

Annual Report

2016 -2017





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ED's Note

In 2016, LEAD completed 25 years of its being. Over the years, the LEAD programme has undergone various structural as well as operational changes but the commitment towards the cause of human capacity development has remained constant. This event, therefore, marks 25 years of toil and perseverance towards the cause of sustainable development; 25 years of creating and supporting LEADers who are striving for the cause; and 25 years of a community of LEADers coming together to make this world a better place!

As defined in a report of one of the projects of UN FAO, the term human capacity development means- “the process by which individuals, groups, organizations, institutions, and societies develop their abilities - both individually and collectively - to set and achieve objectives, perform functions, solve problems and to develop the means and conditions required to enable this process”.

In the year 2016-17, LEAD India has continued to work towards capacity development of individuals and groups of individuals, representing various organizations and institutions, both national and international, through different programs.

Currently, two batches of LEADers, Cohort 18 & 19 are undergoing their leadership journey to join the LEAD Network as Fellows. We have successfully delivered two standalone leadership programs for the employees of HSBC and Bupa, in April and September 2016, respectively. In September 2016, we also supported the 5th Sustainable Mountain Development Summit as the institutional partners in Ladakh. In addition, we strengthened our networks through establishing key partnerships.

We would like to take this opportunity to thank all partners and Fellows who have supported and propelled us in doing our best to achieve our vision. We would also like to thank all Members of Board of LEAD India for constantly guiding and supporting us in this journey!

About Lead

LEAD (Leadership for Environment and Development) is a unique, ever growing, live international network of professionals, 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.



Vision

To build leadership for change across levels and sectors.

Mission

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

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.

OUR MISSION

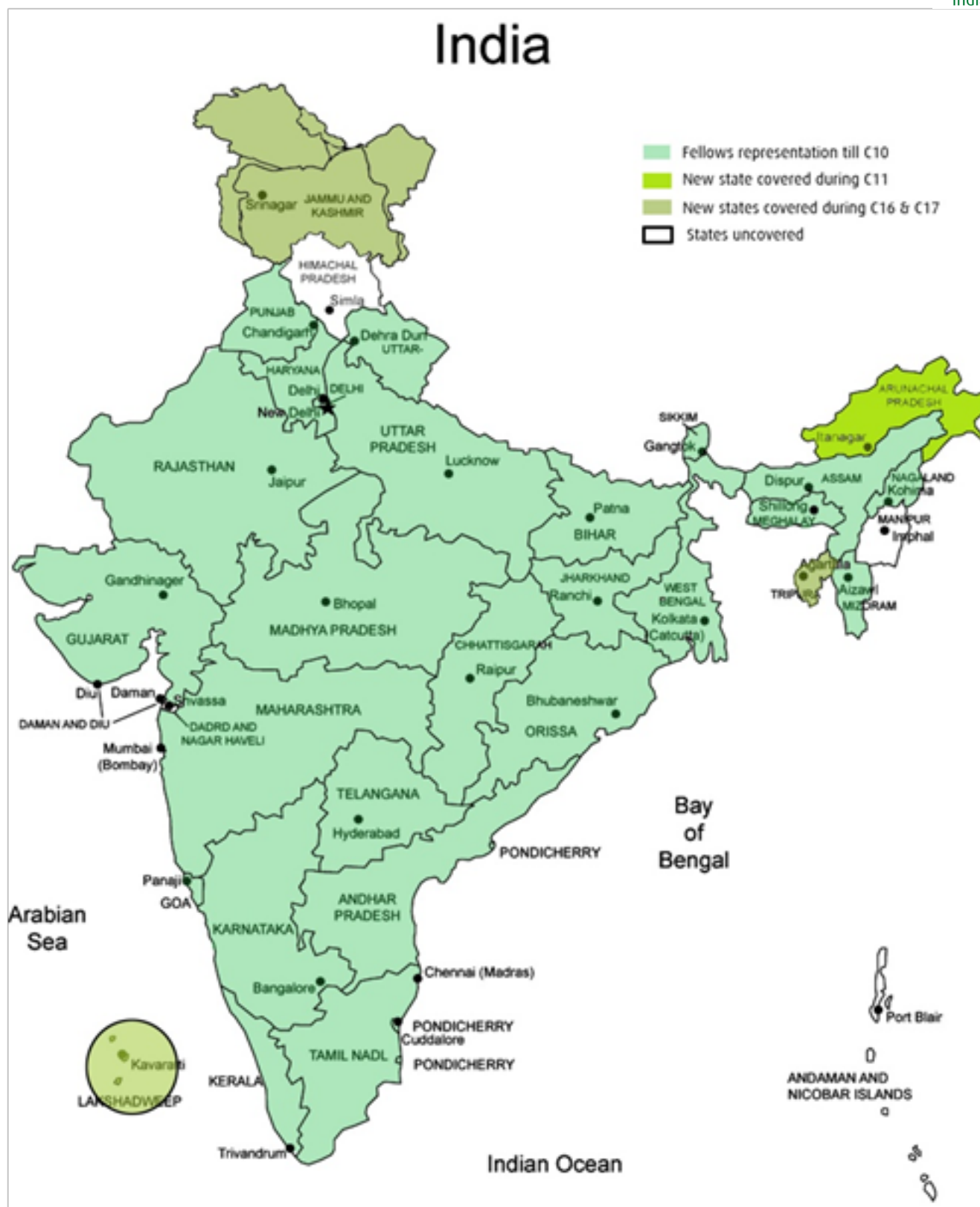
To build leadership for change across levels and sectors.

LEAD in 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 190 established professionals with representations in most states of India. Our network consists of individuals and organizations geographically located across the length and breadth of the country.



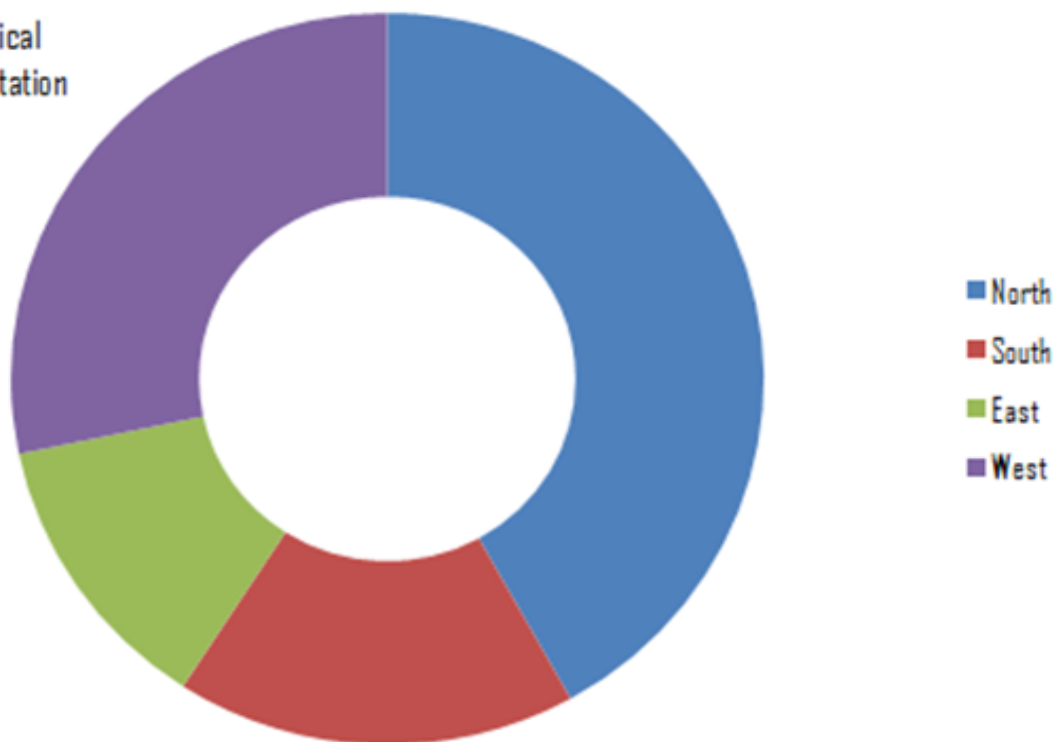
Our Presence

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

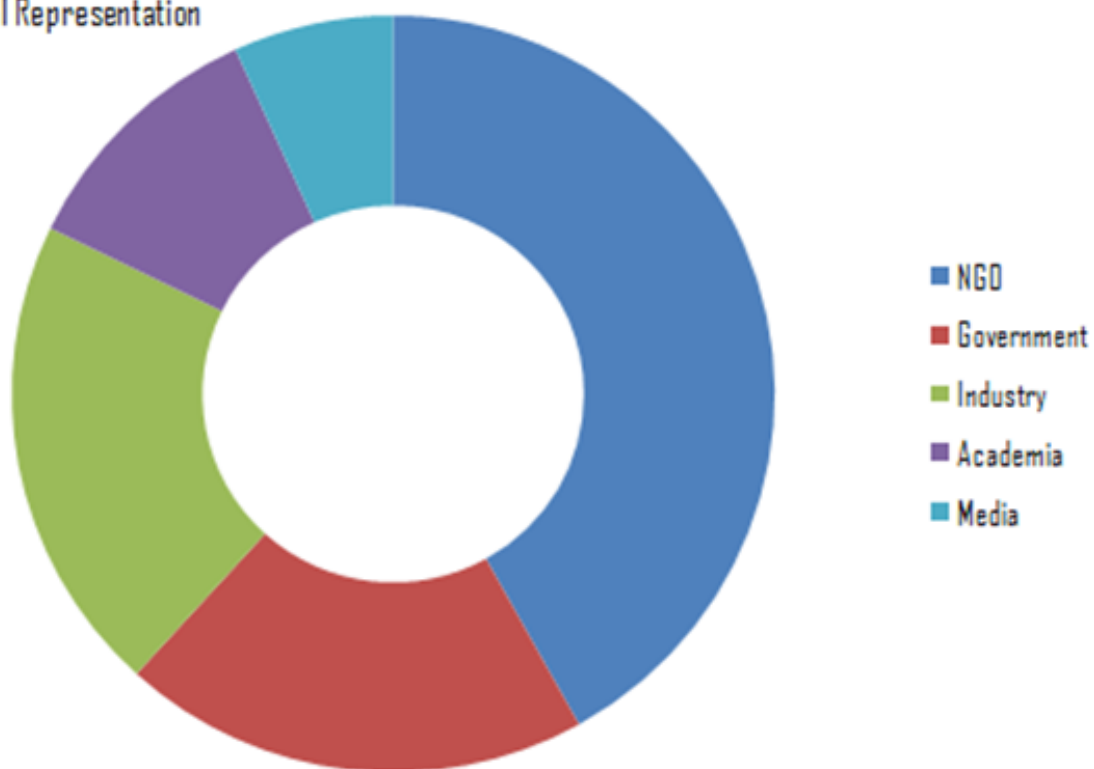
On regional level, we have about 80 Fellows in the North, 33 in the South, 24 in the East and 54 in the West of India.

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

Geographical
Representation



Sectoral Representation



Programs in 2016-17

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 trainings to diverse groups each time has evolved over years and is now called the- Integrated Sustainable Development Leadership Program (ISDLP).

