

**ANNUAL REPORT**  
**2019-2020**



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## 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?

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



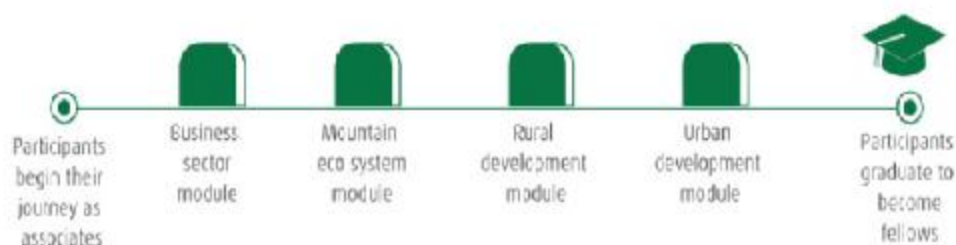
# LEADERSHIP & CAPACITY DEVELOPMENT PROGRAM

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 – Experiential LEADership Journey

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 @ Experiential Learning Journey (ELJ) 2<sup>nd</sup> and 3<sup>rd</sup>

29 cross-sectoral Associates from Government, civil society, academia and corporate sector completed their ELJ on “Integrating Sustainability in the Business sector” with Tata Chemicals Limited, Mithapur in February 2019 followed by the rural module at Wardha and Melghat from 15th to 22nd June 2019. The most recent one from 8th to 15 February 2020 was the urban module in Benares, a unique model where LEAD India forged institutional partnership with the Varanasi Smart City Ltd, Varanasi Nagar Nigam and the Incubation Center at the IIT (BHU) for institutional support.



The rural module focused on the development principles and values. The Cohort got a holistic understanding from the perspectives and insights shared by illustrious development thinkers, practitioners and Government administrators. The key themes covered were technology solutions in rural development, governance, healthcare, education, agro policy and its impact, systemic challenges leading to agrarian crisis et al.

The field immersion in focused on understanding the vulnerabilities in the agricultural sector through interactions with farmers and farm widows. In Melghat, the Cohort got a holistic understanding of development from the lens of the rehabilitated and not-rehabilitated village communities, displaced from the forest areas. NGO DREAM that anchored field visits is founded by board member and LEAD Fellow, Gajanan Kale works with these communities.

The Urban Development module in Varanasi was designed around the context of the smart city project. The Cohort sensed the issues and challenges from the lens of a wide range of stakeholders- the Government administration, citizens from all walks of life and cultural institutions.

Eminent technical resource persons and administrators shared perspectives on multiple sector ranging from Governance, Urban Transport & Mobility, Public Health, Waste Management and Livelihoods in the context of Varanasi. Consultations with the citizenry across the length and breadth of the city helped in deepening the learning.

The team was presented with the task to suggest ways to improve the participation of civil societies, citizens and institutions for better urban governance and development. The Cohort shared with Sri. Gaurang Rathi Municipal Commissioner, Varanasi about the gaps they sensed in the city, with specific recommendations on making the place more inclusive to embrace greater diversity. Certain suggestions were much appreciated and implementation was assured.

The NCL Incubation Center at IIT BHU's willingness to offer space for the workshop has opened possibilities for future collaborative programs there. Further, there are opportunities for continued engagement of LEAD India Associates/ Fellows in contributing towards urban development of Varanasi on the invitation of the Municipal Commissioner, Varanasi

Due to the Pandemic, the mountain ecosystem module has been postponed. The program team has now started virtual interaction with the C-20 to create a community, a support group to offer one's capability to build the group's strength. The Cohort has unanimously decided to complete the fourth field immersion and then graduate.

**Special mention :** LEAD Fellow and now Fellow Director, Gajanan Kale as an anchor, Soham Pandya C-6 and Priti Joshi C-5, Padma Rao C-8 Bandu Sane C-13 and Dr. Milind Bokil, C-4 as resource persons for multiple sessions at Wardha LEAD Fellows Snehil C-11 and Ashish Rai C-16 as resource persons and anchor respectively for the urban module in Varanasi



**Bandu Sane**



**Priti Joshi**



**Padma Rao**

## Thank you dear fellows



**Gajanan Kale**



**Soham Pandya**



**Milind Bokle**

### Business sustainability

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

##### About the initiative

First time ever globally, LEAD India received the Ford Foundation grant in 2018 for a demonstrative project, to create an enabling environment for increasing women's participation in the organized sector. The project has followed a twin pronged approach (a) Support women overcome the barriers at home and community that may prevent them from joining the organized industrial sector and (b) To create an enabling environment within the factory that will pull women workers to join the workforce.

LEAD India forged partnership with DCM Textiles Ltd in Hisar and Himalayan Packaging Pvt Ltd in Selaqui, Dehradun. They opened their space to the program team to have in-depth consultations with their employees and workers on the shop floor. Further, these Companies supported us to reach out to other companies and connect us with some of the other key stakeholders



Based on the responses, need based interventions that would help them to tide over the barriers to gain employment are being planned and implemented in consultation with the he community address their barriers and make it easier for them to join the industrial sector



### **Intervention in Hisar villages**

- Awareness drives about the benefits of working in the organized manufacturing sector
- Engaging company HR in awareness generation village meetings
- Problem solving meetings with women in the intervention villages
- Enrolling key persons in villages, who further spread awareness about employment opportunities in the manufacturing sector
- Connecting the women’s group with the Factory Human Resource department

### **Glimpses of change**

- Willingness of ICDS supervisors and ASHA workers to organize village meetings
- Women independent of the project team support have started visiting DCM to seek employment.
- Women forming groups and hiring private transport to address the issue of irregular public transport.
- Women raising the need for gender sensitization drives in certain villages.
- Women encouraging other women to work in factories
- A slow shift among the company HR to offer employment to local women compared to preference for only migrant labor before

### **Intervention in villages around Selaqui**

- Awareness drives in villages about the benefits of working in organized manufacturing sector
- Street Plays by local village youth spreading awareness on benefits of working in the organized sector
- Problem solving meetings with women in the village
- Orientation programs and factory visits for potential women labor at Himalayan Packaging Ltd manufacturing sector
- Collaborative trainings with Selaqui Industrial Association(SIA)
- 'Building winning teams', a leadership workshop including gender sensitivity in communication, for employees of Himalayan company and other companies in the hub.
- Trainings on inner resilience and well-being workshops were organized for the shop-floor workers of factories in the hub.
- The orientation program on Posh Act planned in March 2020 postponed due to the Pandemic for now.

