

## **NCCE (NCUI) organizes Training Programme for Board Members of Fisheries Cooperatives of India**

The National Centre for Cooperative Education (NCCE) conducted 3 days Leadership Development Programme for Chairmen/ Directors of SC/ST Fisheries Cooperatives of India from 19 – 21 August, 2015 at NCCE, New Delhi in which 70 participants attended the programme. The prime objective of the programme was to make the participants to manage their cooperative society professionally for making viable.”

The programme was inaugurated by Dr. V.K. Dubey, Director (NCCE) who said in his inaugural speech that fisheries cooperative sector have high potential to develop the fishermen’s economic condition. India has a large tradition of aquaculture and is a world leader after China. He also said that this is very important for updating the knowledge in production, storage and marketing. Dr. Dubey also suggested to the participants that after returning to their work place they should apply the knowledge which they have learnt here. The inaugural session was completed with the vote of thanks. The participants also learnt about their role and responsibilities in the management of cooperative societies and scheme policies of state and central governments. The programme was completed successfully on August 21, 2015. The other officers of NCCE and FISHCOPFED were also present in the valedictory function. Mr. Anant Dubey, Assistant Director, NCCE and Course Coordinator proposed a vote of thanks.

**Training Programme for Board Members of Fruits and Vegetable Cooperative Societies of Madhya Pradesh**

**Name of the Programme :** - Leadership Development Programme for Chairmen / Directors of Fruits & Vegetables Marketing Cooperatives of Madhya Pradesh

**Venue :-** NCCE, New Delhi

**Date:-** 10 – 12 August, 2015

**No. of Participants :-** 39

The NCCE of NCUI has conducted 3 days Leadership Development Programme for Chairmen/ Directors of Fruit and Vegetable Marketing Cooperatives of Madhya Pradesh from 10 – 12 August, 2015 at NCCE, New Delhi in which 39 participants attended the programme. Considering the importance of agriculture and its diversification from serial crops to fruits and vegetables for increasing the per acre net profit, the farmers are advised by NCUI Field projects to diverse the production pattern of farm and adopt cultivation of fruits and vegetables on their fields. In this view a three days programme of management committee members for development of managerial skills and improve the technical know how about the cultivation, cold storage preservation and processing of fruits and vegetables. To achieve the objectives of the programme the participants have visited Indian Agriculture Research Institute, New Delhi for discussion of scientist on various aspects like cultivation technology , plant protection, harvesting system etc. The participants visited Azadpur Fruits and Vegetable Mandi for practical experience of marketing system. They also visited NIFTEM, Kundli, Sonapat (Haryana) for practical exposure.

The programme was inaugurated by Dr. Dinesh, Chief Executive, NCUI and he said in his inaugural speech the fruit and vegetable cooperative sector have high potential and wide scopes to improve income of producers farmers. At present only 1% fruits and vegetable are processed in the country and near about 30% produce used to damage at field level and storage level. This programme is very important to you for updating the knowledge in production and marketing on remunerative price. You are requested to defuse acquired knowledge in the programme among the other people of the area. So that the full advantage of training programme will be harvested by needy people. Dr. V.K. Dubey, Director, NCCE welcome the chief guest and participants and narrated the objectives and utility of the

programme. The inaugural session was completed with the vote of thanks. The programme is completed successfully on August 12, 2015.

### **Programme Report**

#### **Leadership Development Programme for Chairmen / Directors Cooperatives of India at NCCE New Delhi 20 – 22 August, 2014**

The NCCE has conducted abovesaid programme at New Delhi 20 – 22 August, 2014 for Chairpersons/ Women Directors of Cooperatives of Cooperatives. 39 participants from U.P., Manipur, Assam, Maharashtra, Gujarat, Karnataka, Nagaland etc. attended the programme. The following topics were discussed by different faculties:

1. Principal, Values and its Application in Cooperative Societies for Proper Functioning
2. Types and Styles of Cooperative Leaders
3. Methods for Increasing member participation in decision making process and economic participation in society business
4. Principal, Values and its Application in Cooperative Societies for Proper Functioning
5. Latest Trends in Cooperative Law
6. Stress Management for Cooperative Leaders
7. Preparation of micro projects planning for income and employment generation of a society
8. Understanding of Financial Statements of a Cooperative Society
9. Documentary Cooperative Film & Membership – Admission, withdrawal, termination, election of Board etc.
10. SHG – Concept & Issues of Self Help Group
11. Role of Cooperatives for development of socio economic conditions of their members

As per Director the topic were allotted mainly to internal faculties and one from NIESBUD. Sh. Ved PRakash, Sh. G.S. "Azad", Ms. Sandhya Kapoor, Sh. N. Satyanarayana, Dr. A.R. Srinath could not take the class due to some unavoidable reason. Majority of participants classified in the evaluation of the programme i.e. contents are relevant, training material is very good, duration adequate, faculty very good, methodology very good and accommodation good. The learning points are coop., management and planning, cooperative principles & values, concept of SHG, types of cooperative leaders, latest trends cooperative law, organizing self help groups. The participants suggested during the feedback session, the duration of

course may be increased and study visit alongwith sight scene must be planned in the programme. Some participants faced the problems in the hostel arrangements. They were provided non AC rooms and some rooms allotted @ ¾ participants in one room. As per information was given by Dy. Director (Hostel). 26 rooms were allotted, (16 AC and 10 non AC) for the programme and I had requested to provide 20AC rooms, but only 11 AC and 4 non AC were provided for 39 participants. As per norms 2 participants should be accommodate in one room. The overall programme was satisfactory.