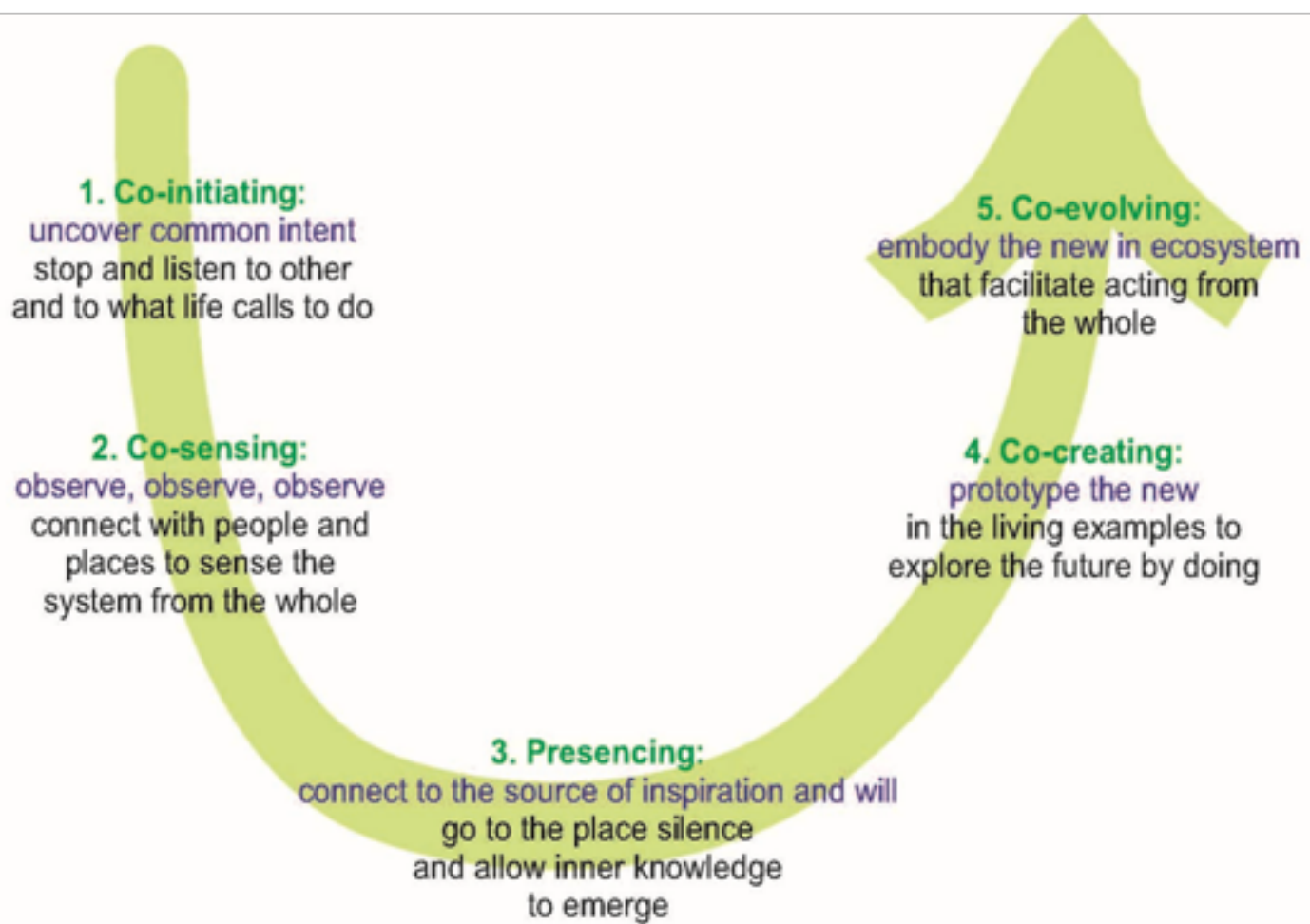
Apart from the fellowship program, we also excel in delivering dedicated leadership trainings for the employees of business enterprise or organizations, aimed at enhancing the participants' capabilities to take forward the sustainability of the organizations and that of understanding responsible business. These trainings are based on the training

modules called the Next Generation Leadership Development Program (**NGLDP**) and the Accelerated Leadership Development Program (**ALDP**).

In the past, 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.

All our trainings are experiential in nature and take the participants on a transformative journey, aiming to influence them at the cognitive and their inner core. These training programs are based on real life field challenges in the field. We design our training programs based on certain guiding principles. These include

- **Systemic thinking-** Knowledge and skills to see anything as a system, a whole and not as

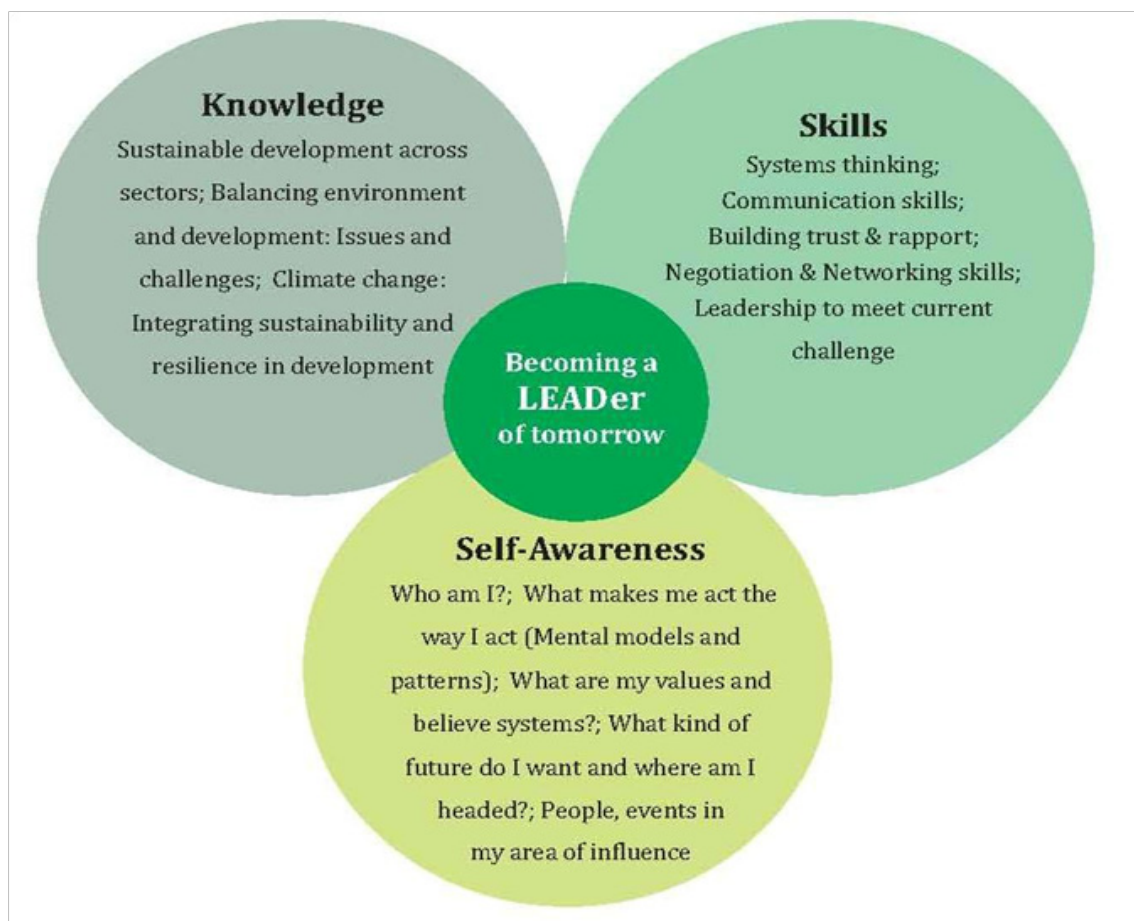


parts; understanding the root cause instead of treating symptoms of any problem

- **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' .With a strong network of Fellows, working across the country with communities from diverse ecosystems, such real-life case examples through field visits are feasible for us to organize for learning purpose.
- **Participative**-Follows principles of participatory approach including opportunities group exercises, individual assignments, peer learning et al.
- **Customized**-Modules are designed based on specific context, local development issues, existing knowledge and learning needs of the selected candidates.

LEAD Approach

LEAD not only emphasizes on strong technical skills but also looks at transforming professionals into future leaders in the different realms of life. The interrelated 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 tomorrow, for the betterment of their people, organizations and the environment.



Programs

A report of one of the projects of UN FAO defines the term human capacity development as- “the process by which individuals, groups, organizations, institutions, and societies develop their abilities - both individually and collectively - to set and achieve objectives, perform functions, solve problems and to develop the means and conditions required to enable this process”.

In the year 2016-17, LEAD India has continued to work towards capacity development of individuals and groups of individuals, representing various organizations and institutions, both national and international, through different programs.

Integrated Sustainable Development Leadership Program (ISDLP)

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 four National Training Sessions (NTS). Each NTS is residential 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 defined core thematic areas that include technical knowledge, skills development and personal awareness modules facilitated by specialist trainers/experts.



Cohort 18

National Training Session- I



Cohort 18 began its learning journey with the first NTS from May 07-14, 2016 in Kolkata and Munger. The sub-theme of this NTS was- “Leadership for Integrating Sustainability in Business Sector.” This session was hosted by ITC Ltd., anchored by LEAD Fellow Vijay Vardhan V of the most recent Cohort, Cohort- 17, exemplifying Leadership in Action!

This session laid the foundation for the Cohort’s fellowship journey. This was done with the ‘Knowing Oneself’ module conducted by Ms. Khursheed Merchant, which uncovered the underlying mental models and patterns in the minds of the participants and helped them deconstruct the same through sessions on emotional intelligence and self-affirmations. The session was an opportunity for the participants to reflect upon and align their inner-selves to other Cohort-mates and collectively facilitate learning for each other.

ITC Ltd., has over the years, invested in numerous social programs to create immense social value. The company’s CSR initiatives range from NRM, health and sanitation, environment, education, livelihoods, waste management etc. Being one of the oldest CSR practitioners, ITC as a host, opened

their field for a plethora of insights and learnings for the participants.

Before presenting the challenge and opening their field for study, the participants received technical inputs from experts on the 17 SDGs and their relevance to each participant’s area of work; CSR framework- merits and demerits in India, the legal aspects; examples of the CSR practices of various national and multinational companies like Tega Industries, which was presented by Ms. SubhashreeChander; followed by a presentation on the overview of ITC’s business and CSR strategy. This built the Cohort’s understanding about the business sustainability and its integration in the sustainable development processes.

Based on these inputs, the host invited the Cohort to visit their field in Munger, to study the CSR interventions and make recommendations on ‘measuring the value generated when a company implements CSR programs and processes.’

The participants gathered diverse perspectives from the extensive multi-stakeholder consultations. The stakeholders shared their views on ITC Ltd.’s interventions and the value created by it in

their lives. Based on the information collected from field, the cohort presented a framework, for measuring the short / long term, tangible as well as non-tangible value created by the company's interventions.

