



**LEAD
INDIA**

ANNUAL REPORT 2010-11

Inspiring Leadership for a Sustainable World

ABOUT LEAD

Leadership for **E**nvironment **A**nd **D**evelopment (LEAD) founded in 1991, is the world's largest international not-for-profit organization focused on leadership and sustainable development. We are an International network of leaders, professionals and practitioners, who are all committed to sustainable development. The head office of LEAD is in London and we have this programme running in:

- Anglophone West Africa
- Brazil
- Canada
- China
- Commonwealth of Independent States
- Frankophone Africa
- **India**
- Indonesia
- Japan
- Mexico
- Pakistan
- Southern & Eastern Africa
- USA
- UK

LEAD India is an independent organization established by the LEAD India Fellows themselves and is registered under the Societies Registration Act. We at LEAD India believe that in order to build a sustainable world, we need to build bridges between people, profession and countries. Since 1991, when the LEAD Programme first came to India, we have successfully trained 156 mid career professionals, drawn from Government, Non Government, Media, Academia and Industry sectors. We are proud of our diverse and successful network of LEADers.

GOVERNANCE

During 2010, LEAD India had three Board Meetings on 20th February, 14th July and 20th of December and One Finance Committee Meetings on 17th February.

The LEAD India Board always comprises of 4 Fellows and four other Non Fellow, persons of repute, as Directors. The Executive Director of LEAD India acts as the Secretary to the Board.

At the start of the year in January 2010, our Board comprised of:

SL	NAME	STATUS	POSITION
1	Nitin Desai	Non Fellow	President
2	Sushil Ramola	Non Fellow	Vice President
3	-----	Non Fellow	Director
4	-----	Non Fellow	Director
5	Krishnendu Bose	Fellow of Cohort 3	Treasurer
6	Sujatha Byravan	Fellow of Cohort 4	Director
7	Raj Kumar Verma	Fellow of Cohort 6	Director
8	Abey George	Fellow of Cohort 8	Director

In April, President Nitin Desai stepped down and in October due to his ill health reason, Raj Verma stepped down and his place was filled up by Pushkin Phartiyal, Fellow of Cohort 9. Our Board then came down to:

SL	NAME	STATUS	POSITION
1	-----	Non Fellow	President
2	Sushil Ramola	Non Fellow	Vice President
3	-----	Non Fellow	Director
4	-----	Non Fellow	Director
5	Krishnendu Bose	Fellow of Cohort 3	Treasurer
6	Sujatha Byravan	Fellow of Cohort 4	Director
7	Abey George	Fellow of Cohort 8	Director
8	Pushkin Phartiyal	Fellow of Cohort 9	Director

Our Finance Committee is also represented by four LEAD India Fellows at all times. At the start of the year in January, we had on this Committee:

NO	NAME	COHORT	POSITION
1	Krishnendu Bose	3	Treasurer
2	Tejinder Singh Bhogal	7	Member
3	Bharati Chaturvedi	11	Member
4	Sandip Dash	11	Member
5	Pragya D Varma	7	Executive Director
6	Satish Kumar	Non Fellow	Finance Officer
7	B G Menon	Non Fellow	Assistant Director

The LEAD India Secretariat Staff position at the start of the year was as follows:

NO	NAME	POSITION	AREA	CONTACT
1	Pragya D Verma	Executive Director	Organisational Head	pragya@leadindia.org
2	B G Menon	Assistant Director	Communication, Finance & Administration.	bg@leadindia.org
3	Nagarajan M	Manager LEADnet	Networking, LEADnet	nagrajan@leadindia.org
4	Satish Kumar	Finance Officer	Accounts	satish@leadindia.org
5	Bhawana Luthra	Manager Training	Program Training	bhawana@leadindia.org
6	Tara Mann	Program Coordinator	Project BHC	tara@leadindia.org
7	Vijai P Singh	Program Manager	Project BHC & Big Lottery	vijai@leadindia.org
8	Rahul Singh	Program Coordinator	Project Big Lottery	rahul@leadindia.org
9	Jagdish Prasad	Program Assistant	Front Office	jagdish@leadindia.org
10	Kishan Raj	Pantry Staff	Support Staff	-----

End of January '10, Tara moved out of LEAD India as she realized that her interest was in Animal Rights.

At the start of February '10, Rahul also left LEAD India to persue higher studies.