### **Glimpses of change**

- Women from a village resolved the transport issue locally, explored the work opportunities in the hub, few started work at Himalayan
- Enrollment of Industrial Welfare Association (SIWA) and their continued support in connecting with companies in the hub and other stakeholders
- First time behavioral training of factory workers in the history of Selaqui Industrial Hub
- More than 150 workers at different levels, trained. They have further shared learning with others at their workplace
- Greater acceptance for gender sensitization and Posh trainings in the hub
- Being trained in communication and acting, young girls and boys from the villages in Selaqui have greater confidence to have a conversation with others

### **Sony Pictures & CERE India with LEAD India create Green Champions**

LEAD INDIA with support from CERE India carried out the Green Office Program for Sony Pictures Network India (SPNI) during the year 2018- 19. As a part of this project, a carbon footprint assessment was conducted for SPNI - Mumbai Head Office for FY. 2017-18. Recommendations in the form of mitigation strategies were shared with SPNI for reducing SPNI's environmental impact. An urban afforestation drive was held in Mumbai to help off-set a portion of SPNI's carbon emissions. A series of workshops were conducted in SPNI's offices in Mumbai, Delhi and Bangalore with the aim of creating awareness and influencing employees' attitudes and behaviors towards environmental and sustainability issues. Majority of the workshops were conducted in 2018 and early 2019, the last three greening workshops were held in April 2019 in Delhi, Mumbai and Bangalore offices of Sony TV Network. In total through the series of workshops, employees at SPNI collectively completed over 800 man-hours of training in sustainability.

## YOUTH LEADERSHIP

### IATSS India Secretariat – Two batches participating in a 55 Days Leadership Training Program 2019 and recruitment for 2020- all in year one

LEAD India functions as IATSS India Secretariat. An MOU was signed in early 2018. The Forum aims to bring out the best qualities in individuals who will one day become future leaders in the ASEAN region. As a partner, LEAD India identifies high calibre young professionals across sectors with the potential to become a part of the knowledge exchange platform in Japan.



In December 2019, ten shortlisted candidates from across the country were invited to Hotel Claridges, Delhi for the final selection round. The Japanese dignitaries on the interview panel were Midori Drebot Kishi, Taehoon Lee, Michisuke Amano and Fumihiko Adachi. Other on the panel were Taehoon Lee, Michisuke Amano and Fumihiko Adachi. Vinay Dhingra-Honda Motorcycle, Dinesh Mohan- President of India Committee, Geetam Tiwari, Bhawana Luthra, and Snehil Kumar from India.

Four applicants selected for the 61st and 62nd batch. Niksungla Jamir and Alankar Kaushik participated in Leadership Training Program in Japan during the spring session, while Sachin Barbde, and Lalbiak Ngente participated in the fall of 2019. Alongside, the recruitment campaign started for recruiting the 63- 64<sup>th</sup> batch in December 2019 and the response was very encouraging. Khushbu Dublish, Dadasaheb Pandit Gaikwad and Mohammad Sajid Idrisi selected. Due to COVID 19 becoming a pandemic, the timeline for the trainings are deferred for now. A ever growing network of alumni are a social capital with whom LEAD can collaborate for other initiatives.

## Building Water Warriors across 300 Schools in 4 States (Delhi, West Bengal, Gujarat and U.P.)

LEAD India received a grant from Sony Pictures Network to create and run a water warrior project. LEAD India designed a training module for students in the age group 8-12 (3rd-7<sup>th</sup> grades), which was conducted in 300 schools across the states of Delhi, West Bengal, Uttar Pradesh, and Gujarat. The project was completed in February 2020. Believing that children can be partners in change today, the project aimed at engaging students in a workshop to relate to their surroundings, identify water wasting behaviors, reflect and become aware about the cost of inaction and coming up with ways to prevent water wastage. The workshop ends with children's oaths and sharing their promises on the action they will take to save water in their own capacity. LEAD believes that water conservation once adopted as a 'core value', it will always govern one's behavior and others through them. This project gave students an opportunity to express themselves and contribute in their own unique creative ways towards saving water.



**Special mention :** Our regional collaborators in project implementation - Tata Metaliks and LEAD Fellow Monijinir Byapari, in West Bengal, MSW Department of Sardar Patel University in Anand and Aarogyam founded by IFAD Fellow Ashish Rai in Varanasi

## Outreach

More than 1.5 lakhs children reached out including government, private, rural and urban schools. Highlighted

### Glimpses of change

Technical interventions such as repairing the leaking taps, building water harvesting units, organizing training programs for staff, water story hours, organizing awareness programs in school and community etc. have been adopted by schools

Teachers have adopted and inspired students to begin practices such as taking half a glass of water instead of filling more and wasting, collecting leftover bottle water in the bucket for watering plants

Teachers have observed changes with students using water more consciously, observing and educating others, sharing with their families and communities.

## Youth Leaders as Change makers- a collaborative project with US Embassy

The project was about enhancing the capacity of Delhi NCR youth, a diverse group of 60 students and working professionals, in the age range of 19-25 years, through an experiential journey with experts and mentors from the U.S. and India sensitizing them on community issues around three thematic areas- Environment, Public Health and Women empowerment. Through the project a platform was created where the youth got an opportunity to hone their skills and experience the change maker within.