"I became aware of my patterns and assumptions I make in everyday life. I have been able to consciously work on suspending these assumptions and my colleagues and team members complement me for having become less reactive and better listener" –

Debartha Banerjee,
Director, Sampurn(e)arth
Environment Solutions Pvt. Ltd



Special Mention

The contribution of Fellows Dr. Prasanta Tripathy (C-6); Sudhir Sinha (C-12); Snehil Kumar (C-13); Ashish Rai (C-16) and resource persons Akhilesh Yadav, Manager ITC's Social Investment Program in Munger; Rajesh Agrawal, ITC Ltd. and SubhashreeChander, Tega Industries

National Training Session- II



The second NTS for the Cohort was held from July 31st to August 06, 2016 in Wardha and Melghat. The session sub-themed “Leadership for Integrating Sustainability in Rural Sector”, was anchored by two Fellows from the region, exhibiting the strength of the network to the Cohort 18. Dr. Soham Pandya (C-6), Executive Director, Centre of Science for Villages (CSV), Wardha and Gajanan Kale (C-16), Director, Decentralized Rural Education Awareness Movement (DREAM), Amravati, were the pillars of strength.

After the induction of the Cohort to LEAD, its approaches and the self-awareness journey, in the first NTS, the second NTS was designed with a focus on building the skills of the participants, alongside the technical nuances related to rural development.

The context of the field challenge was developed taking cognizance of the varied interventions and solutions being designed to address the challenges faced by the rural sector. While the bigger challenge was transferring these innovations for use on-ground.

The field challenge presented to the Cohort was to study the technology based solutions developed by CSV, a pioneer in developing technology based solutions for rural areas and then conduct a ‘vulnerability assessment’ of two villages in the field area of DREAM. DREAM is involved in providing institution building support, technological inputs along with training and counseling to empower the marginalized, tribal communities of Melghat. Based on the study, the Cohort was assigned the task of devising a roadmap for enhancing the resilience of the communities by introducing them to sustainable technologies.

Coming from diverse backgrounds, the perspectives presented by the participants was also varied. To enhance their skills to see and understand the underlying subsystems of the larger system, a comprehensive session on ‘Systems Thinking’ was conducted. To further this, another session on ‘Appreciative Inquiry’ was conducted with the objective of enabling the participants

to see the positives of every situation and working around those. A session on effective communica-

tion was also conducted to sensitize and equip the participants before they set out on field for stakeholder consultations.

After the skills module, the Cohort had in-depth stakeholder consultations with the community, Government representatives, local NGOs, environmentalists, conservationists and technologists, based on which, they presented the findings and analysis to the DREAM team. The presentation touched upon the current socio-economic, environmental and developmental situations, stakeholder perspectives and the way forward.



Special Mention

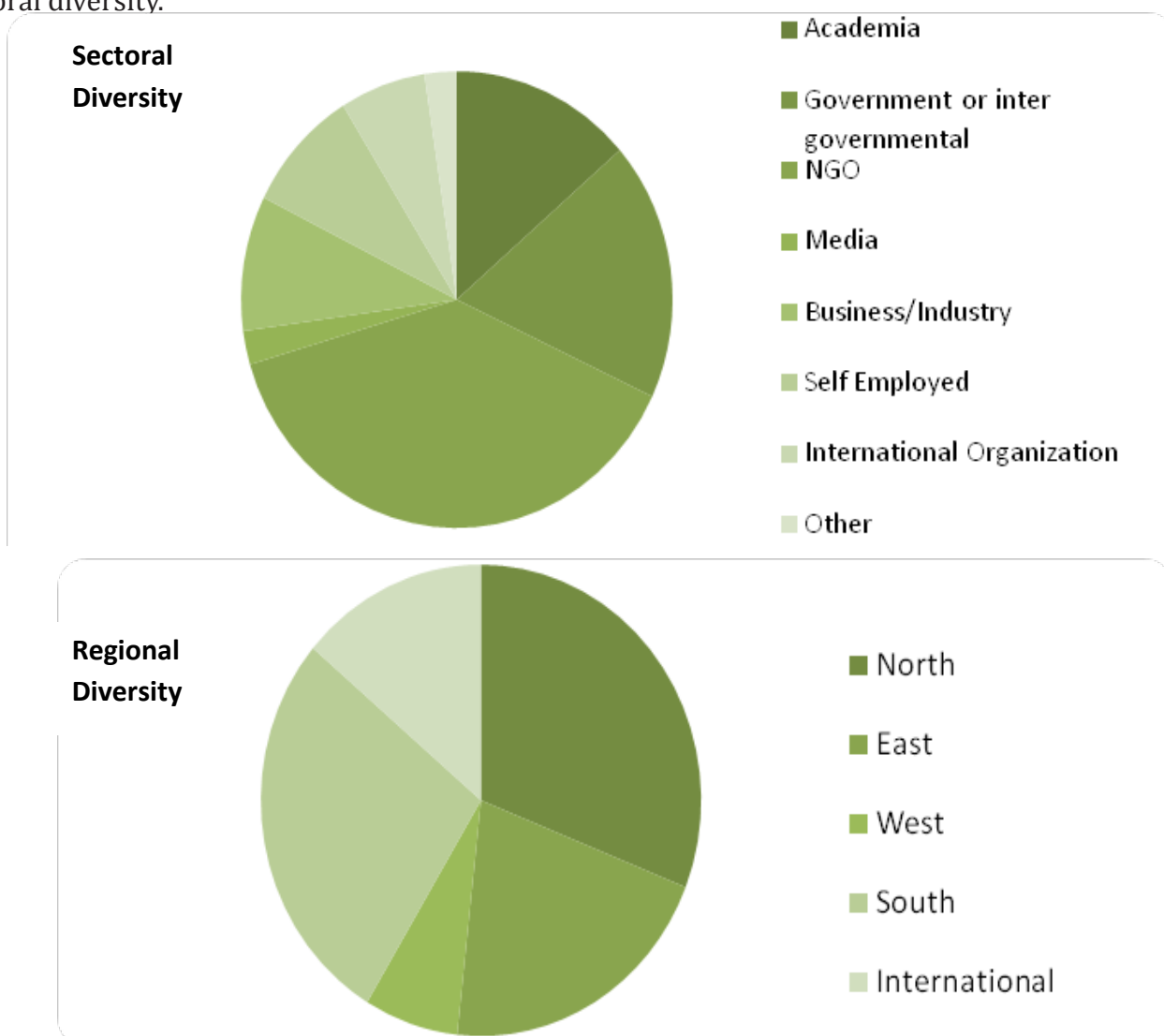
The contribution of Fellows Dr. Preeti Joshi (C-5), Dr. Prasanta Tripathy (C-6); Shruti Sharma (C-9); Bandu Sane (C-13); Snehil Kumar (C-13); Neha Sinha (C-17) and resource persons Dr. Dinesh Tyagi- Chief Conservator of forest (CCF) & Field Director of the Melghat Tiger Reserve; Dr. Hanbar Deshmukh- Appropriate Rural Technology Institute, Pune; Dr. Pankaj, Agricultural Officer, Chikaldhara; and Madhukar Gumbale- Director, Apeksha Homeo Society, Amravati; were instrumental in delivering the training successfully

Cohort 19

Recruitment

The 19th batch of associates was recruited in December 2016. The program was announced in the first week of October and applications were invited till the end of November. The two months saw promotion of the program on emails, LEAD India website, social media, development network, fellowship announcement portals and in-person meetings with industry associations, multilateral organizations, corporate and UN bodies.

Fellows supported the promotion by sharing testimonials about the LEAD learning journey. These messages were used to spread awareness about the ISDLP on social media. Fellows also shared the fellowship details outside the LEAD networks. The application thus received showed high regional and sectoral diversity.



The applications were closely studied and 150 advanced to the Work Place Assessment stage. At this stage, we were supported by over 60 Fellows who conducted these assessments.

Based on these assessments, the final interviews were conducted on December 23 and 24, 2016, by a selection committee formed by members of board- Neelesh Kulkarni (Vice President), Mahesh Patil (C-5), Shruti Sharma (C-9), Snehil Kumar (C-13), Ashish Rai (C-16) and Fellows Dr. Prasanta Tripathy (C-6), Parag Rangnekar (C-11), Glenn Kalvampara (C-12), Leena Verenkar (C-17) and Anand Jadhav (C-17).

In the final interview, 21 associates were selected to form the 19th Cohort.



Appala Reddy Yendreddi
Secretary -General, India
Youth For Society, Andhra
Pradesh



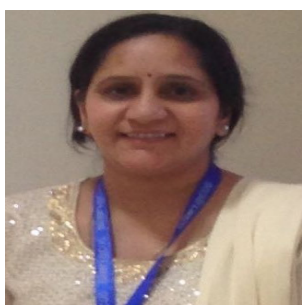
Archana Relan
Founder & Managing Direc-
tor, Wooden Spoon Agro Pvt.
Ltd. Madhya Pradesh



Ashutosh Salil, IAS
District Collector, Chan-
drapur, Government of
Maharashtra
Maharashtra



Dr. Arpit Awasthi
Technical Operational Spe-
cialist, Uttar Pradesh Tech-
nical Support Unit, Uttar
Pradesh



Dr. Bhawana Pathak
Assistant Professor
Central University of
Gujarat, Gujarat



Captain Afzal Habib Amdani
Program Manager – Strategic
Initiatives, Tata Consultancy
Services Ltd, Maharashtra



Dishant Piyushkumar
Parasharya
Scientist - B
Bombay Natural History
Society, Maharashtra



Jayesh Kumar Jain
Management consulting
Monitoring and Evaluation,
Client Level Research
Haryana



Madhukar Sadashiv
Sanap
Project Coordin
Aga Khan Foundation
Maharashtra



Mona Yadav
Co-Founder
SAHAS
New Delhi



Muhammed Nahar
Founder & Chief Strate-
gist
MINLA Strategies
Gujarat



Pankaj Kumar Satija
General Manager
Tata Steel Ltd
Jharkhand



Raju Ghimire
Technical Advisor
Voice of Children
Nepal



Rinchen Dolma
Junior Assistant
Ladakh Autonomous Hill De-
velopment Council (LAHDC)
Leh, Ladakh



Ruchi Verma
Program Manager – Ur-
ban Development (Tech-
nical Consultant)
Community Systems
Foundation
New Delhi



Senthil Kumar
Chief Executive Officer
GUARDIAN MFI
Tamil Nadu



Col. Suresh Dhull
Joint Director
Ministry of Defence
New Delhi



Subha Khadke
Area Manager
Aga Khan Rural Support Pro-
gramme
Gujarat



Upasana Chaudhary
Country Manager, Sus-
tainability and Product
Compliance
Hewlett Packard. Inc.
New Delhi



Vidya Nair
Project based learning
The Mothers International
School
New Delhi



Waseem Iqbal
Director
AAS- Aim for the Aware-
ness of Socience
Madhya Pradesh

National Training Session – I



The sub-theme chosen for Cohort 19's first NTS was "Leadership for Integrating Sustainability in Business Sector." This NTS was a first of its kind as it was fully hosted by the Tata Steel Company.

The program was held in the birthplace of the Company, Jamshedpur and in Kolabera village, one of its field sites from March 11 – 18, 2017.

