

A series of overlapping, curved green bands sweep across the lower half of the page, creating a sense of movement and growth. The bands vary in shades of green, from a light mint to a deep forest green.

# **Annual Report 2017-2018**

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## Executive Director's Note

From its inception at Rio Summit 1992, LEAD is fulfilling its mandate of building catalysts for change – LEADers - who have righteously been working towards transforming the current world into a more sustainable society. We have always aligned our mandate to serve to the global actions for sustainable development and over years, LEAD India, through its leadership programs and projects, has been contributing to Millenium Development Goals (MDGs) and Sustainable Development Goals (SDGs). What has come out as this year's slogan on the World Environment Day – 'Beat Plastic Pollution', LEAD India has been preaching and practising it for years and have adapted best practices to beat plastic pollution from across the country among other environmental and development challenges.

Last year, LEAD completed its 25 years and our joy was doubled when LEAD International, our parent organization, resurrected with its leadership vested in Ms. Gabriela G Merla, President; LEAD India is also one of the trustees on the Board of LEAD International. This February, we commemorated three celebrations in a two days event at NBRI, Lucknow – 25 Years of LEAD, Revival of LEAD International and Graduation of Cohorts 18 & 19. We were honoured to have Ms Gabriela join us for the event where she appreciated the structure of our programs, strengthened network of Fellows in India and called out for support in making LEAD International a global success. The event laid out some path breaking ideas for the expansion and greater visibility of both LEAD India and LEAD International.

During the year, we have established some fruitful partnerships with global and national organizations and institutes for leadership development, capacity building and environmental governance. Adding another feather to the hat, we take pride in launching applications for Cohort 20 of LEAD India Fellowship which is rebranded as 'Building Leadership for Sustainable Future'. For all that we have achieved so far, I take this opportunity to thank our constantly supportive Fellows who have nurtured the organization inside out and assisted us in multiple ways for all our initiatives. My sincere gratitude to the Board Members for their guidance and inspiration and helping us drive a value based organization. I would also like to extend my gratitude to the secretariat staff for their non-stop cooperation.

# About LEAD

LEAD (Leadership for Environment and Development) is a unique, ever growing, live national and international network organization of professionals, also known as Fellows committed to the cause of- “development that is environmentally sustainable, socially equitable and economically viable.” Our purpose is to build leaders who become catalyst for change at different levels. LEAD Fellows, are successful leaders working on a wide range of local to global environmental and development issues in more than 90 countries including Africa, Brazil, Canada, China, India, Indonesia, Japan, Mexico, Pakistan, USA and UK.

LEAD in India began as a program funded by the Rockefeller Foundation and was incubated by TERI and CREED in the early years was subsequently registered as LEAD India in 2000, the result of LEAD Fellows coming together to make the program sustainable even after the funding stopped. We adopted the international mandate to develop leaders of a new generation with skills and knowledge to support sustainable path.

LEAD India is the Indian chapter of LEAD International. Our network in India alone has 200+ Fellows and 3000+ Fellows globally.



# Why Leadership?

The challenges of today's times in the modern world are huge and complex, such as unequal development, rising population, diminishing natural resource base, climate change and many others. While there is a plethora of technical solutions, the question is does having technical solutions suffice? Are there more factors to be studied, for the very many innovations to be embedded in the development thinking such that there is a possibility of increased well being generated for all sections in a society. Is there not a need to think and plan in a way that today's solutions do not become tomorrow's problems? While the technical solutions address a part of the puzzle, to address the adaptive complexities in today's world, we need Leaders- who are the change makers, the catalysts, the enablers of change who can take along different stakeholders, often with different (and colliding) interests and adapt the solutions through a win-win approach. Leaders who can see the interconnectedness between various issues and take a holistic approach while going forward

## How LEAD defines Leadership?

Leadership, as we see is the ability, consciousness and grit to :

**1****Go beyond self- and commit to change and larger good for masses****2****Operate with an approach of Ecosystem rather than Egosystem****3****See the issues and challenges as inter-connected and identify the 'levers' of change****4****Engage and enroll multiple stakeholders/ actors of a system for systemic and long term solutions****5****Appreciate and engage with not so like-minded people and perspectives and build on the diversity gained therein****6****Pursue a quest towards increased self awareness****7****Letting go**

# Our Presence

Our network of Fellows represent different sectors and regions across the country. On regional level, we have about 70 Fellows in North, 32 in the South, 23 in the East, 53 in the West and 6 in the Central India; 23 of our Fellows are currently based abroad.

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





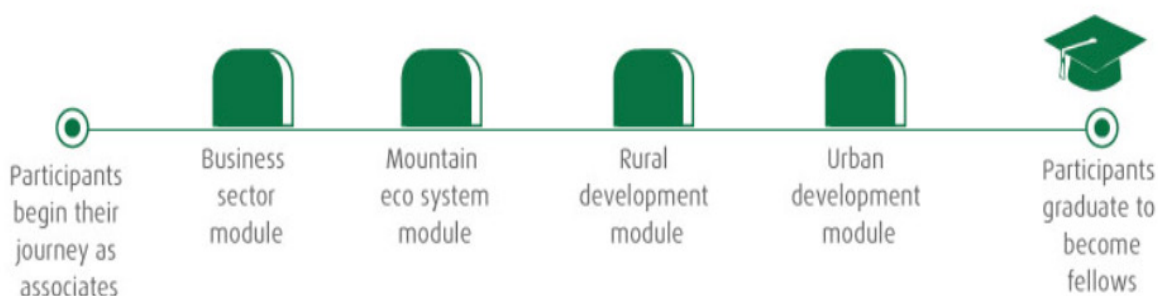
# Leadership & Capacity Development Programs

The need of the hour is to have leaders who can see the interconnectedness between various issues and take a comprehensive approach as they move forward and for this to happen, capability development through relevant and continuous capacity building programs are important. The United Nations FAO recognizes capacity building as a long-term, continuing process with focus on a series of actions directed at helping participants in the development process to increase their knowledge, skills and understandings and to develop the attitudes needed to bring about the desired developmental change. Offering a set of diverse capacity development programs, both technical and non-technical, we engage with varied sectors and people to build LEADers as catalyst for change

## LEAD India Fellowship

It is a leadership building program for leaders that engages mid to senior – career professionals from across sectors on a personal and professional transformation journey. The program aims to nurture them into next generation leaders who stand up to the present and future sustainability challenges in their respective domains.

The selected candidates join as ‘LEAD associates’ and graduate as ‘LEAD Fellows’ to become a lifelong member of the live, dynamic global LEAD network. Each year the selected associates become a part of a group called ‘Cohort’. The journey from an Associate to becoming a LEAD Fellow is traversed through four intense off-site, experiential, residential learning modules popularly known as National Training Sessions, with a special thematic focus on Business sustainability, Mountain Ecosystem, Rural and Urban development.



The candidates go through a rigorous training program and graduate as LEAD Fellows, joining the network of more than 200 fellows in India and more than 3000 Fellows worldwide. The first NTS of Cohort 19 themed 'Leadership for Integrating Sustainability in Business Sector' was held in partnership with TATA Steel at Jamshedpur in March 2017.

## Cohort 19: National Training Session II - Wardha and Tadoba

Post the NTS in Jamshedpur in the month of May, Cohort 19 continued its Learning Journey with the second National Training Session – "Leadership for Integrating Sustainability in Rural Sector" in Wardha and Tadoba from 23rd to 30th June 2017.

The module presented to the Cohort the diversity and complexities of rural Maharashtra, multiple challenges rather dilemmas for development and sustainability, and the role of leadership in dealing with these, covering the various elements of well-being in rural communities, including health, education, and livelihoods (farm based, and non-farm based). The module was a mix of interactive sessions with experts and practitioners followed by observations and interactions with stakeholders during field visits.

Experts from CSV shared simple and yet effective technological solutions to bolster rural economy, introducing associates to the Gandhian concept of holistic development in rural housing, sanitation, liquid waste management, non-conventional energy, rural industries and sustainable livelihoods. Next, reinvigorating Gandhi's vision to integrate sustainable development, human-values, and rational analytical mindset to the modern education system, the Cohort gained insights on alternative experiential education.

In a field visit to Nagapur village, associates witnessed the success of micro-health scheme to ensure uniform healthcare to the poor and needy in the village. They also learnt about the concept of Gram Swaraj from a 'Sahyogi Mitra' or 'Companion in Development' Mohanbhai Hirabai Hiralal, who has done extensive work in Medha Lekha, Gadchiroli; and about the inspiring journey of local women advocating liquor ban in the adjoining Chandrapur district.