### **Programme Report**

#### **Leadership Development Programme for Chairpersons / Women Directors Cooperatives of India at NCCE New Delhi 20 – 22 August, 2014**

The NCCE has conducted abovesaid programme at New Delhi 20 – 22 August, 2014 for Chairpersons/ Women Directors of Cooperatives of Cooperatives. 39 participants from U.P., Manipur, Assam, Maharashtra, Gujarat, Karnataka, Nagaland etc. attended the programme. The following topics were discussed by different faculties:

12. Principal, Values and its Application in Cooperative Societies for Proper Functioning
13. Types and Styles of Cooperative Leaders
14. Methods for Increasing member participation in decision making process and economic participation in society business
15. Principal, Values and its Application in Cooperative Societies for Proper Functioning
16. Latest Trends in Cooperative Law
17. Stress Management for Cooperative Leaders
18. Preparation of micro projects planning for income and employment generation of a society
19. Understanding of Financial Statements of a Cooperative Society
20. Documentary Cooperative Film & Membership – Admission, withdrawal, termination, election of Board etc.
21. SHG – Concept & Issues of Self Help Group
22. Role of Cooperatives for development of socio economic conditions of their members

As per Director the topic were allotted mainly to internal faculties and one from NIESBUD. Sh. Ved PRakash, Sh. G.S. "Azad", Ms. Sandhya Kapoor, Sh. N. Satyanarayana, Dr. A.R. Srinath could not take the class due to some unavoidable reason. Majority of participants classified in the evaluation of the programme i.e. contents are relevant, training material is very good, duration adequate, faculty very good, methodology very good and accommodation good. The learning points are coop., management and planning, cooperative principles & values, concept of SHG, types of cooperative leaders, latest trends cooperative law, organizing self help

groups. The participants suggested during the feedback session, the duration of course may be increased and study visit alongwith sight scene must be planned in the programme. Some participants faced the problems in the hostel arrangements. They were provided non AC rooms and some rooms allotted @ ¾ participants in one room. As per information was given by Dy. Director (Hostel). 26 rooms were allotted, (16 AC and 10 non AC) for the programme and I had requested to provide 20AC rooms, but only 11 AC and 4 non AC were provided for 39 participants. As per norms 2 participants should be accommodate in one room. The overall programme was satisfactory.

## **Programme Report**

### **Leadership Development Programme for Chairpersons / Women Directors Cooperatives of India at NCCE New Delhi 21 – 23 July, 2014**

The NCCE has conducted abovesaid programme at New Delhi. 38 participants attended the programme and it was conducted successfully. The following topics were discussed during the programme :

1. Views of participants about the Issues and Problems of Cooperatives
2. Principles, Values and Application in Cooperative Societies
3. Types and Styles of Cooperative Leaders
4. Recent Trends in Cooperative Law
5. Study Visits to NCDC and other Cooperative Organisations
6. Qualities and Functions of Cooperative Leaders
7. Understanding of Financial Statements of a Cooperative Society
8. Roles and Responsibilities of Board of Directors

The majority of topics were taken by faculty of NCCE and one topic pertaining to financial statement was discussed with participants by guest faculty. Majority of participants classified in Programme Evaluation i.e. subject matters, sufficient training material very good, duration of programme sufficient, trainers are excellent, method of teaching excellent, study visit useful and boarding and lodging was good.

The participants suggested that such types of programme must be organized for Board of Directors of all Consumer Stores and it should be also organized at State/ district head quarter for more participation. The all participants were satisfied with the programme. The programme was inaugurated by Dr. N. Satyanarayana, Executive Director – I and Sh. Lakhan Lal Sahu, Governing

Council, Governing Council Member, Ex-Cooperative Minister of Chhattisgarh was also present as a special invitee. The Chief Executive, NCUI and Ms. Srekha D. Khot attended the valedictory function and feedback given by the participants.

### **Programme Report**

#### **Leadership Development Programme for Chairmen / Directors of Consumer Cooperatives of Uttar Pradesh at NCCE New Delhi 16 – 18 June, 2014**

The NCCE has conducted abovesaid programme at New Delhi. 36 participants attended the programme and it was conducted successfully. The following topics were discussed during the programme :

9. Views of participants about the Issues and Problems of Cooperatives
10. Principles, Values and Application in Cooperative Societies
11. Recent Trends in Cooperative Law
12. Study Visits to NCDC and other Cooperative Organisations
13. Types and Styles of Cooperative Leaders
14. Roles and Responsibilities of Board of Directors
15. Understanding of Financial Statements of a Cooperative Society

The majority of topics were taken by faculty of NCCE and one topic pertaining to financial statement was discussed with participants by guest faculty. Majority of participants classified in Programme Evaluation i.e. subject matters, sufficient training material very good, duration of programme sufficient, trainers are excellent, method of teaching excellent, study visit useful and boarding and lodging was good. The participants mentioned in their evaluation the main learning points as follows:-

1. Leadership method
2. Act rules & byelaws
3. Balance sheet observations
4. Role and responsibility of Board of Directors in cooperative consumer stores
5. Principal and values of cooperatives
6. Observations of financial statements etc.

The participants suggested that such types of programme must be organized for Board of Directors of all Consumer Stores and it should be also organized at State/ district head quarter for more participation. The all participants were satisfied with the programme.

