



Annual Report

2018-2019



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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?

01

Go beyond self- and commit to change and larger good for masses

02

Operate with an approach of Ecosystem rather than Egosystem

03

See the issues and challenges as inter-connected and identify the 'levers' of change

04

Engage and enroll multiple stakeholders/ actors of a system for systemic and long term solutions

05

Appreciate & engage with not so like-minded people and perspectives & build on the diversity gained therein

06

Pursue a quest towards increased self awareness

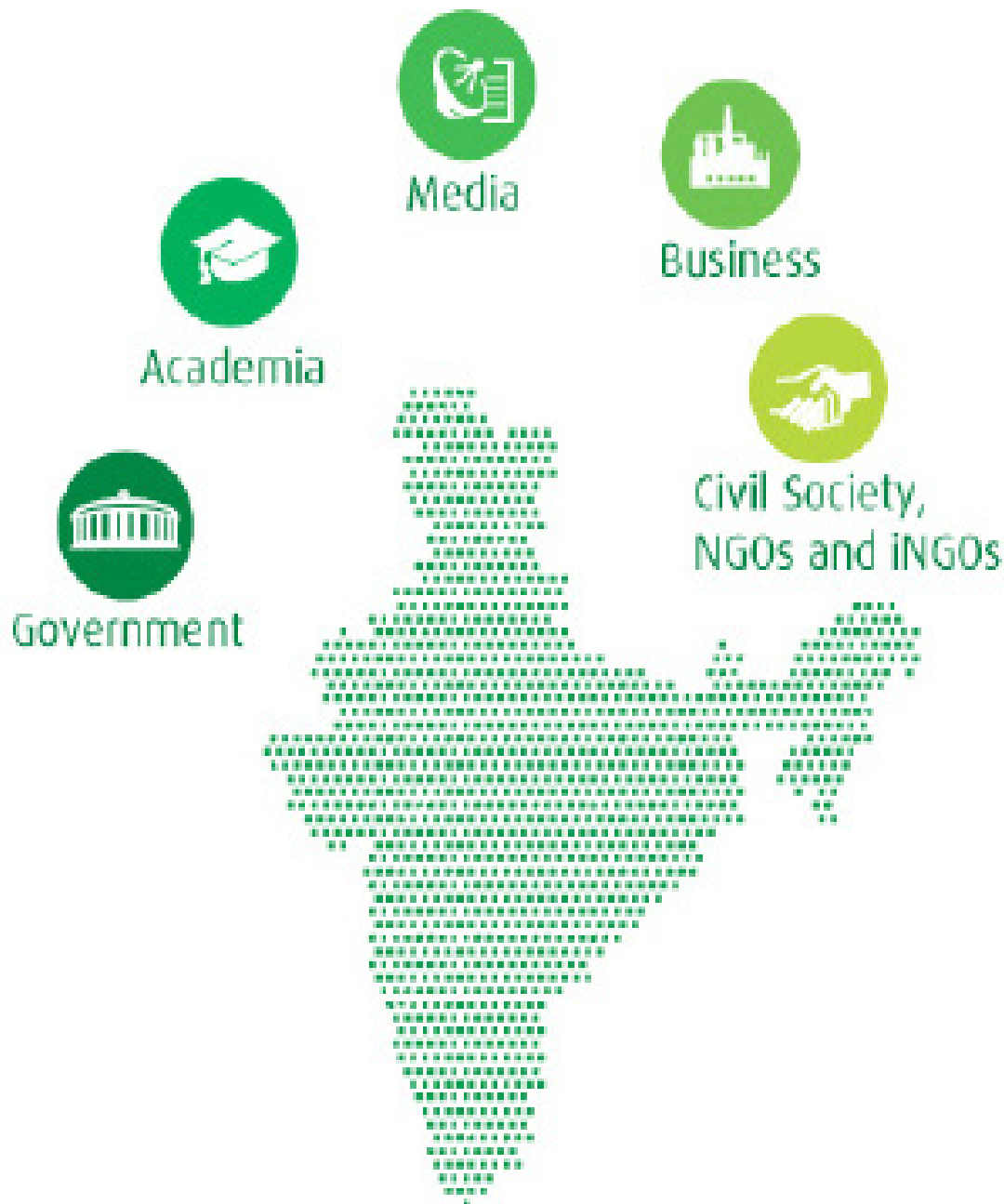
07

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



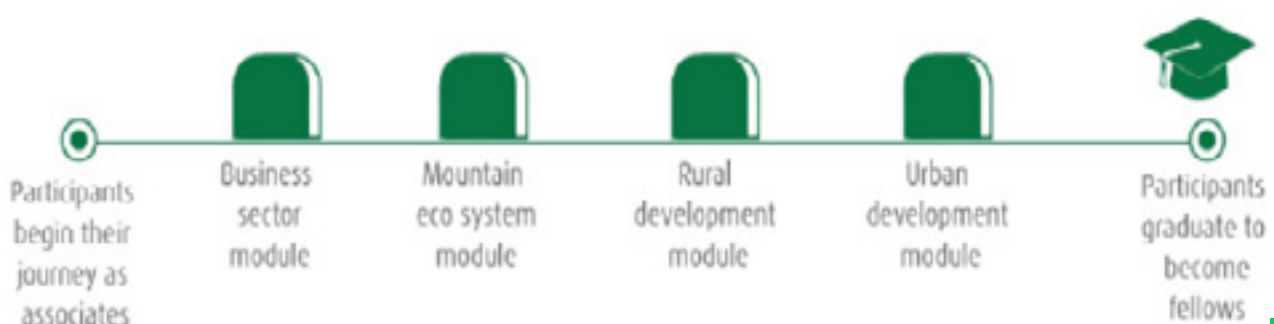
Leadership & Capacity Development Programs

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

LEAD Fellowship 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.



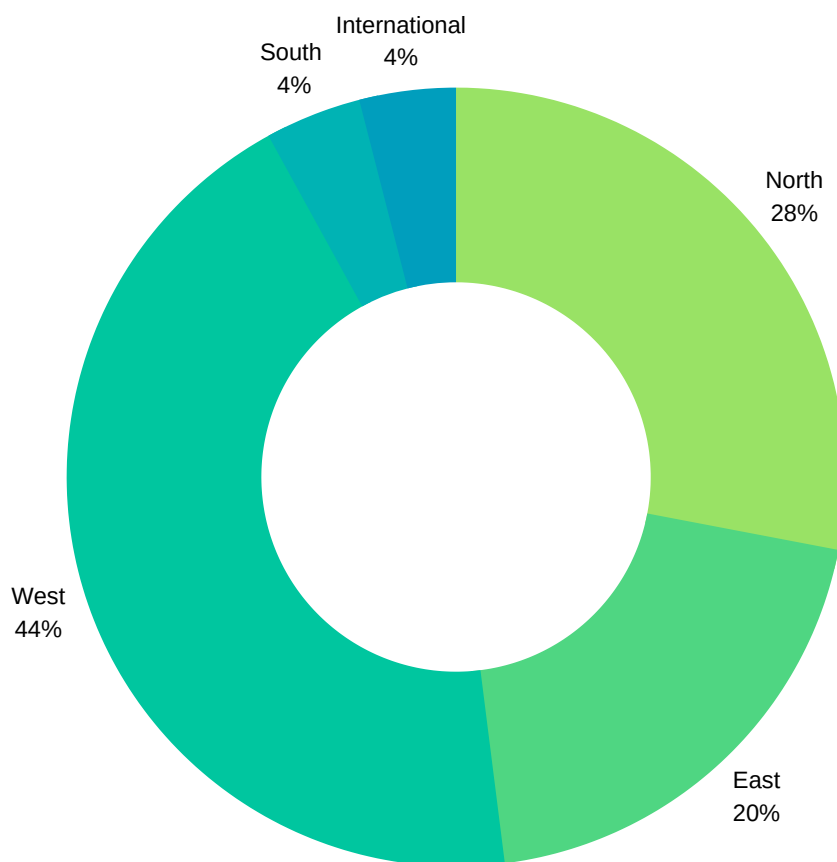
The candidates go through a rigorous training program and graduate as LEAD Fellows, joining the network of more than 200 fellows in India and more than 3000 Fellows worldwide.