At the Paunar ashram, associates learnt about the

'Bhoodan Movement' with reference to pre and post-independence times. Through Vijay Jawanthia's session on rural agro policies, practices, and its impact on farmers, the Cohort learned about how the macro and the micro levels are connected. Touching upon sensitive issues of suicides, loan waivers and subsidies, the group gained insight about the systemic challenges that have condensed the agricultural sector in rural India today. His session set the context for the next session where LEAD Fellow Dr. Priti Joshi shared about the trends in organic farming and challenges posed by large scale shift to cash crop farming, and also group of associate's visit and study the technological and commercial aspects of a food processing unit at Sindhivihiri.

The associates learned about the potential of khadi industry and its countrywide role in rural development through interactions with Dr. Vibha Gupta, chairperson of Magan Sangrahalaya Samiti.

Having gathered the perspectives of a range of rural development practitioners, the associates visited Sorta, Asoulabad and Verul, villages, where consultations were held with different stakeholders groups in the villages, including farm widows, part of the 'Ekal Mahila Sangathan'. The team later interacted with stakeholders, NGO's like Naam foundation, and DREAM, who have been working with local panchayats members and community to resolve basic welfare issues. Thereafter through interactions with Shailesh Nawal, District Collector, Wardha, the Cohort learnt about the Government schemes introduced to reduce the agrarian crisis in the region and digitalisation of the local administrative services to improve governance.

A session on systems thinking created the base for connecting the various aspects of rural development and culminating the learning at Wardha with the Cohort anchoring the multi-stakeholder





“The LEAD journey, for me, has been more of an ‘unlearning’. Having gone through this year-long assisted journey, I not only feel much more grounded as a person, but also well-rounded professional. Some development issues that I got exposed to during the program, I may not have otherwise got an opportunity to engage with in my regular course of work. The uniqueness of this program undoubtedly lies in its multi-sectoral focus.”

Upasana Choudhary

South Asia Head, Sustainability and Product Compliance,  
HP India and Fellow Cohort 19

consultations with community, Ekal Mahila Samiti, DREAM, Naam Foundation, Panchayat members and Advocate and MLA of Amravati, Yashomati Thakur.

Further, the associates experienced livelihood choices shaped by Forest area during their visit to Tadoba-Andhari Tiger Reserve (TATR). Later, in a session with Dr. R. Balasubramaniam, they learnt to deconstruct their learning about the existing practices for tackling agrarian issues, the existing inequalities in the systems and the power of social capital development for resolving the increasing rural crisis in India.

In the concluding session, G.P Narware (Deputy Conservator of Forest, TATR) shared about experiments on balancing conservation requirements and development needs of the community in the buffer zone of TATR, the growing ecotourism prospects in the region and community willingness for conservation practices



“Transition from Wardha to Melghat has its own uniqueness. Key learning at Wardha was about ‘gram Swaraj’ and Melghat tiger conservation focuses on role of State in conservation. It was interesting to see the difference in the two approaches.”

Ishaan Agarwal  
(Fellow, Cohort 18)

**Special Mention:** Soham Pandya, Executive Director, Centre of Science for Villages (CSV); Gajanan Kale, DREAM (Fellow, Cohort 16); Priti Joshi (Fellow, Cohort 5); Mohanbhai Hirabai Hirabai (Medha Lekha), Gautam Bajaj, Pauvnar Ashram, Paromita Goswami, Shramik Elgar, Dr.Ulhas Jajoo. Shailesh Nawal – District Collector, Wardha; G.P Narware - Deputy Conservator of Forest, TATR; Kadar Nazaz Khan, Registrar, MGAHV, Yashomati Thakur, MLA, Amravati, The NTS saw new institutional partnerships with Mahatma Gandhi Antarashtriya Hindi Vishwavidyalaya, Magan Sangrahalaya and Nayi Taleem.

## Cohort 18 & 19: National Training Session III - Mountain Ecosystem, Ladakh:

The 3rd National Training Session themed “Leadership for Integrating Sustainability in Mountain Ecosystem” was held in Ladakh from 2nd to 9th September 2017 with the support of Ladakh Autonomous Hill Development Council (LAHDC). In this NTS, Cohorts 18 and 19 worked together for the first time. In this module, Associates got the opportunity to understand the development challenges and needs of mountain ecosystem, impacts of climate variability along with indiscriminate tourism on mountain life, and ways to balance tourism based development and conservation practices.

Ladakh being a source of attraction for tourists, global as well as domestic, mainly because of its natural beauty.

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ral and cultural resources, leading to significant socio-economic development in the region, including opening of new avenues for income and employment. Unfortunately, the development policy till now had not paid enough attention to the adverse impact on the region's fragile ecosystem and its unique culture. Taking cognizance of the situation, LAHDC considers it an important obligation for them to provide a strategic direction to maximise progress and development while ensuring preservation of the region's natural resources and cultural values.

Tsering Sandup, Executive councillor (Tourism), LAHDC, shared the overview of Ladakh's tourism framework and presented the real time task ie. to review the recently drafted tourism policy, tourism related practices in the district and suggest measures to build a culture of responsible tourism and a portfolio of alternative and sustainable livelihood options for the local communities.

After a general orientation about Ladakh, associates participated in an intensive and a highly engaging interactive session on Adaptive Leadership, introduced for the first time in the NTS. The session covered definitions of leadership, characteristics, knowing oneself and others, understanding faction and building coalitions, identifying, and separating technical and adaptive problems, eight-fold path of leadership and balancing mind, body and heart. The knowledge session was complemented with the Cohort defining a real time adaptive problem from their own lives, the impact of it on various stakeholders and identifying the level of abstraction where one could intervene and make a difference.



The cohort later gained insights on the current tourism related environmental challenges in Ladakh and the need to balance conservation and development, with the 3S approach: slowly, sensibly and sustainably.

S.E.C.M.O.L, an alternative school for failures established by Sonam Wangchuk showcased to the Cohort, the alternate schooling based on experiential learning, and examples of the sustainable practices. Through interactions with Sonam, a deeper understanding was gained about his vision for higher education in Ladakh, revolving around developing a real time experiential course in Phyang village, for a

**"Two intensive days of adaptive leadership, what better start to the module. Dr. Balu's teachings have been very useful; in fact gave a shape to many topics of self inquiry and observation which I sense and feel. The best was mindfulness - how easy it is to forget and how difficult it is to be mindful. His exercises were incisive and I look forward to applying the lessons. One of the best sessions for me in the NTS." -**

**Ruchi Verma**  
**Open Cities Institute, Delhi**  
**Fellow, Cohort 19**

better understanding of the environmental problems, and thus developing eco-tourism solutions and transferring knowledge to other parts of Ladakh region.

For field visits, one group travelled to Pangong area and the other to Nubra valley. At each location, they sensed the local culture, food, local economy, livelihood options and unique issues faced by the locals and the environmental challenges posed by indiscriminate tourism in the region.



**"It was great to meet the people and know their perspectives. I have huge respect for the community living in the challenging environment, yet having such a lively and cheerful life. There is a lot to learn from them. Pause. Count every breath."**

**Shibanand Rath**  
**State Manager, Ekjut Keonjhar, Odisha and Fellow Cohort 18**



Special Mention: Manisha Verma (C-11), Snehil Kumar (C-13), Parag Rangnekar (C-11), Ms. Rinchen Dolma (C-19), Dr. Ramaswamy Balasubramanian, Former CEC- Late Sonam Dawa Lönpo, EC tourism-Tsering Sandup, Sonam Wangchuk, Becky, SECMOL, Dr. Sheikh, Leh Nutrition Project, Tashi Murup, LAMO Dr. Tsewang Namgail, Snow Leopard Conservancy in Ladakh, Dr. Chewang Norphel, Norboo Tsewang

## Cohort 18 & 19: National Training Session IV - Urban Sustainability, Lucknow:

The NTS on 'Leadership for Integrating Sustainability in Urban Sector' in Lucknow was held from 27th January to 3rd February 2018. By 2050, it is expected that India will have about 60% of its population living in cities. Urban areas already contribute more than 60% of the GDP and to accommodate the burgeoning population, Government will need to build well planned new cities. However, redevelopment and renewal of existing cities is highly critical to tackle the 'ill-effects' of urbanisation. Many of the issues visible and causing grave effect to the quality of life and wellbeing arise out of non-performance of various sub sectors and are multi-dimensional in nature. Recent climate calamities globally, including Indian cities, calls for a deeper look at the preparedness and adaptive capacity of cities to climate induced extreme events and risks such as floods and droughts. With this as a background the Urban module contextualised to the Cohort, the existing nature of urban development and sustainability issues faced by rapid urbanization. India is foreseen to be the world's second largest urban system.

The Cohort gained insights on the sustainability challenges in multiple sectors or sub-systems-transport, health, water, housing, urban governance, solid-waste management et and the need for an equity and inclusive lens in urban space design and smart city initiatives .