April end, after Pragya's term came to an end, she chose to move on to other more challenging work areas and so chose not to renew her contract and quit her post in LEAD India.

The Secretariat strength came down to :

NO	NAME	POSITION	AREA	CONTACT
1	B G Menon	Assistant Director	Communication, Finance & Administration.	bg@leadindia.org
2	Nagarajan M	Manager LEADnet	Networking, LEADnet	nagrajan@leadindia.org
3	Satish Kumar	Finance Officer	Accounts	satish@leadindia.org
4	Bhawana Luthra	Manager Training	Program Training	bhawana@leadindia.org
5	Vijai P Singh	Program Manager	Project BHC & Big Lottery	vijai@leadindia.org
6	Jagdish Prasad	Program Assistant	Front Office	jagdish@leadindia.org
7	Kishan Raj	Pantry Staff	Support Staff	

This position remained the same till 31st of October '10

Our New Executive Director Mukul Sharma joined on 1st November 2010.

At the end of the year, in December 2010, the Secretariat position looked like :

NO	NAME	POSITION	AREA	CONTACT
1	Mukul Sharma	Executive Director	Organizational Head	mukul@leadindia.org
2	B G Menon	Assistant Director	Communication, Finance & Administration.	bg@leadindia.org
3	Nagarajan M	Manager LEADnet	Networking, LEADnet	nagrajan@leadindia.org
4	Satish Kumar	Finance Officer	Accounts	satish@leadindia.org
5	Bhawana Luthra	Manager Training	Program Training	bhawana@leadindia.org
6	Vijai P Singh	Program Manager	Project BHC & Big Lottery	vijai@leadindia.org
7	Jagdish Prasad	Program Assistant	Front Office	jagdish@leadindia.org
8	Kishan Raj	Pantry Staff	Support Staff	

CAPACITY DEVELOPMENT ACTIVITIES

A] Training

COHORT 14

The first NTS for the seven Associates of Cohort 14 had been lined up to take place during April '10, at Madurai and Pondichery. Extensive preparations had been completed identifying the resource persons and upscaling and fine tuning the training modules. Suhasini, Fellow of Cohort 5, working at Auroville had readily agreed to be involved as a resource person and facilitator.

Unfortunately at this stage, two of the Associates expressed their inability to attend due to having to be out of their Headquarters due to unavoidable circumstances. With two out of seven not being able to attend, it was not advisable to take just 5

Associates and proceed and so this session had to be cancelled and postponed for a future date.

The Associates were then not available due to prior commitments and other official responsibilities. Finally we were able to get dates from them for an NTS during September 2010. Since the ITS dates had already been circulated to be 1st to 6th September, we had to select dates after that namely 10th to 19th of September.



This time to give the Associates a more challenging exposure, it was decided to hold the NTS at Ladakh. With the help of a thorough reconnaissance visit, partner organizations, facilitators, resource, venue, the training plan and schedule etc could all be lined up and put into place.

During August, Ladakh was hit by a flash flood causing extensive damage to lives and properties. We were informed by our partner organization of Ladakh that the situation was not conducive to hold a session there in September and that it would take at least 3 to 4 months for situations to slowly slip back to normal. LEAD India by now was grappling with its own internal organizational crisis of having to manage without an Executive Director and full out efforts had to be put in by all to get out of this situation at the earliest while also keeping things running. Hence it was decided to hold the NTS in early 2011.

COHORT 15

We started our recruitment for Cohort 15, during January 2010. Advertisements were released in selected journals and development websites. Applications were put up for ready downloading on our website Information was also widely circulated within our

Fellows Network. Fliers, Brochures and leaflets were widely circulated. Specific letters were sent out to select organizations seeking candidates and sponsorships.

The last date for receiving completed applications was fixed for April end. The applications were screened and tabulated for the selection committee in May. Fellows were identified for work place assessments based on which 25 made it to the final interview. The Selection Committee found that 11 candidates qualified. Terms of Reference were chalked and sent out to the qualified candidates inviting them to join. 10 Candidates have joined to form Cohort 15. Currently the Financial aspects are being taken care of and the group awaits their first session.

B) LEAD-Like training offered to others

TRAINING ON CLIMATE CHANGE & ADAPTATION

Given the urgent need of the climate change challenges LEAD India is trying to reach a wider audience and create an increasing number of leaders in this domain through projects and training programs on climate change.