Participants underwent an intensive 8 days’ workshop themed around Leadership in Environment, Women Empowerment and Public Health domains in April 2019. The sessions were designed and facilitated by a US based Adaptive leadership expert Eric Martin and Indian experts, including many LEAD Fellows. The workshop was a mix of sessions on leadership, knowledge sessions, field visits and reflective practices.

### Testimonials from participants

“Women empowerment module will be useful in terms of inclusion of vastness as well as detailing consideration of gender defining parameters, when I will be undertaking research/any project. I feel like the biggest takeaway for me was how well Mr. Sharma managed to include men in the discussion too. That was truly commendable

The domain of public health is so wide that we tend to miss out many aspects. We got introduced to through these sessions. Especially the sessions on mental health, sexual health, substance abuse were enlightening. And this realization of how everything is inter-linked

The public health cohort gave a wonderful opportunity to collaborate with like-minded peers, explore new dimensions and understand better the local life with the field trip. The speakers were very good and I am very happy to be a part of the program

### Special mention :

- Dr. Chandra Mohan, LEAD Fellow C-11 curated and anchored the entire health module, and field visits
- Bhawana designed the Environment theme sessions
- Harleen Kaur LEAD Fellow C- 11 facilitated session on waste management
- Ruchi Verma C-19 facilitated session on urban transport
- Moni Byapari designed and source facilitators for the female empowerment theme.
- Snehil Kumar C- 11 co-facilitated the sessions on project ideation and planning

Post the workshop, the young change-makers engaged on individual and collaborative projects designed by them with ongoing mentoring support by the Secretariat team. Peer to peer knowledge and experience sharing was carried through whats-app group.

The showcasing and closing scheduled for March 2020 was postponed due to the COVID 19 pandemic lockdown. A virtual closing event now being planned for May 2020.

## Testimonials from participants

“YLACM is journey where I learned more about leadership. When I joined the journey I realised that this journey is not as simple as I thought, it is going to be exciting where I will be learning many more things and it has helped me to reflect on my skills that I use in my everyday work. Secondly, in my team there was a lot of dynamics which many times makes you frustrated about the work but dealing with them is important” - Amreen

“Being totally oblivious to the holistic understanding of Public Health, from a space where I lacked confidence to be engaged and learning so much from communities I worked with, that is success to me. One of the biggest learning has been interlinkages, eg. mental health, sex education and other SDGs. None can be seen in silos.” - Sharad Panwar

## World Affairs in Theory and Practice, funded by the US Embassy- Re-imagined to be delivered virtually

World Affairs in Theory and Practice, a collaborative platform of the American Center New Delhi (ACND) and LEAD India, is a blended learning opportunity for undergraduate students interested in Global Health, Environmental Security or International trade.

Have you ever pursued an online course but missed the support of peers and experts with whom you could discuss it?

Join

### World Affairs in Theory and Practice

and complete a MOOC with the help of expertly facilitated Saturday's Cafe sessions at American Center New Delhi (ACND).

Application Deadline :  
20th February 2020



The program aims to create a community of learners, who get exposure and are sensitized through diverse perspectives, framework about current, relevant and compelling global issues, and its manifestation at the local, regional and global level. Further deepens one's understanding about the latest thinking, frameworks and initiatives around sustainability, equity, and prosperity.

130 students (undergraduate/ graduate) were selected to participate in the program. For this, Massive Open, Online Courses (MOOCs) offered by American Universities were reviewed by the LEAD team and three most compelling and relevant courses were chosen out of a handful of shortlisted courses. Expert facilitated classrooms were reimagined and redesigned to be executed virtually keeping the essence of the blended learning. LEAD Fellows Dr. Sujata Byravan, Ravi Duggal were identified as the resource person for the Environmental security and Global health respectively

Additionally, to hold this group together in the wake of looming uncertainty around the Pandemic and its impacts, leadership modules were proactively designed and delivered. These were carefully designed and executed also with the aim that the Cohort gains knowledge, develops greater self-awareness and skills with the potential to pay off towards making a more wholesome, sustainable and equitable society. Team LEAD India team's capacities were built to adapt to facilitate and anchor sessions and discussion on the virtual platform.

130 youth from Delhi NCR were recruited, 62 in Environmental security, 35 in International trade and 32 in the Global health theme.

### **SBI Foundation collaborates with LEAD India to strengthen the SBI – Youth For India (YFI) Fellowship**

The SBI Youth for India Fellowship, with LEAD India as the knowledge partner, successfully reviewed, redesigned the existing Orientation program, and ran the pilot for two Cohorts in Pune and Tilonia, where a total of over 100 urban youth, representing educational, regional, linguistic, cultural diversity came together to be a part of this ten-day learning journey.

Drawing from LEAD's capability and experience in designing and executing experiential learning journeys, the orientation program was co-created with the SBI Foundation team as per the requirements of the Fellowship. The purpose of the orientation was to prepare the youth for their 12-month engagement in rural communities, across the length and breadth of the country. The orientation was followed by virtual hand holding as and when required. In March 2020 LEAD India was consulted to design and be on board as a Facilitation Partner in the SBI Youth Conclave, a national level event. The event is indefinitely postponed due to the COVID 19 Pandemic.