### **Programme Report**

The programme entitled on \_\_\_\_\_ has been organized at NCCE, New Delhi from \_\_\_\_\_ to \_\_\_\_\_, 2013. In this programme \_\_\_\_\_ participants from \_\_\_\_\_ states had participated and actively given their contribution. There were \_\_\_\_\_ sessions and they were also exposed to different cooperatives through their study visit. The main objectives of the programmes was :

During the programme the speakers and participants had discussed various issues like :

## **Programme Report**

**1. Programme Title & Venue :**

Trainer's Training Programme for Principals of JTC's & Cooperative Education Personnel of State / District Cooperative Unions of India from 09 – 13, June 2014, at NCCE, New Delhi.

**2. No. of Participants :** 31 (List enclosed)

**3. Objectives of the programme :**

The objectives of the programme was as under :-

- i) Understand the importance of training in cooperative organizations
- ii) Design need based training programmes
- iii) Optimal utilization of the resources available
- iv) Implement training programmes systematically & professionally.

**4. Duration & Total No. of sessions :**

5 days, 09 – 13, June, 2014 & Total No. of sessions = 16

**5. A Brief report on programme :**

Sh N. Satyanarayan, Executive Director(P&A, Finance), NCUI, New Delhi inaugurated the programme & Shri G.S. "Azad" Consultant, NCUI & Dr. V.K. Dubey, Director (NCCE) & Officers of NCCE & NCUI grace the occasion. This programme was organized at NCCE, New Delhi, there were 31 participants from U.P., Maharashtra, Odhisa, M.P., Chhattisgarh, Karnataka, Haryana & Assam States. The guest speakers & internal faculty were invited to discuss the current issues being confronted in Cooperative Education and Training.

**6. Major points discussed by the speakers, participants during the programme :**

The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the programme :-

1. Systematic Approach to Training
2. Techniques for effective communication
3. Designing & conducting of Training Programme
4. Overview of different training methods
5. Preparing & delivering effective Lecture

6. Effective communication for Rural Areas
7. Organising Seminar / Workshops / Conference & meetings
8. Case study method - A unique tool in Training
9. Principles & concept of Adult Learning
10. Role of Audio Visual Aids in Training
11. Problem & Challenges before Cooperative Education & Strategy to overcome it.

## **7. The Feedback Given by the Participants**

Programme was found very useful and effective by all the participant, all of them had given excellent rating on all the parameters of the training. However, the filled up form by the participants are being enclosed in the file for the perusal.

## **8. A Brief report from the participants about the learning points**

- a). Effective Communication,
- b). Case study a tool of training
- c). Preparing & delivering effective Lecture + PPP
- d). Role of Audio Visual Aids in Training
- e). Systematic Approach to Training (SAT)
- f). Organising Seminars / Workshops / Conferences / meetings
- g). Problems before Cooperative Education & Strategy to overcome it
- h). Different methods of Training
- i). We can discharge our duties & responsibilities more effectively
- j). Effective communication for Rural Areas

## **Programme Report**

9. **Programme Title & Venue :**

Leadership Development Programme for Chairmen / Directors of Fishermen's Cooperatives of India from 22 - 24, April, 2014 at NCCE, New Delhi.

10. **No. of Participants :** 37 (List enclosed)

11. **Objectives of the programme :**

The objectives of the programme was as under :-

- i) To identify their role as Board Members
- ii) To use tools as good governance and
- iii) To provide the participants a platform to interact with their counterparts from all over the Country & thus facilitate learning.

12. **Duration & Total No. of sessions :**

3 days, 22 – 24, April, 2014 & Total No. of sessions = 7

13. **A Brief report on programme :**

Sh Prakash Marotrao Lonare, President, FISHCOPFED, New Delhi & Dr Dinesh, Chief Executive, NCUI inaugurated the programme & Shri B. K. Mishra, Managing Director, FISHCOPFED, New Delhi & Sr. Officers of NCCE & NCUI grace the occasion. This programme was organized at NCCE, New Delhi, there were 37 participants from Odisha, Assam, Maharashtra, U.P. & A.P. States. The guest speakers & internal faculty were invited to discuss the current issues being confronted by Fisheries sector.

14. **Major points discussed by the speakers, participants during the programme :**

The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the programme :-

- 15. An overview of the fishermen's Coop. movement in India
- 16. Qualities & functions for effective coop. leadership
- 17. Role & responsibilities of BOD's for fishermen's coops.

18. Procedures of conducting meetings in Coops. Soc. for taking decision
19. Understanding of Financial statement & maintaining different accounts books of Society
20. Problems & prospect of Fishermen's coops. in India
21. Stress Management for Coops. leaders

### **The Feedback Given by the Participants**

Programme was found very useful and effective by all the participant, all of them had given excellent rating on all the parameters of the training. However, the filled up form by the participants are being enclosed in the file for the perusal.

### **22. A Brief report from the participants about the learning points**

- a). Roles & responsibilities of Board of Directors
- b). Skill development & qualities of a Leader
- c). Gain knowledge about FISHCOPFED & NCCE
- d). Financial Management of Co-operative Society
- e). Cooperative Management
- f). We should think positive for growth of our organization
- g). We got exposure after attending this training programme

## **Programme Report**

**23. Programme Title & Venue :**

Leadership Development Programme for Chairmen / Directors Urban Cooperative Banks of India from 14–16 January, 2014 at NCCE, New Delhi.