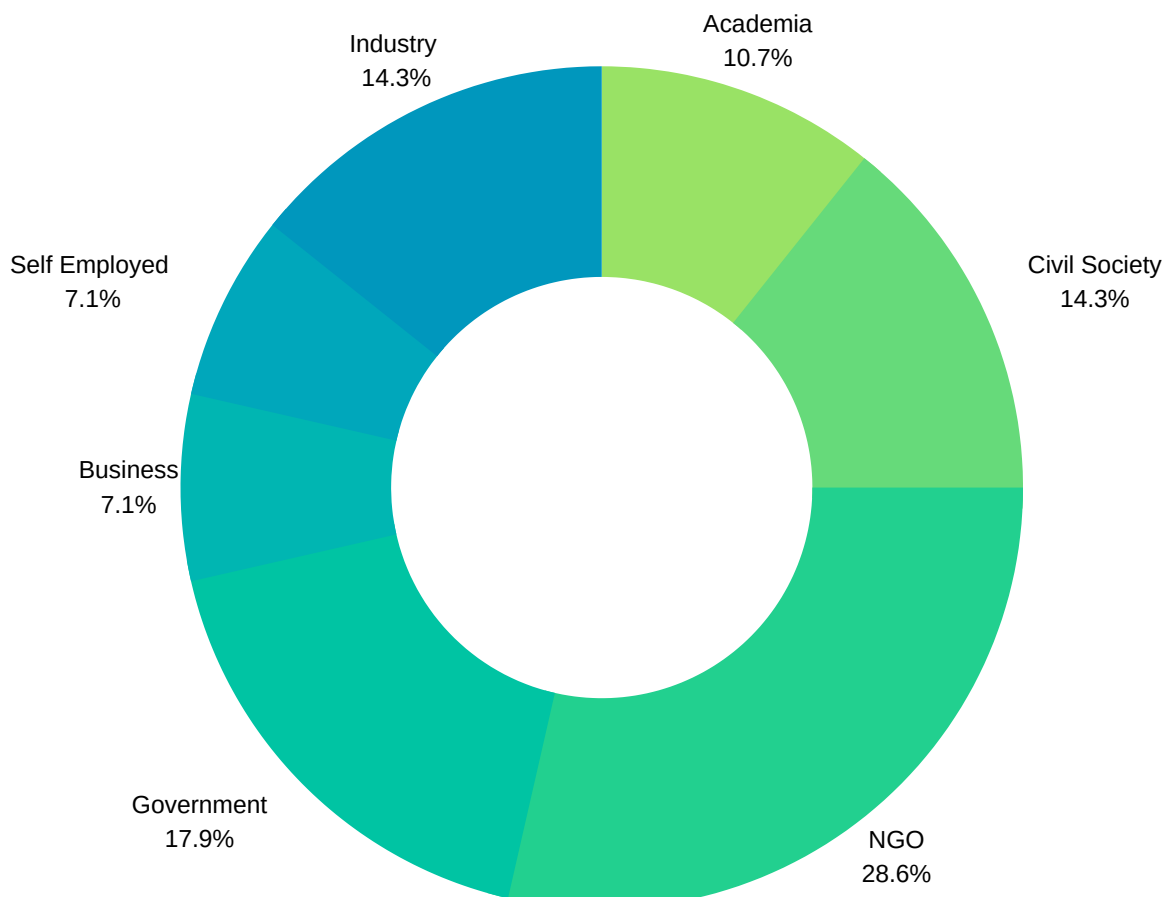
Cohort 20 Recruitment for Building Leaders for Sustainable Future

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 Fellowship application was announced in March 2018 and closed in the month of May 2018. During this period intensive promotion was carried out 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 amplify the advertisement on social media. Fellows also shared the details outside the LEAD networks. The application thus received showed high regional and sectoral diversity.





The applications were rigorously screened through a desk review. Out of the total 87 applications received, 72 advanced to the next stage, ie. the workplace assessment (WPA) stage. During this stage, we were supported 63 Fellows to conduct the assessments.

Based on the assessment, the final interviews were held on 28th July 2018, by a selection committee comprising of members of the board and Fellows - Nilesh Kulkarni , Vice President LEAD India Lalbiak Ngente (C-7), Aradhana Kohli (C-5) Mahesh Patil (C-5), Snehil Kumar (C-13), Shruti Sharma (C-9) and Arun Verma (C-11) . The panel selected 27 applicants for the 20th Cohort.



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Purabi Sarhar
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Tirambhapur Ashote Raj Ecosystems



Rajkumar Gope
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AlterEnergyz Goa



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Pvt. Ltd. New Delhi



Sneha Krishnan
Research Assistant- London School of
Hygiene and Tropical Medicine Odisha



Colonel Soumendhra Pandey
Commanding Officer, 1 Delhi Girls
Battalion, National Cadet Corps, Delhi



Cohort 20: Experiential Leadership Journey I - Mithapur

In February 2019 the 20th Cohort consisting of 30 cross-sectoral Associates from Government, Civil Society, Academia and Business started their Experiential Leadership Journey (ELJ) on “Integrating sustainability in Business sector” with Tata Chemicals Limited, Mithapur, Gujarat, a new partnership for LEAD India.

Tata Chemicals as a learning and institutional partner supported in multiple ways- by opening their field for learning, and sponsoring the stay and other logistics locally. A chemical manufacturing enterprise, has transformed into a sustainable solution-provider by focusing on innovation and R&D to drive its businesses. The company has snowballed into a global organization with interests in the LIFE essentials – Living, Industry and Farm; addressing tomorrow’s food, water, health and climate-change challenges through innovation-led solutions.

The activities of TCSRSD can be classified into four basic verticals: Integrated water management, Farm based livelihood programs, Skill development program, Education, Health and empowerment. The company has set Tata Chemical Society for Rural Development (TCSRSD) which has been facilitating scalable,

sustainable and integrated development initiatives. It lays emphasis on the spirit of participatory development by involving the beneficiaries at each stage of the development process which ensures viability and sustainability of the programmes. TCSRDR has consistently demonstrated its respect for the environment and the local ecology by promoting renewable energy initiatives.



The training began with the context setting on LEAD Fellowship followed by introduction to TCSRDR. The next was two days of '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 create a safe space for collaborative learning.

