TQM.

He has co-founded a counseling network called 'Partners-in-Change' to provide hands-on assistance to organizations on their change initiatives.

He is president of 'EKJUT', an NGO providing social health services in districts of Jharkhand and Orissa and an independent director in the board of AUTOLITE India Ltd., an automobile headlight manufacturing company.

The term of 5th LEAD India Board concludes in March 2016. The elections for the 6th Board were announced on December 31, 2015. Our Fellow Nila Pandian (C – 13) provided voluntary support as the Reporting Officer for the elections. The election was conducted through a fully electronic system for the first time. The voting continued till March 1, 2015 and votes were received from over 65% Fellows for the election of 4 Fellow Directors.

The newly elected Board comprises of 4 Fellow Directors and 2 Independent Directors-

LEAD India Board of Director 2016-2019		
1	Mr Neelesh Kulkarni	Vice President
2	Dr Geetam Tiwari	Director
3	Mr Mahesh K Patil, (C 5)	Fellow Director & Treasurer
4	Ms Shruti Sharma, IFS, (C 9)	Fellow Director
5	Mr Snehil Kumr, (C 13)	Fellow Director
6	Mr Ashish Rai, (C 16)	Fellow Director

We thank the 5th Board for their valuable guidance and support from 2013-16. We also welcome the new Board and look forward to working under their guidance and together take LEAD India to greater heights!

The LEAD India Annual General Meeting for the year 2014-15 was held on January 17, 2016 at YWCA international guest house in Chennai

The meeting was organized post C – 17's 4th NTS. The agenda for discussion were as listed below:-

- ◆ Approval of the Minutes of the previous AGM held in March 2015 along with the presentation of the Action Taken Report.
- ◆ Presentation of LEAD India's financial statements
- ◆ Presentation of the Activity Report and the Annual Report
- ◆ Cohort 17 Presentation on learning and suggestion for improvement in the Cohort program
- ◆ Amendment of LEAD India society's MoA for the retaining of at least two independent directors
- ◆ Leadership Forum- for the Fellows to share their experiences and achievements
- ◆ Fellows' Agenda- alteration in eligibility criterion for contesting elections, as proposed by the Fellows



S. Sahoo & Co.

Chartered Accountants

Auditors' Report

To
The Members of Board
LEAD INDIA
M-8, 3rd FLOOR, GREATER KAILASH PART-1
NEW DELHI-110048

Report on the Financial Statements

We have audited the accompanying financial statements of LEAD INDIA (PAN:AAATL1950A), which comprises the Balance Sheet as at 31st March 2016, Income & Expenditure Account, Receipt and Payment Account for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance of the Organization in accordance with the accounting principles generally accepted in India. This responsibility also includes the maintenance of adequate accounting records in accordance with the provision of the laws for the time being in force, for safeguarding of the assets of the organization and for preventing and detecting the frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of internal controls, that were operating electively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account the provisions of the laws for the time being in force, the accounting and auditing standards and matters which are required to be included in the audit report.

We conducted our audit in accordance with the Standards on Auditing prescribed by the ICAI. Those Standards require that we comply with ethical requirements and plan

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Website: www.sahoo.com, E-mail: s.sahoo.co@gmail.com, Blog: http://sahoohares.blogspot.in



perform the audit to obtain reasonable assurance about whether the financial statements are free from material mis-statement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to the organization's preparation of the financial statements that give true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by organization's management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements, give the information required by the applicable laws in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India;

- In the case of the Balance Sheet, of the state of affairs of the "LEAD INDIA" as at March 31st, 2016;
- In the case of Income & Expenditure Accounts, result of operation for the year ended on that date;

For S. Sahoo & Co
Chartered Accountants
FRN NO.: 322952



CA. Subhajit Sahoo, FCA, LLB
Partner
M.M.No: - 057426

Date: 28/09/2016
Place: New Delhi

LEAD India

M-8, 3rd Floor, Greater Kailash Part-1, New Delhi-110048

Amount in (Rs.)

