



Inspiring Leadership for a Sustainable World

# ANNUAL REPORT 2013-2014

LEAD INDIA





# our MISSION

To build leadership for change across levels and sectors

# OUR VISION

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

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## Message from the Secretariat

The concerns related to development can be traced down to the most ancient history available to us. However, concerns about sustainability of development or the term as it is referred to “Sustainable Development” is a much contemporary phenomenon.

In the growing times of micro-specialization, sustainable development calls for a multifaceted approach towards development which cuts across diverse domains and binds them to be a collective force.

Sustainable development is not a destination where we intend to reach via a pre charted out path; it is an ongoing and infinite process of integrating practices which are less on natural resource consumption and less polluting. It is an approach where conserving and maintaining life support system is a priority because for any development to sustain a healthy environment and widespread prosperity is required.

LEAD has been in the journey of creating leaders across sectors since 1991. It is through the LEAD training program where we intend to create a fleet of professionals who can act as agent of change towards sustainable development. Our trained LEAD fellows acquire leadership skills through a participatory experiential learning approach which is infused in their respective organization promising a vision for collective action towards cause of sustainability.

Today we are proud to have 168 LEAD fellows across the country our network provides a platform for these LEADers to connect and share experience with individual from diverse domains and nationality.

This annual report will speak in detail about range of activities taken up during 2013-14. To mention a few, livelihood project in Odisha (Securing Tribal Livelihoods in Odisha), HSBC's Next Generation Development Programme, building conservation champions and other trainings delivered by LEAD India. We would like to take this opportunity to thank KRPAVIS (Alwar), forest department (Great Nicobar Island) and SECMOL (Leh, Ladakh) without their support the conservation champions training would have been half as successful.

This year we are privileged to relaunch our flagship Cohort training and we look forward to train our milestone 16<sup>th</sup> batch of diversified mid career professionals.

LEAD India is committed to help CDKN expand its network in India where they focus on state governments in implementation of State Action Plan on Climate Change. We are privileged to host CDKN at LEAD India secretariat and look forward to further strengthening our relation.

This year we are committed to focus on institution building and create mechanism for increased fellow's engagement, while expanding the program portfolio of LEAD India where LEAD can play its role in inspiring leadership for a sustainable world



# About LEAD

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

LEAD Network has a fleet of professionals who are highly successful leaders working on complex local as well as global environmental and development issues. These leaders undergo an intense leadership program for one year before graduating to LEAD Fellows as a part of the family forever. Internationally there are currently 2500 Fellows spread across the globe.

Established in 1991 as an outcome of the Rio Summit, today LEAD has its presence in over 90 countries

LEAD Fellows and their organizations are working in almost every sector- be it Government, media, academia, voluntary sector, business and art & culture.

LEAD has country offices at 14 locations: Anglophone West Africa, Brazil, Canada, China, CIS, Francophone Africa, **India**, Indonesia, Japan, Mexico, Pakistan, Southern & Eastern Africa, USA and UK.

**LEAD India** is the Indian Chapter of LEAD and is functioning as an independent Non Government Organization registered under the Society's Registration Act Registration Act XXI of 1860 since last 17 years.

LEAD India envisions to 'create a sustainable world where local communities are empowered to devise sustainable solutions and make a positive difference to their lives, their neighborhood and the future of mankind.'

*The National Network of LEAD India now includes 166 professionals from across the length and breadth of the country.*



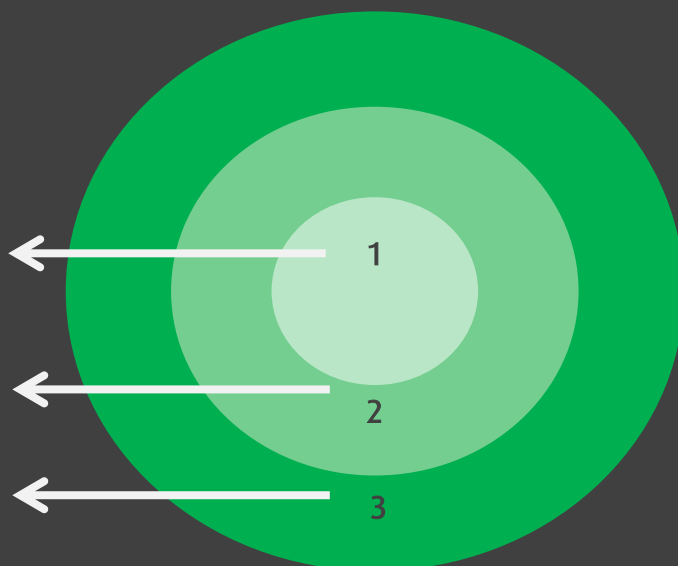


LEAD India has established expertise in conducting multi stakeholder consultations, developing conflict resolution strategies and consensus building through cross-sectoral interactions. The organization has proven ability of strategic advocacy to deal with cross cutting issues like environment protection, energy security, water conservation, health, social inclusion and sustainable livelihoods

Developing the new generation of leaders across the sectors with the leadership skill and understanding of sustainable development to affect real change

Building a network of leaders who share information and work together to achieve change

Enabling action through innovative projects and programmes





# CAPACITY DEVELOPMENT

## COHORT LEADERSHIP PROGRAM

### Relaunch of COHORT Program

LEAD Fellowship program is an intensive, high quality, theme and field challenge based Leadership and Sustainability Development Program where LEAD has been its pioneer since 1991. It has been 23 years to the LEAD training program - this long journey on an untraveled path of creating a LEADer base to tackle sustainability issues head on can be divided into three phases.

- First phase where the Fellowship program was supported by Rockefeller Foundation and Rockefeller created LEAD International to spread the program around the globe.
- Second, when Rockefeller phased out its support in 1998 and LEAD Program was run partially through the support of LEAD International
- Third phase is the current one where the 16th batch of Cohort marks a milestone in LEAD India's journey with the training program is being run independently by LEAD India on merit and fees basis. The effort shall now be to gradually make the program self-sustaining in the coming years.

LEAD India reinvested in the program to strengthen the network with fresh thinking and

energy and reinforce its commitment to contributing to building leadership for sustainability in country

It is a matter of pride for LEAD India to relaunch its LEAD fellowship program i.e. COHORT training after two years, on strong recommendations made by Fellows in Regional Conclaves held with them in various regions across India, to train its 16<sup>th</sup> batch of diversified mid-career professionals.

By the using different promotional medium and with support from fellows, good number of applications received. After preliminary screening process next step of selection which was Work Place Assessment was done by fellows and selected candidates were interviewed by 5 member selection committee of fellows. The selection committee, after the Interview selected 14 new dynamic candidates for Cohort 16.

One time selection committee was formed for selecting Cohort 16 Associates. The members were:

Selection Committee-Cohort 16		
1	Snehil Kumar (Chair)	Cohort 13
2	Archana Godbole (Member)	Cohort 7
3	Asha Ramachandran (Member)	Cohort 8
4	Mamatha Gowda (Member)	Cohort 9
5	Anish Andheria (Member)	Cohort 9

## Theme of Cohort-16

Cohort-16 has been designed around the overall theme of 'Integrating Climate Adaptation and Conservation in Development Planning'. The program comprises of 4 National Training Sessions (NTS) to be run in Bhimtal, Ladakh, Goa and Delhi. Each NTS is residential and runs for seven days.