**24. No. of Participants :** 27 (List enclosed)

**25. Objectives of the programme :**

The objectives of the programme was as under :

- i) To discuss the Problems of Multi State Institutions
- ii) Asset liability management & recoveries issues
- iii) RBI guidelines about loans, advances and regulatory issues
- iv) Technological revolutions in cooperative banks
- v) Constitutional amendments salient features

**26. Duration & Total No. of sessions :**

3 days, 14 - 16 January, 2014 & Total No. of sessions = 9

**27. A Brief report on programme :**

This programme was organized at NCCE, New Delhi, there were 27 participants from different part of the country representing urban cooperative bank and T/C societies. The guest speakers from the GoI, RBI and experts from other institutions were invited to discuss the current issues being confronted by Urban Cooperative Banking Sector.

**28. Major points discussed by the speakers, participants during the programme :**

The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the programme :-

29. Multi State Cooperative Institutions Problems
30. Genesis of Problem Assets – causes and actions – supervision and follow-up Recovery Strategies under SARAFAESI Act
31. Stress Management for through Yoga
32. RBIC's Guidelines in Loans & Advances
33. Technological Revolution in Cooperative Banks – Various Challenges
34. Profitability Ratios in Cooperative Banks
35. RBI Regulatory Issues – Supervisory Action Framework-Role of RBI in the Development of Cooperative Banks
36. Relevance and Importance of ALM Especially in de-regulated environment
37. Constitutional Amendment Various Provisions.

#### **The Feedback Given by the Participants**

Programme was found very useful and effective by all the participant, all of them had given excellent rating on all the parameters of the training. However, the filled up form by the participants are being enclosed in the file for the perusal.

#### **Programme Report**

#### **38. Programme Title & Venue :**

Leadership Development Programme for Chairpersons / Women Directors Coops. of India from 19–21 Feb, 2014 at NCCE, New Delhi

39. **No. of Participants** : 38 (List enclosed)

40. **Objectives of the programme :**

The objectives of the programme was as under :

- i). To identify their role as Board members
- ii). To use tools for good governance and
- iii). To provide the participants a platform to interact with their counterparts from all over the country and thus facilitate learning

41. **Duration & Total No. of sessions :**

3 days, 19 - 21, Feb, 2014 & Total No. of sessions = 8

42. **A Brief report on programme :**

In this programme 38 participants of different Societies / Organisations from Maharashtra, West Bengal, Uttar Pradesh, Gujarat, Tamil Nadu & Jharkhand states participated and actively give their contribution. They were interacted with their counterparts from all over the country and thus facilitate learning

**43. Major points discussed by the speakers, participants during the programme :**

The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the programme :-

44. Cooperative Ideology, Values and Principles for Women Cooperative Leaders & their applications
45. SHG's – Concept, Linkages and Issues
46. Stress Management for Cooperative leaders
47. Women Empowerment through Cooperatives
48. Schemes and programmes of NCDC for Women Cooperatives
49. Development of Women through Micro Enterprises
50. Understanding of Financial Statement of Cooperatives

**51. The feedback given by the participants in the prescribed Evaluation Form**

- a). Technical session can be increased
- b). More programme's may be organize atleast twice a year
- c). The faculty members were very caring, courteous, & Excellent
- d). Roleplay & case studies may be included
- e). Participants from other State Coops Women Federations were having friendly approach
- f). Their Knowledge updated
- g). Duration of the programme may be increase either 5 or 7 days

**8. A Brief report from the participants about learning points**

- a). Importance of Cooperatives ideology, Values & principles in functioning of Women Cooperative.
- b). Enlightened about understanding of Cooperatives
- c). Clarity & significance of financial statement
- d). How to form Self Help Groups
- e). Women empowerment through micro enterprise
- f). How to work in group / Mandal
- g). Stress Management for Women Cooperative Leaders

- h). Group Development
- i). Always think positive & donot think negative for success
- j). Working together – Solve all types of problem
- k). Learnt about different Societies and the type of work done by them & achievement made by them
- l). Learnt about the steps taken by Authority to support women SHG's, their empowerment & development
- m). How different women leaders are working in different parts of the Country.

Besides above, they were also explored to Cooperative Expo - 2014 at Pragati Maidan, New Delhi on 20.02.2014. The participants reported that they have benefitted by Cooperative Expo – 2014.

### **Programme Report on**

**Leadership Development Programme for Chairpersons/ Women Directors of India from 19 – 21 February, 2014 at NCCE, New Delhi**  
Leadership Development Programme for Chairpersons/ Women Directors of India from 19 – 21 February, 2014. In this programme 38 participants from Maharashtra, West Bengal, Uttar Pradesh, Gujarat, Tamil Nadu and Jharkhand states had participated and actively given their contribution. The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the programme:-

- 52. Cooperative Ideology, Values and Principles for Women Cooperative Leaders
- 53. SHG's – Concept, Linkages and Issues
- 54. Women Empowerment through Cooperatives
- 55. Schemes and programmes of NCDC for Women Cooperatives
- 56. Development of Women through Micro Enterprises
- 57. Understanding of Financial Statement of Cooperatives

Besides, they were also explore to Cooperative Expo-2014 at Pragati Maidan, New Delhi. The participants reported that they have mainly benefitted on the following

- Clarify and significance of financial statement
- How to form SHG's
- Importance of Cooperative Values, Principles
- Schemes and programmes and functions of NCDC.
- Women Empowerment through Micro Enterprise
- Effective Leadership
- Stress Management

### **Programme Report**

**on**

#### **One day Paid Programme on “Development of Leadership Quality & Stress Management” on September 7, 2013 at NCCE, New Delhi**

The abovesaid programme entitled on Development of Leadership Quality & Stress Management” was organized on September 7, 2013 at NCCE, New Delhi. This was a paid programme for one day only. There were 21 participants from different organizations. Only six sessions were taken by the internal and external faculty where they have discussed mainly following points/ issues –

1. Essential qualities and functions needed for effective leadership and stress management (Two Sessions).
2. Suggestions for developing leadership qualities.
3. Stress management
4. Stress management through Yoga & Meditation

The main objective of the programme was to acquaint the participants with the essential qualities and functions essential for effective leadership and also sensitize them about the different techniques of stress management.