LEAD India has facilitated a workshop on “Climate Change and its Adaptation” at Patna, Bihar in September 2010 in association with Lutheran World Relief, an International organisation to sensitise and orient their staff and partner NGOs on basic issues of climate change in a very "demystified" manner to think and plan adaptation within their existing projects/programs. Different aspects of climate change were covered during workshop sessions through technical presentation, Group exercise and documentaries on climate change evidences. Workshop was attended by 20 participants from partner NGO like PRADAN, CASA, IDFF and GVT working with Lutheran World Relief. Participants gained knowledge, leadership skills, and self-awareness to enhance their capacity as change-makers. They also learnt from and be inspired by each other, sharing their experiences, and identifying future opportunities for collaboration. How can society adapt to the impacts of climate change? What innovations are required to develop new technologies, policies and approaches, and to scale-up existing solutions? How can countries and sectors better work together to use growing interdependence as a basis for collective action? What lessons can be learned from other countries? Some of these questions also appeared prominently.



THE STANDARD CHARTERED TRAINING PROGRAM

LEAD International and LEAD India jointly organized a leadership and sustainability program for Standard Chartered (SC) in India. The program was built around a field based challenge that would present Corporate Social Responsibility: Leadership and Sustainability with the opportunity to learn about sustainable development at first-hand, and understand the way that communities in a developing country respond to these challenges. Agatti, a small coral island of the Lakshadweep archipelago in the Arabian sea, was selected as the program site. LEAD has many years experience in designing and delivering this type of experiential learning and this program was based on a proven model developed to meet the expectations of high performing individuals. The program being highly replicable had been already successfully tested and delivered in numerous locations worldwide.



Sustainability was embedded at the core of the program so that the experience of the field based challenge was carried through into coaching that follows in order to enable participants to continue to further the SC sustainability agenda following their return to day-to-day working environment. Within the broad program framework that was presented, LEAD worked closely with SC to co-create specific elements and ‘touch-points’ so that core issues were considered and reflected within planning and activities.

At the end of the program, the team outlined their recommendations and proposed actions to address the challenges in the region. The recommendations reflected how well the team understood the critical challenges being faced by the community . It also identified the key objectives, activities and outcomes that could enable the community to achieve progress towards their development goals. The team used their collective skills and competencies to make practical recommendations in terms of project design and management, business development and financial planning.

OTHER LEAD PROGRAMS UNDERTAKEN DURING THE YEAR

BUILDING SUSTAINABLE LIVELIHOOD FOR CLIMATE CHANGE

On January 30th and 31st, LEAD India had a meeting with Suzlon Foundation in Pune about “Building Sustainable Livelihood for Climate Change”. This meeting was represented by LEAD India Fellows namely –



Pragya D Varma , Archana Godbole, Bibhudatta Sahu and Ashok Tanurkar. In addition Vijai Pratap Singh from the Secretariat also attended. This meeting was also represented by various Suzlon Senior Officers. The gist of this meeting can be summarized as:

- Introductory brainstorming to define the scope of collaborative work on Climate change and livelihoods security of vulnerable sections.
- Organizational work, strategies, programs and outreach.
- Potential partners, their strengths and resources.
- Defining scope of the collaborative project - To minimize impacts of climate change on vulnerable sections of the society.
- To understand how various stakeholders perceive changing climates and impacts on their lives
- To strengthen effective coping mechanisms of vulnerable communities in selected areas
- To pilot test and transfer appropriate technologies for optimizing resource use (sun, soil, wind, water, land and biodiversity) for enhancing food, energy and livelihood security.
- To generate, disseminate feed learning in policy reforms.

SPECIAL OPPORTUNITY & INVESTMENT FUND 2009

The final report for the SOIF 2009 fund was prepared, up loaded on our website and then forwarded to LEAD International.

SPECIAL OPPORTUNITY & INVESTMENT FUND 2010 to 2012

LEAD International had informed us that this time they were accepting a three years proposal from Program Countries for SOIF 2010 to 2012.

We worked on this proposal and finalizing it submitted it to LEAD International.