The NTS was a mix of technical sessions, experiential, reflective, visioning for the Cohort's future work, graduation et al. Through a lively discussion and examples from India and abroad, the Cohort gained knowledge about the definitions of a city and various equity and sustainability

issues, municipal infrastructure and services for enhancing productivity in the urban spaces, sustainable development framework for urban cities from Prof. Shrinivas Chary, ASCI, Hyderabad. Through an interactive session with Dr. Geetam Tiwari, the Cohort gained insights on the challenges presented by the current urban transport policy implementation. Through an interactive session, and examples from cities across the globe, the Cohort explored inclusive transport system, and questioned the existing transport solutions. Integrating technical expertise with sensitivity to the socio-economic dynamics and complex problems in designing urban transport design was a valuable learning from the session.

In a session with Mr. Gupta, Additional Director, Urban Governance at RCUES Lucknow, Cohort was introduced to urban services, the structure and systems, execution, and examples from Lucknow and the interplay between funds, the functionaries and their capacities, and reporting structure. Cohorts interacted with Nivedita Mani from Gorakhpur Environment Action Group (GEAG) to understand the linkages between current urbanization and its vulnerabilities, ecosystem framework for urban livelihood resilience, and developing a climate resilient farm models resulting in livelihood security. Through the session on 'Peri urban issues' by Sujatha Byravan, Cohort 4, the Cohort learnt about the role of peri-urban areas in servicing the core area and growing urbanization.

Mr. Sandeep Khare, Founder, Vigyan Foundation presented an overview of Lucknow as a city from a rights and entitlement approach and set the context to explore the "invisible city" within the Lucknow city. Divided into smaller groups, the Associates explored the city and experienced it from the lens of different socio-economic strata, ranging from home-



“I got this opportunity to engage in learning by doing with individuals from cross-sectoral backgrounds on field. I appreciate the design of the training program where there was equal number of days spent on training us on skill building such as understanding patterns, frames and systems thinking. Followed by field visits and then, intensive team work towards solutionizing. The most important learning for me was the 2 days of working with my project team where I experienced, struggled and worked out successfully the what, why and how of “working with differences”.

Debartha Banerjee

Co-founder,

Sampurn(e)arth Environment Solutions and Fellow Cohort 18

less to affluent, by travelling in various modes of public and private transport system and interacting with the stakeholders across the city.

Another highlight of the NTS was the intense reflection session held at the NBRI Botanical Garden, where each one shared about their personal journey and the future envisioned by them. This also set the tone for the Cohort to come together as a unified force to think about future initiatives as a group. In the concluding session a workshop facilitated by Snehil Kumar (Fellow, Cohort-13), the group, through a guided process, came out with individual and group values. Based on the shared vision, the group zeroed on initiatives for the future, where they saw themselves contributing their time and skills.

Post the learnings from technical sessions and experiencing the city from the eyes of various socio-economic strata, the Cohort presented their learning journey in Lucknow at the inter-cohort meet.





Special Mention: The contribution of Snehil Kumar, (Fellow, Cohort-13); Sujatha Byravan (Fellow, Cohort 4) and resource persons Prof. Srinivas Chary, ASCI, Hyderabad; Prof. Geetam Tiwari, Dean, IIT Delhi; Mr. Gupta, Additional Director, Urban Governance at RCUES Lucknow; Nivedita Mani from Gorakhpur Environment Action Group (GEAG) and Mr. Sandeep Khare, Founder, Vigyan Foundation were instrumental in the successful delivery of the NTS

## Graduation

Graduation Ceremony of the Cohorts 18 and 19 coincided with the Inter Cohort Meet. It was a very special occasion for the Associates to graduate and to be receiving the LEAD Fellowship certificates and LEAD pins from the Fellows of the earlier Cohort.







## Five Distinguished Leaders become Honorary Fellows of LEAD India

LEAD India awarded Honorary Fellowship to five distinguished leaders who have been extending their support to LEAD since a very long time and are true catalysts for change.



**Sushil Ramola** is a social entrepreneur, co-promoter and Chairman of B-ABLE. He is the former Vice-President of LEAD India and serves as Board Member of various prestigious organisations including Integrated Mountain Initiative (IMI).



**Khursheed Merchant** is a life coach and is famous for her innovative and playful techniques of un-learning. She has more than 25 years of experience of delivering coaching in corporates and non corporates. She has been an integral part of LEAD India Cohort Training.



**Sonam Wangchuk** is a social entrepreneur, innovator and education reformist. He founded Students' Educational and Cultural Movement of Ladakh (SEC-MOL). He associated with LEAD India as a Resource Person and recently became an Honorary Fellow.



**Jigmet Takpa** is Joint Secretary, International Cooperation & Sustainable Development at Ministry of Environment, Forest and Climate Change (MOEFCC). He has facilitated LEAD trainings and contributed in its growth and expansion.



**Alemtemshi Jamir** is a former Chief Secretary of Nagaland and had served as President of Integrated Mountain Initiative (IMI). He has supported LEAD training and other activities over time.



## Launch of the Cohort 20 application process: Building Leaders for Sustainable Future

LEAD India launched the Application process for the Cohort 20 in March 2018 and rebranded its Fellowship program (Cohort Training) as '**Building Leadership for Sustainable Future**'. The applications for the Fellowship are being promoted through various channels, emails, development networks, social media and Fellows network.

## Youth Leadership

Youth plays an integral role in defining world's future. According to one of the reports published in 2012 for the UN-HABITAT Global Urban Youth Research Network, by 2020 India is set to become the world's youngest country with 64% of its population in the working age group. Effective leadership and sensitization of youth leads to greater awareness of today's challenges and sense of responsibility towards sustainable development. They are potential torch bearers of their region and help in building a community more educated and sensitive towards the complexities of environmental and sustainable development. Considering the importance of sensitized and responsible youth, LEAD India works in building youth leadership through various regional and national programs and training.

## Youth Summit at SDMS, 17

The role of the youth in the coming years is most pivotal in the country's growth and therefore it is crucial to make the youth realize their responsibilities and help them discover their own potential to shoulder these responsibilities. Realizing this, the SMDS, that brings together all the stakeholders pivotal to sustainable development in the Indian Himalayan Region (IHR), hosted the 2nd Youth Summit at the Youth Hostel, Luangmual, Aizawl during the period 18th – 20th September, 2017, bringing together one of the most important stakeholders- the youth, from the 10 states and 2 hill districts of the IHR. LEAD India played the role of Institutional partner.



The objective of this summit was to sensitize the youth to the current issues related to sustainable development and instill them with a self-belief that they too can become partners-in-change by voicing their perspectives, opinions and concerns.

The two and half day Youth Summit, brought together 62 youth, succeeded at enhancing the technical knowledge of the participants as well as honing their leadership skills. The technical sessions focused on various aspects of sustainable development, climate change and the growing urban mountain cities.

The skill building was done through making the participants first focus on their mental models and patterns and aligning their inner-self; making them recognize their leadership potential by identifying the roles they can play addressing the challenges

faced by their respective cities and states; enhancing their communication skills to collectivize and network to influence action.

Post deliberations, the youth presented their declaration document to promote a sustainable way of life and well-being of our mountain homes. The document covered a range of themes including agriculture, health, water, cultural diversity, also stressing on linkages with the Ministry of Food Processing Industries of the Govt. of India for establishing and building up this industry.

The 1st Young Mountain Filmmakers Competition was organized as a part of the Youth Summit, wherein the young filmmakers from mountain states showcased their work on critical mountain issues like conservation, climate change, sustainability, loss of cultural identity etc.

## LEAD India partners with IATSS Forum-Japan for the Leadership Training Program

The IATSS (International Association of Traffic and Safety Sciences) Forum is an international training institute established in 1985 that aims to bring out the best qualities in individuals who will become future leaders of Asia. The Forum provides a place where young professionals can gather. Inviting young and outstanding individuals from respective ASEAN countries, the Forum provides opportunities for participants to understand each others' countries through seminars, field studies, group study, and cul-



tural exchanges, as well as to make efforts to solve current issues in Asia under the motto "Thinking and Learning Together."

LEAD India and IATSS Forum, Japan came together to endorse their core mandate of building effective leadership across the globe to enable future generations to act as catalyst for change. LEAD India has been officially recognized as the India Secretariat of IATSS Forum, Japan and will extend its support in identifying a pool of potential participants, selection process and conducting orientation sessions for the Indian participants selected for the 55 days Leadership Training Program in Japan.

Two participants, Anika Mohla and Amit Tirkey were selected for the 60th batch through a series of process by the India Secretariat and then the IATSS Secretariat in Japan. They were mentored by Fellow, Ruchi Verma (C-19) and attended the leadership program.

## 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 for 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.

The companies want to invest in outstanding leaders who display capabilities and potential to act as the sustainability champion to serve their core mandates and add to the work environment and financial rewards. LEAD India has successfully been engaging with corporate sector for years on the subjects of business sustainability, leadership and talent development.