The participants found the programme very effective and excellent. The course content was very relevant. The training material provided to them was excellent. However, majority of the participants were not, satisfied with the duration of the course, they want that duration of the programme must be enhanced atleast for 3 days. The methodology adopted by the faculty was also excellent. Majority of the participants had reported that they had learnt many new things like techniques of managing the stress, yoga and meditation, how to release the tension and pressure in day-to-day life? how one can become a total quality person? commandants of leadership etc. In general, majority of the participants had rated the programme very excellent. The filled up evaluation form from the participants are also enclosed herewith to get the more feedback about the programme.

### **Programme Report**

**on**

### **Leadership Development Programme for Chairmen/ Directors of Credit Cooperatives of Maharashtra has been organized at National Centre for Cooperative Education, New Delhi from 23 - 25 October, 2013**

The programme entitled on Leadership Development Programme for Chairmen/ Directors of Credit Coops . of Maharashtra has been organized at National Centre for Cooperative Education, New Delhi from 23 - 25 October, 2013. In this programme 11 participants from Maharashtra state had participated and actively given their contribution. There were only 4 sessions in the programme. As it was a paid programme and participants were more interested in study visits to different cooperatives in U.P. & NCR hence, they were exposed to different cooperatives societies. The main objectives of the programmes was to acquaint the participants with latest trends in Urban Cooperative

Banks & appraise them with their role and responsibilities as a Board of Director.

During the programme, the speakers and participants had discussed various issues like strategies for improving the performance of UCB's in India, fund management in UCB's/ Thrift & Credit Cooperative Societies, steps needed for creating the conducive environment for developing cooperative Leadership and Qualities and functions essential for effective cooperative leadership.

The feedback given by the participants was also very positive and encouraging. Majority of the programme participants have requested to the NCUI/NCCE to organize more and more such programme at NCCE, New Delhi. The participants reported that they have mainly benefitted on the issues related to improving the functioning of UCB's and also qualities and functions which we must have for running our urban cooperative banks effectively.

### **Programme Report**

**On**

**Leadership Development Programme for Chairmen / Directors of UCB's and T/C Societies of India has been organized at National Centre for Cooperative Education, New Delhi in collaboration with NAFSCUB from 2 – 4 September, 2013.**

The programme entitled on Leadership Development Programme for Chairmen / Directors of UCB's and T/C Societies of India has been organized at NCCE, New Delhi in collaboration with NAFSCUB from 2 – 4 September, 2013. In this programme 21 participants from West Bengal, Andhra Pradesh, Madhya Pradesh, Rajasthan, Maharashtra and Delhi had participated and actively given their contribution. There were 10 sessions and they were also explore to cooperative society through their study visit. The main objectives of the programme are:

To enable the participants:

- To identify their role as board members
- To use tools for good governance
- To provide a platform for interaction with each other to the participants from all over the country

During the programme the speakers and participants discussed various issues like as follows :-

- Cooperative Ideas, Values and Principles
- Qualities and function of effective cooperative leadership
- Roles and responsibilities of BoD's
- NABARD initiation in micro finance and priority sector leading
- Latest trends in cooperative law.

The feedback given by the participants was also very positive and encouraging. Majority of the programme participants have requested to the NCCE (NCUI), New Delhi to organize more and more such programme at NCCE, New Delhi. The participants reported that they have mainly benefitted on the following issues :

- Effective Cooperative Leadership
- Their role and responsibilities and
- Good governance & Latest trends of cooperative law

### **Programme Report**

Programme Report of Leadership Development Programme for the elected Chairmen/Directors of Dairy Cooperatives held at NCCE, New Delhi from 17-19 September, 2013

The National Centre for Cooperative Education has conducted a Leadership Development Programme for Dairy Sector from 17 – 19 September, 2013 at NCCE, New Delhi. 21 participants from different states of India attended the programme (list of participants is enclosed). The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the course:

1. Application of Cooperative Principles and Values for Proper functioning of Society
2. Qualities for Effective Cooperative Leadership
3. Problems and Challenges before Cooperative dairy sector and their solution
4. Role & Responsibilities of Board of Directors in Dairy Cooperative Societies
5. Image Building for Dairy Cooperative Sector in Present Era
6. Stress Management for Cooperative Leaders
7. Conducting Different Types of Meetings and Decision Making Methods in Cooperatives

8. Types and Styles of Cooperative Leadership
9. Communication Skills of Cooperative Leaders
10. Recent Changes in Cooperative Law in India

The total expenditure on this programme is Rs. 68890/- against approved budget of Rs. 1,19,600/-. The expenditure is under the budget. Participants have suggested the duration of the programme that the duration may be enhanced for 4 days instead of 3 days and one day should be planned study visit of dairy plants as well as developed dairy societies. The majority of participants evaluated programme i.e. contents are relevant, training material and faculties are excellent, accommodation very good. They also pointed out the role and responsibilities of management board and leadership style are very useful for proper running of their society. The participants during the valediction also suggested that such type of programmes should be organized at state level and study visit of amul will be very useful for experience and improvement of working pattern of dairy societies. The overall programme was satisfactory.