Nuts and bolts of business sustainability introduced by the Tata Chemical CSR team, in the context of Tata Chemicals was followed by visits to TCSRDR field intervention areas, and then the skills module on systems thinking. Post the modules in self-awareness, knowledge and skills module, the field challenge was introduced to the Cohort. Divided into three sub groups, each got to challenge to work on three different themes (a) Bringing farmers together - Farmers Producer Group (b) Unseen beauty for conscious visitors - Ecotourism (c) Going beyond - Model Panchayat. The team then got to understand the policies/ ideologies and the views of the top management and sense various aspects of the above initiatives in the field.

The Associates divided into smaller sub-groups assimilated the data and came up with sustainable solutions in the form of options, ideas, models for the better implementation of the projects et al. The process and the outcomes of the workshop was appreciated by the TCL representatives, including the CSR head and his team.

Special Mention: Snehil Kumar, Fellow Director C-11, Satish Trivedi, Assistant Manager, Community Development; Vivek Talwar Chief Culture Officer, Chief Sustainability Officer, Chief of Business Excellence, Tata Power; Vedanth Bharadwaj, Dishanth Parasharya C-20, scientist BNHS, Prantik Sarkar, Head Community Development, Tata Chemicals Limited, Babrala, N Ramanathan, Independent Counsellor in Quality based Management, Anup and Stephanie, facilitators from Initiatives of Change, Panchgani

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 the 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.

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. Inviting young and outstanding individuals from respective ASEAN countries, the Forum provides opportunities for participants to understand each other's' countries through seminars, field studies, group study, and cultural 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 have come together to endorse their core mandate of building effective leadership across the globe to enable future generation to act as catalyst for change. LEAD India, officially recognized as the India Secretariat of IATSS Forum, Japan has been supporting 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, travel support, and India alumni engagement.

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) before departure. They participated in the Leadership Training Program in Japan May-June 2018.

May 2018 also saw promotion of applications for 61st and 62nd batch followed by screening and final selection in December 2018. The promotion was done with great vigor through social media, direct mails, Fellows network and reaching out to educational institutions across India. Applications showed wide professional and regional diversity. Out of the total 72 applications that showed a wide professional and regional diversity, 11 top shortlisted applicants underwent a unique selection process conducted by Japanese delegates and India Steering Committee. From the Japanese side the panel included Profes-

sor Shunsuke Kamijo, Ms. Midori Kishi, Mr. Yuichi Hirono, Mr. Ichiro Uekusa and Mr. Hiroyuki Yamaguchi and from India, Prof. Dinesh Mohan, Prof. Geetam Tiwari, Snehil Kumar, Shruti Sharma, Bhawana Luthra and Girish Aggarwal

In the final round, four participants, Niksungla Jamir, Alankar Kaushik participated, Sachin Barbde, and Lalbiakdika Ngenteare were selected for the the 44 days Leadership Training Program in Japan for the spring and fall session of 2019 respectively



Building water warriors- A LEAD India- Sony Yay! collaboration

Building water warriors- an awareness program on water conservation is a collaborative initiative of The Sony YAY! and LEAD India. The project that started in September 2018, is being implemented in four states, West Bengal, Uttar Pradesh, Gujarat and Delhi. It aims to engage students in grades III to VII, covering 300 schools, both Government and Private across rural and urban areas.

In the first two months of preparatory phase, LEAD Secretariat worked on the research, content development and module design, following the participatory and reflective methodology. Simultaneously, the program team contacted and finalised the state implementation partners in WB, UP and Gujarat, The Delhi Secretariat team undertook the implementation of the workshops in Delhi. In November 2018, reces were conducted in Government and private schools in Delhi and used the valuable findings in the finalisation of the training module and in the facilitator's guide. In December 2019 the project was piloted in 10 New Delhi Municipal Corporation (NDMC) Government schools and 7 private schools. As a result of the pilot, permissions were received to include 25 more Government schools of the South Delhi Municipal Corporation in Central and South Zone in which LEAD Secretariat team conducted the workshops.

2018-19



At the end of January and beginning of February the project implementation expanded to Uttar Pradesh and West Bengal. With learning from implementation, training of trainers was conducted for the Varanasi and Kharagpur state implementation partners. LEAD Fellow Ashish Rai and his team undertook the implementation of the project in Uttar Pradesh. At the Training of trainers which was conducted from 29th till 31st of January 2019, eight participants including project coordinators, Mrs. Deepmala Rai and Mrs. Ratika Tewari were present.



The team was trained on participatory facilitation, effective communication, module design and workshop's processes. The workshop was demonstrated in the local private school. After the reflection and additional preparation, the team undertook the workshop in local government. The two experiences presented us with the opportunity to see the diversity of circumstances and situations that we might experience in the future work.

In west Bengal our Partner, TATA Metaliks selected 25 youngsters from the local community in Kharagpur to be trained as facilitators for the workshops. The training of trainers was implemented on 8th and 9th February 2019 in Kharagpur, TATA Metaliks campus.

Recognising the need to conduct the TOT in the local language, LEAD Fellow, Ms. Monijinir Byapari (C-12) was engaged. She conducted the TOT and the success of the training opened the doors for many other fruitful collaborations in the area of facilitation and content development with LEAD India.

Story of Change

During the demonstration workshop in the local school, a student from the 4th grade stepped out from the classroom – he was thirsty and he went to a drinking point. Firstly he opened the tap with a full flow but he consciously lowered the flow while he was taking the water with his hands. With this action, he has already decreased the amount of water being wasted. After he was back in the class, a teacher came to the water point and placed steel glasses on each of the taps. Instead of children drinking water from their hands and meanwhile keeping the tap widely open, a simple solution like smartly placed glass will save substantial amount of water from being wasted.

In consultation with Sony and discussion with Gujarat implementation partner, Department of social work, the implementation of the project will start in July 2019. The decision was arrived at keeping the school academic calendar in perspective.

In the month of January and February, the Project teams in Delhi covered 30% of the total schools, covering more than 4 500 children from 3rd to 7th grade. March experienced slow down due to the school exams and vacations, and as per plans, April onwards will see rise in the number and expansion of our outreach.

Youth Leaders as Change makers- collaborative project of LEAD India and the Public Affairs Section, US Embassy, India

The PAS, US Embassy in collaboration with LEAD India launched the 'Youth Leaders as Change Makers' a youth leadership program for Delhi NCR residents in the age range of 19-25 years in August 2018. The project aims to sensitize the youth through interactive workshops, field activities and mentorship from leaders on thematic areas like Environment, Women Empowerment and Public Health.

Post the kick-off meeting with the PAS, Lead India started the program promotion and application process in November 2018. A robust two months promotion campaign was carried out through social media, LEAD India Network, other networks and a series of meetings with educational institutions, and corporates. The applications invited online, closed on 12th December 2018. Post desk review, shortlisted candidates were invited in batches, for a group activity and personal interview, that spread across four weeks in January 2019. Out of the 106 applications, 60 participants were finally selected to be a **2018-19**



part of this youth leadership journey. The group selected is a diverse mix of professionals and student community.

In the month of February and March, LEAD India reached out to LEAD India Fellows and Eric Martin, CEO of Adaptive Change Advisors, from the USA to design the thematic leadership modules in Environment, Female empowerment and Environment. While the thematic modules are contextualised to build perspectives in the context of India, the leadership thread in each module will focus on engaging the participants become aware and design ways to lead in complex, political, ambiguous environments; managing personal risks and pressures of leadership; build vibrant collaborative alliances and strategies for generating change. The workshop will be the way of preparing the participants to identify the issues they feel strongly about and develop their own individual/ collaborative projects.