BUILDING SUSTAINABLE LIVELIHOODS ON THE TSUNAMI AFFECTED GREAT NICOBAR ISLAND

A National Workshop on “Coconut Based Farming System” was held from 10th-12th Feb 2010 organised by the High Value Agriculture Development Agency – Directorate of Agriculture, Port Blair. Four members of the project’s farmers’ group along with the project’s field coordinator attended and presented a paper entitled “Post-tsunami Agricultural livelihoods in the Great Nicobar Islands – A status paper”. This presentation raised the awareness of the Administration, Government Departments and Scientists on project interventions focusing on improving livelihoods activities on Great Nicobar.

Training on scientific poultry and duckery production was organised with the help of the Animal Husbandry Department of Great Nicobar. The workshop primarily focussed on the economics of poultry as a profitable business, to improve the livelihood of farmers. Training was attended by 30 group members from six different villages. The Department of Animal Husbandry set up a hatchery unit and 25 women from the target groups now avail chicks everyweek.



To promote Vermi-composting and to develop better quality earthworms, an experiment to multiply the worms was undertaken. For this purpose, special variety of earthworms were brought from Central Agricultural Research Institute (CARI), Port Blair. Three farmers from the project’s farmers group were given responsibility for the worm multiplication process and a vermi-compost demonstration unit has now been constructed.

Since the Andaman & Nicobar Administration is promoting Great Nicobar as a chemical free island, the project is promoting and propagating the use of a bio-pesticide. An expert from the Agrarian Development Institute for Sustenance Improved Livelihood (ADISIL), trained 20 farmers to use locally available resources such as cow dung, cow urine, jaggery (unrefined sugar), fruitwaste, fishwaste, yogurt, neem leaves and glyricida leaves for preparing bio pesticides, growth promoters, yeald promoters and micronutrients. The farmers can therefore prepare their own bio-pesticides at a lower cost. This also reduced their dependence on external inputs, such as chemical pesticides, which were being imported from the mainland and incurred an import costs. To date four farmers have initiated the process in their respective farmlands.

Training was given to the farmers on appropriate techniques such as raised beds for vegetable cultivation that would best suit the climatic condition at Campbell Bay because the rainy season in Great Nicobar extends up to 9 months. Using this technique farmers can avoid water logging condition in vegetable crops. Each bed is filled with organic waste that acts as manure which supports better growth and higher yields. The benefit of using this technique for vegetable cultivation was explained and prepration of the bed was practically demonstrated to the farmers. 15 farmers have benefited from this training.

A new technique of paddy cultivation, called System of Rice Intensification (SRI). Was taught to the farmers. SRI paddy cultivation requires less water, less expenditure and gives higher yields. The technique was explained by the project team to the 5 farmers who were undertaking paddy cultivation. One experimental plot has been developed in the field of one farmer to show the difference between traditional techniques and SRI.

Five coconut nurseries were established with 1,500 seed nuts in three villages, in order to provide better quality of coconut seedlings to the farmers and promote coconut replantation. These saplings, when grown, will be distributed to 80 farmers to revive the plantation area that was lost during the Tsunami.

A detailed feasibility study for coconut and Arecanut based products has been conducted. On the basis of the recommendations of the feasibility study other value-adding activities are being planned for implementation in future.



An Annual Review Meeting, was held from 21st to 25th March 2010, at Port Blair to review how well the project was progressing towards achieving its Outcomes considering: Relevance of the overall project goals, Feasibility of project outcomes and validity of the project design. It was attended by the project team from Nicobar, CCD, LEAD International and LEAD India in the presence of an external facilitator from UK appointed by LEAD International. During the review meeting in Port Blair, all aspects of the program plan and budget were discussed in depth. Actual procedures, outcomes, events and results were compared with those recorded in the Big Lottery Fund application, the business plan, and other records and reports. Based on the experience over the first year, it was possible to compare original intentions with actualities and undertake a revision of the second year plan. Working methods were established for the remaining two years. Program managers and staff based in the UK, Delhi, Madurai and Campbell Bay reviewed the whole program.

H S B C FILM



LEAD India received an assignment directly from HSBC London, for doing a video coverage capturing the stakeholders at the 4 sites used by them during the HSBC Event, namely – Goa, Madurai, Pune and Bandavgarh. HSBC wanted that we capture feedbacks from stakeholders from these four field sites, giving the usefulness of the recommendations made by the Team during their visit.