### **Programme Report**

The National Centre for Cooperative Education has conducted a Leadership Development Programme for Elected Chairmen/ Directors of Dairy Cooperatives from 17 – 19 September, 2013. 21 participants from Rajasthan, Uttar Pradesh, Haryana and Bihar etc. attended the programme. The faculty of NCCE, NCCT and guest faculties taken the class and discuss openly on different queries. A group discussion on Problem and Challenges Before Cooperative Dairy Sectors and their Solutions were also held during the course. The cooperative dairy sector is facing challenge mainly with NDDDB. The NDDDB and AMUL have established parallel milk collection centres in the villages of majority of states. They opined these organizations must be do business in collaboration with village cooperative dairies so that the growth of milk cooperatives get speed.

## Programme Report

### **Programme on Cooperation and Cooperative Management for the Personnel of IFFCO Plant Phulpur from 26 – 28 June, 2012 at IFFCO Unit Phulpur, Allahabad**

National Centre for Cooperative Education, New Delhi has organized a training Programme on Cooperation and Cooperative Management for Personnel of IFFCO Plant, Phulpur, Allahabad from 26 – 28 June, 2012. 26 participants attended the programme but one participant joined late, hence, the training material, pen drive etc. were provided to only 25 participants. (List of participants enclosed). Sh. Surjeet Singh, Director & Head of IFFCO Unit Phulpur inaugurated the programme on June 26, 2012 at 9.30 a.m. Sh. Yogesh Narula, General Manager (Technical) welcomed the Chief Guest, Faculty and participants. Sh. Krishan Kumar, DGM (Training), Dr. D.N. Verma, DGM (Training), Sh. Rajan Singh, Sr. Manager (Training), Sh. Anurag Tiwari, Assistant Manager (Training) were also present in the inaugural session. Sh. Surjeet Singh in his inaugural speech, appreciate day-to-day programme as well as topics which have been selected for discussion. He requested to the faculty for more discussion and two way communication among participants and faculty in the sessions for better understanding of the subject. He also suggested to incorporate topics i.e. difference between a company and cooperative organization as well as IFFCO. The participants requested to include topic on fertilizer subsidy and nutrients based subsidy pattern in India. The topics which were suggested by Chief Guest and participants were included in the training programme. The Chief Guest also suggested to visit IFFCO Kisan Sewa Kendra besides, of Primary Agriculture Cooperative Society. The visit as suggested by chief guest was organized by IFFCO officer. Dr. S.L. Tripathi, Retire Professor VAMNICOM & Chief Director, Ministry of Agriculture, Deptt. of Ariculture and Cooperation, Govt. of India have taken 4 sessions and Senior Area Manager Marketing IFFCO engaged one session on Agriculture Input Supply and IFFCO marketing Strategy. The participants visited cooperative society and IFFCO Kisan Sewa

Kendra on June 28, 2012 and discussed with the farmers and employees of cooperative society during the study visit. The majority of participants opined that the programme is good for knowledge about cooperative and IFFCO, and suggested such programme must be conducted for all employee of IFFCO. The participants also suggested such type of programme may be conducted at Delhi so that the participants can take experience about other type cooperative society. As per the opinion of participants and personnel of IFFCO the overall programme was satisfactory.

### **Programme Report**

#### **Leadership Development Programme for Elected Chairmen/Directors of Dairy Cooperatives of India from 1 – 3 May, 2012 at NCCE, New Delhi**

The National Centre for Cooperative Education has conducted a Leadership Development Programme for elected Chairmen/ Directors of Dairy Cooperatives of India from 1 – 3 May, 2012 at NCCE, New Delhi. About 65 nominations were received from different states of India. Out of 65 received nominations 45 participants were confirmed for attending the programme but only 13 participants attended the programme and completed successfully. The list of participants is placed below at flag “A”. As per approved day-to-day programme 10 topics were discussed by NCCE faculty and guest speakers called from NCDC and SKRM. The relevant study material was prepared and distributed among participants. The other relevant literature on cooperation were also provided to the participation on request. The day-to-day programme is at flag “B”. The majority of participants pointed out learning points like management pattern, leadership quality and functions, rights and duties of members, clean milk production and schemes of NCDC for dairy development etc. Some participants suggested that such type of programme would be organized every year at state capital/ state milk federations. The majority of participants did not satisfied with accommodation arrangement and suggested for improvement, but they were satisfied with over all programme. The participants appreciated the topics/ subject meter and assure they will apply

received knowledge in their society for development. The programme certificate were distributed in the valedictory function.