## LEAD India secures a grant from Ford Foundation for enhancing women's participation in workforce

LEAD India has secured \$300000 funding from Ford Foundation for the project on 'Strengthening Women Engagement & Leadership in the Manufacturing sector'. The project started in April 2018 for a peri-





od of 3 years. The project will be implemented in collaboration with DCM textiles, Hisar and Himalayan Packaging Pvt. Ltd.- Selaqui, within the factory and the neighbouring communities. Board members and Lead Fellows, Mahesh Patil (C-5 ) and Snehil Kumar (C-13) played a key role during the initial consultation with the Ford Foundation.

## LEAD India partners with Sony Pictures Network (SPN) and CERE India

LEAD India along with Centre for Environmental Research & Education (CERE) has partnered with SPN was delivered theme based leadership building training to develop Green Champions. The module will be delivered to the senior executives of different departments in SPN office across Mumbai, Delhi and Bangalore.

This training focused on talent development and sustainability in their respective roles which will impact leadership in overall business sustainability practices.



Centre for Environmental  
Research and Education



# Green Office Programme

## Adaptive Leadership for Complex Change

Developed by Ronald Heifetz and Marty Linsky at the Harvard Kennedy School, “Adaptive Leadership” is a practical leadership framework that helps individuals and organizations adapt and thrive in challenging environments and make progress on daunting or struck, complex challenges.

For the first time in India, this module on “Adaptive Leadership for Complex Change” was offered as an open program, organized by LEAD India in collaboration with Adaptive Change Advisors (ACA), UK, at the India International Centre, New Delhi on May 21-22, 2017.

The program saw participation from representatives of organizations such as the DRDO, Ministry of Defence; International Innovation Corps, University of Chicago; UNDP Nepal; Tata Steel Rural Development Society; DCM Textiles; and the Pathways School, among others as our Fellows. The lead trainer was Eric Martin from ACA; he was assisted in facilitation by Trevor Rees from EnSo Impact -An ex LEAD Interna-

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tional Officer, Bhawana Luthra, Executive Director, LEAD India.



## Collaborative Events

### **Training of trainers on Experience Capitalization - A collaboration with CTA (Technical Centre for Agricultural and Rural Cooperation)**

LEAD India collaborated with CTA (Technical Centre for Agricultural and Rural Cooperation)- a joint international institution of the African, Caribbean and Pacific (ACP) Group of States and the European Union (EU), to run an Experience Capitalization Lab in India for civil society and Government organizations from India, Bhutan and Indonesia. The project was implemented in two phases, wherein the first leg a training workshop on Experience Capitalization was organized in Goa from April 10 – 13, 2017.

LI supported in organizing, designing and facilitating this training for 28 participants representing organizations from Africa, South Asia and Southeast Asia, involved in various development initiatives across varied themes. The participants were trained to design and develop individual road maps on real life project cases based on Experience Capitalization.

The “Capitalization of Experiences for Greater Impact in Rural Development” project is being implemented in different parts of the world by CTA in collaboration with the Food and Agriculture Organization of the UN (FAO) and the Inter-American Institute for Cooperation on Agriculture (IICA), and with financial support from International Fund for Agricultural Development (IFAD). It aims to facilitate the adoption of an experience capitalization process in rural development initiatives, where it can help improve the analysis, documentation, sharing, and the adoption and use of lessons and good practices- as an approach for continuous learning, improvement and scaling up.

As described by one of the participants:



“The actual method of capacity learning processes was not embedded within Maluku Competence. Now after the training, I will introduce it in our organization and project management. The advantages are now clearer because of systematic approach. This knowledge enables me to manage information more effectively.”

Marco L. van der Vorst  
Grassroot Business Developer  
BeachHead Indonesia  
Maluku, Indonesia

## Technical Collaboration with Centre for Social Entrepreneurship (CSE), Tata Institute of Social Sciences (TISS)

In an MOU signed with CSE TISS earlier in April, 2016 to exchange technical and knowledge support, LI contributed to the Centre’s ‘Entrepreneurship Clinic’ by supporting the students in developing marketing plans for their individual case presentations in April, 2017

With the help of Mr. Snehil Kumar, a Fellow and Director at LEAD India, the CSE runs the Social Entrepreneurship program at the School of Management and Labor Studies at TISS. The programme propagates the cause and purpose of social entrepreneurship.

## VI Sustainable Mountain Development Summit (SMDS)

SMDS is an event that brings together the Indian Himalayan Regions to discuss on the themes that are vital to the development and well-being of the region. It is to ensure that all Indian mountainous states which presently have no mechanisms in place will be provided one such platform where all stakeholders could hold open discussion on issues relating to environment and sustainable development from time to time. This annual conclave is organised by IMI. Four themes were adopted by IMI as the most important to work in its strategic plan 2017-2020. These four themes are: climate change, sustainable mountain cities, mountain agriculture and livelihoods and disaster risk reduction.

IMI’s state chapter Mizoram Sustainable Development Foundation (MSDF), successfully conducted the **2017-18**



Sixth edition of the Sustainable Mountain Development Summit (SMDS) at the sprawling Mizoram University campus in Aizawl, Mizoram during 20th – 22nd September 2017. The event focused on the themes of climate change and sustainable mountain cities.

The theme of Climate Change was further divided into three sub-themes: Research & Policy Gaps, State Action Plan on Climate Change and Adaptation Stories, while the theme of Sustainable Mountain Cities was also divided into the following sub-themes: Infrastructure Development, Water & Waste Management and Disaster Risk Reduction & Management. Three special parallel sessions were held during the summit:

The first special session, Legislator's Meet, witnessed a galaxy of 31 legislators from eight states

across the Indian Himalayan Region. They debated upon the Climate change and its impact on Indian mountain states, which culminated in the 'Aizawl Declaration'.

The second session was the Policy Dialogue, on the draft National Policy for Indian Himalayan and Hill Regions in India, which was attended by the senior officials of the Central Government, Government representatives from the state chapters of IMI, officials of the UN and other International agencies and participants of the summit.

The third and final session on Building Partnership for sustainable mountain development contextualized SMDS as a platform to re-look at achievements thus far, evaluate problems and challenges of the mountain communities and then move towards new ideas to find solutions by way of building partnerships across the mountain states of India.

During the summit, a plenary was devoted to Learning Session, wherein System Thinking and Landscape Governance were combined and touched upon by experts, Snehil Kumar (Fellow Cohort 13) and BMS Rathore, ICIMOD (Fellow, Cohort 7) respectively.

The other side events of the summit included Networking Bazaar and the 6th Indian Himalayan Photography Competition. Networking Bazaar brought the pan-Himalayan region NGOs, private or public organizations together to meet and network with each other, discover collaboration opportunities, as well as outreach to the general public about their work, services and programming. In the Photography Competition, the photographers showcased their pictures depicting the scenic as well as cultural richness and beauty of the Himalayas.



## Partnership with TATA Steel

### Honing capacities of Leaders at TATA Steel, Noamundi Plant

On 17-18th August 2017, LEAD India conducted a two-day workshop for the senior management of Tata Steel at Noamundi. This was a part of the leadership program series organized by them. Snehil Kumar and Shruti Sharma supported the initiative which has opened many more possibilities for short term assignments with Tata Steel.



### LEAD India participates in “Udaan” a seminar on women in the changing world of work, a Tata Steel, Noamundi event

The event saw participation of more than 200 women employees from across TATA Steel Plants. The day-long programme saw many national and international speakers from different walks of life. They shared experiences related to the theme, especially from their own life journeys and their work. LEAD India shared the findings from the consultations held at DCM Hisar and the proposed interventions to create an enabling environment in the factory and the community, under the upcoming Ford Foundation funded project on ‘Strengthening Women Engagement and Leadership in the Manufacturing sector’.



LI also participated in national events, Samvad (Tribal conclave) in Jamshedpur, Youth trainings and other consultations organised by TATA Steel.

### Consultation on Fellowship Program- TATA Trust

LEAD India participated in a day long consultation organized by Tata Trust, along with many organizations running Fellowships in India. The purpose of this Consultation was to understand the Fellowships landscape in India more closely, convene a forum that would enable the sharing of learnings and challenges and inform the Trusts’ own going forward position and strategy on Fellowships.

LEAD India was acknowledged as one of the oldest programs offering rich and diverse learning elements, and being the only one running without external grant/ funding support. The specific action points towards collaboration between the organizations, that emerged, include creating a google group, possibility of a Fellows’ meet, Facilitators’ Colloquium and a Common database of Fellows to be exchanged and shared among the organizations..

**2017-18**



## Consultation on Improving Livelihoods at NITI Aayog

LEAD India was among the twenty Civil society organizations from across the country, that participated in a consultation on improving livelihoods for unemployed rural and urban communities. LEAD India was represented by the Executive Director, Ms. Bhawana Luthra.

