

# IIRD NEWSLETTER



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## IIRD Newsletter: Volume 2, Issue 4



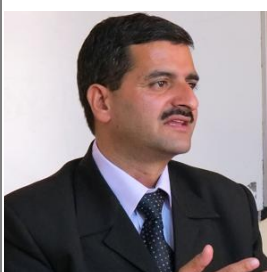
**Institute for Integrated Rural Development (IIRD)**

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## From the Editor's Desk ...



Believing in learning from past, living in present and planning for the future, what remains constant for us is the significance of "Quality"; the by-product of our urge for attaining excellence. For us it is the lamp that brightens the future. It is an outcome of high intention, sincere efforts, effective use of intellectual property and skilful execution of fundamentals.

Now we are at a crucial juncture in the organizational life having set our eyes on redefining the DEVELOPMENT. Success is guaranteed with our determination and commitment towards quality. However, our core belief remains the same that the BENEFICIARIES & SUPPORTERS are core of our thoughts & deeds and it's the quality that can only serve them the best. Tomorrow belongs to those who prepare for it today.

We strongly believe that the power of knowledge and information is vital and these are the most precious assets of an institution. They enable optimum decision-making, inspire innovation, increase responsiveness, reduce costs, improve performance and ultimately confer competitive edge. To build a knowledge enterprise we constantly encourage and provide opportunities to all our employees to unlearn and relearn to sharpen their innate capacities and remain perpetually relevant to the organization and the society. Learning is an endless mission across the group so that it is imbued with an innate capacity to continually reinvent itself to remain relevant to the different times.

Under its 10 Thematic Centres, IIRD plans to reach 100,000 families during 12th Five Year Plan period with the objective to bring people above the poverty line after creating opportunities and enabling them to make efforts for the same. We firmly believe that all human endeavours will always have scope for improvement. That is why 100-metre sprint record is regularly broken and Everest repeatedly scaled in lesser time. As an institution, we are perpetually restless to improve and innovate. To encourage innovation, we consciously practice out-of-the box or blue ocean thinking. We aim to attain the status where lateral thinking is all pervasive and automatic.

## IIRD Innovation

**Real-Time Data Generation and Management (RTDGM) – Will change the Strategic Planning System in India:** The present planning mechanism of State and Central Governments is based on stale informations and data which sometimes results in failure of the plans and projects during field execution in real sense. To reduce this problem and to ensure strategic planning and execution of different projects in all sectors of development in our country the planners require real-time data and information. The IIRD has Real-Time Data Generation and Management (RTDGM) tool for the end users. IIRD is implementing this tool in its interventions. IIRD has laboriously worked for making this innovation cost effective and easily adaptable. After brief analysis, IIRD has decided to make this innovation available for different concerned stakeholders on a single click of the button in our dedicated server.

This unique initiative is going to re-define the development of 21st century and IIRD is going to be the proud stakeholder in this transformation. The project has successfully been tested in Gram Panchayat Sholi, adopted by IIRD for Model Development under its Integrated Panchayat Development (IPD) initiative.



हम जानते हैं गाँव को बेहतर

### Vision

Contributing meaningfully towards rapid sustainable development of the people by gaining international standards and becoming a well-known, established and reliable destination for developmental solutions.

### Mission

The organisation seeks to work through research, capacity building, technical support and institutional networking in the national and global perspectives.

### Objectives for the 12<sup>th</sup> Plan Period

- ◆ To promote autonomous Skill Development University and Disaster Management Institute, preferably in the central and northern parts of the country.
- ◆ To convert 10 thematic centres into centres of excellence in their respective areas, along with making them into autonomous companies, as IIRD's subsidiaries.
- ◆ To develop a vast network of beneficiaries of 100,000 and promote the spirit of volunteerism and service to nation and humanity.
- ◆ To have a strength of 1,000 associates/experts contributors to IIRD initiatives.
- ◆ To establish effective and operational linkages internationally for the promotion of applied research and need-based interventions in areas of socio-economic development at least in 5 countries

# Staff Motivational Session

## ◆ Introspection and Staff Resource Management ◆

**Shimla (June 25, 2014):** In continuation of a regular practice of the staff motivational tool adopted in the organization, a staff motivational session was delivered by our honorable guest, Dr. P. Basak, Professor, Department of Civil Engineering, National Institute of Engineering (NIT), Jamshedpur. The session was on the theme "Introspection & Staff Resource Management". He explained that the introspection is the examination of one's own conscious thoughts and feelings. In psychology, the process of introspection relies exclusively on observation of one's mental state, while in a spiritual context it may refer to the examination of one's soul. Dr. Basak professed that introspection generally provides a privileged access to our own mental states, not mediated by other sources of knowledge, so that, individual experience of the mind is unique. He further stated that introspection can determine any number of mental states including: sensory, bodily, cognitive, emotional and so forth.