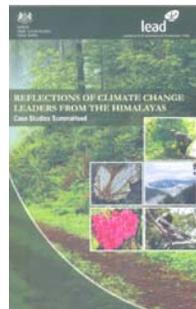
HSBC intended to film this video during the closing event of their Next Generation Program.

LEAD India successfully completed this assignment and delivered the tapes as required with the transcriptions in English, well within the given short time. HSBC

found the coverage and the transcriptions very good and were highly appreciative of our efforts.

REFLECTIONS OF CLIMATE CHANGE – 54 CASE STUDIES

The British High Commission requested LEAD India to classify the 54 case studies developed during the Climate Change Leader’s Program into 3 groups, format it and to send it to them in a PDF version. They requested that we similarly classify the abridged version of these 54 case studies and send it to them for their further use.



The three groups specified were:

- 1) Energy & Food Security
- 2) NRM & Biodiversity
- 3) Livelihoods & Peoples Perceptions

We were able to complete this work within the specified period and submitted it to the British High Commission.

The same has also been uploaded onto our website.

Funds Generated During The Year 2010 :

Funds Generated from 1st January'2010 to 31 December'2010	
Particulars	Amount in INR
Big lottery Project	4,072,192.77
SOIF GRANT	1,318,036.64
HSBC project- video clips	462,601.17
Standard Chartered event	3,255,608.08
Global Compact Society	405,940.00
Climate Change Leaders Program	2,690,084.00
Other Income	1,093,430.68
Interest Income	1,801,355.00
TOTAL Rs.	15,099,248.34

LEADnet / INFORMATION TECHNOLOGY

Our all server is constantly under protection of virus and malware attacks. Our servers are in two different places for circulation of mails and hosting of website. In addition, we took over full control of both the web as well as the mail server administration. We have managed to clean up the entire mail server to keep the network free from virus, malware, junk and spams to circulate all mails for smooth communication. We are also closely monitoring the web server from time to time.

The bounce back mails from all India e mail list of Fellows was taken up on a war footing during this year. All the Fellows were informed through circulars to confirm their latest email address and also use the ISP's which gave 1 GB back up along with other facilities like discussion forum, built in spams filtering mechanism which would be compatible to their systems from time to time.

Kaspersky Internet Security virus vaccine were installed in all the work stations to protect the entire PC's from latest and frequent spams, junk and virus attack, and this would automatically updated itself, keeping the PC virus free.

Fellows are always being requested to inform the Secretariat whenever and wherever they change their email address and contact office address so that we can continue to update our list.



This year also 98% of the Fellows are connected to our network and only 2% of the Fellows are out of the loop for various reasons.

During the year, we have changed our website and we have linked our LEAD India fellows to LEAD International site to enable a unique data base to avoid duplication. We also updated and changed photographs of most of LEAD India Fellows. We have been updating fellow's bio sketches as and when we received the request.

In the LEAD India Secretariat, Windows XP, Windows Vista, and Office 2003 are the main platform being used. The Server Operating System Platform is Windows Server 2003, SQL Server Database, Active Server Pages, Macromedia Dreamweaver, ASP.NET, Microsoft Front Page Extensions and Windows FTP.

The Secretariat has got 2 broad band WiFi connections and 4 data cards which enables the consultants and staff on official tour to have 24 hours internet connectivity.

FELLOWS ACHIEVEMENTS

LEAD India, is an organization that has been formed by the Fellows and is being run by the Fellows. We have been always having on the LEAD India Board, 4 Fellows as Directors who have always been sincerely devoting time to attend the 4 Board Meetings in a year and also the Annual General Meeting. The Fellow Board Directors have always been involved with the Cohort trainings and other short term trainings, giving their full

support and guidance at all times. Various Sub Committees set up from time to time like the Finance Committee, the Associate Selection Committee, The Work Place Analysis Committee, The Training Committee etc all have LEAD India Fellows actively participating and jointly contributing . Our Project proposals being developed gets fine tuned by a Fellow who is an expert in that field. Any call from LEAD International for Fellows involvement has seen full cooperation from the Fellows of LEAD India who have participated in maximum strength. Our endeavor has always been to utilize the expertise of our Fellows whenever and wherever possible and thus involve them as far as possible in the running of the Program.