## Strengthening Farmers for Hilsa Fish Conservation

In partnership with International Water Association (IWA), then headed by Fellow Ganesh Pangare (C- 7), LEAD India designed and delivered a capacity building program based on LEAD's design principle. The objective was to develop a shared understanding about stakeholder perspectives and strengthening capacities of the fish farmers for Hilsa Fish Conservation. The project culminated in November, where LEAD India also supported IWA in organizing an event on 2nd November 2017 at the India International Centre, New Delhi, that featured a policy dialogue titled 'Policy Perspectives on Hilsa Conservation and Livelihoods'.



A documentary titled Ilish People was also screened. Mr. Neelesh Kulkarni, Vice President, LEAD India, gave the welcome address and Ganesh Pangare introduced the film in the context of the project. The panel discussion, that followed was moderated by Mr. Ganesh Pangare, LEAD Fellow, C-7. The panel members with representation from India and Bangladesh included Ms. Meena Gupta, Former Secretary, GOI, Prof. Niamul Naser, Dhaka University, Ms. Ratna Vishwanathan, CEO, Microfinance Institutions Network, Dr. Ger Bergkamp, President ARCOWA and Dr. Sagar Prasai, Country Rep, The Asia Foundation. They brought out various perspectives and insights on the challenges and opportunities in the entire fish ecosystem, and its impacts of the current policies on livelihoods of the Hilsa fisherfolk.

## Organic Kitchen Garden Workshop

In November 2017, LEAD India partnership with Ms. Preeti Joshi, LEAD Fellow (C- 11) organised a one day workshop on 'Organic Kitchen Garden Development' at the Gandhi Smriti, Rajghat, Delhi. The workshop was aimed at generating awareness about the benefits of growing pesticide free, organic vegetables. Through videos, slide presentation, interactions and demonstration, the participants were introduced to many aspects of organic farming. The training covered different kitchen garden techniques, ways of growing plants in limited space, composting, seed identification, seed treatment, preparation of kitchen garden in basket, sowing methods, organic pest control methods,



land preparation, disease and pest identification and impact of pesticides on our health. The workshop drew 20 participants from across NCR, Punjab, Dehradun, J and K. Ms. Shruti Sharma (IFS) and the LEAD Fellow (C-10) also attended the workshop.

## Benefit Sharing in a Shared Basin: Nurturing Community Leadership

Funded by The Asia Foundation, a joint project between LEAD India and LEAD Pakistan, with focus on the trans-boundary region of the Indus river basin was implemented in 2017. LI conducted the Benefit Sharing Water Governance training program between 20th to the 23th followed by field visits till 27th in Ladakh region in the month of August. The focus was to build leadership capacity of civil society for benefit sharing of water along the Indus Basin with the intention to bring out best practices and provide solutions for vulnerable communities.



Eleven individuals were selected from the water and related sectors, across India and underwent technical training session themed around climate change issues around the Indus along with capsulated perspectives on Ladakh's water challenges and future needs. Local partner organizations shared their insights and guided the cohort as required.

Post training, the Cohort members did similar trainings with multiple stakeholders in their own specific areas, including their own organization, communities, State level officials etc. As a part of their action project, they consulted multiple stakeholders in Ladakh and undertook a collaborative community level action planning to address the community level challenges and their needs with regards to water usage from the regional rivers.

## Member of Think tank at CIVICUS

CIVICUS is an international alliance of members and partners which constitutes an influential network of organizations at the local, national, regional and international levels, and spans the spectrum of civil society. A smaller group of participants from the TATA Trust consultation held in October were invited for a brainstorming session convened on 21st December by National Foundation of India for CIVICUS, which is working with few civil society actors towards developing leadership initiatives in India. The objective of the fellowship is building leadership among individuals who can take forward the environment and sustainability cause and address the shrinking space for civil society in the country. LEAD India's model being distinct was invited along with couple of other civil society organization to share ideas towards designing the framework for the proposed new fellowship and the possibility of future collaborations in running the same.

## LEAD India partners with Rambhau Mhalgi Prabodhini (RMP)

LEAD India has been recognised as knowledge partner to RMP and has facilitated multiple trainings and engagements.. The partnership has given LEAD India an opportunity to build Leaders for sustainability at a structural level in governance which could create change with a Multiplier's effect.

RMP and LEAD India engaged for the following programs:

### 1. Facilitation of Strategy Building workshop for New India 2022 vision in Port Blair:

LEAD India facilitated the 3 days workshop and introduced Systemic thinking and planning approach. **2017-18**



The participants, who were alumni of another leadership program being run by RMP were engaged in pre-workshop assignments and were required to deliberate on issues and sustainable solutions through systems planning.

## 2. Integrating leadership in the 'Mentor-mentee' training program for BSF Commanders -

One-day leadership workshop for BSF senior commanders stationed across India as mentors for the ground force.

## 3. Leadership module for lecturers of Delhi University -

This module was delivered to trigger innovative approaches for identifying and nurturing leadership amongst young students.



# IIT Delhi - Kaizen (February 25, 2018)

National Service Scheme, Indian Institute of Technology Delhi (NSS IITD) hosted a full day social convention, Kaizen, on 25th February 2018, with LEAD India as its networking partner. The program aimed at inspiring groups across India to come and put forward their ideas for social welfare. Also, sensitize the society about the problems faced in the country and ways to contribute to the betterment of the society.

Professor Anil Gupta from IIM Ahmedabad addressed the audience on Skype. Srikant Sinha, CEO, Nasscom Foundation was the chief guest and shared insights about the power of technology be-



coming an enabler to make the 'invisible' India visible and vibrant. Bhawana Luthra, Executive Director, LEAD India presented to the social entrepreneurs and students, the comprehensive transformative and experiential LEAD learning journey that aims at creating a pool of leaders who can foresee and act on the societal challenges of today and that of tomorrow.

Organizations, startups and Individuals working or willing to work in the social domain presented their work to reach out to organizations or people who could nurture the potential projects/ideas in terms of mentorship, resources, or investment.



# Inter Cohort Fellows Meet

## Celebrating 25 years of LEAD in India:



LEAD India commemorated 25 years of LEAD in India by bringing together the Fellows from across Cohorts (1-19) for a two-day festivity to celebrate the moment of togetherness where Fellows put their minds together to ideate on the future of LEAD India. Gabriela G Merla, President, LEAD International was present at the event and shared the news of revival of LEAD International, appreciating the spirit of LEAD and seeking support from Fellows across the globe to re-establish the international platform and mobilise LEADers.

The program gave an opportunity to the Fellows to interact with new graduates; Fellows discussed the future plans of LEAD International and LEAD India, addressed branding of LEAD and expressed their readiness to collaborate and support.

The program gave an opportunity to the Fellows to interact with new graduates; Fellows discussed the future plans of LEAD International and LEAD India, addressed branding of LEAD and expressed their readiness to collaborate and support.

Former Executive Director of LEAD International, Julia Marton Lefevre joined the meet through a video conference, nostalgia and past memories gripped her while she fondly remembered her days at LEAD International and rich experience she had with Fellows.



She congratulated LEAD India for its performance and serving the mandate.

"It was wonderful to be with you even through cyberspace. I am so proud of LEAD Fellows and encourage you to stay in touch with each other and help the world achieve the needed sustainability goals. The next time you meet I will be there in person"

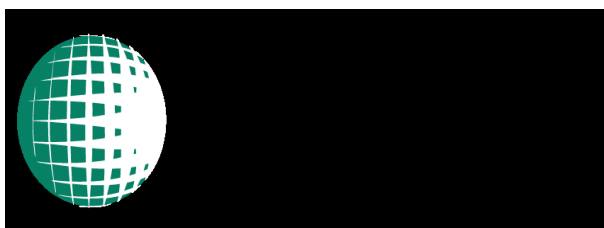
The two days celebration ended with a Mesmerizing Indian Classical Musical Evening with Vedanth Bharadwaj.





## Partners

In the year 2017-18, we continued to deliver training and projects with the support of our existing partners and also developed many new partnerships:



# HSBC

NSS IIT Delhi



**DCM TEXTILES**  
A DIVISION OF DCM LIMITED



ICIMOD

FOR MOUNTAINS AND PEOPLE



Climate & Development  
Knowledge Network



**Sahbhagi Shikshan Kendra**  
Empowering Minds for Changes



**VIGYAN FOUNDATION**  
*For Social Justice, Equity and Equality*



**Centre for Environmental  
Research and Education**



**RCUES**  
Ministry of Housing & Urban Affairs,  
Government of India



lead



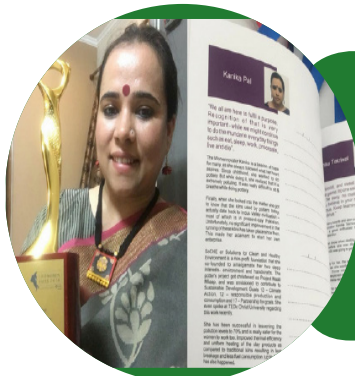
**The Asia Foundation**



# AHA!- Achievements Honors & Awards



DREAM Foundation, headed by Gajanan Kale (Fellow, Cohort 16) was awarded by the State Biodiversity Board, Government of Maharashtra on the occasion of International Day for Biological Diversity. DREAM was recognized for their extraordinary work in the Amravati district in Maharashtra with the Korku tribe towards strengthening employment opportunities for the tribe.