## Thematic Sessions & Dates

- **NTS-1** Building Leadership and Understanding Conservation and Climate adaptation, **Bhimtal**, July-2014
- **NTS-2** Integrating Conservation and Climate Adaptation in Rural Development, **Leh-Ladakh**, September-2014
- **NTS-3** Integrating Conservation and Climate Adaptation in Business Sustainability, **Goa**, January, 2015
- **NTS-4** Integrating Conservation and Climate Adaptation in Urban Development, **Delhi**, March 2015

**List of Associates C-16**

S. No.	Name	Designation/Organisation
1	Ambuj Kishore	Program Director, Aravali, Jaipur
2	Anna Kalisch	Implementation Manager, GIZ, New Delhi
3	Ashish Rai	Director, Aarogyam, Varanasi
4	Bhawana Luthra	Director, Programs & Operations LEAD India, New Delhi
5	Chittaranjan Hota	Secretary, Manav Adhikar Sewa Samiti, Odisha
6	Gajanan Kale	Asst. Project Director, Apeksha Homeo Society, Vidarbha
7	Gopal S. Singh	Professor, Institute of Environment and Sustainable Development, BHU, Varanasi
8	Kanika Pal	Group Manger, CSR, Apollo Tyers, New Delhi
9	Sandeep Mehto	Founder Director Bharat Calling Hoshangabad, MP
10	Vijai Pratap Singh	Program Manager, LEAD India, New Delhi

## Developing Next Generation Leaders from 34 Countries

Next generation development programme returned to India for the 3<sup>rd</sup> time in May 2013. The NGDP programme is global sustainability leadership development programme by HSBC where a total of 102 senior manager of HSBC participated from around the world.

Compared to previous years, LEAD India played a much more prominent role in the design and delivery of the programme, and was asked to give a presentation on Sustainability in the opening ceremony in Mumbai, held on Saturday 4<sup>th</sup> May, 2013. LEAD India President, Sushil Ramola, made a presentation on behalf of LEAD India and in his capacity as CEO B-ABLE, which set the scene for the field challenges that lay ahead.

LEAD India in association with LEAD fellows identified six challenge sites for 102 participants which were divided into 6 teams for respective field visits. The participants were exposed to real field challenges and were asked to make recommendations to tackle the challenges. The visiting teams have submitted their proposals. Challenge sites are listed below:

HSBC-NGDP-9 <sup>th</sup> Generation			
S. No.	Site Name	Challenge	Host
1.	Bhimal-Nainital	To make recommendations on community sustainable livelihood programme, through traditional crafts- including ideas on product development, costing and marketing	Dr. Pushkin Phartiyal, Central Himalayan Environment Association (CHEA)
2	Chiplun, Maharashtra	To help forest owners understand the business case to conserving the forests and develop a business plan for the community, focused around generating income	Dr. Archana Godbole, Applied Environmental Research Foundation (AREF)
3	Gudalur-Mysore	To develop a model for a community owned bank that could meet the savings and credit needs of the tribal community	ACCORD/Just Change India
4	Madhurai-Kadavur, Tamil Nadu.	To provide producer owned company with recommendations to increase competitiveness, diversify production and strengthen market linkages	Muthu Velihedan Kalasum Sacred Foods (KSF)
5	Madhurai-Sevaiyur, Tamil Nadu	To provide community owned social enterprises with recommendations for strengthening business model	Mr. John Britto Gram Mooligai Company Limited (GMCL)
6	Verlem, Village, Goa	Work with community and supporting organization to develop model for home stay tourism that shares benefits and addresses key concerns	Mr. Parag Rangnekar, Mineral Foundation of Goa (MFG)



Secretariat is thankful to Fellows for hosting the challenges and delegates for a week from 5<sup>th</sup> May to 9<sup>th</sup> May and also to Mr. Sushil Ramola for having represented LEAD India through an important thematic session which helped us gain due visibility in the program.

Secretariat is also thankful to Snehil Kumar for his time and participation during the NGDP- this will help us develop similar training products for Indian companies and also strengthen relations with HSBC India.

Overall the programme was a success, and delegates felt particularly inspired by the Fellows and the decades of social capital and respect they had built in their respective challenge sites. The staff involved demonstrated exemplary commitment and efficiency for program delivery which in the words of HSBC “has raised the bar of standards”



In addition to the field challenges, LEAD India organised two Fellows’ meets in Mumbai and Goa, which gave Fellows a chance to learn more about the programme and network.



# Building Conservation Champions on Biodiversity and Climate Change

Under this project a series of training program has been organised across India as a part of other awareness under EEAT scheme for Ministry of Environment and forest under. The purpose of these events was to create awareness on biodiversity conservation and climate change.

The training programme was designed by LEAD India which was conducted in selected fragile ecosystem of cold desert (Leh, Jammu Kashmir) and coastal & marine (Great Nicobar Islands, A&N). A similar training was conducted in previous year in arid region of Alwar, Rajasthan.

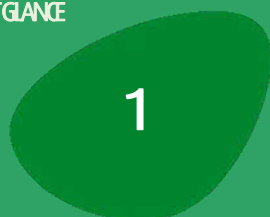
The training was centered towards the community who are connected with their environment and protecting the same. The training has provided them with valuable basic information on biodiversity conservation and climate change.



Moreover, it has successfully facilitated informed decision making and strengthen their coping capacity with the dynamic climatic changes. The youth in the community are targeted as the major stakeholder and through capacity building & training they are being approved as the **'Community champions'** taking the initiative further.

During designing and successful delivery of the program LEAD India fellows Mr. B.M.S Rathore (Cohort-7), Secretary, Ministry of Environment and Forests (MoEF), Govt. Of Inida, Ms. Shruti Sharma, (Cohort-9), Conservator of Forests, Govt of Rajasthan, Jaipur, and Mr. Aman Singh (Cohort-12) Krishi AwamParisthitiki Vikash Sanstham (KRAPAVIS), Alwar Rajasthan, Mr. Sonam Wangchuk, SECMOL, Leh, Ladakh and the Divisional Forest Officer, Great Nicobar, played crucial role.

## PROJECT AT GLANCE



Training Site  
Alwar, Rajasthan  
Supporting Organisation  
KRAPAVIS  
No. Of Champions Created  
27



Training Site  
Great Nicobar, Island  
Supporting Organisation  
Forest Department  
No. Of Champions Created  
30



Training Site  
Leh Ladakh  
Supporting Organisation  
SECMOL  
No. Of Champions Created  
33

## Building Youth Leadership on Sustainability at IIT Kharagpur

LEAD India associated with IIT Kharagpur as a knowledge partner to stage an event “Eco-Stasis” in Jan-Feb 2014, developed on the theme of sustainable development in IIT Kharagpur’s UNESCO recognized cultural festival “Kshitij”.

Eco-Stasis aimed to foster student’s knowledge about ways and needs to create a secure future for the generations to come.