For the eight days workshop scheduled in April 2019 Dr. Chandra Mohan, LEAD Fellow C-11 has curated the entire health module and will be present to anchor the sessions, he has also identified resource persons to facilitate the health sessions, and was instrumental in reaching out to Delhi Government for field visits and consultations at the Delhi Government Mohalla clinic. The Environment theme was designed in-house under the direction of Bhawana; LEAD Fellows, Harleen Kaur and Ruchi Verma are also being engaged for sessions under the environment theme. LEAD Fellow Moni Byapari connected us with Haritha Sarma, a gender and OD expert from Bangalore, who will anchor the Female empowerment theme. Snehil Kumar LEAD Fellow and board member has agreed to facilitate the project ideation and planning process with the youth participants. The program team in consultation with the PAS is in the process of finalising the logistical arrangements for the April workshop to be held at the American Center, Delhi

Youth leadership workshop at Global Shapers

LEAD India was invited to participate in the Imphal Jamboree organised by the Global shapers initiative in November 2018. The Global Shapers Community is a network of young people driving dialogue, action and change.

A session on Environment Sustainability and Leadership was conducted for a large gathering of youth participants. Following this, selected youth participated in the LEAD workshop on “Youth & Social Action - recognize the Leader in you” with focus on invoking the leader in them, and reflecting on the social challenges in their immediate environment and ways to respond as individuals and groups. Sharing ex-

periences, understanding one's mental models and patterns, systems thinking tools were found useful and appreciated by the participants.



Tribal youth leadership workshop in collaborations with Tata Metaliks

A successful partnership with the CSR team of Tata Metaliks in Kharagpur, on the water warrior initiative in West Bengal, LEAD India responded to the proposal request by Tata Metaliks with a proposal on youth leadership focus on conservation. Series of meetings were held with the MD and CSR head, Dilith Castleton and the program will be rolled out soon.

Strengthening the SBI – Youth For India Fellowship- LEAD India collaborates with SBI Foundation

Lead India's past credibility in leadership building and further discussions are opening possibilities to work as partners to contribute towards strengthening SBI's Youth for India Fellowship.

As a part of our routine drive to reach out to potential partners, introductory email was sent to the head of SBI Foundation, to explore partnerships in the Youth leadership space. A positive response followed by a series of mail exchanges and meetings is evolving into a co-created program that will be piloted in the coming months.



Business Sustainability:

As more and more companies are defining their sustainability agendas and strategies towards 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.

Creating an enabling environment for women's participation in the organised manufacturing sector- a collaborative project of LEAD India -Ford Foundation

LEAD India received a grant from the Ford Foundation for a demonstrative project, and first time ever globally, to create an enabling environment for women to be employed in organized manufacturing sector. The project has two components-(a)Support women overcome the barriers at home and community that may prevent them from joining the organized industrial sector(b) To create an enabling environment within the factory that will pull women workers to join the work force. The project is being implemented in two locations, Hisar district, Haryana and Selaqui, Dehradun, with two companies, DCM Ltd. and Himalayan Packaging Limited respectively. The project completed one year in March 2019, and will continue till March 2021

The project is making steady progress at both locations. At the community level in Hisar, sensing of villages through observation and stakeholder consultations; community meetings on benefits of working in the organized sector, identification of women wanting to work in the factories is underway. Need based interventions will be rolled out in the coming months.

Villages around Selaqui, in Dehradun is the other location. Like Hisar, sensing of villages, community meetings and identification of women wanting to work in the factories is underway. In addition, the project has taken the form of expanding its scope from only one company to other companies in the industrial hub. Potential areas of intervention for capacity building with managers and supervisors, wellbeing of women workforce are being mapped.



LEAD, while engaging with a number of stakeholders, has gained greater visibility amongst companies across sectors, Industry Associations, and Government departments in Selaqui. Likewise, there are opportunities to explore community leadership in problem solving in creating community level structures that are enablers in increasing women's engagement in employment opportunities in the organized sector.

LEAD India partners with CERE India to create Corporate Green Champions

LEAD India in partnership with Centre for Environmental Research & Education (CERE) carried out the Green Office Program for Sony Pictures Network India (SPNI) during the year 2018- 19 to create Green Champions. The key initiatives under this program were

- A Carbon Footprint Assessment for SPNI - Mumbai Head Office for FY. 2017-18 along with recommendations for mitigation strategies for reducing SPNI's environmental impact.
- An urban afforestation drive to help off-set a portion of SPNI's carbon emissions.
- A series of workshops conducted in SPNI's offices in Mumbai, Delhi and Bangalore with the aim of creating awareness and influencing employees' attitudes and behaviours towards environmental and sustainability issues.



The project started with a series of orientation sessions for SPNI at their offices in Mumbai, Bangalore and Delhi. The purpose of these programs was to inform employees about on-going environmental issues, facilitate this understanding in the context of SPNI's own activities and to build awareness around the topic of sustainable office spaces. The sessions also served as a platform to introduce SPNI's Green Office Program and to discuss the future workshop series that would follow it.

Experts, Dr Rashneh N. Pardiwala and Ms. Kitayun Rustom organised a series of workshops based around the themes of relevant national and international "Awareness Days" such as World Water Day,

World Soil Day or Van Utsav in Mumbai, Delhi & Bangalore. The workshops were focused on assisting SPNI employees to develop an understanding of environmental and social issues and how to address them. The workshops were conducted either by the project consultants or by other expert speakers in the field and included both a passive learning component and a hands-on activity.

The topics for the workshops were influenced by the results of the preliminary survey and included topics such as composting, urban gardening, terrarium-making, art and craft from waste, an introduction to solar energy etc.

A total of 17 thematic workshop sessions were carried out in Mumbai, Delhi & Bangalore between July 2018 & June 2019, including themes like toxin-free Lifestyle , kitchen gardening, solar mobile charger, art and craft with waste, housekeeping composting, terrarium. Through these workshop's employees at SPNI have collectively completed over 800 man hours of training in sustainability.





Collaborative Events

LEAD India - a mentor partner to Eco Grants

Eco Grants is earmarked for the youth in the age range between 18-29 years, Initiated by PVR Nest in collaboration with the Centre for Youth and PLAN International, the initiative encourages citizens' participation by inviting applications for innovative green solutions for five major sustainability issues

Three LEAD Fellows mentored the youth applicants of the Eco Grant in October 2018 under the Accessible Green Spaces category. One of the participants mentored by LEAD India Fellow bagged the grant for implementing the idea presented to the Jury. Lead India, the mentor partner, got much appreciation and visibility for having played a seminal role in guiding the young applicants and shaping their proposals for the final selection.