Like their immediately preceding Cohort 18, this Cohort too began their learning journey with a one-and-a-half-day session with Ms. Khursheed Merchant to enhance their 'self-awareness'. As put by one of the participants, Md. Nahar- "This session has helped me immensely to understand the fundamentals of learning, mental patterns and further how it affects the decision-making processes. I would rate this session as one of the best training sessions I have attended."

To build on the participants' understanding around responsible business and to give them a bird's-eye-view of the same, the Cohort interacted with Dr. Jittu Singh, Tata Chair, XLRI - Xavier School of Management. Mr. Singh brought out the multiple stakeholder and shareholder perspectives and explained to the participants how each perspective

plays a pivotal role in a company's sustainability. To quote Rinchen Dolma- "This session was a good start for the follow up sessions on CSR and sustainability. His presentation cleared some ideas and doubts that I had about CSR as he spoke very well about companies using CSR as a powerful substitute to fill the vacuum of taking social responsibilities."

Tata Steel Company is also among the very early practitioners of CSR in India, much before it was even conceptualized, undertaking various society and environment sustainability initiatives across the country and overseas.





The host invited the Cohort to study these interventions in the Jamshedpur area and suggest a mechanism to gauge the wellbeing created in communities through each project and recommend ways of effectively communicating the same. For this, the team was first given an overview of the TATA Steel sustainability interventions through a series of field visits and interactions.

Along with the technical inputs, a skills development module on systems thinking was conducted to enhance participants' understanding about the systemic approaches for problem-solving and decision-making and errors in identifying the root cause of an issue in the absence of systems thinking approach. Another session on Participatory Learning Action (PLA) as a community development approach was conducted using a group learning game. Through this, the participants got an overview of the PLA process, problems identification and prioritization, strategy planning and implementation; and impact assessment.

Through a field visit in three sub-teams, the Cohort had consultations with multiple stakeholders and

collated the collected data. At this point, they were oriented on data collation through an engaging exercise, which helped them co-create the deliverable for the host. Each team summarized and categorized their key insights based on the affinity of observations.

On the final day, the Cohort moved back to Jamshedpur where they presented their finding to the CSR Chief Biren Bhuta and his team who appreciated the extensiveness of the data in a short time and the unique recommendations.

In the words of Mr. Bhuta-

"This is amazing; this is excellent and rich stuff. I was expecting this kind of an out-of-the-box thinking and must say, we have got much more value than we thought we would. I marvel the processes of LEAD training which churned so many diverse perspectives to give us some fantastic suggestions. In one day of field study to come up with recommendations! It is a testimony of something LEAD does, nothing less than magic. Thank you for being here. You all are welcome to come to Tata Steel again."



Special Mention

The training was successfully conducted with the support from Fellows Dr. Prasanta Tripathy (C-6); Snehil Kumar (C-13); Parabita Basu (C-17) and resource persons Dr. Jittu Singh, Tata Chair, XLRI and senior management team of Tata Steel, Ritu Raj Sinha, Chief, Corporate Services, Vilas Gaekwad, Chief, Safety (India and SEA), S.K. Pati, Chief, Environmental Management, Ashish Mathur, MD, JUSCO.

Business Sustainability

As more and more companies are defining their sustainability agendas and strategies towards contribution for CSR, they are realizing the need for building the capabilities of their human resource to understand and implement these agendas and strategies. Based on their core themes and areas of operations the companies are undertaking various CSR initiatives.

Such an act has manifold objectives. One very important objective is that to retain outstanding individuals who choose to stay within the organization as much for strong values and ethos as for the good working environment and financial rewards. With this objective, the companies invest in leaders who display capabilities and potential to act as the sustainability champions as part of the core strategy of the company. In addition to having them participate and volunteer in the company's CSR activities, this is also being done through leadership programs specially designed to equip them with skills for problem-solving, decision-making, negotiations, networking and influencing, planning, people leadership etc.

In the FY 16-17, LEAD India in partnership with Evolve Education, UK, successfully delivered two such training programs for two global companies- HSBC in April 2016 and Bupa in September 2016. The 'U Process' and 'Systems Thinking' principles were used to make the learning, experiential for the participants, and making them move beyond theory and apply their management acumen.

Accelerated Leadership Development Program (ALDP) for HSBC

HSBC Holdings PLC is a British multinational banking and financial services holding company. It is one of the world's leading banks, spread in 70 countries across the globe.

In April 2016, 32 multi-departmental employees of HSBC India underwent a leadership training programme. The programme was held in Mumbai from April 25 – 29, 2016.

This programme for the mid-career, management employees of HSBC India was designed around the theme of social-entrepreneurship and community

enterprises. The idea behind doing this was to sensitize the employees to the social implications of the work they do and to subsequently bridge the gap between the social and corporate sectors.

The team was divided into two sub-teams. Both sub-teams underwent an experiential, field-challenge with two different clients:

- **Native Konbac Bamboo Products Pvt. Ltd.:**

Native Konbac is 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. A central part of Konbac's business model has been the delivery of social benefit for the poor farmers involved in the bamboo value chain.

However, the challenges faced by the enterprise are plenty. These are related to value chains, regulatory and legislative barriers to cultivation and harvesting of bamboo, its procurement, lack of technical know-how in the users, lack of market linkages and insufficient demands. With this context, the participants were required to use their expertise to help Konbac develop an inclusive business model to develop and expand the Indian market for high quality, sustainable bamboo products that also delivers significant social value at the same time.

Through a series of consultations with various stakeholders such as artisans, designers, architects, farmers, sustainability officers and hospitality industry representatives etc., the participants understood how the undercurrents in a system affect the whole of it and how using an integrated approach can address numerous challenges. This understanding reflected in the business model they had designed as a deliverable for the client.

- **Centre for Social Entrepreneurship (CSE), TISS Mumbai:**

The CSE TISS runs an Incubation Centre which is the first of its kind India in an academic institution, to support social entrepreneurship where the stu-

dents, immediately after graduation, get guidance, mentoring, physical space and network for funding and value based collaboration.

This incubation centre has been operational for last 4 years and has incubated more than 30 social enterprise startups with DBS Bank as their primary funder.

However, the social enterprise concept though gaining a widespread acceptance in India, is facing many obstacles on its way to become a full-fledged establishment. The markets for social enterprises are still underdeveloped both in terms of investors and consumers. Big investors in most cases are unwilling to fund the enterprises at a startup stage and the small-scale producers on the other hand, bring with them their own risks. Some enterprises are still working on their business model viabilities to reach commercial scale. Vast talent gap is another barrier to enterprise growth.

The HSBC employees were tasked with developing a strategic roadmap for the Incubation Centre to become the most impactful Social Venture Incubator in the entire South Asia region in the coming five years.

To develop key component of this five-strategy, the team had consultations with three incubates of the center and visited their field sites to observe their work and further consult with their respective stakeholders. The team also had a chance to interact with the SME Head of the DBS Bank. These consultations exposed the participants to the realities of how social enterprises work differently from commercial enterprises in terms of their operations, challenges and needs. Based on these inputs, the team came up with recommendations that was shared with the client.

Special Mention

Partnerships with both clients were successfully established with the support from Fellows Dr. Sanjay Deshmukh (C-11) for Native Konbac and Sandeep Mehto (C-16) for TISS.

• Bupa L@B Program

Bupa is a global not-for-profit private health and care company serving 32 million customers in 190 countries across the world.

In September, 2016, 30 multi-departmental, mid-career employees of Bupa from across the globe came to India as a part of a leadership program. LEAD India was the knowledge partner to design and deliver an experiential field-challenge based program for this team.

The theme selected for the field-challenge was-the status of health care system in India. The objective was to expose the participants to the realities of health care services in a developing country. This was to align them to the company's primary objectives, and to enable them to impart and apply their learnings in the teams they work with, to bring out the best in all.

After identifying nine potential challenge sites, LEAD India and Evolve Education submitted the information to Bupa for selection of two. The team was divided further into two sub-teams to undergo the field challenge with two respective clients at their field sites:

• Ekjut, Ranchi

Led by Fellow Dr. Prasanta Tripathy (C-6), Ekjut is a voluntary, civil society organization working with marginalized, tribal communities in Jharkhand, Odisha, Madhya Pradesh and Bihar. Ekjut's main focus is to empower communities to address new-



born and maternal health issues using a 'Participatory Learning and Action (PLA)' approach to engage with local communities to find their own solutions to their own local health issues.

Having worked in four states since 2004 and seeing successful impacts, Ekjut has realized that it will now be able to expand and reach out to a larger community with these interventions as a multiplier by training and mentoring teams to do this work in other Indian states. The participants were therefore challenged to develop a strategic growth plan to support Ekjut to upscale and expand its work.

Based on the various perspectives and information garnered through extensive interactions and consultations with the Ekjut team, its partner organizations, the beneficiaries, local community etc., the team presented a growth plan, suggesting a new operating model, a set of strategic competencies

As described by one the participants-

"During this life-changing event, I had an "Aha!" moment; an epiphany, of sorts: I am not tied to my job title or diploma, but instead I can offer value to many areas of the business. My knowledge and way of thinking is valuable to others. It wasn't until this moment that I recognized and acknowledged my worth, not just as an attorney but as a confident leader and collaborator."

Olivia C Rodriguez,
Legal Counsel, Bupa Global Marketing Unit,
Miami, USA

- **Aarogyam, Varanasi**

Led by Fellow Ashish Rai (C-16), Aarogyam is a social enterprise working to provide disease specific knowledge training and highquality medicine for the treatment of diarrhea, pneumonia, anemia and malnutrition, to Rural Medical Practitioners (RMPs) in the rural areas of seven districts in the Indian state of Uttar Pradesh. Its parallel objective is also to monitor (and discipline where necessary) if the RMPs dispense antibiotics particularly to children under 5 years of age.

For this, Aarogyam appoints regional field staff, from the local communities of the regions they

work in. This generates the parallel benefit to generate livelihood opportunities within those regions. The field staff is trained by the pharmaceutical companies to educate them about the new medicines and product lines that are being introduced to treat the diseases that they deal. The field staffs then work with the RMPs to enhance their knowledge, expertise and ability to properly use these drugs.

However, the challenge faced by Aarogyam is that of a very high attrition rate of the field staff. This happens due to various reasons from the nature of work being seasonal to the field staffs having other alternative sources for livelihoods and the competing pharmaceutical companies who poach the trained field staff during the work season, offering them slightly higher salaries. This in turn affects Aarogyam's operations greatly, thereby negatively affecting the fulfillment of objectives.

The team was therefore asked to apply their expertise and create a strategic growth plan for Aarogyam to help create a sustainable business model for rural health care also considering options for financial sustainability and growth as well as the scope of technology in strengthening operations.

Through a field visit to observe the rural health care system and the work done by the RMPs and consultations with the field staff and other relevant stakeholders, the team got the necessary information and varied perspectives. Based on this, the team made a comprehensive set of recommendations to Aarogyam for business growth, along



Youth and Leadership

GEN NXT Programme: Building Youth Leadership for Sustainable Future

A report commissioned by the UN-HABITAT's Global Urban Youth-led Research Network, published in 2013 outlines that by 2020, India will be the youngest nation in the world with 64% of its population in the working age group. The report further says that- "India's demographic transformation is creating an opportunity for the demographic burden of the past to be converted to a dividend for the future."