Total 22 teams, 80 students submitted their proposed sustainable solutions on the case study “Decentralize household energy system and biomass consumption in Madurai”.

The submissions went under scrutiny by LEAD India secretariat and 12 best teams were invited to attend the festival “Kshitij”.

The 12 teams were given another challenge on “Sustainable management of municipal waste of Guwahati city”.

Teams presented their proposed solutions to the jury members comprising of Ms. Harleen Kaur (LEAD Fellow-C 12) and Dr. Vijai Pratap Singh of LEAD India.

The above module was widely accepted at IIT Kharagpur and willingness has been shown to continue such events in coming years in association with LEAD India.



## Training of Master Trainers on ‘Integrating Climate Change Concerns in Development Planning Processes’

Ms Bhawana Luthra, LEAD India; Dr Pushkin Phartiyal, CHEA; and Ms Britta Heine, freelance trainer from Germany conducted a Training of Master Trainers on ‘Integrating Climate Change Concerns (Adaptation & Mitigation) in Development Planning Processes in Madhya Pradesh’. The training was held in Sanchi, Madhya Pradesh, from the 16<sup>th</sup> to 25<sup>th</sup> of July in association with The Environmental Planning & Coordination Organization (EPCO) and GIZ’s project Climate Change Adaptation in Rural Areas of India (CCA RAI).

The training content was customized to the needs and characteristics of the state of Madhya Pradesh and is aligned with the State Action Plan on Climate Change.

In addition, sectorial and local climate change experts (e.g. representatives from the NGO together with community members) contributed to the training content development and delivery.

The objective of the training of master trainers was to build up a cadre of professionals who understand climate change issues relevant to Madhya Pradesh as well as their relation to development processes in the state. As a result of the workshop, the master trainers are able to undertake trainings on climate change adaptation for different governmental departments and at different levels.



# ENABLING ACTIONS

## Securing Tribal Livelihood in Odisha (STLO)

STLO is a livelihood appraisal project of four years funded by The Big Lottery Fund, UK, which is running in Gajapati and Rayagada district of south Odisha. LEAD India is implementing the project in Gajapati directly while it has partnered with Ekjut, a LEAD Fellow organization for the implementation in Rayagada district.

STLO completed its two years of intervention in the community in February, 2014. However, these two years with the community the project had to confront many challenges where most of them

were strategically turned into opportunities which benefit and enhance the complex lives of poor tribal communities.

Now, the project has much fuller understanding of key challenges that exists in meeting project outcomes. Work has begun to introduce the target communities to various aspects of sustainable livelihoods, including farm and off farm based livelihoods and governance, community health and adaptation as cross cutting issues. The project team has actively engaged with different stakeholders including the farming and non farming community, government departments, NGOs and Panchayati Raj Institutions (PRIs) who are continuously involved in the implementation of the project through discussion and consultation.





## Key Project Activities

### Annual Review

Project annual review was carried out in September 2013 to assess the partner's performance and project performance. The review committee consisted of representatives from LEAD International, UK, LEAD India, partner organization and Namita Pradhan (LEAD Fellow, Cohort-3) from Odisha as independent member. The review committee discussed the backlogs vs. targets vs. achievements with the field team, volunteers and community members and further charted an action plan for next six months.

### Monitoring Visit

Paul Everett of LEAD International and Dr. Vijai Pratap Singh of LEAD India went on a monitoring visit in January 2014. The monitoring visit comprised of visits to the intervened villages, meeting with field staff and volunteers to gather first hand information on the implementation activities going on in the project area.

### External Evaluation

Monijnjir Byapari was appointed for external evaluation of the project. The report has been submitted which has made constructive recommendation and appreciation of the ongoing activities.

### Vulnerability Assessment

A research study was conducted which was aimed at identifying the current and future risks to livelihood and health in the project area, assessing the impact of climate variability and climate change on livelihoods and health, and highlighting the importance of integrating adaptation activities in agriculture, health and water conservation to reduce the vulnerability of the community to climate change.

### Climate Change Network

To share the learning's and work together on climate change issues a network forum including local NGOs, CBOs, Government department representatives has been established in Rayagada and Gajapati districts. This climate change network will work together to create awareness on climate change issues and promote appropriate adaptation practices to reduce communities vulnerability in their area.

### Farmers Exposure Visit

Exposure visits were organised for farmers to facilitate learning about developing food security model through sustainable agricultural practices. During the visit participants were exposed to sustainable agriculture through organic farming, crop diversification, integrated farming techniques and dry land farming at field of Living farms, Munniguda, Rayagada, SAMBHAV, Nayagad and MGM Agriculture Research Institute, Boudh, Odisha.

### Training on Sustainable Farming

To build the capacity of farmers on sustainable farming practices a number of training events on various topics like integrated farming systems, systems of rice intensification, integrated pest management, organic farming, soil and water conservation, vegetable nursery development, etc. were organised in Rayagada and Gajapati district. More than 250 farmers benefited from these capacity building programmes.

### End of Year-2 progress report

Project progress report along with financial report of year two has been submitted to the funder and accepted with year-3 financial allocations.

## Climate and Development Knowledge Network (CDKN)



Sam Backerish, CEO, PwC (Price waterhouse Coopers) visited LEAD India secretariat along with Ali Sheikh CEO LEAD Pakistan and Director CDKN Asia and Mihir Bhat of All India disaster mitigation institute on 7<sup>th</sup> October, 2013 who were joined by LEAD India staff and fellows.

The meeting emphasized on taking stock of the ongoing programmes and issues faced by them in order to make a better plan for coming period of time Sam emphasized on the importance of climate change adaptation and mitigation to be integrated to the focus of livelihood and social development.

Other LEAD fellows and LEAD India staff shared their experiences of ongoing projects with discussions spanning from gender issues in development activities pertaining to climate change, carbon markets & India and associated policy issues.



## OTHER ACTIVITIES AT LEAD INDIA

### Committee Meeting for Resource Mobilization Strategy

During the year under the Chairmanship of Snehil Kumar, Cohort 13, Program sub-committee a initiative for resource mobilisation strategy was developed by sub-committee members, for promoting the identified products of LEAD India through Fellows engagement in different regions and sectors

Divide market in segments and regions- each region/segment will have Fellow to anchor resource mobilization initiatives

Fellow will have the flexibility to hire services of a suitable personnel to develop partnerships

De-link the marketing efforts from Cohort program.

This strategy which offers a mechanism to rope in willing Fellows across different regions for a variety of tested products of LI

It was decided that the sub-committee should further refine the strategy with anchor Fellows as the central point, and share it with wider network for implementation for developing future strategy



### Knowledge Partner in Sustainable Mountain Development Summit, Kohima

LEAD India partnered with Sustainable development forum of Nagaland as knowledge partners in collaboration with ICIMOD (International Centre for Integrated Mountain Development), Ministry of Environment and forests (MoEF), Swiss Development Corporation (SDC), United Nations Development Programme, Sir Rata Tata Trust, Government of Nagaland, GIZ, India Water Portal, YouthNet and YARD for the third Indian Mountain Initiative (IMI) Sustainable Mountain Development Summit in Kohima.