During the inaugural session of the final evaluation committee meet, LEAD was invited to share thoughts with the applicants and interact with the eminent sectoral expert jury members from organizations including ICRW and Conserve India

Women Leadership in climate adaptation

Center for social research (CSR) invited LEAD India to deliver a session on Women Leadership in climate adaptation. Supported by Hanns Seidel Foundation, this was part of a 3-day national workshop on water conservation and management with women elected representatives. The participants gained knowledge about gender mainstreaming by integrating the gender dimension in the various development schemes, through consultation with stakeholders and encouraging women representation at different levels



Jury member at the Design for Change contest at Ahmedabad

LEAD India ED, Bhawana Luthra was invited as a member of the jury for Design for Change's (D4C's) 'I can school challenge'. The Jury that comprised of noted dignitaries across the globe met at the Riverside School, Ahmedabad and evaluated two hundred stories from across India to select the top 100 stories. The feedback and insights shared by LEAD was welcomed and there are possibilities of engagement for LEAD India in future initiatives of the D4C

(DFC) is a global movement that started in 2009 at the Riverside School in Ahmedabad, India, to give children a platform to express their ideas for a better world and put them into action

"In YOU we have found an empathetic ally and an amazing mentor! "

Nandini Sood,
CEO, D4C

LEAD as jury @ Ambedkar University

LEAD India was invited as a jury member to review the Systems Design Studio at the Design Studio, at the Ambedkar University Delhi, AUD. The studio focused on exploring design while working with communities in and around Lodhi Colony and Meherchand market exploring themes related to the commons, parity and cohesiveness. Post the engagement, talks are on for further collaborations in future. Ambedkar University has also shown interest in the LEAD network and work of Fellows, with whom they are keen to explore mentoring opportunities.

LEAD India participates in GSG Impact Summit

On the invitation of Ford Foundation, one of our funders, LEAD India participated in the GSG 2018 Impact Summit in New Delhi on 8th and 9th October. With thousand plus delegates from 50 countries, the event was galvanized by visionary leaders like Nobel laureate Al Gore. The Summit set out to explore the power of impact across - supply, demand, intermediation, policy & regulation and lastly market building, the five core elements of the global impact investment ecosystem. The event was a great opportunity to network and introduce LEAD India to a wide range of multi-sectoral audience.

LEAD India invited to Initiatives of Change (IoFC)

LEAD India was invited to IoFC to experience Heart of effective leadership (HEL), a leadership program for senior executives from the corporate sector. Possibilities of convergence were explored with IoFC and potential partnerships were mapped with Corporate.

On the sidelines of this workshop, consultations were held for setting up of an International Leadership Institution at IoFC on the lines of Matsushita Institute of Government and Management, Japan and under the able leadership of Rajmohan Gandhi. LEAD India Fellows from different regions across the country were engaged and consulted during the ideation stage.


Initiatives to strengthen political leadership

LEAD India had a series of meetings with Sachin Rao, to support and restructure the leadership programs he curates and facilitates for the Congress party workers. Discussions are on for creating and rolling out self-awareness module

Collaborations with Tata Steel Rural Development Society (TSRDS)

The National Training Session anchored by TATA Steel in Jamshedpur, strengthened the organizational relation between TSRDS and LEAD India through mutual collaboration and exchange of ideas on other programs. On the invitation of TSRDS, LEAD India participated in the 4 day tribal conclave, Samvaad organised by Tata Steel, that provides a platform for discourse on tribalism in India in a move to bring leaders and members from tribal communities under one roof.

This was an opportunity for us to show solidarity with the cause of tribal development and also with TSRDS. In addition, being recognized as a think tank of TSRDS work.



Meetings were also held with representatives from TATA Metallic, with the possibility of engaging them as our partners for the Sony TV Network Warrior initiative in West Bengal. As a follow-on, LEAD India, in an ongoing manner, is being consulted for reimaging and reinventing TSRDS team for the annual tribal leadership program.

LEAD India session at Kaizen 2019

After being a network partner in 2018, this year LEAD India was invited to conduct an open workshop at Kaizen 2019, the Annual Social Extravaganza organized by the National Service Scheme, Indian Institute of Technology Delhi (NSS IITD). Kaizen aims at inspiring groups across India to come and put forward their Ideas for Social Welfare, sensitize the society about current problems and how they could contribute to the betterment of society

LI's proposal to conduct a workshop on the 'Iceberg model for understanding self' was accepted by the program committee. Through activities and discussions, participants practiced and learnt tools that help in becoming more self-aware. The workshop conducted by Bhawana Luthra on 3rd March 2019 was a very interactive one and success with more than 50 participants from IIT, other colleges and working professionals.

Participating in IIT Kaizen has consistently brought much visibility to LEAD, with the high footfall in the event. The collaboration has opened door for youth related workshop in future. Further, the platform has supported LEAD for disseminating LEAD India programs within their student community.

LEAD India partnership with The Tarzan Way for International Volunteers to intern at LEAD

LEAD India partnered with The Tarzan Way - a startup with focus on travel with a cause and connects youth to international volunteering alongside travel. Through them, LEAD India will get access to international interns who will work on assignments offered by LEAD for 15 days, in exchange for boarding.

Partners

In the year 2018-19, LEAD India continued to deliver training and projects with the support of our existing partners and also developed many new partnerships this year:



NSS IIT Delhi





Mahatma Gandhi Seva Ashram

ICIMOD

FOR MOUNTAINS AND PEOPLE



Climate & Development
Knowledge Network



 **Sahbhagi Shikshan Kendra**
Empowering Minds for Changes



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



RCUES
Ministry of Housing & Urban Affairs,
Government of India



**Centre for Environmental
Research and Education**



AHA - Achievements Honours & Awards



Mr B. Chandramohan LEAD Fellow C-11, and his team at TNeGA had received an award at 4th BW Business World Digital India Award for promoting ease of doing business by developing an investor facilitation portal that provides single window clearance to industrial proposals in the state. The award was given in recognition of simplification of procedure and ease with which clearances from various authorities can be procured by a business.



Maulik Sisodia, Fellow C - 18, received 'I am the Change' award from Yes Foundation for his credible work at Tarun Bharat Sangh.



Made Gowda received appreciation for his work in securing Soligas their forest rights , village square and Scroll cover the success story of how Soligas, indigenous tribe of Karnataka, with help of Made Gowda were able to win a long battle in court and secure their rights to stay in forest reserves. Soligas have been battling with Forest Authorities who wanted to relocate them in the light of declaring that area as Tiger reserve. Soligas not only won the battle but have proved that they are successfully coexisting with the big cat.



Kanika Pal, LEAD Fellow C-16, Founder So CHE and Lead - Prabhat, South Asia, Unilever, was felicitated with 'Most influential sustainability leaders of India' award at the India Sustainability Leadership Summit and Awards in Mumbai by World Sustainability, a Not-For-Profit Organization advocating for Sustainable Leadership.



Dr Indrila Guha, LEAD Fellow C-15 and Principal, Basanti Debi College, Kolkatta, was presented the Academic Excellence Award by Center for Environment and Economic Development (CEED) at the Jadavpur University, Kolkatta, for her outstanding contribution in the field of Science and Environment



Maulik Sisodia, LEAD Fellow C-15, Executive Director, Tarun Bharat Sangh and his father Rajendra Singh, the waterman of India, were invited to participate in the Karm Veer special episode of Kaun Banega Karorpati season 10

Fellows Speak



It's always a feeling of home coming, getting nostalgia about any cohort mates new have added a lot of new dimensions and perspectives in my life. My sincere gratitude to LEAD secretariat for keeping the flame on & enlightening many more lives directly and indirectly.