This implies that the youth of today will eventually lead the country across various sectors in future; therefore, the need of developing leadership acumen among the youth. In this pursuit, the Mineral Foundation of Goa (MFG), in 2003-04 launched an Environmental Education Programme for students from about 48 schools in the mining belt. Over the years, students underwent experiential, environmental sensitization learning programs to become "Green Students". These 'Green Students' are a batch of selected students, aged between 16-24 years at various stages of their school / college education.

As a next step, MFG's Programme Manager and LEAD Fellow from Cohort 11, Parag Rangnekaren-visioned a GEN NXT Programme to hone the leadership skills of the 'Green Students' and to groom them to advance to the stage of action to address the issues and challenges of sustainability. For this, LEAD India was identified as a partner to design and facilitate a six days long experiential leadership program.



with a company logo, a crowd funding campaign, a website and an organization page on Facebook.

As expressed by one of the participants:

"I entered the challenge full of anticipation and I felt a bit nervous about what to expect in my time in India. I have enjoyed experimenting with different leadership styles and how to really step out of my comfort zone. The constructive feedback given after each leadership day has really given me the courage to have an open dialogue with my peers."

Sam Sultan,
Sr. Business Development Consultant- Corporate,
Bupa Global Middle East
Dubai, UAE

The participants of both teams and the senior management and business sponsors of Bupa who participated in the program, after understanding the significance of the work they do, were all left feeling highly motivated and inspired to continue giving their best in their jobs and also lead their respective teams effectively to bring out their best contributions.

Both clients- Ekjut and Aarogyam on the other hand were highly appreciative of the deliverables presented by the respective teams. Their reviews echoed on how the perspectives that these highly skilled multinationals could bring out are usually overlooked, uncommon or sometimes remain hidden.

The program was held in the Bondla Nature Reserve from December 26-31, 2016 in Goa.

Similar to other LEAD leadership programs, this program too was designed with an aim to inspire the participants at the psyche level while simultaneously imparting technical inputs and enhancing soft skills. The objective of the training was to enable the participants to envision social and environmental development that they would like to see happening in their schools / colleges / localities and prepare individual/group action plans with the guidance and mentoring from experts.

The learning journey therefore began with a highly engaging, fun yet impactful session on 'knowing oneself'. The participants were made aware of their mental models, patterns and frames and the value in breaking these models to understand alternate perspectives; the importance of enhancing one's emotional intelligence and value of using self-affirmations as an anchor to move forward and take up leadership roles in the future.

A session on 'Appreciative Enquiry' engaged the participants to look for positives in every situation and in every person around them and then to build on those positives. Further, a session on 'Building Trust for Collaborative Functioning' was conducted through a series of highly engaging games and exercises. The participants learnt the importance of building trust and credibility to become a trusted leader and how the absence of which could have real consequences in one's professional and personal life.

A lesson on leadership was delivered by the author of "Become Healthy or Extinct", Darryl D'Souza who took charge to regain his health after years of suffering from a chronic condition. He shared his own journey, his resilience and how he used the adverse situation he was in, his ill-health, as an opportunity to transform his own lifestyle and shape a healthy living with integrated natural therapy.



Further in the technical session, participants were made to reflect upon and share their understanding of the term development. They were then introduced to sustainable development and then given a task to research on the 'global Sustainable Development Goals', few of which would also form the base of the framework of their on-field consultation with stakeholders. This was also supported through interactions with leaders who gave them insights on the local characteristics of Goa and the relevant on-going development initiatives.

During the on-field exposure visits, the participants in two sub-teams, interacted with local residents, Government and municipality officials to understand their perspectives, related issues and challenges that are faced with and the development measure that are being undertaken.

On the last but final day, both sub-teams consolidated their findings and presented their learnings and observations in the context of the SDGs. This was followed by the presentation of individual as well as group project ideas presented by the participants on the final day to the mentors. These project ideas ranged across varied themes and the mentors provided the participants with valuable feedback along with guidance on creating a road-map to pursue the respective project ideas.

Special Mention

This training was delivered successfully with the support of Fellows Dr. Prasanta Tripathy (C-6), Rahul Chandwarkar (C-10), Snehil Kumar (C-13), Ashish Rai (C-16) and resource persons Clinton Vaz, Waste Management Expert; Darryl D'souza, Author; Kishore Das, Development Professional, Roots; Dr. Nirmla Nair, Founder Member, Ekjut ; and Tallulah D' Silva, Architect.

A Panel Discussion on Collaborative Regional Learning and Brokering Knowledge to Enhance Resilience to Climate in South Asia at the World Sustainable Development Summit (WSDS), 2016



Each year since 2001, The Energy and Resources Institute (TERI) has been organizing an event called the 'Delhi Sustainable Development Summit (DSDS)'. The DSDS is "an international platform to facilitate exchange of knowledge on all aspects of sustainable development. This flagship event of TERI brought together various heads of State and Government, thought leaders, policy-makers and the crème de la crème of industry and academia to deliberate on myriad issues."

In 2016, the DSDS was transitioned to the stage of WSDS with an aim to expand the scope and reach of the Summit to the global community.

As a part of the WSDS 2016 held at the India Habitat Centre from October 6-8th, LEAD India was commissioned to organize a thematic track discussion on "Collaborative Regional Learning and Brokering Knowledge to Enhance Resilience to Climate in South Asia" in partnership with the Climate and Development Knowledge Network (CDKN).

Further to the understanding that the South Asian countries have a physical, geographical and cultural affinity with each other, they also share similar challenges related to climate change, disasters and calamities. This panel discussion focused on how regional sharing and collaboration can be most effective to increase the regional resilience towards climate change impacts.

The panel therefore comprised of thematic experts from organizations like International Federation of Red Cross and Red Crescent Societies (IFRC), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), CDP and All India Disaster Mitigation Institute (AIDMI), which have been working towards the cause of building resilience for extreme climate change impacts.

The context setting for the discussion was done by sharing CDKN's work which showed how collaborative action and learning is taking place and creating impact across South Asia.

The speakers then addressed the topic based on their work experience and the approaches used by their respective organizations such as- importance of data sharing between companies, cities and countries; importance of gender and social inclusion in risk management; importance of disaster preparedness and integrating CCA and DRR in development planning on local level; role of technology in improving resilience; role of media in widespread knowledge sharing; and vulnerabilities of industrial areas due to climate change and need of methods and tools to integrate adaptation in these areas.

Through each point of discussion and address by the experts, the importance and need of leadership as a requisite to establish regional sharing and collaboration was reiterated.

The session was followed by an engaging open discussion between the panelists and the participants. The need for regional collaboration for knowledge sharing within the South Asia region was echoed by all the panelists alike. They unanimously agreed about the need for leadership and the right actors taking forward collaborative initiatives and actions to enhance climate resilience.



Special Mention

The event was successfully conducted with the support from Mr. Mihir Bhatt, Senior Strategic Advisor, CDKN and India and Director, AIDMI; and panelists Ms. Aditi Kapoor, Climate and Resilience Advisor, IFRC & LEAD Fellow (C-2) ; Mr. Daman-deep Singh, CDP and LEAD Fellow (C-12) ; Ms. Vandana Chavhan, Senior Disaster Specialist, AIDMI; Mr. Raghu Babu, GiZ.

Global Citizen Festival India



Global Citizen is a social action platform for a global generation that wants to solve the world's biggest challenges by taking actions such as sending emails, posting tweets on twitter, signing petitions and making phone calls addressed to world leaders and to end extreme poverty by 2030.

The community organizes various events and global campaigns and promotes them through digital channels, with an aim to build the world's largest movement for social action.

The Global Citizen Festival is annual music festival being organized since 2012 in locations across the world. It is a part of the movement to end extreme poverty by 2030 by aligning with the 17 Global SDGs. Various artists of international repute perform in this music festival, majority of the passes to which can be earned by the fans by taking action on the Global Citizen website which includes signing petitions, sending emails, watching videos and posting on Facebook and Twitter to spread the word about the movement.

In November 2016, the Global Citizen Festival was organized for the first time in India in Mumbai in collaboration with the Global Education and Leadership Foundation (tGELF).

LEAD India was invited by tGELF to participate in the festival as a mark of solidarity with the foundation and its partnership with Global Citizen to achieve the global SDGs and end extreme poverty by 2030.

Fellows from Mumbai and neighboring cities and states along with Board Members and LEAD India Secretariat Staff attended the event.

The event saw performances by international and national artists as well as addresses and pledges made by leaders, politicians, representatives of the UN, spiritual leaders et al. who came together to create awareness and initiate action towards attaining the SDGs.

Systematization Exercise

Systematization is an evaluative and participatory technique of documentation and dissemination. The methodology helps projects describe and analyze the situation at the inception, implementation and post implementation stages and the process of change with the help of a facilitator. It helps build project and partner capacity in regular and systematic documentation of project lessons. The uniqueness of Systematization lies in bringing all primary stakeholders at a common platform to undertake critical analysis of the key questions related to project objectives. The introspection, based on ground realities, enriches project learning. The information and learning that emerge from the exercise are validated and shared through different means.

In the process of systematization major project themes for evaluative documentation are identified. To study each theme identified teams are formed, which work systematically to develop a key question to be addressed. The process is an opportunity for systematic and in-depth analysis and documentation of project learning in a way that the project learning can be utilized both within and outside the project.

LEAD India carried out a Systematization exercise for a UNAFB funded project titled 'Climate Change Adaptation' executed by NABARD as the National Implementing Entity in three districts of Madhya Pradesh- Alirajpura, Dhar and Jhabua.

The project focuses on "Building Adaptive Capacities of Small Inland Fishermen Community for Climate Resilience and Livelihood Security" and will lead to increase in water retention capacity of the ponds as an adaptive measure to address rainfall

variability. This can be achieved by modifying technical specification of the ponds; diversification of fish species and temperature regulation of ponds; productivity enhancement of fish farmers by building their capacity on climate resilient small pond fisheries, institutional linkages and preparation and dissemination of examples across India that show evidence based, resilient climate change adaptation strategies for inland fisheries in small ponds.

Through the systematization exercise, reflective enquiries were made on the following key points:

- a. The extent to which the project interventions are strengthening adaptive capacities of the vulnerable inland fish farmers by the end of one year
- b. The factors that enable fisher's samiti to
 - function as a group to plan, implement and manage
 - be gender inclusive and work towards the goal of conducting fisheries

Sustainable Mountain Development Summit – V

Sustainable Mountain Development Summit (SMDS) is an annual conclave hosted by the Integrated Mountain Initiative (IMI). IMI brings together the 12 mountain states of the Indian Himalayan Region (IHR) and Northeast in an attempt to discuss issues and matters pertaining to sustainable development in the IHR.

Each year, salient themes are selected for discussion and deliberation at the conclave. Based on these extensive discussions, key recommendations are made to the IMI for integration in their work.

The fifth SMDS of the IMI was held in Leh, Ladakh from September 20-22, 2016. The summit was hosted by Ladakh Snow Leopard Foundation (LSLF) in partnership with LEAD India as the institutional partner.