Under his session, he explained that the introspection, retrospection and reflection are the three main ammunition to cleanse and improve ourselves. He also told that while seeing others, see yourself and a true introspection would have made us understand how little we know about us.

He also laid stress on the use of self-realization towards growth of the organization. In this matter, he has left some questions on all the staff members. The questions were: How effective is one at the workplace?. What I need to have, to be a good, competitive, skilled, compassionate and effective human being?. He further professed that with self-realization there would be a better environment, space and scope for the individual growth within the organizational scenario to accomplish the individual as well as organizational goals.

The session was eye opening for all the staff members. The discourse ended with the commitment of the management to assimilate the concept in IIRD's HR Policy.



◆ **Dr. P. Basak, Professor**  
Department of Civil Engineering, National Institute of Engineering (NIT), Jamshedpur-delivering session on "**Introspection & Staff Resource Management**".

## Sanctioned/Approved Projects in June & July, 2014

SN	Title	Nature	Funding Agency	Existing status
1.	Entrepreneurship and Skill Development Programme in Food Processing (Two Batches)	Training Programme	National Institute for Entrepreneurship and Small Business Development (NIESBUD), Ministry of Micro Small and Medium Enterprises (MSME), GoI	Completed
2.	Entrepreneurship and Skill Development Programme in Housekeeping and Hospitality (Two Batches)	Training Programme	NIESBUD, MSME, GoI	On-going
3.	Training Programme on Strengthening Cooperative Initiatives of Cooperative Societies registered under HP MILKFED	Training Programme	HP State Cooperative Milk Producers' Federation Ltd. (HP MILKFED), Totu, Shimla, Himachal Pradesh	On-going
4.	Solar Street Electrification of proposed Model Panchayat Sholi - Phase 1	Developmental Project	Engineers India Limited (EIL) (A Navratna public-sector undertaking (PSU), GoI, Ministry of Petroleum & Natural Gas)	On-going

## Official 1st Entry (Griha Pravesh) in New IIRD Complex

**Shimla (June 20, 2014):** The auspicious Ceremony of Official 1st Entry (Griha Pravesh) in New Office Complex at Shanan–Shimla was celebrated on June 20, 2014. At the time of this precious moment Vastu shanti or Graha shanti pooja which involves the havan, was organized in New IIRD Complex. Mr. D.D. Sharma, BOD IIRD performed the *havan*. Prof. R.K. Gupta, Chairman IIRD and Ms. Shushma Sharma, BOD IIRD were the chief guests of the function. When the *pooja* ceremony was concluded, a feast was offered to all participants. On the occasion of this ceremony Professor R.K. Gupta enlightened the staff with his valuable remarks. He said that all the staff members are young and potential, so they must set some targets and objectives and work for bringing a remarkable change in the society and environment.



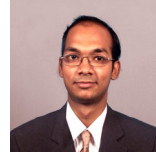
## Expansion of IIRD Family - New joining in Team IIRD

Recently, the IIRD family has grown after the recruitment of following new employees.



### Mr. S. Ramaswamy

He has Joined IIRD as Mission Head under the Mission for Model Development & Humane Engineering (MMDHE). He has a composite work experience of over two decades entirely in the Service Industry with a mix of Hospitality, Banking, Insurance, Logistics and Telecom. Under his role and responsibility in the organization he will look after the three different Centres working under MMDHE.



### Mr. Suresh Subbaiah

He joined IIRD team as Chief Programme Manager (CPM) under Centre for Technology & Innovation (CTI). He is a determined and focussed professional with expertise in social infrastructure projects with scope in mission development, project formulation & implementation, operations management, project monitoring and impact evaluation. He will look after the self-sustaining issues of CTI.