The main objectives of the summit were to provide a platform for the Himalayan states to come together for discussing issues of development priority and to find ways for influencing national and state public policies.

This year the core aim of the Summit was to look at, share and understand policies and governance issues based on the mentioned themes and suggest key interventions based on field experiences and intellectual inputs.

The main themes for the Summit were Sustainable Mountain Agriculture (small scale farming), Water (rivers, streams and springs) and Forests (governance, challenges and opportunities). The sub themes are ecosystem services, biodiversity conservation, and gender and climate change adaptation for mountain development.

The summit brought together participants from different Himalayan states in India to share experiences, discuss issues of development priority, and find ways to influence national and state public policies.

## Supporting GIZ on Systematization Study of Adaptation Project Implemented by MSSRF

Systematization is a process that helps in producing knowledge about field-based interventions and supports effective documentation. It is a participatory exercise which helps stakeholders in reaching a common understanding of project activities through analytical reflection and interpretation of results and the different factors that influence these activities. Systematisation is an integral part of documenting lessons learnt from local adaptation measures under CCA RAI project.

Adaptation demonstration projects were carried out for the project titled "Integrated Mangrove and Fish Farming System (IMFFS) - an adaptation measure for coastal communities during November-December 2014. This exercise took place at three project villages Machlippatnam district of Andhra Pradesh and Cuddalore district of Tamil Nadu. The demonstration project is being implemented by MS Swaminathan Research Foundation, while Systematization exercise was facilitated by Bhawana Luthra from LEAD India.

The 10-day long exercise culminated in developing guidelines for effective implementation of IMFFS and suggested corrective measures for the ongoing project in Tamilnadu.

Presentations and the animated discussions that followed afterward centered round the

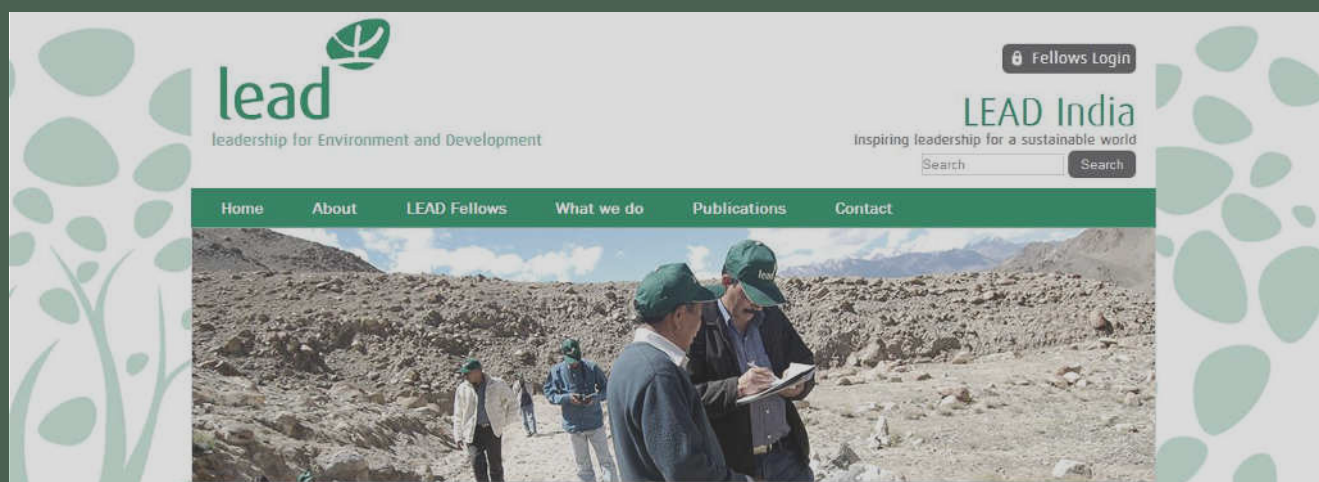


key questions for systematization which were "Do IMFFS increase adaptive capacities of highly vulnerable fishing communities? What is the role of gender in these changes?"

The results of the various tools that were used during the exercise like Focus Group Discussions (FGD), semi-structured interviews, testimonials, seasonality mapping and cost-benefit analysis were presented before the audience.

There was active participation of women beneficiaries of the project in the meeting. Participants appreciated the role that the project has played as a catalyst in providing them with a dependable livelihood source.





## New Website for LEAD India

The new website of LEAD India is launched (<http://www.leadindia.org>) with focused on keeping its design simple and user friendly interface while trying to be informative in brief for visitors. Several new features such as advanced fellows search engine with option of searching a fellow by their name, cohort, sector, region and expertise. To make more interactive a new section of blog space has been created to showcase success stories. LEAD India website now carries information of its genesis, partners and LEAD India secretariat. However, the major focus of providing information has been on what we do page, where visitors can learn about variety of trainings and projects LEAD India has been engaged in.

In its attempt of going dynamic and informative, the home page is a snapshot of the whole website where visitors can surf through single clicks on about LEAD, its vision and mission, thematic focus of LEAD India, latest announcements/news and the LEAD India network of fellows belonging from Government, academia, media, industry and civil society organizations.



## Setup of Sub committee

LEAD India set up program, business development and communication sub committees of fellows to strengthening and developing new pathways in coming future.

These sub-committees have worked closely with their respective chair and Secretariat. Four Program sub-committee Meetings on 18<sup>th</sup> October 2013, 10<sup>th</sup> January 2014 and 21<sup>st</sup> March 2014.

Main agenda of the meetings was:

- To discuss the ongoing programs of LEAD
- To set up of new sub-committees for strengthening the LEAD India as an organization
- Future business development strategies.
- Introduce new resource mobilization strategy
- To discuss future involvement strategy for Fellows

Details of the committee members are given in tables below:

### Program sub committee

No	Name	Cohort	Position
1	Snehil Kumar	Cohort 13	Chair
2	Deepshikha Deka	Cohort 1	Member
3	Archana Godbole	Cohort 7	Member
4	Amba Jamir	Cohort 8	Member
5	Anish Andheria	Cohort 13	Member

### Business development & communication

No	Name	Cohort	Position
1	Snehil Kumar	Cohort 13	Chair
2	Asha Ramachandran	Cohort 8	Member
3	Richa Pant	Cohort 8	Member
4	Mamatha Gowda	Cohort 9	Member
5	N Muthu Velayudham	Cohort 11	Member
6	Sudhir Sinha	Cohort 12	Member

## Board Meetings & AGM

- LEAD India organized two Board Meetings on 15<sup>th</sup> June 2013 and 10<sup>th</sup> January 2014.
- One Annual General Meeting on 23<sup>rd</sup> March 2014.



# STRENGTHENING NETWORK/ DEVELOPING PARTNERSHIPS

## Regional Conclaves

Three regional conclaves (Bangalore, Guwahati and Goa) were organized and fellows are participated from their respective area for deliberating upon LEAD India's future strategy, networking and sharing ideas.

The regional conclaves brought together fellows on the same platform for the first time to discuss upon critical issues and agree upon constructive recommendations. Below are key suggestions made by the LEAD India fellows during regional conclaves.