BALANCE SHEET AS AT 31st MARCH, 2016

	SCHEDULE	2015-16	2014-15
SOURCES OF FUNDS			
I. FUND BALANCES			
a. General Fund	[01]	5,858,512	5,519,766
b. Corpus Fund	[02]	8,534,940	8,534,940
c. Asset Fund Fund	[03]	1,065,772	1,058,869
TOTAL	I	15,459,224	15,113,575
II. LOAN FUND			
a. Secured Loan		-	-
b. Unsecured Loan		-	-
TOTAL	II	-	-
TOTAL	[I + II]	15,459,224	15,113,575
APPLICATION OF FUNDS			
I. FIXED ASSETS			
Gross Block	[04]	4,393,701	4,335,226
Less: Accumulated Depreciation		3,258,964	3,168,733
Net Block		1,034,737	1,167,493
II. INVESTMENTS			
	[05]	9,683,299	9,081,564
III. CURRENT ASSETS, LOAN & ADVANCES			
a. Loan & Advances	[06]	900,768	863,381
b. Other Current Assets	[07]	476,494	717,699
c. Cash & Bank Balance	[08]	11,394,091	11,315,760
	A	12,771,353	12,897,841
Less: CURRENT LIABILITIES & PROVISIONS			
a. Current Liabilities	[09]	738,175	383,333
b. Unspent Grant Balance	[10]	7,291,989	7,649,990
TOTAL	B	8,030,165	8,033,323
NET CURRENT ASSETS	[A - B]	4,741,188	4,864,518
TOTAL	[I+II+III]	15,459,224	15,113,575

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 ON EVEN DATE

For & on behalf :
S.SAHOO & CO.
Chartered Accountants

CA Subhjit Sahoo FCA
Partner
M No. 057426
FR No. 322952E
Place : New Delhi
Date : September 28, 2016



Bhawana Luthra
Bhawana Luthra
Executive Director

Asha Ramchandran
Asha
Ramchandran
Treasurer

LEAD India

M-8, 3rd Floor, Greater Kailash Part-1, New Delhi-110048

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2016

	SCHEDULE	2015-16	2014-15
I. INCOME			
Grant-in-Aid	[11]	17,255,747	17,924,723
Other Income	[12]	2,311,641	2,562,354
TOTAL	I	19,567,389	20,487,077
II. EXPENDITURE			
Project Expenses	[14]	16,862,281	15,862,228
Training Activities	[15]	394,037	2,732,551
Administration Expenses	[13]	712,016	771,333
Governance Expenses	[16]	216,780	68,752
Cohort 16th, 17th & 18th Batch		852,427	-
Knowledge Sharing Workshop Environment Training		51,442	-
Giz Project Expenses		-	58,000
Depreciation	[04]	190,232	210,200
Less: Depreciation Transferred to Capital Fund	[03]	50,572	39,490
TOTAL	II	19,228,643	19,663,574
III. Excess of Income Over Expenditure Transferred to Balance sheet	[I-II]	338,746	823,503

Significant Accounting Policies and Notes to Accounts

The Schedule referred to above from an integral part of income & expenditure account

INTERMS OF OUR REPORT ON EVEN DATE

For & on behalf :
S.SAHOO & CO.
Chartered Accountants

CA Subhjit Sahoo FCA
Partner
M No. 057426
FR No. 322952E
Place : New Delhi
Date : September 28, 2016