SMDS – V saw experts, policy-makers, decision-makers, elected representatives, students et al. coming together in the SMDS to discuss the following themes and subsequent sub-themes:



Fellows from Mumbai and neighboring cities and states along with Board Members and LEAD India Secretariat Staff attended the event.

The event saw performances by international and national artists as well as addresses and pledges made by leaders, politicians, representatives of the UN, spiritual leaders et al. who came together to create awareness and initiate action towards attaining the SDGs.

• **Water Security:**

Water is the one natural resource on which depends various day-to-day essentials for human survival, right from food and goods production, to health and sanitation. Accessibility to sufficient clean water for fulfillment of these essential requirements and not just its availability is defined as water security. However, currently the policymaking related to water focuses more on availability than on accessibility. Therefore, there's an urgent need to secure water-dependent livelihoods in mountain communities and since the requirement of water keeps changing with changing local context, it is imperative that each of the mountain states of the IHR develop a framework for water security that address their specific needs.

To take this forward and build upon the existing measures, the water security theme was selected.

The sub-themes that were discussed are:

- o Receding glaciers and snow-cover areas
- o Water Conservation and Preservation Techniques- traditional and new technologies
- o Water for Mountain Agriculture

Policy Recommendations:

- Importance of monitoring the health of glaciers, snowfields and permafrost and building the scientific capacities of local communities to be able to do the same
- Developing simple strategies like snow-fences and artificial glaciers. Also, ensuring that structures like the artificial glaciers is built closer to the natural glaciers to increase the cover
- Emphasizing on mapping and study of permafrost as it is a major source of water but has been neglected due to the difficulty in measuring
- Involving the local communities by seeking information from them about the history of climatic changes and documenting these; also involving them in discussions related to designing solutions based on available scientific data
- Need to identify overlaps between traditional knowledge and practices and science and technology
- Acknowledge successful traditional practices and converge them with policies
- Encourage active participation from local communities in planning and execution of projects for water management and climate change adaptation
- Refine and rationalize policies related to ground-water extraction; redesigning state and central programs related to water management in sync with the local geological contexts and making them community-driven
- Documentation of rights and responsibilities of irrigation systems
- Rationalizing and integration of traditional farming skills and practices in programs of Govt. departments, agencies and schools
- Spreading awareness about rain-water harvesting technique
- Documentation of springs as they are a major source of water in the IHR. Currently there's very little data. Further as they are depleting, there's a need to also initiate methods to conserve them.

Legislators and Policy-makers Meet



A Legislators and Policy-Makers Meet was held in a parallel session. This meet co-chaired by the by the Chairman/Chief Executive Councilor of the Ladakh Autonomous Hill Development Council (LAHDC), Leh, Dr. Sonam Dawa Lonpo and Member of Parliament, Sikkim, Shri P.D. Rai saw participation from Councilors from LAHDC as well as two other MPs. In these sessions, specific issues were discussed, and policy recommendations were made.

The 5th Himalayan Photography Competition and Exhibition was also hosted in a side-event.

In a special event, LEAD India paid tribute to Late Dr. Pushkin Phartiyal, Executive Director, Central Himalayan Environment Association (CHEA), Founding Member of the IMI and LEAD Fellow from Cohort 9. This was done to express gratitude, acknowledge and celebrate his immense and tireless contribution to the Himalayas!

Climate and Development Knowledge Network

CDKN established in 2010, connects policy-makers and organizations in developing countries with experts on climate change and aims to help them 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 29 | **Lead India**

April 2012. Over the past five years LEAD India has supported CDKN in its endeavors to strengthen leadership, policies and programs on CCD at the state level in support of national policies. Ms. Aditi Paul is based in the LEAD India Secretariat as CDKN's Country Programme Manager of India. The program will conclude in June, 2017. Over the years, CDKN's work in India constituted of:

- In response to the Government of India's decision to implement the Paris Agreement, CDKN held strategic consultations on implementing the Nationally Determined Contributions (NDCs). These consultations focused on the Himalayan region; coastal India; urban and district planning activities; women's economic empowerment; the green skills agenda; and corporate participation in NDC implementation. CDKN also commissioned a research to investigate how India's NDC can meet its objective and simultaneously, meaningfully contribute to climate change mitigation. This was done by Centre for Policy Research, India in partnership with the International Institute for Applied Systems Analysis, the Energy Research Centre and Prayas (Energy Group)

- **Increasing Resilience to Extreme Heat across Indian Cities:** Over the years, CDKN has supported many city administrations to develop effective Heat Action Plans. For instance, after the extreme heat event of Ahmedabad in May 2010, CDKN conducted a research which was led by the Natural Resources Defense Council in partnership with the Indian Institute of Public Health, Gandhinagar and the Public Health Foundation of India and through it, it was demonstrated that a period of high temperatures in the city was correlated with sudden, increased mortality.

- CDKN in 2016, commissioned TARU Leading Edge to produce a 'roadmap for planning heat wave management in India' to spread successful practices nationwide. This was done with support from the National Disaster Management Authority (NDMA), the World Health Organization, National Institute of Urban Affairs, and the Rockefeller Foundation. Through NDMA, the Government of India launched its 'Guidelines for preparation of Action Plan- prevention and management of heat-wave'; here due recognition was paid to CDKN's work in India since 2011.



The IPCC's Fifth Assessment Report (AR5): What's in it for South Asia?

To bring the findings of the AR5 to developing countries, the Governments and other stakeholders, CDKN carried out an outreach program. This was done so that decision-making processes integrate the best current data available on climate sciences. Policy dialogue events were also organized during the program for the IPCC authors along with meetings for young scientists and training for journalists.

(For a detailed account of the above report, please check https://cdkn.org/wp-content/uploads/2017/06/INDIA_Outlook_May2017.pdf)

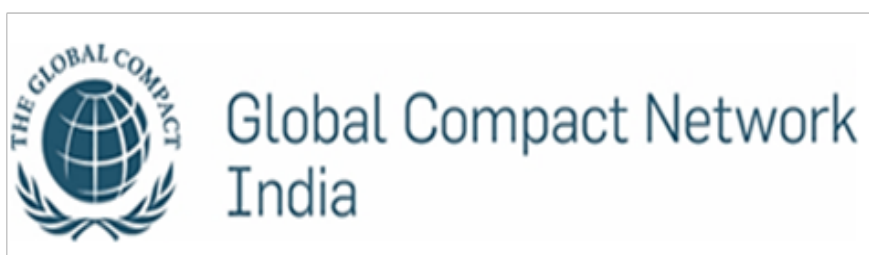
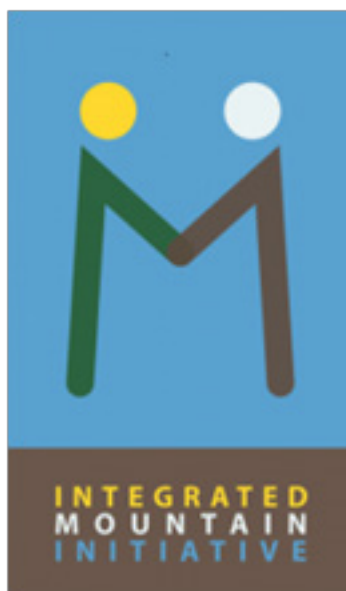
- **Climate Compatible Development in Urban India:** CDKN developed an initiative for Bangalore and Madurai to respond to climate risks in resource constrained environments, to reduce urban poverty and accelerate economic development. This initiative is the blue-green infrastructure that refers to 'the intricately networked water systems including water tanks, rivers, channels, canals and ground water (i.e. the blue infrastructure); and the fundamental ecological infrastructure, including natural habitats, ecosystems and urban green spaces (i.e. the green infrastructure) on which life depends. 'This was done in partnership with Atkins UK, University College London, the Development of Humane Action (DHAN) Foundation and the Indian Institute for Human Settlements (IIHS)

- In light of the difficulty faced by the city authorities in identifying and accessing ways of financing action on climate compatible development, CDKN conducted an analysis of international, national and local financing mechanisms and programs that are suitable for cities such as Gurugram and Puri. This was done with support from Germanwatch.

- **Strengthening Resilience through Climate-related Disaster Risk Management:** Between 2011-24, CDKN funded about 15 research teams that 'investigated policy innovations, institutional arrangements and governance structures that can promote resilience to disasters.' This research resulted in improvisations facilitating communication across administrative scales and local communities, leading to rise in demand for technical support.

Our Partnerships

In the year 2016-17, 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:



**FUTURE
CONSIDERATIONS**
Reconsidering the future

ICIMOD



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

**Swiss Agency for Development
and Cooperation SDC**

IHCAP Indian Himalayas
Climate Adaptation
Programme

What Inspires us!

AHA!- Achievements, Honors & Awards



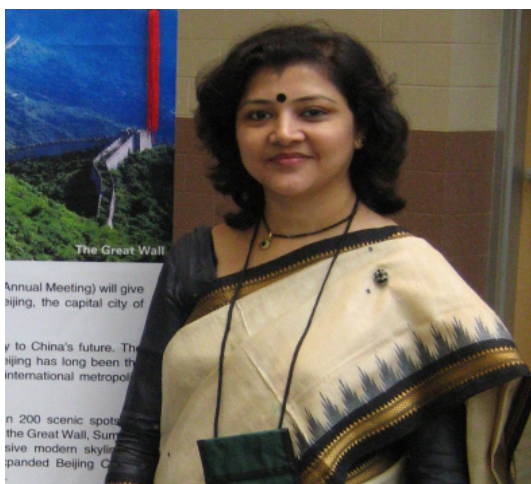
Mr Deepak Apte, Fellow of Cohort 9 was nominated as a part of Important Forest Advisory Committee (FAC), under the Ministry of Environment, Forest and Climate Change (MoEF-CC). FAC advises the ministry on any activity that requires the diversion of forestland for non-forest use. The committee was constituted under the Forest Conservation Act, 1980.



Dr Sanjay Deshmukh, Fellow of Cohort 11 was nominated as a part of Important Forest Advisory Committee (FAC), under the Ministry of Environment, Forest and Climate Change (MoEF-CC). FAC advises the ministry on any activity that requires the diversion of forestland for non-forest use. The committee was constituted under the Forest Conservation Act, 1980.



Mr Nalong Mize is the Former Adviser, Chief Minister, Arunachal Pradesh, Secretary, Sustainable Development Forum Arunachal Pradesh (SDFA) received the true Legend Award Northeast from The Telegraph Newspaper during 2016. This Legend Award for recognizing his outstanding perseverance, contribution and dedication made by citizens to overcome obstacles and create a platform for themselves to serve better for the society.



Dr. Indrila Guha joined as Principal in Basanti Debi College, Kolkata. She was an Associate Professor in Economics in Vidyasagar College for Women, Kolkata and Visiting Researcher in Global Change Program, Jadavpur University. She received the award for Distinguished Faculty for the year 2016, for her outstanding contribution in Arts and Science



Dr Saroj Barik of Cohort 9 Fellow was appointed as the Director of the National Botanical Research Institute (NBRI). Prior to joining Dr Saroj Kanta Barik was Professor of Ecology at the Department of Botany (Centre for Advanced Studies in Botany) at North-Eastern Hill University (NEHU), Shillong.