- *Cohort Programme* is a flagship training of LEAD India and it must be continued with fellows' engagement and unbiased selection process of candidates
- In future LEAD's focus must be on youth and corporate for leadership training, while efforts should be made to link community leadership with ongoing projects.
- Fellows suggested to overhaul the LEAD India's website, after which a new interactive website has been launched.
- LEAD India must develop a policy guideline for fellows' engagement for smooth operations and also there is a need of defined principles of operation and function for board.

## Consultation Meeting with LEAD India President and Fellows Exploring Future Opportunities

As a part of the business development process of LEAD India, New President of LEAD India Dr. Mihir Shah called a meeting with selected Fellows, Fellows who have been actively engaged in anchoring these trainings, so as to assess the potential of these products to be replicated/ up-scaled through government support or other funding linkages.

During this business development meeting LEAD India has released 5 most promising training products which are:

- Building Business Sustainability for mid carrier professionals
- Integrating climate change into development planning for practitioners, multipliers and master trainers
- Creating champions on biodiversity conservation and climate change for youth
- Understanding climate science and climate change adaptation for frontline staff of NGOs, CBOs, government line department at district and block level and PRI members
- Responsible business practices and sustainable development for managers and decision makers from industries and corporate.

## New Partnership with Bee Board & Dabur India Ltd.

To strengthen natural resource base and other livelihood options in the project area LEAD India developed a proposal to promote apiculture. The National Bee Board approved the proposal and agreed to fund the two day primary training to 150 farmers and five day advanced training for 100 farmers. Further, The National Bee Board has also agreed to share 50% of the cost of bee boxes and bee hives with interested farmers.

Dabur India has given a buy back guarantee for the honey produced by the farmers providing a forward linkage.

Three training sessions are organized at Bolangir district of Odisha in association with Covenant.



Centre for Development (CCD) Madurai headed by LEAD Fellow organization. 75 farmers were received 2 day initial training and 50 farmers were received 5 day advance training on apiculture



# FINANCE

## Audited Income & Expenditure Statement

To  
The Members of Board  
LEAD INDIA  
New Delhi- 110048

Dear Sirs/Madam

We have examined the attached Balance Sheet of "LEAD INDIA" (PAN: AAATL1950A) as at 31<sup>st</sup> March 2014 & the related Income & Expenditure Account on the said date.

These financial statements are the responsibility of the LEAD INDIA's management. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with generally accepted auditing standards in India. These standards require that we plan and perform the audit to obtain reasonable assurance whether the financial statements are prepared, in all material respects, in accordance with an identified financial reporting framework and are free of material misstatements. An audit includes, examining on test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements. We believe that our audit provides a reasonable basis for our opinion.

On the basis of the information and explanation given to us, we are of the opinion that:

- (a) The Balance Sheet gives a true and fair view of the state of affairs of LEAD INDIA, as at 31<sup>st</sup> March, 2014; and
- (b) The Income & Expenditure Account gives a true and fair view of the results of operation of LEAD INDIA for the year ended on the date stated above.

For and on behalf of  
S.SAHOO & CO.  
CHARTERED ACCOUNTANTS



CA Subhajit Sahoo, FCA  
Partner

Place: New Delhi  
Dated: 20<sup>th</sup> Sep, 2014

MM No. 057426  
FRN: 322952E



**LEAD INDIA**  
M-8 , 3RD FLOOR , GREATER KAILASH PART 1  
NEW DELHI - 110048

AMOUNT IN RS.

BALANCE SHEET AS AT 31ST MARCH, 2014			
	SCHEDULE	2013-14	2012-13
<b>SOURCES OF FUNDS</b>			
<i>I. FUND BALANCES</i>			
A> GENERAL FUND	[01]	46,96,262.50	52,30,708.48
B> CORPUS FUND	[02]	85,34,940.00	85,34,940.00
C> CAPITAL FUND	[03]	10,06,209.00	9,94,229.52
<b>TOTAL</b>	<b>I</b>	<b>1,42,37,411.50</b>	<b>1,47,59,878.00</b>
<i>II. LOAN FUND</i>			
A> SECURED LOAN		-	-
B> UNSECURED LOAN		-	-
<b>TOTAL</b>	<b>II</b>	<b>-</b>	<b>-</b>
<b>TOTAL</b>	<b>[I + II]</b>	<b>1,42,37,411.50</b>	<b>1,47,59,878.00</b>
<b>APPLICATION OF FUNDS</b>			
<i>I. FIXED ASSETS</i>			
GROSS BLOCK	[04]	41,16,689.00	39,11,757.00
LESS: ACCUMULATED DEPRECIATION		29,58,533.00	27,22,433.48
NET BLOCK		11,58,156.00	11,89,323.52
<i>II. INVESTMENTS</i>			
	[05]	1,18,56,104.00	1,10,92,732.80
<i>III. CURRENT ASSETS, LOAN &amp; ADVANCES</i>			
A> LOAN & ADVANCES	[06]	9,81,510.00	6,18,655.00
B> OTHER CURRENT ASSETS	[07]	4,16,506.90	4,04,103.20
C> CASH & BANK BALANCE	[08]	1,06,62,044.47	73,83,669.52
<b>TOTAL</b>	<b>A</b>	<b>1,20,60,061.37</b>	<b>84,06,427.72</b>
<i>Less: CURRENT LIABILITIES &amp; PROVISIONS</i>			
A> CURRENT LIABILITIES	[09]	6,96,957.00	7,60,921.00
B> UNSPENT GRANT BALANCE	[10]	1,01,39,952.87	51,67,685.04
<b>TOTAL</b>	<b>B</b>	<b>1,08,36,909.87</b>	<b>59,28,606.04</b>
NET CURRENT ASSETS	[A - B]	12,23,151.50	24,77,821.68
<b>TOTAL</b>	<b>[I+II+III]</b>	<b>1,42,37,411.50</b>	<b>1,47,59,878.00</b>

SIGNIFICANT ACCOUNTING POLICIES AND NOTES TO ACCOUNTS

[30]

THE SCHEDULE REFERRED TO ABOVE FROM AN INTEGRAL PART OF THE BALANCE SHEET.