Bhawana Luthra
Bhawana Luthra
Executive Director

Asha Ramchandran
Asha
Ramchandran
Treasurer

LEAD India
M-8, 3rd Floor, Greater Kailash Part-1, New Delhi-110048

RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2016

	SCHEDULE	2015-16	2014-15
I. RECEIPTS			
OPENING BALANCE			
Foreign Projects			
Cash-in-Hand at Delhi (H.O)		54,924	58,030
Cash-in-Hand at Orissa (B.O)		5,027	32,420
Cash at Bank with			
Citi Bank (Main A/c)		5,635,358	8,223,134
Citi Bank Multideposit(Sweep A/c)		1,200,633	1,127,558
State Bank of India (Utilisation A/c)		4,154	60,809
Investment in Fixed Deposits		9,081,564	8,510,817
Indian Projects			
Cash in Hand		7,589	1,569
Cash at Bank with			
State Bank of India		231,617	-
YES Bank Limited		876,961	304,504
Citi Bank		926,191	1,981,378
Citi Bank Multideposit(Sweep A/c)		2,374,306	2,217,729
		<u>20,398,324</u>	<u>22,518,149</u>
Grant Received	[17]	14,633,153	15,434,760
Interest Income		620,823	469,709
Interest on Fixed Deposits		669,190	808,710
Other Receipts	[18]	3,286,221	1,283,719
Advance & Deposit Received (NET)		558,650	3,092
		<u>19,768,048</u>	<u>18,000,011</u>
TOTAL	I	40,166,372	40,518,159
II. PAYMENTS			
Project Expenses	[13A]	16,862,281	15,331,923
Administration Expenses	[14A]	712,016	755,628
GI2 Project		-	58,000
Training Activities	[15A]	394,037	2,725,586
Governance Expenses	[16A]	216,780	68,752
Cohort 16th,17th & 18th Batch		852,427	-
Knowledge Sharing Workshop Environment Training		51,442	-
Project & Other Advance & TDS		-	394,877
Previous Year Liabilities paid		-	865,532
		<u>19,088,983</u>	<u>19,980,288</u>
Non-Recurring Expenses		-	219,537
CLOSING BALANCE			
Foreign Projects			
Cash-in-Hand at Delhi (H.O)		160,920	54,924
Cash-in-Hand at Orissa (B.O)		-	5,027
Cash at Bank with			
Citi Bank (Main A/c)		5,153,449	5,635,358
Citi Bank Multideposit(Sweep A/c)		1,279,234	1,200,633
State Bank of India (Utilisation A/c)		2,236	4,154
Investment in Fixed Deposits with Citibank		9,683,299	9,081,564
Indian Projects			
Cash in Hand		4,797	7,589
Cash at Bank with			
State Bank of India		9,480	231,617
Citi Bank		1,964,807	926,191
YES Bank Limited		281,024	876,961
Citi Bank Multideposit(Sweep A/c)		2,538,174	2,374,306
		<u>21,077,300</u>	<u>20,398,324</u>
TOTAL	II	40,166,372	40,518,159
Significant Accounting Policies and Notes to Accounts	[19]		
The Schedule referred to above from an integral part of income & expenditure account			
IN TERMS OF OUR REPORT ON EVEN DATE			
For & on behalf :			
S.SAHOO & CO.			
Chartered Accountants			
CA Subhjit Sahoo FCA Partner M No. 057426 FR No. 322952E Place : New Delhi Date : September 28 ,2016	 	 Bhawana Luthra Executive Director	 Ashu Ramchandran Treasurer



Luigi Barraza Cardenas
Interior Design Certification
ITESM, Campus Laguna

"I am very happy that I had the opportunity to work with this organization. I firmly believe that there is no small step we take towards a sustainable future. I am glad and satisfied that my work might have contributed towards a more sustainable Indian society. I will always regard LEAD India as a place where I had the chance to grow and be shaped."

Padma Angmo
B A Hons – Economics
Delhi University



"Working with LEAD India increased my practical knowledge. It is a great platform to work with. I would love to work with them again in other fields in future if given a chance"



Diana Gutierrez
Student Consultant and Legal Advisor
Santander, Columbia

"As an Activist and a Lawyer, Diana has a distinguished career focused on international law and human rights issues, with experience in the public as well as private sector. She has volunteered at several foundations and NGOs in Columbia and Egypt."



LEAD India

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