## Project Staff working under Uttar Pradesh Skill Development Programme (UPSDP)

Name	Post	Qualification
Mr. Deepak Shukla	Center Manager	MBA
Mr. Dhananjay	Office Care Taker	-
Mr. Dheeraj Kumar Tiwari	Soft Skill Trainer	PG IN Pol. Sci. and PGDCA
Mr. Ashutosh Kumar Srivastva	Technical Trainer	ITI (Electrical)
Mr. Jitendra Kumar Sonkar	Technical Trainer	B. Tech (ECE)
Ms. Shweta Gupta	Technical Trainer	B. Tech (Electronics)
Mr. Gufran Javed	Technical Trainer	Diploma in Electrical Eng.
Ms. Priti Kumari	Technical Trainer	Diploma Technical/Graduation Appearing.
Ms. Pratima Gupta	Counselor	ADCA/PGDCA

All the IIRD staff members warmly welcome the new members and wish for their long association with the Organization.

## Uttar Pradesh Skill Development Programme (UPSDP)

**Chandauli - Uttar Pradesh, June 2014:** A skill development programme was initiated in Chandauli, Kasganj and Ghaziabad districts including at Tehsil Modinagar of Uttar Pradesh on 'Renewable Energy: Solar Electric System Installer & Service Provider (RNE 701) and Soft Skills for Base Line Staff in Service Sector'.

The programme is sponsored by Uttar Pradesh Skill Development Mission (UPSDM), Department of Vocational Education and Skill Development, Govt. of Uttar Pradesh and the IIRD is participating as a Private Training Partner (PTP). For implementing the programme the State of Uttar Pradesh aims to skill over 4 million youth by the end of the 12th Five Year Plan.

Till date, the Chandauli Centre was setup as per the guidelines laid down by UPSDM. It was inspected and approved by the officials from District Programme Management Unit (DPMU), Chandauli. IIRD got registered as Vocational Training Provider Registration (VTP) at Skill Development Initiative (SDI) portal, to run and form the SDI batches, as the sector and course opted by IIRD. Now, batches have been formed and trial sessions are going on in Chandauli Centre. We have registered 6 batches (20 candidates/batch) on the SDI Portal of UPSDM. The enrollment process of the candidates is continuing.

The counseling is continuously going on for the enrollment of the trainees. Furthermore, IIRD has planned to open few more Centers to speed up the enrolment process of the trainees and to achieve targets of the programme.

### Official Inauguration of 1st Centre of UPSDP

UPSDP Chandauli Centre (1st Centre) was inaugurated by Dr. L.C. Sharma, Director, IIRD in the presence of honourable guests, Mr. Doodhnath Yadav, retired Civil Engineer, and Mr. S.N. Yadav retired Officer Mandi Parishad. In the ceremony, Mr. S.N. Yadav has shared his experiences and expressed thanks to Director IIRD for starting the Training Centre in Chandauli. Around 200 participants, which also includes interested candidates of the programmes, were also present in the ceremony.



## Integrated Panchayat Development (IPD) Sholi

The IIRD's Sub-mission-Sholi is focused on the IPD of a Panchayat- Sholi of Shimla District, Himachal Pradesh. The following interventions were executed under the same:

### Community Mobilization

For the realization of Integrated Panchayat Development Model of IIRD in Sholi Panchayat, it was important to make the community well aware about the vision, mission and objectives of the model. A mass movement was organized in Sholi Panchayat to mobilize the whole community to generate their interest to participate in the execution of different developmental interventions.

### Solar Electrification

Eco-friendly solar light powered streets cum habitat light facility initiated by IIRD is in the process of installation in different parts of Sholi Panchayat. The points of installation are decided by GPS mapping facility. IIRD plans to install total 500 lights in the Panchayat. Till date 50 lights have successfully been installed and 50 made ready to install in the field.

### Mushroom Cultivation

The Oyster Mushroom farming facility initiated by IIRD in Sholi Gram Panchayat is getting more popular as several households showed interest to facilitate it in their respective houses. The initial farm site is now having 212 bags of mushroom which is now in harvesting stage. Till date under all plucking total 50 kg of mushroom has been procured and sold to villagers.