INTERMS OF OUR REPORT ON EVEN DATE FORM 10B ATTACHED

FOR & ON BEHALF :  
S. SAHOO & CO.  
CHARTERED ACCOUNTANTS

CA SUBHJIT SAHOO FCA  
PARTNER  
MM NO. 057426

PLACE : NEW DELHI  
DATE : SEPTEMBER 20, 2014

FOR :  
LEAD INDIA

DIRECTOR  
(PROGRAM & OPERATION)

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 2014			
	SCHEDULE	2013-14	2012-13
<b>I. INCOME</b>			
GRANT-IN-AID	[11]	2,11,59,334.80	1,21,41,068.49
INTEREST INCOME		3,86,548.00	3,96,284.00
INCOME FROM INVESTMENT		8,52,224.90	7,75,532.00
OTHER INCOME	[12]	1,06,675.00	1,79,648.28
<b>TOTAL</b>	<b>I</b>	<b>2,25,04,782.70</b>	<b>1,34,92,532.77</b>
<b>II. EXPENDITURE</b>			
ADMINISTRATION EXPENSES	[13]	12,99,746.88	10,77,994.55
PROJECT EXPENSES	[14]	2,04,42,466.80	1,13,79,216.49
GIZ PROJECT EXPENSES	[15]	3,91,705.00	-
HUDCO PROJECT	[16]	66,631.00	-
MOEF PROJECT	[17]	3,48,866.00	-
BUSINESS DEVELOPMENT	[18]	36,902.00	-
WAPCOS	[19]	28,954.00	-
TRAINING ACTIVITIES	[20]	1,000.00	4,20,479.00
GOVERNANCE EXPENSES	[21]	2,30,564.00	37,935.00
WEB DEVELOPMENT EXPENSES		2,551.00	8,282.18
DEPRECIATION	[04]	2,36,099.52	2,74,084.78
LESS: DEPRECIATION TRANSFERRED TO CAPITAL FUND	[03]	46,257.52	2,38,344.78
<b>TOTAL</b>	<b>II</b>	<b>2,30,39,228.68</b>	<b>1,29,59,647.22</b>
<b>III. EXCESS OF INCOME OVER EXPENDITURE TRANSFERRED TO BALANCE SHEET</b>	<b>[41]</b>	<b>(5,34,445.98)</b>	<b>5,32,885.55</b>
<b>SIGNIFICANT ACCOUNTING POLICIES AND NOTES TO ACCOUNTS</b>	<b>[30]</b>		


THE SCHEDULE REFERRED TO ABOVE FROM AN INTEGRAL PART OF INCOME & EXPENDITURE ACCOUNT

INTERMS OF OUR REPORT ON EVEN DATE FORM 10B ATTACHED

FOR & ON BEHALF :  
S.SAHOO & CO.  
CHARTERED ACCOUNTANTS

   
CA SUBHJIT SAHOO FCA  
PARTNER  
MM No. 057426

FOR :  
LEAD INDIA

  
DIRECTOR  
(PROGRAM & OPERATION)

  
TREASURER

PLACE : NEW DELHI  
DATE : SEPTEMBER 20 , 2014





# BOARD OF DIRECTORS

As a registered society, LEAD India has put in place a governance structure. During 2013-14 the LEAD India board comprised of 4 elected fellow directors and 4 independent directors nominated by the LEAD India Fellows.

After serving the board of LEAD India for 6 years in the capacity of Board Member, Vice President and acting President Mr. Sushil Ramola decided to step down from the Board in June 2013 due to exigency of other commitments. He finally handover charges to the new board under the Chairmanship of Dr. Mihir Shah, elected President of LEAD India Board.

Board of Directors	
<b>Dr. Mihir Shah</b>	President
<b>Dr. Geetam Tiwari</b>	Director
<b>Dr. V. K. Agnihotri</b>	Director
<b>Ms. Asha Ramchandran</b>	Treasurer
<b>Mr. Dinesh Agarwal</b>	Fellow Director
<b>Mr. Kapil Mohan</b>	Fellow Director
<b>Mr. Snehil Kumar</b>	Fellow Director

## Dr. Mihir Shah President



Dr. Shah is Member of Planning Commission, Government of India. He was adviser to the commissioner appointed by the Supreme Court of India in the Right to Food case from 2002-2009. As Honorary Adviser to the Technical Committee on Watershed Programmes set up by the Government of India in 2006, he was largely responsible for drafting its landmark report that argues for radical reforms in India's watershed sector. In 2007 he co-founded the National Consortium of Civil Society Organizations that works to support Panchayat Raj Institutions for more effective implementation of NREGA. He was a member of 3 working groups set up by the Government of India for the 11th Five Year Plan related to rural science and technology and rain fed areas. He was also part of the Hameed Committee set up by the Prime Minister in 2007 to suggest a completely new structure for CAPART.

A Ph.D. in Economics from the Jawaharlal Nehru University, New Delhi, Dr. Shah co authored *India's Drylands*, a study for the UNDP, which was published and released worldwide by the Oxford University Press in 1998. The study brings out the macro-economic significance of watershed programmes for food security and employment guarantee in India.

Dr. Shah has combined 20 years of living and working at the grass-roots with academic research and policy advocacy, deeply informed by his endeavors in the field. He has received national and international recognition for his work, including the Social Entrepreneur of the Year Award from the American India Foundation and the Doreen Mashler Award of ICRISAT.

Besides deep commitment to the social sector by working at the ground and the policy level, his contribution has also been through his acclaimed writing in a variety of fields like grass-roots awakening, agrarian reforms, public policy and philosophy.

## **Dr. Geetam Tiwari**

Director



Dr. Geetam Tiwari is working at Transportation Research and Injury Prevention Programme (TRIPP), Department of Civil Engineering, Indian Institute of Technology (IIT), Hauz Khas, New Delhi.

Dr. Tiwari obtained her B. Arch from the IIT Roorkee and Master of Urban Planning and Policy, and Ph.D. in Transport Planning and Policy, from the University of Illinois Chicago. Currently she is TRIPP Chair Professor for Transport Planning at the Indian Institute of Technology, Delhi and Adlerbretska Guest Professor for sustainable urban transport at the Chalmers University of Technology, Sweden.

She has extensive research experience in dealing with transportation issues with special relevance to low income countries which 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 Master Plan 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.

Dr Tiwari received the International Velocity Falco Lecture Prize in Barcelona, the Stockholm Partnerships award for local impact, innovative thinking and a potential for



replication or transferability, the Centre for Excellence Grant from Volvo Research and Educational Foundations (VREF), and the Prince Michaels award for promoting road safety research.

She 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. V K Agnihotri, IAS, Retd.** **Director**



Dr. V.K. Agnihotri, is an IAS officer (Retd) of 1968 batch of Andhra Pradesh Cadre. He has vast experience in different fields. His areas of specialization include Quality systems, Institution building, Public Policy, Good Governance-including e-Governance, Administrative Reforms, HRD, Panchayati Raj, Parliamentary Systems & Procedures.

Dr. Agnihotri has held several responsible positions with the State and Central Governments including the posts of Collector of Visakhapatnam District, Director of Handlooms and Textiles, Government of Andhra Pradesh and Development Commissioner for Handlooms (Ministry of Textiles), Government of India. Heworked with Lal Bahadur Shastri National Academy of Administration, Mussoorie for six years, initially as the Joint Director, and later as Professor of Public Administration. From 1999 to 2002, he was Additional Secretary to Government of India in the Department of Administrative Reforms and Public Grievances. He has also served as Officer on Special Duty, Twelfth Finance Commission and Chairman, Tariff Commission, Government of India. He retired on 31 August 2005 as Secretary to the Government of India in the Ministry of Parliamentary Affairs. Post retirement, Dr. Agnihotri assumed the Office of Secretary-General of Rajya Sabha in October, 2007 where he completed his tenure in September 2012.

### **Ms. AshaRamachandran** **Treasurer**



Asha Ramachandran is features editor with The Statesman. Earlier, she was Special Correspondent with Delhi bureau of the newspaper. Her writings cover major policy issues of the government as well as events related to environment and economic issues.