Ms Aditi Kapoor has joined as the Climate and Resilience Advisor with the IFRC - the International Federation of Red Cross and Red Crescent Societies, New Delhi. She will be looking at resilience to climate change among poor people as well as work with policy makers, conduct trainings mostly in India and South Asia and will handle work of IFRC's international center for Climate Change, headquartered in Amsterdam. She is also the Director (Hon.) of Alternate Futures New Delhi.

In December 2015 the work of Alternative Futures on 'Incorporating and institutionalising the gender dimension in India's State Action Plans on Climate Change' was recognised as one of the eight best initiatives in the category of transformative climate initiatives. The evidence-based policy research on Gender and State Action Plans on Climate Change (SAPCC) won a mention in the international Gender-Just Climate Solutions Award in the category of Transformative Climate Initiatives. A photo-documentation based on the same work was released by the Environment Minister at the India Pavilion at Conference of Parties 21 (COP21) in Paris.

Leaders Speak



Ravi Duggal

The LEAD experience provided an opportunity to interact with a wide range of professionals across the globe and widened the horizon of my canvas from health and related development issues to a much larger perspective of development.



Lalbiak M Ngente

It is my sincere and firm belief that LEAD Program is one of the best programs across the Globe for the young and up-coming leaders around the world. I consider myself very fortunate and lucky to be a part of such program.

LEAD Training programs have widen my perspective and changed the way I look at

various activities and development around me and in various parts of the world. It has greatly enhance my skill in dealing with my staff, clients and colleagues. Further LEAD challanges me to think in new ways with new perspective and to question and link the situations and activities around my work and my life."



Veena Ravichandran

"The excitement and challenge of working with a multicultural, multi disciplinary group for a shared vision has been the most rewarding experience. LEAD has also helped me to make better choices at my individual level—choices that are the best for me and our world."

Amba Jamir of Cohort 8



"The programme's strongest point (for me) is that it has measured my belief in collective leadership with ethical and moral values across all sections."

Thomas Chandy of Cohort 8



"From 'closed' to 'open', 'dominating' to 'participatory', 'imposing to 'facilitating' and 'individual' to 'group'. These are the techniques I have learned with LEAD."

Ambuj Kishore



"The training helped in developing third-eye perspective and appreciate conserva-tion concerns across the table among development stakeholders with an aim to-wards sustainability."

Engaging Fellows in LEAD India Activities

1	Aditi Kapoor	Engaged as resource person for Panel discussion themed Collaborative Regional Learning and Brokering Knowledge to Enhance Resilience to Climate in South Asia as a part of World Sustainable Development Summit (WSDS).
2	AanchalKapur	Conducted Work Place Assessment for Cohort 19 candidate
3	Abhay Vaidya	Conducted Work Place Assessment for Cohort 19 candidate
4	Abhiyant Tiwari	Conducted Work Place Assessment for Cohort 19 candidate
5	Alexander Amirtham	Conducted Work Place Assessment for Cohort 19 candidate
6	Ajay Kumar Lal	Conducted Work Place Assessment for Cohort 19 candidate
7	Aman Singh	Conducted Work Place Assessment for Cohort 19 candidate
8	Amba Jamir	Conducted Work Place Assessment for Cohort 19 candidate
9	Ambuj Kishore	Conducted Work Place Assessment for Cohort 19 candidate
10	Anand Jadhav	Conducted Work Place Assessment for Cohort 19 candidate
11	Anil Agnihotri	Conducted Work Place Assessment for Cohort 19 candidate
12	Anuradha Chaturvedi	Conducted Work Place Assessment for Cohort 19 candidate
13	Aradhana Kohli Kapoor	Conducted Work Place Assessment for Cohort 19 candidate Member of Fellows Meet Committee-2017
14	Asha Ramachandran	Member of Finance Committee Conducted Work Place Assessment for Cohort 19 candidate
15	Ashish Rai	Attended Global Citizen Festival India Conducted Work Place Assessment for Cohort 19 candidate; Engaged as a Panel member for Recruiting water expert - Benefit Sharing Water Governance Program Helped as partner organization for hosting Bupa Next Generation Development Program for Bupa insurance Executives. Participated in the Next Generation Leadership for Youth Program at Goa
16	Bhawana Luthra	Conducted Work Place Assessment for Cohort 19 candidate; Member of Cohort 19 Recruitment sub committee
17	Bandu Sane	Engaged as resource person for National Training Session at Wardha
18	Chandran Mohan B	Conducted Work Place Assessment for Cohort 19 candidate
19	ChittaranjanHota	Conducted Work Place Assessment for Cohort 19 candidate
20	Damandeep Singh	Engaged as resource person for Panel discussion themed Collaborative Regional Learning and Brokering Knowledge to Enhance Resilience to Climate in South Asia as a part of World Sustainable Development Summit (WSDS).
21	Dhanajai Mohan	Conducted Work Place Assessment for Cohort 19 candidate
22	Gajanan Kale	Lent support in hosting of National Training Session at Amravati. Conducted Work Place Assessment for Cohort 19 candidate

23	Glenn Kalavampara	Member of Cohort 19 Recruitment sub committee
24	Gopal Singh	Conducted Work Place Assessment for Cohort 19 candidate
25	Harleen Kaur	Conducted Work Place Assessment for Cohort 19 candidate
26	Indrila Guha	Conducted Work Place Assessment for Cohort 19 candidate
27	Jyotiraj Patra	Conducted Work Place Assessment for Cohort 19 candidate
28	Kanika Pal	Conducted Work Place Assessment for Cohort 19 candidate
29	K G Saxena	Conducted Work Place Assessment for Cohort 19 candidate
30	KirtidaOza	Conducted Work Place Assessment for Cohort 19 candidate
31	Krishnendu Bose	Conducted Work Place Assessment for Cohort 19 candidate
32	Leena Verenkar	Attended Global Citizen Festival India Conducted Work Place Assessment for Cohort 19 candidate; Engaged as a Panel member for Cohort 19 Recruitment
33	Lokendra Thakkar	Conducted Work Place Assessment for Cohort 19 candidate
34	Madegowda C	Conducted Work Place Assessment for Cohort 19 candidate
35	Mahesh K Patil	Member of Cohort 19 Recruitment subcommittee, Finance Committee & Fellows Meet Committee-2017; Fellow Director (Treasurer) of LEAD India Conducted Work Place Assessment for Cohort 19 candidate Engaged as resource person for National Training Session at Jamshedpur
36	Neha Sinha	Engaged as resource person for National Training Session at Wardha Conducted Work Place Assessment for Cohort 19 candidate
37	Nila Pandian	Member of Fellows Meet Committee-2017
38	Pankaj Sekhsaria	Conducted Work Place Assessment for Cohort 19 candidate
39	ParabitaBasu	Conducted Work Place Assessment for Cohort 19 candidate
40	Parag Rangnekar	Conducted Work Place Assessment for Cohort 18 candidate; Anchored the Next Generation Young leadership Program at Goa
41	Prasanta Tripathy	Helped as partner organization for hosting Bupa Next Generation Development Program for Bupa insurance Executives. Conducted Work Place Assessment for Cohort 19 candidate; Engaged as resource person for National Training Session at Kolkata, Wardha and Jamshedpur; Engaged as Resource Person in the Next Generation Leadership for Youth Program at Goa
42	Priti Joshi	Conducted Work Place Assessment for Cohort 19 candidate ; Engaged as resource person for National Training Session at Wardha
43	Purander Chakravarty	Conducted Work Place Assessment for Cohort 19 candidate

44	Radhika Kothari	Lent support in designing the Cohort 19 training brochure Conducted Work Place Assessment for Cohort 19 candidate;
45	Rahul Chandawarkar	Engaged as a facilitator for Next Generation for Young Leaders Program for Youth at Goa
46	Raju Sharma	Member of Finance Committee; Lent support for liaisoning for linking with Police Department of J and K for Consultation for Youth Engagement in Kashmir.
47	Ramya K	Conducted Work Place Assessment for Cohort 19 candidate
48	Sandeep Mehto	Conducted Work Place Assessment for Cohort 19 candidate
49	Sanjay Deshmukh	Lent support for hosting the team during Global Citizen Festival India at Mumbai
50	Sanjay Jothe	Conducted Work Place Assessment for Cohort 19 candidate
51	Seema Awasthi	Conducted Work Place Assessment for Cohort 19 candidate
52	Seema Mishra	Attended the 9th Annual General Meeting; Conducted Work Place Assessment for Cohort 18 candidate
53	Siddharth D'souza	Conducted Work Place Assessment for Cohort 19 candidate
54	Snehil Kumar	Fellow Director of LEAD India; Engaged as Facilitator for Accredited Development Program for HSBC Executives. Engaged as Facilitator for Bupa Next Generation Development Program for Bupa insurance Executives. Conducted Work Place Assessment for Cohort 19 candidate Member of Cohort 19 Recruitment subcommittee; Engaged as resource person for National Training Session at Kolkata, Wardha & Jamshedpur. Participated in Sustainable Development Mountain Summit V at Leh, Ladakh Participated in the Next Generation Leadership for Youth Program at Goa
55	Soham Pandya	Lent support in hosting of National Training Session at Wardha Participated Global Citizen Festival India Conducted Work Place Assessment for Cohort 19 candidate
56	Shashikant Chopde	Participated in of World Sustainable Development Summit (WSDS) themed Collaborative Regional Learning and Brokering Knowledge to Enhance Resilience to Climate in 4South Asia at New Delhi. Engaged as a Panel member for Recruiting water expert - Benefit Sharing Water Governance Program
57	Shruti Sharma	Fellow Director of LEAD India Member of Cohort 19 Recruitment subcommittee; Participated in the National Training Session at Wardha

58	Sudha Nair	Conducted Work Place Assessment for Cohort 19 candidate
59	Sudhir Sinha	Conducted Work Place Assessment for Cohort 19 candidate Engaged as Resource person for National Training Session at Kolkata
61	Sudip Mitra	Conducted Work Place Assessment for Cohort 19 candidate
62	Sujatha Byravan	Conducted Work Place Assessment for Cohort 19 candidate
63	Sunder Subramanian	Participated in of World Sustainable Development Summit (WSDS) themed Collaborative Regional Learning and Brokering Knowledge to Enhance Resilience to Climate in South Asia. Conducted Work Place Assessment for Cohort 19 candidate Engaged as a Panel member for Recruiting water expert - Benefit Sharing Water Governance Program
64	Vani Manocha	Conducted Work Place Assessment for Cohort 19 candidate Member of Fellows Meet Committee-2017
65	Varghese Thecanath	Conducted Work Place Assessment for Cohort 19 candidate
66	Vijai P Singh	Conducted Work Place Assessment for Cohort 19 candidate
67	Vijay Wardhan	Lent support in hosting of National Training Session at Kolkata Conducted Work Place Assessment for Cohort 19 candidate
68	Vimal Garg	Engaged as a Panel member for Recruiting water expert - Benefit Sharing Water Governance Program

Governance

The Board

As a registered society, LEAD India has put in place a governance structure. During 2015-16 the LEAD India board comprised of 4 elected fellow directors and 4 independent directors nominated by the LEAD India Fellows.