Kanika Sarita Pal (Fellow, Cohort 16) received Womennovator 100 Women faces Award from the Confederation of Women Entrepreneurship (CoWE) for SoCHE Foundation's work on air pollution reduction with marginalised communities.



Pushpa Pal, Project Coordinator, Jan Shikshan Kendra (Fellow, Cohort 18) conducted a workshop on effective family planning and sharing responsibilities among men and women within the family. This workshop was extensively covered by leading Hindi newspapers in Uttar Pradesh.





Dr Purandar Chakravarty (Fellow, Cohort 6) and VP & Head- Gasification & Carbon Management, Essar Oil Ltd, Mumbai received the Platinum Jubilee distinguished Alumni Award from the Department of Aerospace Engineering, Indian Institute of Science, Bangalore.



Neha Sinha (Fellow, Cohort 17) won the Sanctuary Asia's Wildlife Service Award 2017 for her research and writing on wildlife conservation.



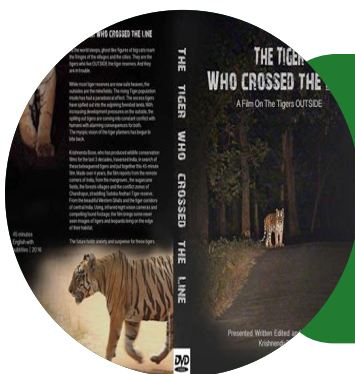
Sampurn(e)arth Environment Solutions Pvt Ltd, co-founded by Debartha Banerjee (Fellow, Cohort 18) won the Ministry of Skill Development and Entrepreneurship National Entrepreneurship Awards 2017.



"Social Transformer Of Eminence- Persona Award 2018" was bestowed on Maulik Sisodia (Fellow, Cohort 18) on 16th February 2018 by MIT-ADT University, Pune for devoting himself in building social ability to solve water issues through participatory activity, connecting indigenous know-how with current logical and specialized methodologies for promoting community driven natural resource management.



Vijai Pratap Singh (Fellow, Cohort 16) has recently published a book on ecology titled "N<sub>2</sub>O Fluxes from Tropical Ecosystems and Climate Change", a contribution from Terrestrial and Aquatic Habitats under Influencing Factors. The book is published by Lambert Academic Publishing.



Krishnendu Bose's (Fellow, Cohort 3) documentary, "The Tiger Who Crossed the Line" won the National Award for the Best Environmental film (including Agricultural Film) at the 64th National Film Awards in April, 2017



Associate Ashutosh Salil (C-19) was awarded with the Best District Collector of Maharashtra Award for the second consecutive year in April 2017



Fellow Prasanta Tripathy's (C-6) organization Ekjut won the award in the NGO/NPO category at the Zee Media Transform India Conclave & Awards in May, 2017



Ms. Trupti Jain (Fellow, Cohort 12) received Laureates of Cartier Women Initiative Award of 2017 under the Asia pacific region for providing women working on farms with water management solution and protecting small farmers against droughts and flash floods.



Mr Pallava Bagla (Fellow, Cohort 9), PTI Reporter and Science Reporter (NDTV) received Indira Gandhi Prize for popularization of science - 2017 at Indian National Science Academy (INSA), New Delhi on 24th July 2017.



Dr. Indrila Guha (Fellow, Cohort 15) received a series of awards in 2017. The Indo Global Education Excellence Award 2017; Award for International Felicitation from International Benevolent Research Foundation; and Calcutta University Parul Samman 2017 from Calcutta University .



Dr. Divya Kirti (Fellow, Cohort 15) has joined GITAM University as Associate Professor at the Hyderabad Business School.



An article by Dr Madhu Verma (Fellow, Cohort 12), “Making the hidden visible: Economic valuation of tiger reserves in India” was published in Ecosystem Services journal (Volume 26 Part A, August 2017).





## Fellows Speak

### **Rinchen Dolma, Junior Assistant, District Information Centre - LAHDC (Cohort 19):**



“After passing from the University, LEAD India happened to be one of the most crucial learning journeys of my life. Since the past 8 years I was living in a secure cocoon with my own people around settled in Leh, Ladakh. Getting selected for LEAD India Fellowship was a long awaited and much needed opportunity to break out of this cocoon and explore the outside world that I’ve always aspired to. I learned the best of everything during this fellowship. The Fellowship gave me the best gift of knowing my strengths and weaknesses and taught me the art of living through inculcating a non-judgemental attitude and to respect differences with empathy and optimism. LEAD India opened a new door of networking opportunities by connecting me to experts from a multisectoral field

across India. LEAD India gave me an all India extended family and specially LEAD +VE which is an inspiration and a motivation to undertake coordinated actions for bringing positive changes in the society.”

### **Senthil Kumar, Chief Executive Officer, Guardian MFI (Cohort 19):**



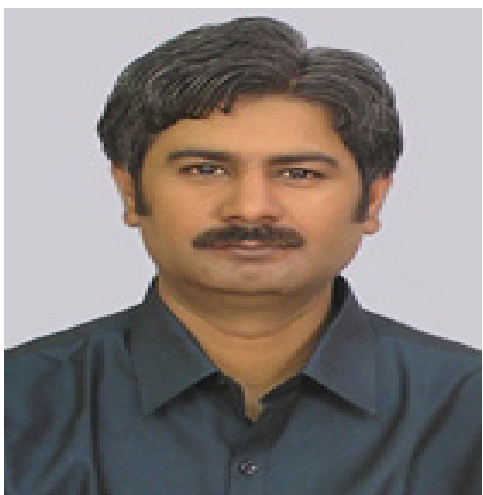
“LEAD not only provides training and capacity building, it creates leadership among leaders. Personally, I feel that the fellowship is extremely useful for startup leaders like me.”

## **Neha Sinha, Advocacy and policy officer, Bombay Natural History Society (Cohort 17):**



“From a dry village, to an insight into the mind of an activist who has persisted on one cause for thirty years when the world has forgotten, to meeting a young girl who wants to ‘do’ something in the back of beyond, to going through priceless forest corridors—this has been a journey for the heart, head, and soul.”

## **Ambuj Kishore, Programmes Director, Aravali (Cohort 16):**



“There was a curiosity in the beginning bordering being doubtful as to what they will offer during the training schedule. But after going through the whole process it feels true value for my time, which will certainly, change how I see and accept situations in rest of my life... that’s a invaluable learning.”

## **Purandar Chakravarty, V P & Head - Gasification & Carbon Management, Essar Oil Limited (Cohort 6):**



“The LEAD training contained very powerful sessions, packed with practical and meaningful suggestions to improve oneself, which is equally applicable to personal and even more so in professional life”

## Salim Jawed, Manager, Terrestrial Assessment and Conservation Unit, Biodiversity Management Sector of the Environment Agency, Abu Dhabi (Cohort 7):



“LEAD is an innovative programme, designed to promote the rationale of sustainable development through a series of training and interactive sessions. Its strength lies in the network of highly motivated associates and fellows and inspirational trainers across several countries, with diverse backgrounds. To me this programme has benefitted in broadening the perspective, beyond my own discipline. Today, I am better informed about general environmental problems and issues of sustainability, relevant in the context of my own country.