She was briefly with The Mint, a business daily and a sister organisation of The Hindustan Times. There she was, in her capacity as Deputy National Copy Chief, responsible for the production process of the news pages. She has also worked as coordinator of *Down To Earth*, an environment and science fortnightly brought out by the

Centre for Science and Environment and as senior environment correspondent with the economic division of Press Trust of India, a leading news agency, which she joined in 1986. She is a prolific writer and well known for a number of articles exploring crucial environmental issues from a cross-section of perspectives.

She is a science graduate and completed diploma in journalism from prestigious Indian Institute of Mass Communication. She also holds an advanced diploma in French from the Delhi University and Alliance Francaise.

### **Mr. Dinesh Agrawal** **Fellow Director**



Mr Dinesh Agrawal is General Manager (CSR) and Head of Corporate Social Responsibility (CSR) at power major NTPC in New Delhi, India.

Mr Agrawal is responsible for planning and implementation of CSR programs for NTPC stations across India with annual budget of Rs. 170 million. He is the man behind Corporate Social Responsibility “Community Development (CSR’ CD) policy of NTPC (July 2004) and setting up of NTPC Foundation as an independent Trust. He coordinates “Global Compact”, an initiative of UN and “Social Code” of India-Partnership-Forum, an initiative of Confederation of Indian Industry (CII) & UNDP. He is on the expert group of International Standard Organisation and national committee of Bureau of Indian Standard.

Mr Agrawal has framed policies and guidelines on Rehabilitation and Resettlement (R&R) and guided socio-economic surveys & impact assessments in consultation with concerned stakeholders. He conceptualized and implemented Public Information Centre (PIC) and Village Development Advisory Committees (VDAC) in 1994 in 20 stations and was instrumental in resolving conflict of resettlement in Singrauli region in consultation with Independent Monitoring Panel (IMP), the World Bank and PAPs.

Mr Agrawal holds a Bachelor of Technology degree in Mechanical Engineering from GB Pant University, Pantnagar and done a specialized course on “Hydropower and Environment” organised by International Centre for Hydropower in 2003 at Norway. He has authored extensively on environmental and resettlement issues and presented papers in many prestigious conferences.

Under his leadership, NTPC was bestowed the prestigious ICC-UNEP Award for Sustainable Development Partnerships in 2002, Platts Business week Award for best Community Development Program of the year 2002 & 2005 at USA, TERI’s CSR Award in 2002, Mother Teresa Corporate Citizenship Award 2007, and Golden Peacock global CSR award at Portugal.



## **Mr. Kapil Mohan, IAS** **Fellow Director**



Mr Kapil Mohan is presently working as Managing Director, Krishna Bhagya Jala Nigama Limited, Karnataka. He is responsible for two major schemes- Rajiv Gandhi Grameen Vidyutikaran Yojana which aims at providing universal access to electricity and Accelerated Power Development and Reforms Programme which aims at reducing aggregate technical and commercial losses of the power sector.

He was associated with Princeton University USA as McNamara Fellow and worked in areas of Public Policy and Science, technology and environmental policy. He has also worked with Union Minister of State for Shipping, Road Transport and Highways, Government of India. He has served Government of Karnataka in various capacities as Additional Commissioner of Bangalore City Corporation and Deputy Commissioner of Districts of Dharwad and Dakshina Kannada. He has also worked as Chief Executive Officer of Gulbarga district, in charge of rural development administration. Mr Kapil is a management graduate with vast work experience in public finance, project management and supervision of project and programmes. He has won the international St Andrews prize for environment in 2001. The MIT-SPURS program has awarded his paper the second prize in "Hidden Successes" an International competition on India's urbanization recently.

## **Mr Snehil Kumar** **Fellow Director**



Mr Snehil Kumar is a Total Quality Management Counsellor based in Jaipur, Rajasthan. He is an engineer with 10 years of experience as practicing manager in Tata Steel and 11 years of counselling with organizations as part of Confederation of Indian Industry and as an independent counsellor. He has counselled over 100 companies to steer them towards organizational excellence.

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

He is president of 'EKJUT', an NGO providing social health services in districts of Jharkhand and Orissa.



# LEAD INDIA FELLOWS

## Awards and Achievement

<b>1</b>	Dhir Jhingran	Joined as National Education Advisor at Ministry of Education, Government of Nepal, Kathmandu
<b>2</b>	Latha Krishna Rao	Has become Additional Chief Secretary to Government Food, Civil Supplies & Consumer Affairs, and Government of Karnataka
<b>3</b>	Satish B Agnihotri	Joined as Secretary Co-ordination, Cabinet Secretariat Rashtrapati Bhavan, New Delhi
<b>4</b>	Shailendra K Joshi	Has joined as Principal Secretary, MA & UD Department, to Government of Andhra Pradesh & Chairman, VUDA.
<b>5</b>	Rajeev Jorapur	Joined in Bajaj Auto Limited as Environmental Advisor, Aurangabad.
<b>6</b>	Seema Bahuguna	Promoted as Additional Secretary and Finance Advisor to the Ministry of Rural Development, GOI
<b>7</b>	Rajat C Sarmah	Promoted as Executive Director (Corporate Planning) at North Eastern Electric Power Corporation Ltd, Shillong
<b>8</b>	Dhananjai Mohan	Promoted as Chief Conservator of Forests, Wildlife, Uttarakhand
<b>9</b>	Saroj Dash	Joined as the Regional Technical Coordinator - Climate Change in Concern Worldwide, an international humanitarian organisation working in Africa, Asia and the Caribbean
<b>10</b>	Suhasini Ayder Guigan	Nominated as Jury of 7th Competitive CMS VATAVARAN 2013 - International Environment and Wildlife Film Festival and Forum
<b>11</b>	A Santhosh Mathew	Moved from Patna to New Delhi as Joint Secretary to Rural Development, Government of India

12	Prasanta Tripathy	Has been nominated for Mission Steering group (MSG), which is the apex body headed by the Union Health and Family Welfare Minister. Besides several eminent Public health professionals, MSG comprises of several ministers and secretaries to steer and guide the Mission. It is under National Health Mission: <a href="http://nrhm.gov.in/monitoring/mission-steering-group.html">http://nrhm.gov.in/monitoring/mission-steering-group.html</a>
13	Soham Pandya	Pandya's organization Centre of Science for Villages received an award entitled "Vasundhara Sanman" for its contribution in environmental friendly technologies.  Elevated as Executive Director of Centre of Science for Village, Wardha
14	Anoop Upadhyay	Joined as Chief Conservator of Forests (PPP), Department of Forests & Wildlife Preservation, Government of Punjab.
15	Ganesh Pangare	Joined as Regional Director, Asia- Pacific at International Water Association (IWA), Bangkok
16	Mona Dhamankar	Moved to Amsterdam as Advisor in their Sustainable Economic Development Division, Royal Tropical Institute in the Netherlands
17	Ajith Venniyoor	Joined as Press Secretary to Minister for Finance, Law and Housing, Government of Kerala
18	Thomas Chandy	Promoted as Principal Secretary, Human Resource Development, Government of Sikkim
19	Pushkin Phartiyal	His organization -CHEA have been awarded the Human Rights Prize of the French Republic for their work towards "Defense of socio-economic rights and sustainable development" – May 2013
20	Mamatha Gowda	Has been honoured with Sarvothama Seva award 2013-2014 from Government of Karnataka. This is the highest award given to an officer of the state government. The award was presented on January 26th 2014 by the Governor of Karnataka, His Excellency Hansraj Bharadwaj and the Chief Minister of Karnataka, Mr. Siddaramaiah in the presence of the Chief Secretary of Karnataka.