Mr. Neelesh Kulkarni

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.



Mahesh K Patil Fellow Director & Treasurer

Mahesh K Patil is the Director of Eco-farm at Panaji, Goa prior to start-farm he was with Sesa Goa Limited (a subsidiary of Vedanta Plc)

as Associate Vice President. He was responsible for occupational Health and Safety, Environment management and Community Development activities in Sesa Group of Companies. He is overall responsible for companies activities concerning Sustainability in India and abroad and also involved in other subsidiaries of Vedanta plc .

He has experience of over 22 years in Environment impact Assessment for large mining and steel project (Pig iron plant, Metallurgical Coke, sinter and

power plant) and coordinating the Environment management and Safety activities. He has passion for CSR, and has initiated many pioneering program like Alternative Livelihood opportunities for communities around mining areas in association with University of Agricultural sciences, Dharwad, Karnataka.

He has developed and successfully replicated many mine reclamation techniques like Biotechnological approach, root training Nursery, Use of Geotextiles, Agrihorticultural plantation, Bamboo setumetc , for Mine reclamation. He has developed Integrated Management system for Occupational Health & safety and Environment and also published Sustainable Development Report as per GRI guidelines.

Presented papers in various national and international seminars, and also nominated as members in various national committees. Received prestigious Awards for the company in the field of Sustainable Development (Safety, Environment Management and Corporate Social responsibility).

M.K. Patil is a certified ISO auditor. He won a national award for outstanding efforts in mine-land reclamation and the sustainable utilization of natural resources. He has a master's degree in agriculture with a specialization in plant pathology from the University of Agricultural Science, Karnataka and MBA from Goa Institute of Management. He also has a postgraduate degree in ecology and the environment.



Ashish Rai
Fellow Director
Vice President

Ashish Rai lives and works in Holy city Varanasi. His work area is predominantly in Health sector. His company

Aarogyam is working in nine districts of Eastern Uttar Pradesh currently in association with William J Clinton Foundation for Diarrheal control and management. The program aims to reduce morbidity and mortality related to diarrheal disease among children under 5 years of age, through deployment of new and improved approaches to scale up Zinc and Oral Rehydration salts (ORS) for diarrhea treatment through both public and private sector channels in Uttar Pradesh. Ultimately this program aims

to reduce the burden of diarrhea on child health and increase child survival in India, and contribute to improved child health outcomes and provide actionable information for diarrhea treatment. Aarogyam is also in process of initiating Telemedicine centers at block level in its working area and connecting it to a multispecialty hub in Varanasi thereby creating various verticals of livelihood in this health services model. Synergic Clinical Research Pvt. Ltd. is a clinical research company based at Varanasi. SCR works in close association with Pharmaceutical and Medical institutions in the area of New Drug Development and delivery.



Mr. Snehil Kumar
Fellow Director
Vice President

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.



Shruti Sharma Fellow Director Vice President

Shruti Sharma, IFS (1987 batch, Rajasthan cadre) is presently posted as the Additional Principal Chief Conservator of Forest/APCCF, Silviculture, Rajasthan. Prior to this posting, she served as CCF Concurrent Evaluation. She was Associate Professor at the Indira Gandhi National Forest Academy/IGNFA, Dehradun and taught Wildlife Management and Biodiversity Conservation to probationers of the Indian Forest Service. She was on deputation to the Forest Research Institute (Indian Council of Forestry Research and Education/ICFRE), Dehradun as the Deputy Conservator of Forests (Non-Wood Forest Products Division).

She conducted research on medicinal plants, developed herbal gardens, and taught Conservation of Biological Resources, Eco-development, Wildlife Management and Wetland Management to MSc and PGD students at the FRI University. She also conducted short term courses on Ecotourism-Planning and Management; Sustainable Development of NWFP and Medicinal Plants. She has experience in protected area management. From 1996-2000 she was posted as Director of Keoladeo National Park, Bharatpur. Prior to this, she served as Deputy Conservator of Forest (Wildlife) Kota, District Forest Officer (Tonk) and Assistant Conservator of Forests, Bharatpur. Before joining the IFS, she worked as PGT biology teacher at Army Public school and Bluebell School, Delhi from 1983 to 1987. Ministry of External Affairs, Govt. of India has made a documentary on her work titled, 'Pride of India' and translated into various other languages. Her educational qualification includes Bachelor and Masters in Zoology from the University of Delhi and Bachelor of Education from the same university. She has a Masters in Forestry from Indira Gandhi National Forest Academy, a PG Diploma in Wildlife Management from the Wildlife Institute of India, Dehradun.

Annual General Meeting

The Annual General Meeting for the year 2015 – 16 was held on March 31, 2017 at the LEAD India Secretariat in New Delhi.

The agenda discussed is as below:

- Approval of Minutes of the last AGM of 17th January 2016
- Presentation of Activity Report and Update on Progress at LEAD India
- Presentation of Financial Statements
- Fellows' Agenda – review on the attendance in AGM; LEAD Silver Jubilee Celebration

Obituary – Prof M G K Menon (1928-2016)



On November 22, 2016, revered Prof. M.G.K. Menon left for heavenly abode at the age of 88 after a short illness.

Prof. Menon was a renowned physicist and was instrumental in shaping of science and technology in India. He was the Scientific Adviser to the Prime Minister from 1986-89 and later also served as the Minister of State for Science and Technology and Education. He was a member of Planning Commission for seven years from 1982-89 and also a Member of Parliament, Rajya Sabha for six years from 1990-1996.

Prof. Menon served in leading positions at the key scientific institutes of the country such as Chairman, Indian Space Research Organisation; Vice President, Council of Scientific & Industrial Research (CSIR); Director, the Tata Institute of Fundamental Research (TIFR); President, the Indian Academy of Sciences (IAS); President, the Indian National Science Academy (INSA); and President, the National Academy of Sciences, India (NASI). He was also President, International Council of Scientific Unions (ICSU).

his service to the nation, Prof. Menon was awarded with Padmabhushan and Padmavibhushan awards.

When LEAD was in its early days during the Rockefeller Era (1992-2000), Prof. Menon was one of the National Steering Committee Member of the program. Later when LEAD India was registered as a Society, Prof. Menon took charge as the first President from 2000-06. In his 14 years with LEAD, 13 Cohorts of 155 LEADers were inducted in the network. Post 2006, he continued to remain associated with LEAD India as a Patron. The time he devoted to LEAD India laid the foundational work for leading the organization to reach where it stands.

LEAD India fraternity pays homage to Prof. Menon and offers deepest condolences to the family!

For this immense contribution in the field and

Finance



S. Sahoo & Co. Chartered Accountants

Auditors' Report

To
The Members of Board
LEAD INDIA
M-8, 3rd Floor, Greater Kailash, Part-1
New Delhi-110058

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 2017, 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 safe guarding 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 and 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 mis statement 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 over all 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 afore said 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;

- a) In the case of the Balance Sheet, of the state of affairs of the "LEAD INDIA" as at March 31st, 2017.
- b) In the case of Income & Expenditure Accounts, result of operation for the year ended on that date.

For S. Sahoo & Co
Chartered Accountants
ERN NO. 322952E

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

Date: 28.08.2017
Place: New Delhi

LEAD INDIA

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

Amount in (Rs.)

BALANCE SHEET AS AT 31st MARCH, 2017			
	SCHEDULE	2016-17	2015-16
SOURCES OF FUNDS			
I. FUND BALANCES			
a. General Fund	[01]	16,493,020	5,858,512
b. Corpus Fund	[02]	8,534,940	8,534,940
c. Asset Fund Fund	[03]	537,578	1,065,772
d. Project Fund	[01A]	-	-
TOTAL	I	25,565,538	15,459,224
II. LOAN FUND			
a. Secured Loan		-	-
b. Unsecured Loan		-	-
	II	-	-
TOTAL Rs.	[I + II]	25,565,538	15,459,224
APPLICATION OF FUNDS			
I. FIXED ASSETS			
Gross Block	[04]	2,577,747	4,393,701
Less: Accumulated Depreciation		1,804,927	3,358,964
Net Block		772,820	1,034,737
II. INVESTMENTS			
	[05]	10,306,157	9,683,299
III. CURRENT ASSETS, LOAN & ADVANCES			
a. Loan & Advances	[06]	857,842	900,768
b. Other Current Assets	[07]	693,826	476,494
c. Cash & Bank Balance	[08]	15,590,514	11,394,091
	A	17,142,182	12,771,353
Less: CURRENT LIABILITIES & PROVISIONS			
a. Current Liabilities	[09]	818,192	738,175
b. Unspent Grant Balance	[10]	1,837,429	7,291,989
	B	2,655,621	8,030,165
NET CURRENT ASSETS	[A - B]	14,486,561	4,741,188
TOTAL Rs.	[I+II+III]	25,565,538	15,459,224

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 Subhajit Sahoo, FCA, LLb
Partner

M No. : 057426
FR No. : 322952E

Place : New Delhi
Date : 28.08.2017

Bhawana Luthra
Executive Director



Mahesh K Patil
Treasurer

LEAD INDIA

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

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2017			
	SCHEDULE	2016-17	2015-16
I. INCOME			
Grant-in-Aid	[11]	23,721,491	17,255,747
Donation		147,925	120,000
Cohort Participation Fees		1,209,750	901,628
Other Income	[12]	349,341	-
Interest Income	[13]	1,310,026	1,290,014
TOTAL Rs.	I	26,738,533	19,567,389
II. EXPENDITURE			
Programme Expenses	[15]	13,612,992	16,862,281
Training Activities	[17]	1,413,035	1,297,906
Administration Expenses	[14]	381,883	712,016
Governance Expenses	[18]	622,186	216,780
Other Training Activities	[16]	263,208	-
Depreciation	[04]	163,020	190,232
Less: Depreciation Transferred to Capital Fund	[03]	111,013	50,572
Fixed Assets Writeoff		73,573	-
TOTAL Rs.	II	16,418,882	19,228,643
III. Excess of Income Over Expenditure	[I-II]	10,319,651	338,746
Transferred to General Fund		10,319,651	-
Transferred to Project Fund		-	-
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 Subhajit Sahoo, FCA, LLb
Partner

M No. : 057426
FR No. : 322952E

Place : New Delhi
Date : 28.08.2017


Bhawana Luthra
Executive Director




Mahesh K Patil
Treasurer

Interns



Vaishali Kotecha joined LEAD India as an intern in January 2016. She worked closely with the program team for the recruitment of the 18th Cohort for the LEAD India's Fellowship-ISDLP, organizing and logistical support in the training program. In June 2016, she joined LEAD India Secretariat full time as a program officer.



Daniel Moser from Germany did his internship with LEAD India for a month in June 2017. After graduating in Geo-ecology (Environmental Sciences), he started his career as a student assistant at the Environmental planning office Emch+Berger, Karlsruhe (Germany) for one year, followed by a short term internship with Green Parliamentary Group in Germany.

LEAD INDIA

M-8, 3rd Floor, Greater Kailash, Part-1, New Delhi 1100488

W: www.leadindia.org



91-11-29235721, 41638440



office@leadindia.org



Lead India