## Testimonial

“Starting from who am I to how we all are similar yet unique”, our orientation journey was a tremendous one. Every day was a new day where I got a chance to explore myself. The days which I spent in orientation were one of the best days of my life where I got an opportunity to learn the values of leadership, mindfulness, togetherness and self-awareness. Listening to the eminent speakers, change-makers and knowing their insights on the development sector was amazing and thought-provoking.” - Jincv Thakral. SBI YFI FELLOW 2019-20

## Participation in UNCCD COP 14

LEAD India participated in the side event of the 14<sup>th</sup> meeting of the COP on the UN Convention to Combat Desertification (UNCCD COP 14), held in New Delhi from 2-13 September 2019. The event saw over 5000 participants from 196 countries across the globe. The Secretariat team showcased LEAD’s work at the event. LEAD Fellow and Board member, Shruti Sharma, PCCF, NTPF, Rajasthan played a key role as a Government representative in the event and was instrumental in facilitating this engagement with COP14.

The visibility gained translated into a decent footfall to our stall, from the Indian and international audience, policy makers, CSO, students, researchers and social entrepreneurs. The event also witnessed meeting of Fellows, including Shruti Sharma, Snehil Kumar, Dhananjai Mohan, Additional Principal Chief Conservator of Forests (Wildlife), Uttarakhand and Honorary LEAD Fellow Jigmet Thakpa, JS, MOEF & CC and in-charge of UNCCD COP14 in India. Post the event, LEAD was invited to apply for UN accreditation. It is now in the process.



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## COLLABORATIONS

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### Collaboration with United Religion International (URI) in Jammu and Kashmir

LEAD India responded to Indian Army's commitment towards improving the quality of teaching in Army run schools in the border areas of Balakot area. In collaboration with URI, LI team conducted a preliminary sensing of the situation in three schools in Hamirpur district of Jammu, through school visits and consultations with teachers. A three day systematization workshop to capture stakeholder perspectives was deferred due to the unrest in the region followed by the Pandemic



## Mobile film-making workshop in collaboration with Ashoka University students



LEAD India organised a 2 two day workshop on mobile film making with support from few Young India Fellows at Ashoka University. Through this hands-on workshop, the participants learnt film making skills using mobile phones. The entire process of the film making- ideation, storyboarding, filming, editing, adding sound effects etc. Being a hands-on session, participants created short films in smaller groups and screened it to be reviewed by co-participants and experts. The program gathered a lot of interest and enquiries for a repeat. Participation from the network included board member and Fellow, Shruti Sharma and Pallava Bagla, LEAD Fellow C- 9.

## LEAD India invited to Initiatives of Change (IoFC) workshops, consultations and as observers in the recruitment process

LEAD India was invited to IoFC to experience their module, Heart of effective leadership (HEL) and explore possibilities of convergence with the leadership program. HEL saw the participation of senior corporate executives. Bhawana interacted and shared experiences with the group, as a part of reflective sessions.



On the sidelines of this workshop in Mumbai, LEAD and other experts were invited as a team of core advisors, to ideate on the structure, process, and design of Disom- an institute for political leadership initiated by IoFC. LEAD India Fellows from different regions across the country were engaged and consulted during the ideation stage

### **LEAD India Collaborates with Hindalco**

Hindalco Aluminium at Renukoot, Uttar Pradesh, is undergoing a change process at the plant and township level. The goal is to bring vibrancy through the engagement of residents through a spouses program. The residents seek to have an expanded experience, and areas identified for intervention as a part of the bigger change process are; their wellbeing, inner calling, and aspirations and be socially productive. LEAD India has pitched for interventions at three levels: self (individual), the township and the surrounding tribal communities. The scoping is complete and the strategy for intervention has been designed. At a later stage of project implementation at the neighbourhood and tribal communities level, there are likely to be possibilities of Fellows engagement in multiple ways.



## LEAD India @ for India Water Week 2019

LEAD India was invited by Network 18, the official media partner for India Water Week 2019 hosted a programme at Vigyan Bhavan, New Delhi to spread awareness on water conservation. LEAD India interacted with 350 middle and senior school students across Delhi. Experiences and insights from our water warrior campaign were shared. The program helped to expand visibility of LEAD among stakeholders from Government, private sector, and schools. Future engagement with Network 18 in a possibility.



## LEAD India session at Kaizen 2019



This was the third year in a row when LEAD India was invited to participate in Kaizen 2020, share our work in the development space, also interact with the students and Corporates who were present there to gauge possibilities of synergy. The continued collaboration and amplification of LEAD India and its work has inspired many IIT students to apply for our youth leadership program.

## LEAD India @ AIESEC India October Leadership Workshop

On the invitation of AIESEC IIT, LEAD India facilitated a workshop for the youth on 'Understanding Self and Understand others' at the October Leadership Conference (OLC), held on 19th October at Gurgaon. 125 youth in the age group of 18-25 years, from across Delhi University colleges participated. The youth were trained and mentored to take up various administrative functions within the forum and engage in various development projects or corporate across Delhi NCR. Future collaborations with AIESEC in the youth leadership space are being explored.



## LEAD India participates in the multi stakeholder consultation on Oran Conservation, Alwar

LEAD India was invited in October 2019 to participate in the multi stakeholder consultation on Oran Conservation organised by Krishi Avam Paristhitiki Vikas Sansthan (KRAPAVIS), Alwar, founded by LEAD Fellow, Aman Singh . The event saw sharing of multiple perspectives by stakeholders ranging from senior forest officers, NGOs, researchers, academia, local village sarpanch, subject matter experts on governance, GIS, ecology, conservationist, leadership et al. The LEAD perspectives on values, ecosystem leadership, self-governance, and integration of traditional wisdom with modern technology were much appreciated.



## Supporting the EPCO Gandhian Eco-Philosophy Fellowship Programme, Bhopal

LEAD India was invited by EPCO on 1st October 2019 to facilitate a session on self-reflection for the Gandhian Eco-Philosophy Fellows on their journey and learning. The eight-month long fellowship is



designed to provide a platform for individuals having a genuine inclination to understand, study and explore Gandhian philosophy vis-a-vis Sustainable development, environmental conservation and world peace. We thank LEAD Fellow (C-6) Lokendra Thakkar for this collaboration. The session was very well received and appreciated by the participants.