## List of Engaging Fellows

Sl NO	Name	Cohort	Engagement
1	Dr. Saroj Barik	C - 09	Providing Institutional support in organizing the 25 years celebration of LEAD India (Inter-cohort meet), at NBRI, Lucknow
2	Vani Manocha	C - 17	Planning and execution of Inter-cohort meet, Lucknow
3	Snehil Kumar	C - 13	Planning and designing Inter-cohort meet, Lucknow; Resource Person at the NTS, Wardha Ladakh, Lucknow; Partnership with Ford Foundation and DCM Resource person for leadership training at TATA Steel, Noamundi
4	Sujatha Byravan	C - 04	Resource Person at the NTS, Lucknow



SI NO	Name	Cohort	Engagement
5	Gajanan Kale	C - 16	Extending support in planning and organising NTS in Wardha
6	Priti Joshi	C - 05	Resource Person at the NTS, Wardha Collaborative workshop on Organic Kitchen Garden at Gandhi Smriti, Delhi
7	Soham Pandya	C - 06	Resource person and support in organising the NTS Wardha, Tadoba
8	Pankaj Satija	C-19	Engaging Cohort-19 as resource persons for events at TATA Steel Noamundi Engaging LEAD India for leadership workshop of the senior management team at TATA Steel Noamundi
9	Ganesh Pangare	C - 07	Partnership for the capacity building workshop of the Hilsa fishermen in West Bengal, as a part of an ongoing project
10	Kanika Pal	C - 16	Partnership with Sony Pictures Network
11	Mahesh Patil	C - 05	Partnership with Ford Foundation; Planning and designing of Inter-cohort Meet
12	Nila Pandian	C - 13	Planning and designing of Inter-cohort Meet
13	Ashish Rai	C - 16	Planning and designing of Inter-cohort Meet
14	Neha Sinha	C - 17	Compered the Inter Cohort Meet and the C-18 and 19 Graduation ceremony
15	Manisha Verma	C - 11	Resource person in NTS, Ladakh Moderator for session at the Inter-Cohort Meet
16	Sudhir Sinha	C-12	Interaction with C-18 and C-19 during Wardha NTS
17	Parag Rangnekar	C-11	Resource person in NTS, Ladakh
18	Dr. Chandra Mohan B	C-11	Moderator for sessions at the Inter-Cohort Meet
19	Ruchi Verma	C-19	Mentored the participants selected for the IATSS Fo- rum



## Governance-Revival of LEAD International

After one year of consultations with Member Programs, LEAD International trustees decided that the organization still has the potential to survive and contribute to the mandate of building leaders. Thus, LEAD International will continue to function as a UK based charitable organization. Directors of Member Programs have been appointed as a Trustee and board member with responsibilities to resurrect the organization and its functions. LEAD India participated (through Skype) in the board meeting conducted in Bonn. Following was the outcome:

1. LEAD India got a standing ovation for successfully running the Cohort program through a rare model of engaging Fellows and mobilizing resources through institutional partnerships.
2. LEAD Brazil will be seeking advisory support from LEAD India to revive the Cohort program in the country.
3. Reviving the International sessions for Cohort program will be a priority for LEAD -India has been marked as a preferred country for International sessions where Associates be sent on a paid participation.
4. Three working groups have been constituted to carve the way forward. LEAD India in the group of Future Vision and Mission along with LEAD Pakistan, Canada, Francophone Africa.
5. All new Fellows will be linked to LEAD International's database and will have an access to each other through the new website.



## LEAD India Board

### Mr. Madan Mohanka, President

Mr. Madan Mohanka, joined the LEAD Indi Board as its President in 2017. He is an alumnus of the Indian Institute of Management (IIM) Ahmedabad, is the chairman of MM Group of Industries viz. MM Aqua Technologies Limited, Maple Orgtech (India) Limited and Hosch Equipment (India) Limited. He is the pioneer of bringing new technologies to India in the mining, material handling and mineral processing industries. He is the Executive Chairman of Tega Industries Ltd. which is the world's third largest company designing solutions in the field of mining equipments. Tega's philosophy is to uphold traditional values through the empowerment of professionals, providing technical and economically unrivalled solutions to complex problems in mining, beneficiation, power, material handling and engineering.

He has been involved in social service, specially for the education and development of the underprivi-



leged. He is the Patron and Chairman of an Art group called Ranan, consisting of young artists and guides and helps them in promoting traditional Kathak, choreography and dance-theatre.

Mr Mohanka is a Civil Engineer (B.Sc. Engg.) from Birla Institute of Technology, Ranchi and a '67 batch MBA from Indian Institute of Management Ahmedabad.

He is the recipient of the following accolades:

1. Samman Patra – From the Income Tax Department, India in 2002
2. Certificate of Honour from the Government of the Republic of Ghana in 2003.
3. TieGER Award for Entrepreneur of the Year 2006 by The Indus Entrepreneurs, worldwide body of Entrepreneurs
4. Lifetime Achievement Award from the Indian Institute of Mineral Engineers for outstanding contribution to Mineral Engineering in India – 2008
5. Award of Excellence for contribution to society and achievement in the field of his vocation – conferred by Rotary Club of Calcutta Metropolitan – R.I.District 3291 – 2011-12
6. Outstanding Entrepreneurship Award of the 3rd Annual Asia Pacific Entrepreneurship Awards 2011 by Enterprise Asia
7. Distinguished Alumnus Award from Indian Institute of Management, Ahmedabad on the occasion of the Golden Jubilee Celebrations of the Institute – 2011
8. Ernst & Young Entrepreneur of the Year 2012 (Finalist)
9. Certificate from Prarambhik Shiksha Vibhag, Government of Rajasthan

## Mr. Neelesh Kulkarni, Vice President



Neelesh Kulkarni is the Director, Primove Infrastructure, Development Consultants Pvt. Ltd., Pune and has a range experience of implementing a participatory development project in a micro watershed to developing a natural resource management plan for a river basin. He has worked as 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 efforts for developing pro poor water policy 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 received the International Velocity Falco Lecture Prize, the Stockholm Partnerships award, the Centre for excellence grant from VREF, and the Prince Michaels award. 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.

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.

## Dr. R Balasubramaniam, Director



Dr.R Balasubramaniam (Balu) is a development activist who is a physician by qualification. After his MBBS, he earned his MPhil in Hospital Administration & Health Systems Management from BITS, Pilani. He has a Masters in Public Administration from the Harvard Kennedy School, Harvard University. His living habits were greatly influenced by the teachings of Swami Vivekananda and at the age of 19, he founded the Swami Vivekananda Youth Movement ([www.svym.org](http://www.svym.org)) based on the principles of Ahimsa (non-violence), Satya (Truth), Seva (Service) and Tyaga (Sacrifice). He has spent the last 31 years of his life in the service of the rural and tribal poor in the forests of India.

Dr Balu founded India's leading development NGO and the Swami Vivekananda Youth Movement (SVYM) which runs the Vivekananda Memorial Hospitals at Saragur and Kenchanahalli; the Viveka Tribal Center for Learning – a tribal residential school at Hosahalli; the Viveka School of Excellence – a rural school at Saragur; the Vivekananda Teacher Training & Research Center at Hosahalli; the Vivekananda Institute for Leadership Development and the Vivekananda Institute of Indian Studies at Mysore. SVYM also runs more than 50 projects reaching out to nearly half a million people across the state of Karnataka and also has centers in the USA and UK. He is also the Founder and Chairman of Grassroots Research and Advocacy Movement.

He is also the recipient of numerous State and National Awards. Many International, National, and State Committees have counted upon his immense experience in planning and executing rural development programs. He is also an Advisory member of various organizations working in the fields of social sector development in the country. Apart from lecturing & teaching regularly at different US universities and other reputed Business schools on Leadership, he was the distinguished Frank Rhodes Professor at  
**2017-18**

Cornell University, USA. As the Vigilance Director, he has assisted the Lok Ayukta (the anti-corruption agency), Karnataka in investigating into issues of mal-administration and Corruption in the health sector and in the Public Distribution System.

## Ashish Rai, Fellow Director



Ashish Rai lives and works in the Holy city of 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 multi-specialty 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.

## Mahesh K Patil, Fellow Director and Treasurer



Mahesh K Patil is the Director of Eco-farm at Panaji, Goa prior to start this agri-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, Agri horticultural 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. He also presented papers in various national and international seminars, and nominated as members in various national committees. He 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.

## Shruti Sharma, Fellow Director



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, Dehradun and taught Wildlife Management and Biodiversity Conservation to probationers of the Indian Forest Service. She was on deputation to the Forest Research Institute, 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.

Ms Sharma has 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.

## Snehil Kumar, Fellow Director



Snehil Kumar is a Total Quality Management counsellor based in Jaipur. He is an engineer with more than 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 governmental organizations like hospitals, sales tax department, transport department of Delhi govt. and administrative reforms department of

GOI for improving services. He is a visiting faculty in the area of TQM at Lal Bahadur Shastri National Academy of Administration, Mussorie.

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

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





# Finance

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

**Auditors' Report**

To  
The Board of Members  
**LEAD INDIA**  
M-8, 3<sup>rd</sup> Floor Greater Kailash Part-I  
New Delhi-110048

**Report on the Financial Statements**

We have audited the accompanying financial statements of "**LEAD INDIA**"(PAN: **AAATL1950A**), which comprises the Balance Sheet as at 31<sup>st</sup> March 2018, 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 audit or consider 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, 2018.
- b) In the case of Income & Expenditure Accounts, result of operation for the year ended on that date.