## Animal Rearing and Women Related to Dairy

6,470 milk producers got training / Sponsor: HP MILKFED

**IIRD HQ-Shimla:** IIRD successfully executed a training programme on 'Animal rearing and women related to dairy'. The training programme was sponsored by Himachal Pradesh State Co-operative Milk Producers' Federation Ltd. (HP MILKFED), Tuto - Shimla, Govt. of Himachal Pradesh under Rashtriya Krishi Vikas Yojana (RKVY) functioning under National Mission for Protein Supplements (NMPS) of Department of Agriculture & Cooperation, Ministry of Agriculture, GOI. The objective of the programme was to make aware and

well trained the mountainous people for getting more milk from their milch animals to make them self reliant. During the programme technical strategies on animal rearing were discussed in detail along with the discussion on role of women in cooperativeness and challenges & problems concerned to milk production sector. Under this programme, IIRD has executed 75 training programmes for 6,470 milk producers of three districts in Himachal Pradesh between February to July, 2014.



### Glimpses of the Training Programme

SL	District	Venues (Nos.)	Organised One day Prog. (in month(s))	Participants
1.	Shimla	8	May to Jun 2014	898
2.	Kullu	28	Feb to Jul 2014	5,089
3.	Kangra	3	Jul 2014	483

# Capacity Building Training Programme

## Integrated Watershed Development (IWD)

**IIRD HQ, Shimla, June 2014 : 28** Panchayat Representatives from the Development Block Banjar of District Kullu participated in 3 days' Capacity Building Training Programme on Integrated Watershed Development. A detailed discussion on Integrated Watershed Management Programme (IWMP) was held in the programme. The participants interestingly participated in this discussion and raised their issues concerning them.

On the demand of the participants a detailed lecture on financial management was also organised. Some success stories on IWMP

were also discussed in the training programme.

A detailed discussion on the people participation in IWMP was also held in the programme. Some

technical exercises on IWMP were also given to the participants to make the training programme more interactive and participatory.



## Internship Programme (IP) for Students



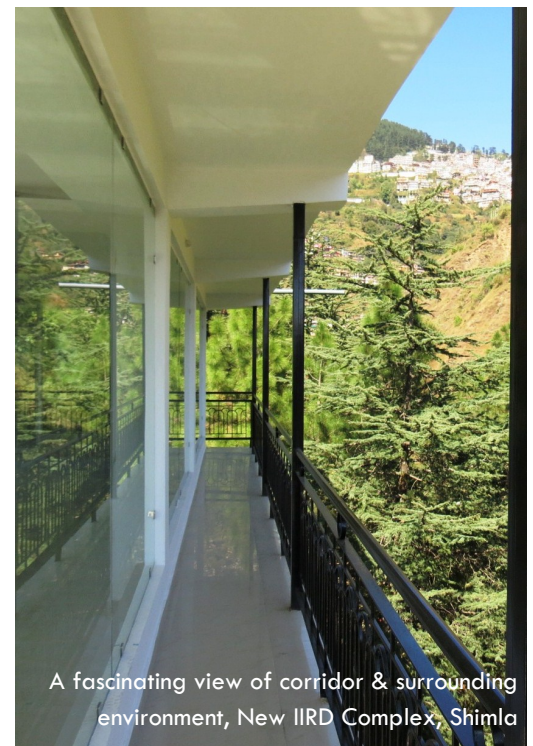
Anusha Matam



Swarna Dutt

**IIRD HQ:** Under the Internship Programme of IIRD, students from different universities, institutions and organisations gone through excellent studies in different fields of rural development. Under the Internship Programme interns from School of Planning and Architecture (SoP&A), Bhopal completed their

dissertation works under the auspicious guidance of senior faculty of IIRD. Working in IIRD provides the trainees with the opportunity of understanding the working system in rural areas. Among the two students namely Ms. Anusha Matam and Ms. Swarna Dutt were from SoP&A. IIRD has provided an experience of excellent field work along with the organized working environment for both interns.



A fascinating view of corridor & surrounding environment, New IIRD Complex, Shimla



## Memorable and Refreshing Visit to Hatu Peak

**June 28, 2014, Narkanda:** All the staff members of IIRD, Honorable Chairman IIRD, Director IIRD, members of Executive Committee of IPD along with our honorable guest, Dr. P. Basak, Professor, Department of Civil Engineering, National Institute of Engineering (NIT), Jamshedpur visited the Hatu Peak. The Peak is a popular destination among the nature and adventure lovers.