## **AIESEC invited LEAD to a panel discussion and conduct a session at Woman's Day Gala to mark the International Women's day**

LEAD India was invited on 8<sup>th</sup> March 2020 by AIESEC to engage in an interactive session with more than 100 youth, to explore how they relate to leadership, their own leadership moments in their lives, and practices to become more aware about their own selves and world around them. This was followed by a panel discussion on Breaking Barriers, aligned to AIESEC's theme this year 'I am Generation Equality'. Speakers present in the panel included Nishita Pandey, Lead – Strategic Partnerships, ISDM , Preetika Mathew Content Director for Lifestyle Asia India, Ishita Sudha Yashvi, co-founder of Cross Border Kitchens, Piyali Sarkar, Associate National Project Officer at UNESCO MGIEP and Bhawana Luthra who represented LEAD India.



The interactive session also provided a platform for the youth to engage with the panellists and unlock feminism, also explore how it can differ for certain sections based on their varied experiences and identities, how systems of power affect those who are most marginalized in society. Both the sessions were very well received and appreciated by the youth. These engagements are increasing the visibility and opportunities for future collaborations and synergies.

## Senior IAS officer trained in Systems Thinking at Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

LEAD India was invited to conduct a workshop on Systems Thinking at the The Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie, the premier training institution for the Civil services. The workshop on 11th March 2020 was attended by 40 senior IAS officers across India undergoing a series of workshops as a part of their continued learning program to sharpen their skills. The workshop was facilitated by LEAD Fellows Snehil Kumar and Bhawana. The interactive workshop was found useful by many and was appreciated by the officers.

Post the session, a series of meetings were held with the Director and senior officials from the Academy, where LEAD was invited to present its leadership module. The presentation was positively received and there are possibilities of co-designing and integration of LEAD training elements in the curriculum of the Academy

## Network Engagement

S.no.	Name	Cohort	Engagement
1.	Priti Joshi	5	Resource person in ELJ 2 (National Organization for Community Welfare)
2.	Gajanan kale	16	Organiser and Resource person in ELJ 2 & 3 (DREAM)
3.	Bandu Sampatrao Sane	13	Resource person in ELJ 2 (KHOJ)
4.	Soham A Pandya	6	Resource person in ELJ 2 (Centre of science for villages)
5.	Millind Bokil	4	Resource person in ELJ 2 & SBI orientation program(writer and sociologist)
6.	Harleen Kaur	12	Participated as resource person in YLACM knowledge based sessions and graduation ceremony
7.	Snehil kumar	13	Participated as resource person in ELJ 3, and YLACM knowledge based sessions, SBI Orientation program, reviewed the projects of the 2019 batch SBI Fellows
8.	Ruchi Verma	19	Participated as resource person in YLACM knowledge based sessions
9.	Dr. Chandra Mohan Bodhapati (IAS)	11	Participated as an anchor resource person in YLACM knowledge based sessions on the Public Health theme
10	Ashish Rai	16	Organised & Participated in ELJ 3 as a resource person and supported in execution of the sony project workshops in Uttar Pradesh
11.	Arpit Awasthi	19	Participated in ELJ 3 as a resource person
12.	Sujatha Byravan	4	Participated in WATP as resource person
13.	Ravi Duggal	6	Participated in WATP as resource person

14.	Monijinir Byapari	12	Participated in Sony TV workshop and designing the YLACM workshop design for the female empowerment theme
15.	Mahesh Patil	5	reviewed the projects of the 2019 batch SBI Fellows
16.	Leena	18	reviewed the projects of the 2019 batch SBI Fellows
17.	Samruddh	Associate 20 <sup>th</sup> Cohort	reviewed the projects of the 2019 batch SBI Fellows

## HUMAN RESOURCE @LEAD



LI received an invitation for campus recruitment from the Placement Cell, Department of Social Work, University of Delhi. A recruitment process was designed to gauge candidates individually and in a group setting. Out of the ten candidates who responded to the position of the program officer, Kanishka was selected. She joined the team in June.



In LEAD's effort to ur first-ever effort to make the workforce more inclusive, Aarti Mehta, who is visually impaired, joined the team in July. She completed her BA in Sociology from DU and is fresh from college. She has been oriented about LEAD and its programs. The secretariat is creating an enabling space for her by bringing in technology that supports her to work on computers. Aarti is being trained for Fellows engagement, under the supervision of the program team. She is contributing to the program team with online research, report writing and external communication.



Chaitali Kamble, Program Manager, who joined LEAD early this year moved back to her home state due to certain personal demands that needed her attention. She was responsible for partner engagement for the Water Conservation project, supporting the designing of experiential leadership journey, and handholding youth under the 'Youth Leaders as Changemakers' project and social media communications.

## Interns @ LEAD



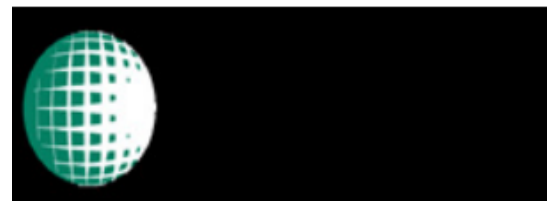
Priyanka and Zoya, both Law students from Delhi interned with LEAD India in 2019. They engaged by contributing to the day to day work at LEAD, conducting school workshops and supported with logistics and the documentation of Experiential Learning Journey in Wardha and Melghat.

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## PARTNERS

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In the year 2019-20, LEAD India continued to deliver training and projects with the support of our existing partners and also developed many new partnerships this year:



**DCM**  
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**Mahatma Gandhi Seva Ashram**

ICIMOD

FOR MOUNTAINS AND PEOPLE



Climate & Development  
Knowledge Network



Centre for Environmental  
Research and Education





एप्को  
पर्यावरण नियोजन एवं समन्वय संगठन



## AHA- ACHIEVEMENTS, HONOUR & AWARDS

LEAD Fellow Ms Hekali Zhimomi , IAS represented Government of India at the World Health Assembly held in May 2019 at the UN office in Geneva



LEAD Fellow Parag Rangnekar's (C- 11), name is etched in the history for having found a new species of wasp from the genus *Kudakrumia*. It has been named *Kudakrumia Rangnekari* after Parag's second name.