A table of the LEAD India Fellow’s Achievements reported during the year, can be seen at **ANNEX - 1**

STATISTICS

a) Associates/Fellows/Gender

	C 1	C 2	C 3	C 4	C 5	C 6	C 7	C 8	C 9	C 10	C 11	C 12	C 13	C 14	Total
Associates/ Fellows	12	12	8	8	13	15	14	15	14	9	16	10	10	7	163
Graduated	12	12	8	8	13	15	14	15	14	9	16	10	10	--	156
Males	9	7	6	5	8	11	8	10	10	6	11	6	6	6	109
Females	3	5	2	3	5	4	6	5	4	3	5	4	4	1	54

b) Sectoral Representation

Cohort No	NGO	Government	Industry	Academia	Media	Total
1	--	6	6	--	--	12
2	--	4	5	1	2	12
3	2	1	3	1	1	8
4	3	2	--	3	--	8
5	7	1	3	1	1	13
6	6	6	1	2	-	15
7	8	2	1	2	1	14
8	7	3	3	--	2	15
9	6	3	2	2	1	14
10	3	1	2	1	2	9
11	10	4	1	1	-	16
12	5	2	1	1	1	10
13	6	1	1	--	2	10
14	3	--	4	--	--	7
Total	57	35	28	15	11	163

c) Geographical Representation

Cohort No	North	South	East	West	Total
1	5	1	4	2	12
2	5	2	-	5	12
3	4	--	2	2	8
4	3	2	--	3	8
5	5	3	1	4	13
6	6	3	1	5	15
7	6	2	2	4	14
8	5	3	4	3	15
9	5	3	1	5	14
10	3	2	2	2	9
11	8	4	1	3	13
12	5	--	1	4	10
13	2	1	2	5	10
14	3	2	--	2	7
Total	62	26	21	47	163

FINANCE

The Income & Expenditure Account for the year 2010

LEAD India, 66, First Floor, Hemkunt Colony, Near Nehru Place, New Delhi - 110048		
INCOME & EXPENDITURE ACCOUNT FOR THE PERIOD 01.01.2010 TO 31.12.2010		
SCHEDULE	AMOUNT (RS)	AMOUNT (RS)
<u>I. INCOME</u>		
a>Grant in Aid	[06]	12,395,914.34
b>Interest Received		1,801,355.00
c>Other Incomes		901,979.00
		15,099,248.34
<u>II. EXPENDITURE</u>		
a>Project Expenses	[07]	11,798,348.00
b>Communications, Networking & Marketing	[08]	326,927.00
c>Co-Ordinating & Fund Raising	[09]	297,944.00
d>Lead Net	[10]	271,646.00
e>management & Governance	[11]	313,749.00
f>Administrative Expenses	[12]	1,084,041.65
		14,092,655.65
III. EXCESS OF INCOME OVER EXPENDITURE TRANSFERRED TO GENERAL FUND	[I - II]	1,006,592.69

Date : 01.02.2010

Place : New Delhi

Annex 1**FELLOW'S ACHIEVEMENTS DURING 2010**

COHORT	NAME	ACHIEVEMENT
2	Seema Paul	Has joined Shakti Sustainable Energy Foundation in Delhi as Chief Executive Officer.
3	A. P. Singh	After his retirement in march last, he has taken to consulting and also pursuing a Ph.D. in management. Currently he is also providing management consultancy to business organizations, addressing issues in growth, management control, strategy, leadership, skill building, organizational climate and renewal interventions, talent search, training and development. He is associated with NGOs where he provides free services.
	Ajay Kumar Lal	In August, he took over as Head, SAARC Forestry Centre Thimphu Bhutan-the nodal point on all forestry matters of the SAARC Member States.It is a 2 year deputation nominated by the Govt. of India.
4	A Ravinder Babu	During the year, became a member of CAPART's Executive Committee.
	Sujatha Byravan	During the year , her two main outputs have been : A report on Sea Level Rise: Impact on major infrastructure, ecosystems and land in Tamil Nadu http://ifmr-cdf.in/pg/groups/3650/climate-change-sea-level-rise&type=Initiative =3650 and a paper in Ethics and International Affairs from the Carnegie Council on ethical implications related to sea level rise. Ethical Implications of Sea-Level Rise Due to Climate Change by Byravan and Rajan; Ethics & International Affairs, 24, no. 3 (2010), pp. 239-60. Sujatha is also on the Board of LEAD India.
	Ajai Kumar	During 2010, he resigned from The Indian Forest Service and joined CIMMYT, an International Agricultural Research Organisation, as Senior Country Coordinator and Senior Economist.
5	Mahesh K Patil	Has been promoted as associate Vice President HSEC at Sesa Group (HSEC—Overall in charge of Health, Safety,