Pankaj Satija (C-19)



I did not expect LEAD to be influential in these many ways, when I joined the cohort. From getting to know how a hydroger could improve the lives of Nagas to trying to help miners in Goa to shift to sustainable practices, my path crossed with LEAD, several times. It continues to do so. I have therefore, come to conclude that LEAD is way of life. So, I am.

Dr. Arun Varma (C - 11)



I always feel (LEAD India) is home away from home. People in the office are so kind, caring and responsible. It is time to give more strength to our LEAD family to go forward. It is a great feeling to come here Thank you all.

Alexander (C -14)



It always coming home when I think of LEAD. Whatever transformation in me is not because of grey hair but because of experiential learning at LEAD.

Leena (C-17)



Visiting at LEAD office is always homely & a very warm feeling. Meeting all the friends in secretariat is always to cherish. Most importantly you can speak of your mind, plans, dreams, find inquisitive and compassionate ears with the open heart and mind.

Debartha Banerjee



Fellows Engagement

SI NO	Name	Cohort	Engagement
1	Ruchi Verma	19	Conducted Work Place Assessment of Cohort 20 candidate
2	Upasana Choudhry	19	Conducted Work Place Assessment of Cohort 20 candidate
3	Dishant P Parasharya	19	Conducted Work Place Assessment of Cohort 20 candidate
4	Arun Varma	11	Conducted Work Place Assessment of Cohort 20 candidate
5	Gajanan Kale	16	Conducted Work Place Assessment of Cohort 20 candidate
6	Vimal Garg	5	Conducted Work Place Assessment of Cohort 20 candidate
7	Lokendra Thakkar	6	Conducted Work Place Assessment of Cohort 20 candidate
8	Krishna Kulkarni	14	Conducted Work Place Assessment of Cohort 20 candidate
9	Seema Awasthi	14	Conducted Work Place Assessment of Cohort 20 candidate
10	Mona Yadav	19	Conducted Work Place Assessment of Cohort 20 candidate
11	Sanjay jothe	17	Conducted Work Place Assessment of Cohort 20 candidate
12	Abhiyant Tiwari	17	Conducted Work Place Assessment of Cohort 20 candidate

SI NO	Name	Cohort	Engagement
13	Somya Bhatt	17	Conducted Work Place Assessment of Cohort 20 candidate
14	Vijay Vardhan	17	Conducted Work Place Assessment of Cohort 20 candidate
15	Shibanand Rath	18	Conducted Work Place Assessment of Cohort 20 candidate
16	Milind Bokil	4	Conducted Work Place Assessment of Cohort 20 candidate. Engaged as a resource person at NTS, Wardha
17	Jayesh Jain	19	Conducted Work Place Assessment of Cohort 20 candidate
18	Lalbiak M Ngente	7	Conducted Work Place Assessment of Cohort 20 candidate
19	Aradhana Kohli	5	Conducted Work Place Assessment of Cohort 20 candidate
20	G S Negi	12	Conducted Work Place Assessment of Cohort 20 candidate
21	Afzal Amdani	19	Conducted Work Place Assessment of Cohort 20 candidate
22	Glenn Kalavampara	12	Conducted Work Place Assessment of Cohort 20 candidate
23	CN Anil	11	Conducted Work Place Assessment of Cohort 20 candidate
24	Samir audi	13	Conducted Work Place Assessment of Cohort 20 candidate
25	Parabita	17	Conducted Work Place Assessment of Cohort 20 candidate
26	Mamatha Gowda	9	Conducted Work Place Assessment of Cohort 20 candidate
27	Soham Pandya	6	Conducted Work Place Assessment of Cohort 20 candidate Engaged as a resource person at NTS, Wardha
28	Kireet Pande	9	Conducted Work Place Assessment of Cohort 20 candidate
29	Bhawana Luthra	16	Conducted Work Place Assessment of Cohort 20 candidate
30	Amornath mondal	17	Conducted Work Place Assessment of Cohort 20 candidate
31	Raju Ghimire	19	Conducted Work Place Assessment of Cohort 20 candidate
32	Snehil Kumar	13	Conducted Work Place Assessment of Cohort 20 candidate Engaged as a resource person at NTS, Mithapur
33	Manjunath	18	Conducted Work Place Assessment of Cohort 20 candidate

SI NO	Name	Cohort	Engagement
34	Alexander Amirtham	14	Conducted Work Place Assessment of Cohort 20 candidate
35	Ashish Rai	16	Conducted Work Place Assessment of Cohort 20 candidate
36	Wasim Iqbal	19	Conducted Work Place Assessment of Cohort 20 candidate
37	Anand Jhadav	17	Conducted Work Place Assessment of Cohort 20 candidate
38	Shruti Sharma	9	Conducted Work Place Assessment of Cohort 20 candidate
39	Seema Mishra 17	17	Conducted Work Place Assessment of Cohort 20 candidate
40	Rinchen Dolma	19	Conducted Work Place Assessment of Cohort 20 candidate
41	Shubha Khadke	19	Conducted Work Place Assessment of Cohort 20 candidate
42	Anish Andheria	13	Conducted Work Place Assessment of Cohort 20 candidate
43	Vidya Nair	19	Conducted Work Place Assessment of Cohort 20 candidate
44	Sameer Audi	13	Conducted Work Place Assessment of Cohort 20 candidate
45	Abhay Vaidya	10	Conducted Work Place Assessment of Cohort 20 candidate
46	Vani Manocha	17	Conducted Work Place Assessment of Cohort 20 candidate
47	Meeta Jaideep	13	Conducted Work Place Assessment of Cohort 20 candidate
48	Jafer Hisham	18	Conducted Work Place Assessment of Cohort 20 candidate
49	Debartha Banerjee	18	Conducted Work Place Assessment of Cohort 20 candidate
50	Pushpa Pal	18	Conducted Work Place Assessment of Cohort 20 candidate
51	Archana Relan	19	Conducted Work Place Assessment of Cohort 20 candidate
52	Vijai Pratap Singh	16	Conducted Work Place Assessment of Cohort 20 candidate
53	Sudhir Sinha	12	Conducted Work Place Assessment of Cohort 20 candidate
54	Sandeep Mehto	16	Conducted Work Place Assessment of Cohort 20 candidate
55	Arpit Awasthi	19	Conducted Work Place Assessment of Cohort 20 candidate



SI NO	Name	Cohort	Engagement
56	Maulik Sisodia	18	Conducted Work Place Assessment for Cohort 19 candidate
57	Priti Joshi	5	Conducted Work Place Assessment for Cohort 19 candidate Engaged as a resource person at NTS, Wardha
58	Pankaj Satija	19	Conducted Work Place Assessment for Cohort 19 candidate
59	Chittranjan Hota	16	Conducted Work Place Assessment for Cohort 19 candidate
60	Shashikant Chopde	9	Conducted Work Place Assessment for Cohort 19 candidate
61	Shrikant Gathoo	1	Conducted Work Place Assessment for Cohort 19 candidate
62	Jay Agravat	18	Conducted Work Place Assessment for Cohort 19 candidate
63	Bandu Sampatrao Sane	13	Conducted Work Place Assessment for Cohort 19 candidate



Governance- Revival of LEAD International

Lead India lends support to LEAD International

Lead India continues to actively support LEAD International to re-establish its existence as an organization and its relationship with respect to Fellows. The pro-bono support continued to include building the database of international fellows, addressing the current gap of an updated and centralised Fellow's database leading to majority of Fellows not being in the communication loop of the LEAD International.