LEAD Fellows Lokendra Thakkar, C-6 , Aditi Kapoor C-2, and Ishan Agrawal C- 17 who are on the core team and working on the MP State Action Plan on Climate Change V2.0 at Bhopal.



Ruchi Varma (C-18) has been included in Echoing Green's 2020 Social Impact Talent Report.



Shruti Sharma (C-9) on being promoted as PCCF (HOFF) of Rajasthan.



Dr Rajiv Bhartari (C-4) has become Head of Forest for Uttarakhand.



LEAD fellow Shruti Sharma (C-9) listed as a Green Queen by the Ministry of Environment and Forests.



**Ms. Shruti Sharma**

A 1987 batch officer of the Indian Forest Services (IFS), Rajasthan cadre, Ms. Shruti Sharma is currently working as the Principal Chief Conservator of Forests & Head of Forest Force, Rajasthan. An ardent lover of the forest landscape and conservator at heart, she has served through a diverse portfolio over 33 years of her work tenure. While on deputation to the Govt, she worked as an Associate Professor at the Indira Gandhi National Forest Academy, Dehradun where young probationers of the Indian Forest Service could learn the theory and practice of 'Wildlife Management and Biodiversity Conservation' with her. Shruti's role as an Academician, Trainer and Researcher further unfolded in varied forms and functions, the primary ones amongst which includes her stint as the Deputy Conservator of Forests (Non-Wood Forest Products Division) while being on deputation to the Forest Research Institute (Indian Council of Forestry Research and Education). 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.

Her force however has poignantly been manifested in her 'working from ground zero' positions which has enriched and deepened the wisdom around Protected Area Management through her work in a different National Parks. Under her leadership as the Director, Keoladeo National Park in Bharatpur, the Protected Area received the national tourism award for the 'best maintained National Park' from the Govt. Further while serving as the Deputy Conservator of Forest (Wildlife) in Kota for 3 years, she effectively managed Protected Areas spread across different districts in Rajasthan. The Interpretation Programme under PPP model that she initiated with partnership between WWF-India, Swarovski and Forest Department Rajasthan, remains one of the unique demonstrations for Conservation.

As a woman Forest Service officer, her leadership has won her many 'firsts' to her merit and credit. The first woman officer to manage a World Natural Heritage Site, first woman in the country to manage a National Park and a woman who never stops believing in and encouraging women to adorn the IFS and other ranks of the Forest Department, Ministry of External Affairs, Govt, has made a documentary titled 'The Pride of India' which celebrates and covers her work in different languages.

**“ All of us must support women's empowerment, skills, and approaches for building women's leadership and provide opportunities to individuals and women groups for taking action and making commitments to conserve nature. ”**

-4-

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## GOVERNANCE

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During the board meeting held on 28th May 2019, the board members welcomed newly inducted Fellow Directors, Deepsikha Dekha, Muthu Velayudham and Gajanan Kale to the governing body. Fellow Director Shruti Sharma was unanimously nominated and continues to a board member in the new term

### LEAD India Board

#### Mr. Madan Mohanka, President



Mr. Madan Mohanka, an alumnus of the Indian Institute of Management (IIM) Ahmedabad, is the chairman of MM Group of Industries. He is the pioneer of bringing new technologies to India in the mining, material handling and mineral processing industries.

The MM Group of Industries consists of, Maple Orgtech (India) Ltd., MM Aqua Technologies Ltd., Hosch Equipment (India) Private Ltd. and Tega Industries Ltd.

Maple Orgtech Ltd. is the only company responsible for manufacturing and marketing EM (Effective Microorganisms) Technology in India. The company has made footprints in almost all the States of India through Channel Marketing, State Government Departments, NGOs, Co-operatives, Corporate and other Constitutional Bodies. The objective of Maple has been to ensure that sustainable development takes place both in agriculture and non agriculture segments along with natural resource conservation. Maple EM technology is a tool to improve life by offering safe, natural and cost effective solutions to environmental and health challenges. It is a service-oriented company with a vision to create prosperity with effective management of natural resources.

MM Aqua Technologies Ltd. formerly known as Munters India commenced operations in 1991. With a mission to achieve excellence in energy conservation and environmental protection, MM Aqua specializes in the design of wastewater treatment systems for various applications in diverse industries such as paper mills, food processing plants, dairies, sugar mills, breweries, petrochemical and textile plants and as well as for municipal sewage.

Hosch Equipment Pvt. Ltd. is a joint venture company with Hosch (G.B.) Ltd. Established in 1991, it is part of HOSCH Group worldwide. The company specializes in manufacturing of Conveyor Belt cleaning system.

Tega Industries Ltd. is the world's third largest company designing solutions in the field of mining equipment. 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.

Mr. Mohanka is also individually involved in various social service activities 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. Madan Mohanka and his wife, Mrs. Manju Mohanka, are blessed with two sons and two grandchildren.

Mr. Mohanka 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 Parambhik Shiksha Vibhag, Government of Rajasthan

### **Mr. Neelesh Kulkarni, Vice President**



Neelesh Kulkarni 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 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](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.

He has built this non-profit organization into India's leading development NGO and the Swami Vivekananda Youth Movement (SVYM) today 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.

Dr R Balasubramaniam 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.