		Environment, and Corporate Social Responsibility)
6	Anil Tambay	Now works as Managing Director, at Marie Stopes International, in Bangladesh.
	P. Chakravarty	Has been invited by the Confederation of Indian industries (CII) to be a member of their “National council on Climate Change, Environment & Recycling” During the year, he was also invited to chair and deliver an expert talk on “Approach for Carbon Mitigation- Essar experience” for Oil & gas sector at the ‘Oil & Gas Meet’ during the CII flagship International Conference & Exposition on Energy Efficiency,’ Energy Efficiency Summit 2010’ on 1 September 2010. He has now been invited to deliver an expert key note address on - Carbon Reduction in Refining – <i>Relevance & Importance</i> at the “Global Refining Technology Forum” at Doha, Qatar during March 2011.
	Ravi Duggal	I work with the International Budget Partnership, and international NGO based in Washington DC. I work out of Mumbai. The IBP (www.internationalbudget.org) works across the world on promoting budget transparency and accountability through research, trainings and advocacy.
	Pana Ram Siyag	Has joined as Associate Programme Officer Sustainable Development Mechanisms, at UNFCCC Secretariat, in Bonn, Germany.
7	Salim Javed	Was promoted in mid 2010 from Deputy Manager, Birds Program, to Manager, Biodiversity Assessment and Monitoring. Biodiversity Management Sector , Environment Agency - Abu Dhabi.
	B. M. S. Rathore	Has been posted as new Joint Secretary in the Ministry of Environment & Forest (MoEF) in July 2010.
	Pragya D Varma	Has joined Global Compact Society as Executive Director.
	Yedla Padmavathi	Took up a new assignment since May 2010, as Chief of field office, in UNICEF at West Darfur, Sudan.

8	Ajit Venniyoor	<p>One more book of his has been published in Malayalam: 'Harijan, Young India'- a study on Mahatma Gandhi's contributions to Journalism. It was published by Haritham Books, Kozhikkode which has been approved by SSA, Kerala (Sarva Siksha Abhiyan) as an extra reading material for high school and higher secondary students.</p> <p>He has been involved in the first Indian Biodiversity Congress conducted at Thiruvananthapuram during 27-31 December by CISSA, the Indian partner of CBD, UN, in association with several national and international agencies, as General Convener of Publication Committee.</p>
9	<p>Shruti Sharma</p> <p>Deepak Apte</p> <p>Pallava Baghla</p>	<p>Got promoted as the Chief Conservator of Forest (Monitoring and Evaluation), Rajasthan.</p> <p>Has been promoted as a Deputy Director (Conservation) of the Bombay Natural History Society.</p> <p>Has been honoured with the prestigious David Perlman Award for Excellence in Science Journalism, recognising his work on false claims made about the impact of climate change on Himalayan glaciers.</p>
10	<p>K Malmarugan</p> <p>Abhay Vaidya</p> <p>Rahul Chandavarkar</p> <p>Phutoli Shikhu Chingmak</p> <p>Kapil Mohan</p>	<p>Moved to Birmingham in UK and joined the University of Birmingham to pursue further studies in Project Management.</p> <p>Has become the Deputy Resident Editor of Daily News & Analysis, in Pune.</p> <p>Has joined DNA as a Special Correspondent, in Pune.</p> <p>Received her LLB Degree from University of London International program in August and is currently pursuing LLM with the same University.</p> <p>Has joined as the Deputy Director General, Bureau of Energy Efficiency, Ministry of Power, Government of India. Along with a few other responsibilities, he also looks after National Mission for Enhanced Energy Efficiency.</p>
11	Varghese Thekanath	<p>Has become a member of the Task Force on Domestic Workers constituted by the Ministry of Labour of the Government of India in January 2010. He was also an</p>