To revive the LEAD International after being in a non-functioning state for over five years, LEAD India is thinking ahead to hosting an international session in 2020 in Kolkata around the theme of Leadership in Building Resilience: Dealing with Climate Risks and Sustainability Challenges

For this LEAD India is supporting in

- Updating and consolidation of LEAD international database
- LEAD International website development
- Contributing by the way of inputs in a series of tele-conferencing, one every week
- Anchoring the five sub-committees formed- leadership, food security, finance, cities and industry
- Contributing as members in various sub-committees

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 underprivileged. 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:

- Samman Patra – From the Income Tax Department, India in 2002
- Certificate of Honour from the Government of the Republic of Ghana in 2003
- TieGER Award for Entrepreneur of the Year 2006 by The Indus Entrepreneurs, worldwide body of Entrepreneurs
- Lifetime Achievement Award from the Indian Institute of Mineral Engineers for outstanding contribution to Mineral Engineering in India – 2008
- 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
- Outstanding Entrepreneurship Award of the 3rd Annual Asia Pacific Entrepreneurship Awards 2011 by Enterprise Asia
- Distinguished Alumnus Award from Indian Institute of Management, Ahmedabad on the occasion of the Golden Jubilee Celebrations of the Institute – 2011
- Ernst & Young Entrepreneur of the Year 2012 (Finalist)
- Certificate from Prarambhik Shiksha Vibhag, Government of Rajasthan
- 2011 by Enterprise Asia
- Distinguished Alumnus Award from Indian Institute of Management, Ahmedabad on the occasion of the Golden Jubilee Celebrations of the Institute – 2011
- Ernst & Young Entrepreneur of the Year 2012 (Finalist)
- 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.

2018-19

Dr. R Balusubramaniam, Director



Dr.R Balusubramaniam (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) 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 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 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.

Mahesh K Patil, Fellow Director



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

**Independent Auditor's Report
To the Members of Board of Lead India
Report on the Financial Statements**

Opinion

1. We have audited the accompanying financial statements of Lead India [Registration No. S - 38/26 -2000 (New Delhi) Registered under the Society Registration Act 1860] (the "Society"), which comprise the Balance Sheet as at 31 March 2019, the Income and Expenditure Account, Receipt and Payment Account for the year then ended, and significant accounting policies and notes to the financial statements.
2. In our opinion and to the best of our information and according to the explanations given to us the aforesaid financial statements give the information required by the Act in the manner so required and comply, in all material respects, with the conditions laid down in the Scheme for the management and administration of the Society and the rules made thereunder, to the extent relevant and applicable, and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Society as at 31 March 2019, and its surplus for the year ended on that date.

Basis of Opinion

3. We conducted our audit in accordance with the Standards on Auditing (SAs). Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the management for the Financial Statements

4. The Society ('management') is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Society in accordance with the accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Society and for preventing and detecting 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 adequate internal financial controls, that were operating effectively 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.



5. In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

6. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
7. As part of an audit in accordance with Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence including the utilization certificates submitted by the sub-recipients, that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
 - Conclude on the appropriateness of Society's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



8. We communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Other Matter

9. We have also issued our audit report as per Form No. 10B pursuant to the requirements of section 12A(1)(b) of the Income-tax Act, 1961.

Report on Other Legal and Regulatory Requirements

10. We also report on the following points as under for the year ended 31 March 2019:

- a. Society has maintained its books of accounts in electronic mode. The books of accounts are updated and maintained by the finance department of the Society on regular basis. The books of accounts are maintained in Delhi location. In our opinion and accordingly information provided to us, proper books of accounts are maintained by the Society and the same is maintained in accordance with the provisions of the Act and the rules made thereunder;
- b. Receipts and disbursements are properly and correctly shown in the accounts;
- c. The cash balance, vouchers, bank book etc. are in custody of Chief Executive Officer and the same are in agreement with Books of account on the date of our audit;
- d. All books, deeds, accounts, vouchers or other documents or records required by us were produced for audit;
- e. Society has maintained register of movable and immovable properties. In our opinion and according to the information provide to us, the changes (if any) in the register of movable and immovable properties of the Society has been incorporated in the books of accounts properly.
- f. The Executive Director and Accounts Officer of the Society appeared before us and furnished all information required for audit;
- g. In our opinion and according to the information provided to us, no property or funds of the Society were applied for any object or purpose other than the object or purpose of the Society;
- h. Society has invested its surplus in fixed deposit of scheduled Bank as defined in Reserve Bank of India Act, 1934 as well as under the provisions of section 11(5) of the Income Tax Act.
- i. In our opinion and according to the information provided to us, in this year there is no alienation in the immovable property of the Society wherever applicable;



- j. There is no special matter which we may think fit or necessary to bring to the notice of Board Members or any other user of the financial statement, status of major compliance is as under;
- a. Society has filed its Income Tax Return for the Financial Year 2017-18 on or before the due date prescribed under section 139(1) of the Income Tax Act.
 - b. Society has filed its Annual FCRA Return for the Financial Year 2017-18 on or before the due date prescribed under the Foreign Contribution Regulation Act 2010.
 - c. Society is filing quarterly intimation of receipt of foreign contribution received, as per the requirement of the Foreign Contribution Regulation Act 2010.
- k. In our opinion and according to the information provided to us, no cases of irregular, illegal or improper expenditure or failure or omission to recover moneys or other property belonging to the Society or of loss, or waste of moneys or other property thereof, and whether such expenditure, failure, omission, loss or waste was caused in consequence of breach of trust or misapplication or any other misconduct on the part of the board members or any other person while in the management of the Society were identified;
- l. In our opinion and according to the information provided to us, no board member has any interest in the investment of the Society;
- m. In our opinion and according to the information provided to us, no board member is a debtor or creditor of the Society. Further, Society only has investment in the form of fixed deposits and bonds of government of India and all fixed deposits/investments are in name of the Society;
- n. In our opinion and according to the information provided to us, no irregularities were pointed out in the books of accounts of previous year.

For: S. Sahoo & Co
Chartered Accountants
Firm Registration No.: 322952E



S. Sahoo
CA. Subhajit Sahoo, FCA, LLB
Partner
Membership No.: 057426
UDIN: 19057426AAAAWT9262

Place: New Delhi
Date: 30-09-2019

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

Amount in (Rs.)