**Mr. Gajanan Kale, Fellow Director**



Gajanan Kale works at Apeksha Homeo Society (NGO) as Assistant Project Director since 14 years. Apeksha Homeo Society is working in Vidarbha since 34 years in Education, livelihood, health, Women Empowerment, Natural Resource Management etc. sectors. He is responsible for Coordination and management of Livelihood & Natural Resource Management programme, to organize training programme for grass root level people and field staff. He is overall responsible for organization activities. He has experience of over 18 years in community development. He has promoted the organic agriculture practices, planned electricity, bio-mass generation, planted solar charging station and promoted Kitchen gardens. He has built the Child Friendly low cost Toilet through water and sanitation programme.

Gajanan Kale is the president of Dream Organization since 2001.

**Mr. N Muthu Velayutham, Fellow Director**



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

He did his graduation in Rural Development Science (B.Sc.,) & Post Graduation in Master of Social Work (M.S.W) with specialization in Community Development, a Post Graduate Diploma in Entrepreneurs Development (PGDED) and Master of Philosophy (M.Phil) in Social Work with specialization in Rural and Urban Community development.

He is co-founder of NANBAN Trust, a center for dis-privileged children and founder president of CCD, a developmental organization for promoting community employment to reduce migration. He is founding Director of Grama Mooligai Company Ltd. (GMCL) owned by CBOs as medicinal plants enterprise.



Few programs coordinated by him include:

Developing livelihood support system for CBOs on traditional crop based activities with Ford Foundation;  
 Medicinal plants based activities with HIVOS;  
 National Innovation Foundation (NIF), Ahmedabad documentation traditional knowledge and grass root innovations in Tamilnadu;  
 Medicinal plants field study in 8 states and an International conference on medicinal plants supported by Oxfam GB;  
 Coastal ecosystem program supported by Ford Foundation;  
 Sacred Mountain conservation program of ATREE, Bangalore;  
 Relief & rehabilitation in Tsunami affected areas supported by Ford Foundation, Oxfam GB and Misereor Germany.

**Ms. 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/IGNFA, Dehradun and taught Wildlife Management and Biodiversity Conservation to probationers of the Indian Forest Service. She was on deputation to the Forest Research Institute (Indian Council of Forestry Research and Education/ICFRE), Dehradun as the Deputy Conservator of Forests (Non-Wood Forest Products Division). She conducted research on medicinal plants, developed herbal gardens, and taught Conservation of Biological Resources, Eco-development, Wildlife Management and Wetland Management to MSc and PGD students at the FRI University. She also conducted short term courses on Ecotourism-Planning and Management; Sustainable Development of NWFP and Medicinal Plants. She has experience in protected area management.

From 1996-2000 she was posted as Director of Keoladeo National Park, Bharatpur. Prior to this, she served as Deputy Conservator of Forest (Wildlife) Kota, District Forest Officer (Tonk) and Assistant Conservator of Forests, Bharatpur. Before joining the IFS, she worked as PGT biology teacher at Army Public school and Bluebell School, Delhi from 1983 to 1987. Ministry of External Affairs, Govt. of India has made a documentary on her work titled, 'Pride of India' and translated into various other languages. Her educational qualification includes Bachelor and Masters in Zoology from the University of Delhi and Bachelor of Education from the same university. She has a Masters in Forestry from Indira Gandhi National Forest Academy, a PG Diploma in Wildlife Management from the Wildlife Institute of India, Dehradun

### **Ms. Deepshika Deka, Fellow Director**



In 2011, Deepshikha Deka joined OIL Corporate Office - a public sector oil company engaged in exploration & production of crude oil and natural gas - as Senior Manager (P.R.) and is now working as the Chief Manager (P.R), She holds a bachelor degree in Electrical Engineering, Masters in Business Administration and is a Fellow of LEAD. Apart from energy management, Ms Deka has worked as a change agent or Internal Coach in OIL strategic change initiative called 'Breakthrough performance (BP) Project to enable the organisation to transformation itself into a vision driven and value governed organization

Her work involves Visionary Planning exercises, facilitating Dialogue sessions on critical issues of the organisation and conducting change management programs for people at different management levels for fostering change in the organisation culture and climate. She designs and conducts intensive programs & workshops on the concepts of Learning Organisation, Leadership Development, Systems thinking, Ethics & Values and Emotional Intelligence. She is also involved in community work for women entrepreneurs and artisans and is interested in Systems Thinking tools for dealing with complex environmental issues, use of Dialogue as a tool for harnessing collective intelligence of groups and communities.

She has been involved with various programs of LEAD namely Climate Change Leaders(CCL) project as member of Regional Advisory Council (RAC) of the North Eastern (NE) Region and mentored CCLs from Assam for leadership capacity building at grass root level, Cohort Trainings and other programs on capacity building.

# 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 2020, 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 2020, 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



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H.O.: 583-585, SAHEED NAGAR, BHUBANESWAR - 751 007, PH.: 0674-2340081, 0674-254 4464  
Website: [www.ssahoo.com](http://www.ssahoo.com), E-mail: [s.sahoo.co@gmail.com](mailto:s.sahoo.co@gmail.com), Blog: <http://sahooshares.blogspot.in>  
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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 2020:
  - 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 2018-19 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 2018-19 on or before the due date prescribed under the Foreign Contribution Regulation Act 2010.
  - c. Society is filling 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. Subhajt Sahoo, FCA, LLB**  
Partner  
Membership No.: 057426  
UDIN: 20057426AAAAXL4968