		NGO representative from India at the 99th ILO Conference held in June 2010 in Geneva on "Decent Work for Domestic Workers".
	Suneetha Kacker	Has joined World Bank in Delhi.
12	G.C. S. Negi	Has been invited to become a Research Advisory Committee member for the 6th Biennial Conference of Indian Society of Ecological Economics, Intt. of Economic Growth, New Delhi to be held in October 2011.
13	Anish Andheria	Heads the Wildlife Conservation Trust, a non-profit organization set up to preserve, protect and conserve wildlife and fight climate change. He is also the Director of Sanctuary Asia, which is Asia's premier wildlife magazine. He has been awarded the prestigious Carl Zeiss Conservation Award. He helped set up Kids for Tigers, a nation-wide conservation education program which currently reaches out to over one million school children. He has also co-authored two books on Indian wildlife. He runs a wildlife rescue center in Mumbai for over two decades and is a trustees of The Climate Project, India.
	Niraj Bhatiker	Has been Promoted to Associate Manager - Environment & Safety. He also Interacted with the HSBC team at Mayem during their challenge.

VOICES

“ LEAD meetings, trainings and workshops were really a great educational experience. I felt privileged to have some of the lectures and interaction as I came away from them feeling more grounded, convinced and supported. The LEAD international workshops also were good as it widened the Indian group into being more inclusive. Most of all it was a delight to be able to spend time with people who had the same aspiration and commitment as you ” ~ **Suhasini Ayar-Guigan Fellow of Cohort 5**

“ Main thing is I would never have dreamt of establishing an NGO with a global mandate if it had not been for LEAD ! We have done international Projects and many a times depended on LEAD Colleagues to help out with. eg. When I took a delegation from Indian Farmers and researchers to Mexico, LEAD colleagues from there helped in content and administration. ” ~ **Ganesh Pangare Fellow of Cohort 7**

“ I started offering a new course on Environmental Law and Policy as a result of my LEAD training, in 2001, which became the germination point of the new full fledged teaching programme. ”

~ **K Devi Prasad Fellow of Cohort 6**

“ During the LEAD training and afterwards I wrote about my exposure to international sustainable development issues. Those articles were published in a book form in my language (spoken by 80 million people). This has been considered as an important book because it used the form of a travelogue but put forth fresh insights about sustainable development in the world. When people read about them, I feel they are better enlightened. This is a very silent kind of change but I am glad that I have been able to bring it about with the help of LEAD. Personally, my life has been enriched and I am quite grateful to the whole program. ”

~ **Milind S Bokil Fellow of Cohort 4**

“LEAD leadership training helped me to take two tough decisions in my career. I left a very well paid job with Tata Steel to join an International development organisation so that I can work on a wider canvas and after a good exposure and experience I founded a national development organisation called EKJUT (meaning- coming together for a cause). I am now relocated in a remote rural village in Jharkhand state of India. In a very short period of three years I have been able to build a strong team of dedicated professionals willing to working towards building a healthier communities. This is an innovative piece of work- a randomized controlled trial looking at the impact of community empowerment towards improving health outcomes. If the impact of our work is proven then there will be opportunities for scaling up. The surveillance system that is being used by us is robust (we think that this is a methodological innovation), the interventions are not based on technical quick fixes but helping the communities with a frame work to enable them to analyze their problems and come up with solutions that are feasible, affordable and accessible to all. ” ~ **P K Tripathy Fellow of Cohort 6**

“ I am happy that Lead has exposed me to the issues of sustainability in developmental activity. In Government driven programmes, short term deliverables are pursued because of their immediate visibility, whereas the sustainability takes a back seat. I am now more conscious of this aspect and look at various alternatives from the community's point of view before deciding on the suitable policy, or project. ”

~ **Sandeep Dash Fellow of Cohort 11**

LEAD INDIA

66, FIRST FLOOR

Hemkunt Colony

NEW DELHI- 110048

T +91 (0) 11 26225790, 92, 41638440

F +91 (0) 11 26225792

E OFFICE@LEADINDIA.ORG

WWW.LEADINDIA.ORG

LEAD INDIA SINCERELY THANKS ITS BOARD MEMBERS, FELLOWS AND ALL OTHERS UNSUNG VOLUNTEERS FOR THEIR RELENTLESS SUPPORT AND GUIDANCE WHICH HAS CONTRIBUTED GREATLY TO OUR MISSION.

WE ALSO EXPRESS OUR SINCERE GRATITUDE TO LEAD INTERNATIONAL FOR REPOSING FULL FAITH AND CONFIDENCE IN US AND FOR BEING THERE FOR US ALWAYS

Leadership for Environment and Development - India