Hatu Peak named after Hatu Mata is about 85 km from State capital Shimla and situated at an elevation of 3400 m amsl. All the staff members visited the Hatu Mata temple, worshiped Mata Hatu and got blessings. They also enjoyed the sightseeing and captured the memories on cameras. A compensatory lunch was also enjoyed by all.



## Employee of the Year Award 2013-14



**June 28, 2014, Hatu (Shimla):** As per the Employee Appreciation Policy of the organization Ms. Leela

Chauhan, Caretaker was honored with the "Employee of the Year Award 2013-14". She was honored with this award for her 10 years devotion and memorable hard work with sincerity and accountability for the Organisation.

The award was presented by the Chief Guest Dr. P. Basak, Professor, Department of Civil Engineering, IIT Jamshedpur. An appreciation amount of Rs. 1.10 lakh was also presented by Prof. R.K. Gupta, Chairman of the Organisation.



## Open Invitation to "Workaholic" and "Mad for Cause" People

Are you willing to do something remarkable before saying Good-Bye to this world? If you feel like, and if you have learned to work for a cause, and if you need a platform to convert all your miraculous ideas into reality, then please come and join us. Don't discuss on the TORs as the competent persons can create TORs for themselves at their own. Don't negotiate on perks as the perks will follow the people working for a cause. All remarkable achievements have been made in the world by the MAD people only. The opportunity is just at the distance of a call. Contact: Mr. Saroj K. Das, Co-Director; [saroj@iirdshimla.org](mailto:saroj@iirdshimla.org); +91 9459543117.

### "LIFE AT IIRD"



It was respectable opportunity for me to prove my expertise into reality in the field of Enterprise Resource Planning (ERP) . Thanks to IIRD Management for giving me opportunity ....  
*Vijay Kumar Soni, ERP Coordinator.*



IIRD has provided me a great learning opportunity in the field of Rural Development. I am ineffably indebted to Dr. L.C. Sharma, MD for providing me a chance to work with IIRD.....  
*Anusha Matam, Internship Trainee from School of Planning & Architecture, Bhopal.*



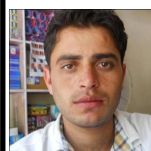
IIRD is an organisation providing exceptionally extraordinary opportunities and freedom to grow and touch new heights in the carrier of every employee .....  
*Gyar Singh, Project Co-ordinator*



I had joined IIRD with a vision to make it financially self-sustainable. To realize this vision I dream, think and love for IIRD day and night ....  
*Saroj K. Das, Co-Director*



The IPD is a unique initiative of IIRD to make a panchayat tiny republic in all sphere of development. I really feel honoured to work for such a cause.....  
*Swarna Dutt, Internship Trainee from School of Planning & Architecture, Bhopal*



It was an surprisingly impressive and worthless opportunity to be part of IIRD family. I will prove myself to be an asset for IIRD .....  
*Prakash Joshi, Training Assistant.*



My hard work and the opportunities provided by IIRD, I was selected and rewarded with the award of Best Employee of the Year. All credit will go to Dr. L.C. Sharma who has guided me immensely on every step .....  
*Leela Devi, Caretaker*

**IIRD Chapters:** NATIONAL CHAPTERS: Delhi/Bengaluru/Chennai/Guwahati/Ahmedabad/Bhopal/Kolkata/Jamshedpur/Bhubaneswar  
INTERNATIONAL CHAPTERS: Nigeria

#### IIRD Missions

Mission For Environment Protection and Ecofriendly Livelihood

Mission For Livelihood Promotion

Mission For Participatory Governance and Public Welfare

Mission For Model Development and Humane

#### IIRD Centres/Sub-Missions

Centre for Natural Resource Management (CNRM), Centre for Environment & Climate Change (CECC), Centre for Livelihood & Micro-Finance (CLMF)

Centre for Career Studies (CCS), Centre for Tourism Promotion (CTP), Centre

Centre for Urban Governance (CUG), Centre for Local Self Governance (CLSG), Centre for Disaster Management (CDM)

Centre for Technology & Innovation (CTI), Sub-Mission: IDP, Sub-Mission: IPD

#### EDITORIAL BOARD

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