Place: New Delhi  
Date: 31-10-2020

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

		Amount in (Rs.)	
<b>BALANCE SHEET AS AT 31st MARCH, 2020</b>			
	SCHEDULE	2019-20	2018-19
<b><u>SOURCES OF FUNDS</u></b>			
<b>I. FUND BALANCES</b>			
a. General Fund	[01]	15,136,264	20,007,168
b. Corpus Fund	[02]	8,534,940	8,534,940
c. Asset Fund Fund	[03]	245,273	215,398
<b>TOTAL</b>	<b>I</b>	<b>23,916,477</b>	<b>28,757,506</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>23,916,477</b>	<b>28,757,506</b>
<b><u>APPLICATION OF FUNDS</u></b>			
<b>I. FIXED ASSETS</b>			
Gross Block	[04]	2,070,927	1,959,427
Less: Accumulated Depreciation		1,684,528	1,572,735
Net Block		<b>386,399</b>	<b>386,692</b>
<b>II. INVESTMENTS</b>	<b>[05]</b>	<b>12,312,413</b>	<b>11,510,700</b>
<b>III. CURRENT ASSETS, LOAN &amp; ADVANCES</b>			
a. Loan & Advances	[06]	1,093,477	1,037,586
b. Other Current Assets	[07]	626,480	583,209
c. Cash & Bank Balance	[08]	11,213,639	16,092,732
	<b>A</b>	<b>12,933,596</b>	<b>17,713,527</b>
<b>Less: CURRENT LIABILITIES &amp; PROVISIONS</b>			
a. Current Liabilities	[09]	1,715,929	853,413
	<b>B</b>	<b>1,715,929</b>	<b>853,413</b>
<b>NET CURRENT ASSETS</b>	<b>[A - B]</b>	<b>11,217,667</b>	<b>16,860,114</b>
<b>TOTAL Rs.</b>	<b>[I+II+III]</b>	<b>23,916,477</b>	<b>28,757,506</b>

Significant Accounting Policies and Notes to Accounts [17] - -  
The Schedule referred to above from an integral part of the Balance sheet.

**INTERMS OF OUR REPORT ON EVEN DATE**

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

CA Subhajit Sahoo, FCA, LLb  
Partner  
M No. : 057426  
FR No. : 322952E  
Place : New Delhi  
Date : 31-10-2020



*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.)	
<b>INCOME &amp; EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2020</b>			
	SCHEDULE	2019-20	2018-19
<b>I. INCOME</b>			
Grant-in-Aid	[10]	7,834,617	11,633,536
Donation		474,000	8,631,090
Cohort Participation Fees		980,500	1,304,605
Other Income	[11]	823,203	414,969
Interest Income	[12]	1,634,593	1,344,665
<b>TOTAL Rs.</b>	<b>I</b>	<b>11,746,913</b>	<b>23,328,865</b>
<b>II. EXPENDITURE</b>			
Programme Expenses	[13]	11,512,342	10,133,801
Administration Expenses	[14]	1,887,371	2,283,984
Training Activities	[15]	2,821,357	792,866
Governance Expenses	[16]	366,578	584,089
Depreciation	[04]	111,794	77,719
Less: Depreciation Transferred to Capital Fund	[03]	81,625	37,768
<b>TOTAL Rs.</b>	<b>II</b>	<b>16,617,817</b>	<b>13,834,691</b>
<b>III. Excess of Income Over Expenditure</b>	<b>[I-II]</b>	<b>(4,870,904)</b>	<b>9,494,174</b>
<b>Transferred to General Fund</b>			

Significant Accounting Policies and Notes to Accounts  
The Schedule referred to above from an  
integral part of income & expenditure account

[17]

**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 : 31-10-2020



For :  
LEAD INDIA

*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 2019			
	SCHEDULE	2019-20	2018-19
<b>I. RECEIPTS</b>			
<b>OPENING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi		162,705	121,598
<b>Cash at Bank</b>			
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
<b>Indian Projects</b>			
Cash in Hand		3,996	44,862
<b>Cash at Bank</b>			
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
		<b>27,139,226</b>	<b>17,660,300</b>
Grant Received	[10A]	7,868,762	12,118,460
Donation		474,000	8,631,090
Cohort Participation Fees		980,500	1,304,605
Other Income	[11A]	917,204	320,968
Interest Income	[12A]	524,020	1,047,814
Advance & Deposits Received (NET)		635,208	(145,271)
		<b>11,399,695</b>	<b>23,277,666</b>
<b>TOTAL Rs.</b>		<b>I</b>	
		<b>38,538,921</b>	<b>40,937,966</b>
<b>II. PAYMENTS</b>			
Programme Expenses	[13A]	11,512,342	10,133,801
Administration Expenses	[14A]	1,887,371	2,283,984
Training Activities	[15A]	2,821,357	792,866
Governance Expenses	[16A]	366,578	584,089
		<b>16,587,648</b>	<b>13,794,740</b>
Non-Recurring Expenses	[04]	-	4,000
<b>CLOSING BALANCE</b>			
<b>Foreign Projects</b>			
Cash-in-Hand at Delhi		175,111	162,705
<b>Cash at Bank</b>			
Citi Bank (Main A/c)		4,447,434	6,206,382
Citi Bank Multi Deposits (Sweep A/c)		1,453,145	1,453,145
State Bank of India (Utilisation A/c)		3,320	3,210
Investment in Fixed Deposits with Citi Bank		11,159,521	11,159,521
<b>Indian Projects</b>			
Cash in Hand		313,588	3,996
<b>Cash at Bank</b>			
Citi Bank		736,526	398,140
YES Bank		742,368	4,831,867
Citi Bank Multi Deposits (Sweep A/c)		2,920,260	2,920,260
		<b>21,951,273</b>	<b>27,139,226</b>
<b>TOTAL Rs.</b>		<b>II</b>	
		<b>38,538,921</b>	<b>40,937,966</b>

Significant Accounting Policies and Notes to Accounts [17]  
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 of:  
S.SAHOO & CO.  
Chartered Accountants

CA Subhajit Sahoo, FCA, LLb  
Partner  
M No. : 057426  
FR No. : 322952E  
Place : New Delhi  
Date : 31-10-2020



Bhawana Luthra  
Executive Director



Mahesh K Patil  
Treasurer

# LEAD INDIA

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

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