BALANCE SHEET AS AT 31st MARCH, 2019			
	SCHEDULE	2018-19	2017-18
SOURCES OF FUNDS			
I. FUND BALANCES			
a. General Fund	[01]	20,007,168	10,512,994
b. Corpus Fund	[02]	8,534,940	8,534,940
c. Asset Fund Fund	[03]	215,398	457,647
TOTAL	I	28,757,506	19,505,581
II. LOAN FUND			
a. Secured Loan		-	-
b. Unsecured Loan		-	-
	II	-	-
TOTAL Rs.	[I + II]	28,757,506	19,505,581
APPLICATION OF FUNDS			
I. FIXED ASSETS			
Gross Block	[04]	1,959,427	2,601,647
Less: Accumulated Depreciation		1,572,735	1,936,755
Net Block		386,692	664,892
II. INVESTMENTS	[05]	11,510,700	10,894,334
III. CURRENT ASSETS, LOAN & ADVANCES			
a. Loan & Advances	[06]	1,037,586	888,854
b. Other Current Assets	[07]	583,209	992,191
c. Cash & Bank Balance	[08]	16,092,732	6,933,322
	A	17,713,527	8,814,367
Less: CURRENT LIABILITIES & PROVISIONS			
a. Current Liabilities	[09]	853,413	868,011
b. Unspent Grant Balance		-	-
	B	853,413	868,011
NET CURRENT ASSETS	[A - B]	16,860,114	7,946,355
TOTAL Rs.	[I+II+III]	28,757,506	19,505,581

Significant Accounting Policies and Notes to Accounts [18] - -
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 Subhajt Sahoo, FCA, LLb
Partner
M No. : 057426
FR No. : 322952E
Place : New Delhi
Date : 30 SEP 2019



For :
LEAD INDIA
Bhawana Luthra
Executive Director

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 2019			
	SCHEDULE	2018-19	2017-18
I. INCOME			
Grant-in-Aid	[10]	11,633,536	7,717,242
Donation		8,631,090	15,750
Cohort Participation Fees		1,304,605	955,449
Other Income	[11]	414,969	420,840
Interest Income	[12]	1,344,665	1,181,982
TOTAL Rs.	I	23,328,865	10,291,263
II. EXPENDITURE			
Programme Expenses	[13]	10,133,801	10,095,325
Administration Expenses	[14]	2,283,984	2,292,852
Training Activities	[15]	792,866	3,027,153
Governance Expenses	[16]	584,089	717,928
Other Training Activities	[17]	-	86,133
Depreciation	[04]	77,719	131,829
Less: Depreciation Transferred to Capital Fund	[03]	37,768	79,931
TOTAL Rs.	II	13,834,691	16,271,289

III. Excess of Income Over Expenditure [I-II] 9,494,174 (5,980,026)
Transferred to General Fund

Significant Accounting Policies and Notes to Accounts [18]
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 : 130 SEP 2019




Dhawana Luthra
Dhawana 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 2019			
	SCHEDULE	2018-19	2017-18
I. RECEIPTS			
OPENING BALANCE			
Foreign Projects			
Cash-in-Hand at Delhi (H.O)		121,598.00	161,440
Cash at Bank			
Citi Bank (Main A/c)		295,437.08	8,493,998
Citi Bank Multi Deposits (Sweep A/c)		1,409,003.00	1,354,574
State Bank of India (Utilisation A/c)		3,101.00	3,103
Investment in Fixed Deposits with Citi Bank		10,808,381.00	10,306,157
Indian Projects			
Cash in Hand		44,862.00	64,276
Cash at Bank			
State Bank of India		8,198.50	8,848
Citi Bank		69,561.23	874,516
YES Bank		2,140,245.73	1,934,702
Citi Bank Multi Deposits (Sweep A/c)		2,759,913.00	2,695,058
		17,660,300	25,896,671
Grant Received	[10A]	12,118,460	5,581,244
Donation		8,631,090	15,750
Cohort Participation Fees		1,304,605	955,449
Other Income	[11A]	320,968	420,840
Interest Income	[12A]	1,047,814	1,014,627
Advance & Deposits Received (NET)		(145,271)	19,011
		23,277,666	8,006,921
TOTAL Rs.	I	40,937,966	33,903,592
II. PAYMENTS			
Programme Expenses	[13A]	10,133,801	10,095,325
Administration Expenses	[14A]	2,283,984	2,292,852
Training Activities	[15A]	792,866	3,027,153
Governance Expenses	[16A]	584,089	717,928
Other Training Activities	[17A]	-	86,133
		13,794,740	16,219,392
Non-Recurring Expenses	[04]	4,000	23,900
CLOSING BALANCE			
Foreign Projects			
Cash-in-Hand at Delhi (H.O)		162,705	121,598
Cash at Bank			
Citi Bank (Main A/c)		6,206,382	295,437
Citi Bank Multi Deposits (Sweep A/c)		1,453,145	1,409,003
State Bank of India (Utilisation A/c)		3,210	3,101
Investment in Fixed Deposits with Citi Bank		11,159,521	10,808,381
Indian Projects			
Cash in Hand		3,996	44,862
Cash at Bank			
State Bank of India		-	8,199
Citi Bank		398,140	69,561
YES Bank		4,831,867	2,140,246
Citi Bank Multi Deposits (Sweep A/c)		2,920,260	2,759,913
		27,139,226	17,660,301
TOTAL Rs.	II	40,937,966	33,903,592

Significant Accounting Policies and Notes to Accounts

[18]

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 Subhajit Sahoo, FCA, LLB
Partner
M No. : 057426
FR No. : 322952E
Place : New Delhi
Date :



30 SEP 2019

Bhawana Luthra
Bhawana Luthra
Executive Director



Mahesh K Patil
Mahesh K Patil
Treasurer



Interns

This year, LEAD India had four interns join the team.

1. Vagisha Anant, student of Biochemical Engineering from Harcourt Butler Technical University, Kanpur worked with us in the month of May and extended her expertise in subject research and regular LIS operations.

2. Tarzan Way facilitated connecting Nausicaa, Silvia and Asma to LEAD India. Nausicaa Leondini and Silvia, experts in Digital Marketing from Italy, interned with LEAD for two weeks and helped in establishing wider social media outreach, launched LEAD India on Instagram account and extended their support in strategising effective communication. Asma Kach Kach from Morocco supported the LEAD team in researching on messages and shortlisting images for the 2019 calendar.



Updates from LEAD India Secretariat

Pear to pear learning at work- Developing Women Leadership - A roadmap to success

As a part of the internal peer to peer learning initiative at the Secretariat, the learning from the woman leadership program was summarized and shared with LEAD India Secretariat team. The workshop on 'Developing women leadership- A roadmap to success' on 26th and 27th July 2018 organized by Global Compact Network India and WoW Factors in Delhi. The workshop focused on the different leadership skills to be acquired by aspiring women leaders to occupy the leadership positions in an organization. The program saw participation from a range of organization from Corporate, research, academia and non-profits.

A range of topics on leadership in general and women specific contexts were presented, including mechanisms to cope with complexities as one moves into leadership position, self care, negotiation skills for a win-win and conflict management, verbal and non-verbal communication, behavioral traits one would like to see as a woman leader, panel discussion on work-life balance, having role models and mentors, the myth of a super woman, communication et al

Team at LIS

In the year 2018-19, Vidya Nair who worked engaged as a consultant and was engaged part time, joined full time as a project manager in April 2018

Katja Polc who interned with LEAD India in 2017 is engaged as a volunteer in multiple projects.

Akash Mohla, with stock trading and photographer by profession the team in May 2018. He had previously volunteered with LEAD in NTS Lucknow and Inter Cohort Meet, Lucknow.

India Secretariat added a new member to its team: Chaitali Kamble as Program Manager. Chaitali, an Ayurvedic doctor, and an MSW from TISS specialises in Public health. She brings with her experience of working on health issues and youth leadership in tribals communities of Jharkhand villages.

Ishani Palandukar, after completing an year in December 2018 at LEAD India, chose to move on to pursue higher studies.

2017-18

LEAD INDIA

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

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