**Sub.: Programme Report of Cooperation and Cooperative Management for Personnel of KRIBHCO Unit Surat (Gujarat) from 19 – 21 March, 2012**

The National Centre for Cooperative Education, New Delhi has organized a training Programme on Cooperation and Cooperative Management for Personnel of KRIBHCO Plant Surat (Gujarat) from 19 – 21 March, 2012. 24 participants attended the programme (list of participants is at flag "A"). The programme was inaugurated by Dy. General Manager, Sh. A.J. Singh and, Sh. Pravin Tiwari, Sr. Manager (Training) welcomed the Chief Guest, faculty and participants. The Manager (Training) and other officers were also present in the inaugural session. The DGM briefed about activities of training division KRIBHCO and importance of programme. Dr. V.K. Dubey programme coordinator briefed above three days programme schedule and objectives of programme. He also requested to officers and participant for suggesting any changes in the day-to-day programme. Sh. V.K. Pandey, faculty, RICM, Gandhinagar briefed about training activities of NCCT. Sh. Pravin Tewari proposed vote of thanks. The topics were discussed as per enclosed day-to-day programme and study material were distributed among trainees. Sh. A.A. Dodia, the Senior Area Manager KRIBHCO Marketing division has taken a session on "Agriculture Input Supply and Strategies of KRIBHCO". The relevant printing material were also provided by Area Manager to the participants. The participants visited Danka Ma group Cooperative Milk and Vegetables Marketing, Mandali Ltd. Arhad, Taluka olpad District Surat Gujarat on March 21, 2012. It is multipurpose society registered on January 18, 1949 with registration No. 9973. The promoter members were Sh. Mansingh Thakur, Sh. Prabhu Bhai Patel and Sh. Purshottam Bhai Jadav. The fist chairman was Rancchor Patel. The society was commenced with 100 members and 500 kg milk per day however at present 7437 members and about 2500 kg. milk collection per day. The total turnover about 6 crore in 2010-11 and net profit about 12 lakhs. The following activities are running by society:

1. Milk purchasing from members
2. Consumer store with about 1200 items
3. Sumul parlour (for sale milk and milk product)
4. Fertiliser sale /store for farmers
5. Animal feed sale store
6. Petrol pump
7. Taking deposits from members and providing loan
8. Sale items which are required to villagers during the functions etc.

The activities and objectives of society were briefed by Manager and Chairman. The other board members were also present during the visit. The participants visit all stores and discussed with farmers and sharing the experience. The participants suggested to organize such programme for all employees of KRIBHCO. The participants were satisfied with the topics/subjects, faculty, study visit and with the overall programme.

### **Leadership Development Programme for Chairpersons/ Women Directors Cooperatives of India during 13 – 15 March, 2012**

The NCCE has successfully conducted the Leadership Development Programme for Chairpersons/ Women Directors Cooperatives of India during 13 – 15 March, 2012 at NCCE, New Delhi, with the objective to sensitize the leader to update with latest development in cooperatives. 28 participants attended the programme (list enclosed), day-to-day programme, copy of study material & group photo are placed below at Flag "A".

Dr. K. N. Sinha, Director (NCCE) was inaugurated the programme, Sh. Rajeev Sharma, Deputy Director & Programme Coordinator brief about the objectives of the programme. Dr. V. K. Dubey, Deputy Director also present at the inaugural session and express his views.

The programme was conducted according to the day-to-day programme. Session on various important topics were conducted alongwith a study visit to NCDC, New Delhi.

The participants taken keen interest in the programme and requested the Centre that this kind of programme may be organize every year. Further programme was praised by the participants and given their feedback as per details given below:

1. Study Visit / local visit (Delhi darshan) may be organized for 1 full day.

2. Some of participants proposes to give documentation bags exclusive for women.
3. Hostel needs improvement in cleanigness of room, toilet, bedsheet should be change every day.
4. Duration of the programme may extended from 3 days to 5 days.
5. The overall programme conducted was very good. At the time of valediction most of participants suggested to organize one day study visit / local visit (Delhi darshan). The programme was concluded with vote of thanks.

### **Programme Report**

#### **Programme on Business Management for Leaders and Secretaries of Service Cooperative Banks of Kerala from 5 – 7 March, 2012**

The National Centre for Cooperative Education, New Delhi has organized training programme on Business Management for Leaders and Secretaries of Service Cooperative Banks of Kerala State from 5 – 7 March, 2012 in collaboration with Institute of Cooperative Management Kannur. 24 participants attended the programme (list of participants is placed below). The programme inaugurated by Dr.K.N. Sinha, Director (NCCE). Sh. M.V. Sasikumar, Director ICM, Kannur, Dr. V.K. Dubey, Sh. Rajeev Sharma, Dy. Director and Ms. Sandhya Kapoor, faculty (NCCE) were also present on the occasion of inauguration. Director (NCCE) briefed about activities of NCCE and NCUI. Sh. M.V. Sasikumar briefed about activities of three days programme. Sh. Rajeev Sharma proposed vote of thanks and Programme Coordinator, NCCE conducted the inaugural session. Besides classroom technical sessions, the experience sharing among the participants was also part of the programme. As per the evaluation, all participants were satisfied with contents, training material, faculty, classroom and overall programme. However

some participants suggested to improve accommodation/ hostel condition. Some participants have also given their views for increasing the duration of the programme. In addition of study material the appropriate literature were also provided to participants.

**Sub. : Programme report of Cooperation and Cooperative Management organized at Kandla Unit (Gujarat) from 1 – 3 February, 2012**