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

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

Date: 28.07.2018  
Place: New Delhi



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

		Amount in (Rs.)	
BALANCE SHEET AS AT 31st MARCH, 2018			
	SCHEDULE	2017-18	2016-17
<b><u>SOURCES OF FUNDS</u></b>			
<b>I. FUND BALANCES</b>			
a. General Fund	[01]	1,05,12,994	1,64,93,020
b. Corpus Fund	[02]	85,34,940	85,34,940
c. Asset Fund Fund	[03]	4,57,647	5,37,578
<b>TOTAL</b>	<b>I</b>	<b>1,95,05,581</b>	<b>2,55,65,538</b>
<b>II. LOAN FUND</b>			
a. Secured Loan		-	-
b. Unsecured Loan		-	-
	<b>II</b>	<b>-</b>	<b>-</b>
<b>TOTAL Rs.</b>	<b>[I + II]</b>	<b>1,95,05,581</b>	<b>2,55,65,538</b>
<b><u>APPLICATION OF FUNDS</u></b>			
<b>I. FIXED ASSETS</b>			
Gross Block	[04]	26,01,647	25,77,747
Less: Accumulated Depreciation		19,36,755	18,04,927
Net Block		<b>6,64,892</b>	<b>7,72,820</b>
<b>II. INVESTMENTS</b>	[05]	<b>1,08,94,334</b>	<b>1,03,06,157</b>
<b>III. CURRENT ASSETS, LOAN &amp; ADVANCES</b>			
a. Loan & Advances	[06]	8,88,854	8,57,842
b. Other Current Assets	[07]	9,92,191	6,93,826
c. Cash & Bank Balance	[08]	69,33,322	1,55,90,514
	<b>A</b>	<b>88,14,367</b>	<b>1,71,42,182</b>
<b>Less: CURRENT LIABILITIES &amp; PROVISIONS</b>			
a. Current Liabilities	[09]	8,68,011	8,18,192
b. Unspent Grant Balance	[10]	-	18,37,429
	<b>B</b>	<b>8,68,011</b>	<b>26,55,621</b>
<b>NET CURRENT ASSETS</b>	<b>[A - B]</b>	<b>79,46,355</b>	<b>1,44,86,561</b>
<b>TOTAL Rs.</b>	<b>[ I+II+III ]</b>	<b>1,95,05,581</b>	<b>2,55,65,538</b>

Significant Accounting Policies and Notes to Accounts

[19]

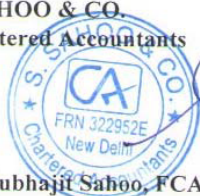
The Schedule referred to above from an integral part of the Balance sheet.

**INTERMS OF OUR REPORT ON EVEN DATE**

For & on behalf :

**S.SAHOO & CO.**

Chartered Accountants



CA Subhaji Sahoo, FCA, LLb

Partner

M No. : 057426

FR No. : 322952E

Place : New Delhi

Date : 28-07-2018



*Bhawana Luthra*

Bhawana Luthra  
Executive Director

*Mahesh K Patil*

Mahesh K Patil  
Treasurer



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

Amount in (Rs.)

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2018			
	SCHEDULE	2017-18	2016-17
<b>I. INCOME</b>			
Grant-in-Aid	[11]	77,17,242	2,37,21,491
Donation		15,750	1,47,925
Cohort Participation Fees		9,55,449	12,09,750
Other Income	[12]	4,20,840	3,49,341
Interest Income	[13]	11,81,982	13,10,026
<b>TOTAL Rs.</b>	<b>I</b>	<b>1,02,91,263</b>	<b>2,67,38,533</b>

<b>II. EXPENDITURE</b>			
Programme Expenses	[14]	1,00,95,325	1,36,12,992
Administration Expenses	[15]	22,92,852	3,81,883
Training Activities	[16]	30,27,153	14,13,035
Governance Expenses	[17]	7,17,928	6,22,186
Other Training Activities	[18]	86,133	2,63,208
Depreciation	[04]	1,31,829	1,63,020
Less: Depreciation Transferred to Capital Fund	[03]	79,931	1,11,013
Fixed Assets Writeoff		-	73,573
<b>TOTAL Rs.</b>	<b>II</b>	<b>1,62,71,289</b>	<b>1,64,18,882</b>

<b>III. Excess of Income Over Expenditure Transferred to General Fund</b>	<b>[I-II]</b>	<b>(59,80,026)</b>	<b>1,03,19,651</b>
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Significant Accounting Policies and Notes to Accounts [19]  
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 Subhaji Sahoo, FCA, LLb  
Partner  
M No. : 057426  
FR No. : 322952E

Place : New Delhi  
Date : 28-07-2018



*Bhawana Luthra*  
Bhawana Luthra  
Executive Director

*Mahesh K Patil*  
Mahesh K Patil  
Treasurer

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

		Amount in (Rs.)	
RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2018			
	SCHEDULE	2017-18	2016-17
<b>I. RECEIPTS</b>			
<b>OPENING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi (H.O)		1,61,440	1,60,920
<b>Cash at Bank</b>			
Citi Bank (Main A/c)		84,93,998	51,53,449
Citi Bank Multi Deposits (Sweep A/c)		13,54,574	12,79,234
State Bank of India (Utilisation A/c)		3,103	2,206
Investment in Fixed Deposits with Citi Bank		1,03,06,157	96,83,299
<b>Indian Projects</b>			
Cash in Hand		64,276	4,797
<b>Cash at Bank</b>			
State Bank of India		8,848	9,480
YES Bank		8,74,516	2,81,024
Citi Bank		19,34,702	19,64,807
Citi Bank Multi Deposits (Sweep A/c)		26,95,058	25,38,174
		<b>2,58,96,671</b>	<b>2,10,77,390</b>
Grant Received	[11A]	55,81,244	1,80,46,431
Donation		15,750	1,47,925
Cohort Participation Fees		9,55,449	12,09,750
Other Income	[12A]	4,20,840	3,49,341
Interest Income	[13A]	10,14,627	13,10,026
Advance & Deposits Received (NET)		19,011	1,26,111
		<b>80,06,921</b>	<b>2,11,89,583</b>
<b>TOTAL Rs.</b>	<b>I</b>	<b>3,39,03,592</b>	<b>4,22,66,973</b>
<b>II. PAYMENTS</b>			
Programme Expenses	[14A]	1,00,95,325	1,36,12,992
Administration Expenses	[15A]	22,92,852	3,81,883
Training Activities	[16A]	30,27,153	14,13,035
Governance Expenses	[17A]	7,17,928	6,22,186
Other Training Activities	[18A]	86,133	2,63,208
		<b>1,62,19,392</b>	<b>1,62,93,302</b>
Non-Recurring Expenses	[04]	23,900	77,000
<b>CLOSING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi (H.O)		1,21,598	1,61,440
<b>Cash at Bank</b>			
Citi Bank (Main A/c)		2,95,437	84,93,998
Citi Bank Multi Deposits (Sweep A/c)		14,09,003	13,54,574
State Bank of India (Utilisation A/c)		3,101	3,103
Investment in Fixed Deposits with Citi Bank		1,08,08,381	1,03,06,157
<b>Indian Projects</b>			
Cash in Hand		44,862	64,276
<b>Cash at Bank</b>			
State Bank of India		8,199	8,848
Citi Bank		69,561	8,74,516
YES Bank		21,40,246	19,34,702
Citi Bank Multi Deposits (Sweep A/c)		27,59,913	26,95,058
		<b>1,76,60,301</b>	<b>2,58,96,671</b>
<b>TOTAL Rs.</b>	<b>II</b>	<b>3,39,03,592</b>	<b>4,22,66,973</b>

Significant Accounting Policies and Notes to Accounts

[19]

The Schedule referred to above from an integral part of Receipt and Payment Account A/c

IN TERMS OF OUR REPORT ON EVEN DATE


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

CA Subhaji Sahoo, FCA, LLb  
Partner  
M No. : 057426  
FR No. : 322952E

Place : New Delhi  
Date : 28-07-2018

  
Bhawana Luthra  
Executive Director



  
Mahesh K Patil  
Treasurer





# Updates from LEAD India Secretariat

## Team at LIS

In the year 2017-18, LEAD India Secretariat added three new members to its team: Ishani Palandurkar as Program Officer, Ganpati Maheshwari as Administration Officer and K Ramya as Communication Officer, who works remotely from Bangalore. Deepti Kalra, joined back after a two year sabbatical. Katja Polc, a student from Slovenia, interned with us from July - November 2017. She later joined the team in January 2018.

While M Nagrajan, who started his journey with LEAD India from the time of it's inception and Vaishali Kotecha, who joined in 2016 have moved on from their roles at LEAD India.

## Fellows Space @ LEAD Secretariat

LIS announces a LEAD India Adda, a space in the office for internal meetings and mindfulness practice. LEAD opens the space the Fellows network and our partners for peer to peer learning, film screening, consultations etc.





## Daily Dump

Inspired by the Organic Kitchen Garden workshop organized in partnership with Dr Priti Joshi, LIS has initiated organic composting in office. The intention is to learn from the experience and contribute in our own ways towards a cleaner environment through recycling. There are plans to enroll the neighboring hotels and shops to become part of the green initiative.





# LEAD INDIA

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

W: [www.leadindia.org](http://www.leadindia.org)



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Lead India



@LEADindi



/company/leadindia/