21	Pallava Bagla	TURNING THE FLOW –The article “ When development may also mean destruction” of Mr. Pallava Bagla, Fellow of Cohort 9, published recently for a three decade old pioneering investigation by Dr Ramachandra Guha in the Telegraph News paper From: The Telegraph, Dated: August 24, 2013
22	Kapil Mohan	Promoted as Principal Secretary, Water Resource Department, Government of Karnataka, Bangalore
23	Bharati Chaturvedi	<p>Her organization - Chintan won 1.5 cores in the Google Global Impact Challenge India Award! To garner support, LEAD India disseminated information across its members in various countries.</p> <p>Chintan has won another accolade this year too. Our announcement:</p> <p>"We are delighted and so very proud to announce that Chintan has received a Special Mention in The French Republic’s 2013 “Liberty, Equality, Fraternity” Human Rights Prize, presented by the Prime Minister of the French Government. The French Ambassador will present us the “Mention Speciale” medal and diplome on behalf of the French Republic at a ceremony at the end of March at the French Embassy in New Delhi".</p> <p>Three cheers to India's wastepickers, whose work we all benefit from and whom we should all thank every day. Chintan will accept this award on their behalf, and with some of their representatives</p>
24	Sandeep Dash	Moved to Planning commission of India as Director, Finance
25	Surya P Acharya	Has promoted as Director General, Department of Customs, Government of Nepal, Kathmandu.
26	Damandeep Singh	Joined as Director, CDP: Catalyzing business and Government Action in New Delhi
27	Trupti Jain	Joined as Honorary Director, Naireeta Service P Ltd, Ahmedabad

## LEAD India Fellows: Involvement in LEAD Activities

28	Latha Krishna Rao	Attended Regional Conclave Meeting at Bangalore
29	Deepshikha Deka	Member, Program Sub Committee
30	Anil Agnihotri	Lent support for Cohort 16 Recruitment
31	Dinesh Agrawal	Fellow Director of LEAD India Board Attended Regional Conclave Meeting at Bangalore
32	Rajat C Sarmah	Attended Regional Conclave Meeting at Guwahati
33	Rajiv Bhartari	Conducted work place assessment for Cohort 16 candidate
34	Aaradhana Kohli Kapur	Conducted work place assessment for Cohort 16 candidate
35	Mahesh K Patil	Attended Regional Conclave Meeting at Goa
36	Priti Joshi	Conducted work place assessment for Cohort 16 candidate
37	Saroj Dash	Conducted work place assessment for Cohort 16 candidate
38	Vimal Garg	Conducted work place assessment for Cohort 16 candidate
39	P Chakravarty	Lent support for Cohort 16 Recruitment
40	Soham Pandya	Conducted work place assessment for Cohort 16 candidate
41	Archana Godbole	Member of Program & Cohort 16 Recruitment sub committees Conducted work place assessment for Cohort 16 candidate
42	Mona Dhamankar	Participated The Sustainable Mountain Development Summit III at Kohima
43	Teji Bhogal	Participated LEAD India Business Development Meeting with President
44	Aanchal Kapur	Conducted work place assessment for Cohort 16 candidate
45	Amba Jamir	Member, Program Sub Committee Main facilitator of The Sustainable Mountain Development Summit III at Kohima
46	Asha Ramachandran	Treasurer of LEAD India Board Attended Regional Conclave Meeting at Guwahati Member of the Business Development & Communication sub committee
47	P K Paul	Conducted work place assessment for Cohort 16 candidate
48	Sunder Subramanian	Participated The Sustainable Mountain Development Summit III at Kohima
49	Richa Pant	Member of Business Development & Communication sub committee
50	Mamatha Gowda	Member of Business Development & Communication & Cohort 16 Recruitment sub committees



51	Pushkin Phartiyal	Conducted work place assessment for Cohort 16 candidate
52	Kapil Mohan	Fellow Director of LEAD India Board Attended Regional Conclave Meeting at Bangalore Participated LEAD India Business Development Meeting with President
53	Manisha Verma	Attended 10 <sup>th</sup> Annual General Meeting
54	Parag Rangnekar	Attended Regional Conclave Meeting at Goa Conducted work place assessment for Cohort 16 candidate
55	Sanjay Deshmukh	Participated The Sustainable Mountain Development Summit III at Kohima Attended Regional Conclave Meeting at Goa
56	N Muthu Velayudham	Attended 10 <sup>th</sup> Annual General Meeting
57	Varghese Theckanath	Attended 10 <sup>th</sup> Annual General Meeting Conducted work place assessment for Cohort 16 candidate
58	Aman Singh	Participated LEAD India Business Development Meeting with President Conducted work place assessment for Cohort 16 candidate Attended 10 <sup>th</sup> Annual General Meeting
59	Damandeep Singh	Conducted work place assessment for Cohort 16 candidate Attended 10 <sup>th</sup> Annual General Meeting
60	Glenn Kalavampara	Attended Regional Conclave Meeting at Goa
61	Harleen Kaur	Lent support for Module preparation for Capacity Building at IIT Kharagpur. Attended 10 <sup>th</sup> Annual General Meeting
62	Moninjinir Byapari	Engaged in Securing Livelihood Tribal in Orissa Project for External Evaluation the project Conducted work place assessment for Cohort 16 candidate

63	Trupti Jain	Conducted work place assessment for Cohort 16 candidate
64	Sudhir K Sinha	Member of Business Development & Communication Sub Committee
65	Anish Andheria	Attended Regional Conclave Meeting at Goa Member of Program & Cohort 16 Recruitment sub committee
66	Nila Pandian	Participated LEAD India Business Development Meeting with President
67	Niraj Bhatiker	Attended Regional Conclave Meeting at Goa
68	Samir Audi	Attended Regional Conclave Meeting at Goa
69	Snehil Kumar	Fellow Director of LEAD India Board Attended Regional Conclave Meeting at Goa Conducted work place assessment for Cohort 16 candidate Chair of the Program & Business Development & Communication sub committees
70	Sudip Mitra	Attended Regional Conclave Meeting at Guwahati Participated The Sustainable Mountain Development Summit III at Kohima
71	Jagdish R Desai	Attended Regional Conclave Meeting at Goa
72	Krishna V Kulkarni	Attended Regional Conclave Meeting at Goa
73	Seema Awasthi	Conducted work place assessment for Cohort 16 candidate Attended 10 <sup>th</sup> Annual General Meeting
74	Indrila Guha	Conducted work place assessment for Cohort 16 candidate
75	Mahesh Mahajan	Attended Regional Conclave Meeting at Goa





Inspiring Leadership for a Sustainable World

# ANNUAL REPORT 2013-2014

**LEAD INDIA**

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