The National Centre for Cooperative Education, New Delhi has conducted a training Programme on Cooperation and Cooperative Management for Personnel of IFFCO Unit Kandla (Gujarat) from 1 – 3 February, 2012. 27 participants attended the programmes (list is at flag “A”). Programme was inaugurated by Sh. A.E. Kadu, Joint General Manager (TS). Sh. H.S. Chauhan, Senior Manager (Training) welcomed the chief guest and participants. The other officers were also present at the time of inauguration. Sh. A.E. Kadu appreciated the day-to-day programme and topics/ subjects which will be discussed in the programme and suggested to incorporate a session on recent changes in the cooperative law. The suggested topics have been incorporated in the session of Multi State Cooperative Societies Act. In this regards the literature on constitutional amendment for cooperative development was also provided to the participants. The coordinator Dr. V.K. Dubey, Dy. Director about the programme and requested the officers and participants to suggest any changes in the day-to-day programme. Sh. Gyanesh Kumar, Senior Manager proposed the vote of thanks. Sh. B.V. Velaria, Senior Manager (Marketing) took a session on Agriculture Input Supply and Marketing Strategies of IFFCO on February 2, 2012 from 12.00 – 1.30 p.m. Sh. Velaria planned a study visit to a block level sales and purchase (marketing) cooperative society, Rapar. The participants visited the society on February 3, 2012 for study of working pattern special focus on Agriculture input supply, storage method and services which are used to provide to the farmers. The society is has a unit for cleaning and grading of farmers’ produce for increasing profits. A Soil Testing Laboratory has been also established by the society for soil test of the farmers free of cost. The government also uses this laboratory on payment basis @ ` 16/- per sample. The participants were

briefed by Chairman and Secretary of the society. The participants met with the farmers for sharing the experience. The participants suggested to organize this programme for all employees at the time of joining itself and were satisfied with the overall programme.

### **Programme Report**

The National Centre for Cooperative Education, New Delhi has organized a Training Course on Cooperation and Cooperative Management for Personnel of IFFCO Unit, Kalol from 10 – 12 January, 2012. 19 participants attended the course (list is at flag “A”). The programme was inaugurated by Sh. B.A. Shah, Deputy General Manager on January 10, 2012 at 9.30 a.m. Sh. R.K. Dubey, Senior Manager Training and other officers were also present at the time of inauguration. Deputy General Manager Sh. Shah appreciated the schedule of day to day programme as well as topics which will be discussed in the programme and requested to incorporate a session on “Constitutional Amendment for cooperative development in day to day programme. The suggested topic which have been scheduled for discussion were good however a session on said topics has been covered on January 11, 2012. Two sessions were taken by guest faculties i.e. Role of Cooperative in Rural Development and Agricultural Input Supply and Marketing Strategy of IFFCO by Sh. Lokesh Jain, Associate Professor, CSRM, Gujarat Vidyapeeth, Gandhinagar and Sh. D.B. Desai, (Marketing IFFCO) Senior Area Manager respectively. The participants had given his views in the valediction e.g. programme is very useful hence it should be conducted for every employee at the time of appointment. Some participants also suggested that sessions on other developed cooperative sectors may be incorporated like dairy, marketing etc. The participants visited cooperative societies namely the Sardhav Sewa Sahakari Mandali, Sardhav District, Gandhinagar for study of working pattern with special focus on agricultural input supply/ marketing patten and storage method of fertilizer, pesticides and seeds on January 12, 2012. The participants were briefed by Chairman, Vice Chairman and Managing Director of the society. The other management board members were also present at the time of study visit of the society. The participants

also visited cooperative dairy societies of Sardhav village on same day. The annual report and other records were observed by the participants of both the societies.

## **Programme Report**

### **01. Programme Title & Venue :**

Leadership Development Programme for Chairmen / Directors of Multi State Cooperative Societies of India from 01 – 03, September, 2014 at NCCE, New Delhi.

### **02. No. of Participants : 31 (List enclosed)**

### **03. Objectives of the programme :**

The objectives of the programme was as under :-

- i) To identify their role as Board Members
- ii) To use tools as good governance and
- iii) To provide the participants a platform to interact with their counterparts from all over the Country & thus facilitate learning.

### **04. Duration & Total No. of sessions :**

3 days, 01 – 03, September, 2014 & Total No. of sessions = 10

### **05. A Brief report on programme :**

Leadership Development Programme for Chairmen / Directors of Multi State Coop. Societies of India during 01 - 03, Sept, 2014. This programme was organized at NCCE, New Delhi, there were 31 participants from Tamil Nadu, Maharashtra, Uttar Pradesh & Nagaland States. The guest speakers & internal faculty were invited to discuss the current issues being confronted by Multi State Coops. sector.

### **06. Major points discussed by the speakers, participants during the programme :**

The following topics were discussed by NCCE faculty and guest faculty as well as subject specialist during the programme :-

01. Coop. Values & Principles
02. Types, Styles, Qualities & Function of Coop. Leaders
03. Problems & Challenges before coop. organization & their solutions – Special focus on Multi State Coops.
04. Governance of Coops. and role & responsibilities of BOD's
05. Salient features of Multi State Coop. Societies Act 2002
06. Role of Govt. for Coop. Development
07. Conducting different types of meetings & decision making process in a coop. organizations
08. Income Tax on Cooperatives
09. Present Economic Scenario- Globalisation & its impact on Coop.

10. Membership – Admission, withdrawal, termination & election of Board etc.

### **07. The Feedback Given by the Participants**

Programme was found very useful and effective by all the participant, all of them had given excellent rating on all the parameters of the training. However, the filled up form by the participants are being enclosed in the file for the perusal. They has suggested that duration of the programme may be increase from 3 to 5 days. More Study visit to Coop. Society. Lodging & boarding needs improvement.

### **08. Brief report from the participants about the learning points**

01. Gained the knowledge of Act
02. Salient features of MSCS ACT 2002
03. Application of Principle & Values in their Societies
04. Roles & responsibilities of BOD's
05. Gained Knowledge of I tax on Coops.
06. Leadership quality
07. Training Programme was very useful for Society development
08. Present economic scenario – Globalisation & its impact on Coops.