



Director's Desk

Effective application of 3R's (Reduce, Reuse, Recycle) can transform waste into beneficial farm inputs



The Director, EEI Dr. V. Sudha Rani in her Valedictory address stressed that waste management helps to maintain a healthy environment for farm animals and can reduce the need for commercial fertilizers while providing other nutrients needed for crop production. It is important that proper waste collection, storage, treatment, transfer, and utilization is a panacea to a healthy environment. Proper waste utilization will assist in developing our agricultural sector and provide viable biofuel resource for many. She advised the participants to put efforts to practice the learnings gained during the program.

It is heartening to realize that some successful collaborations are available. Establishment and existence of some e-network among selected training institutes also provide a ray of hope. It is expected that with the resource crunch increasing in training institutes, with the scarcity of good resource persons available in the training institutes, and with the demands for the enhanced length, width, and depth of the training focus being imposed on training institutions, the formation of collaborative partnership would become inevitable with time.

When wastes are reused responsibly and beneficially they are correctly termed as "recoverable resources". To shift the paradigm and regard wastes as recoverable resources, particularly for the agricultural sector, it is essential to demonstrate that the long term impacts from re-using wastes are not detrimental to human, animal, plant or environmental health. This intern would help farmers increase their income by reducing inputs costs.

(Signature)

(Dr. V. Sudha Rani)
Director

www.eeihyd.org

Participatory Extension Methods for Effective Transfer of Technology

Participatory extension methods have become mainstream for the implementation of ideas in farmers fields in agriculture and allied sectors during the last decade. As participatory extension strategies have been advocated as a remedy for low-impact extension, a five days on campus training programme on Participatory Extension Methods for effective transfer of technology for 15 middle level extension officers of Agriculture and allied sectors of client states was organized at EEI from 2nd to 6th July, 2019 with a view to bring awareness and knowledge on the use of these methods.

Dr. C. Padma Veni, Professor EEI coordinated the training programme. Participatory Extension Methods such as Interactive Expert Systems, Participatory Monitoring and Evaluation etc., were covered in the programme.

Participants were taken to Field Visit to Alluwada village and



Participants practicing PRA Techniques

Integrated Farming System unit of PJTSAU where they have practiced PRA techniques and got aware of IFS models of PJTSAU.

Dr. V. Sudha Rani, Director, while delivering valedictory address appealed participants to apply the knowledge gained in the training

programme in their back home situation.

Participants expressed immense satisfaction on the practical approach of the training programme specially mentioning PRA techniques practiced in the village.

Innovative Training Methods Programme for Middle Level Officers



Step up Numbers - A Management game

The emphasis of training methods has been shifted from imparting knowledge to skill in the emerging areas related to innovative training methods, ICT social researches, knowledge management etc.,. Realising the need and importance of such innovations in training, a 5 days on campus training programme on “Innovative Training Methods for

Effective Extension Delivery” was organised for 21 officers representing various South Indian States & Union Territories at EEI, Hyderabad from 8th – 12th July, 2019.

The programme was coordinated by Dr. M. Preethi Professor, EEI.

In order to equip the trainees with new methods of conducting trainings

at their back home work places sessions on Experiential Learning process and Facilitation skills, Icebreakers and brain Teasers, Different Training and Team Training methods and Management Games were included in the programme. A field visit was arranged to 'Art of Living Centre' at Hyderabad, to orient the participants on Yoga and Meditation Techniques.

In her valedictory address Dr. V. Sudha Rani, Director, EEI advised the participants to imbibe the innovative training methods dealt during the 5 days programme and practice them in their respective work places. During their feedback the participants expressed that all the sessions were very useful and important and promised to use the gained learnings in their work and increase their efficiency.

HRD Improves the Performance and Abilities of Employees

In order to make better employees and provide the 'coaching' needed to strengthen their knowledge, skills, and abilities a 5 days on campus training programme on "Human Resource Development for Professional Excellence", organized for five days i.e., 16th -20th July 2019 at EEI, Hyderabad for 23 participants by Dr. B.Jamuna Rani, Professor, EEI.

Practical methodologies and approaches were used to deliver the sessions such as Emotional Intelligence, Time Management, Change Management, Leadership etc., Participants were oriented on skillful approaches to life, mind management etc., during the exposure visit to the Art of Living centre.



Active Participation of Participants in Management Games

Director, EEI, Dr.V.Sudha Rani in her valedictory address on 20th July 2019 reminded the participants that human resources in an organization need to be developed as per the change in the external environment

of the organization. Participants in their valuable feedback felt that the programme provided good learning experiences to look at the personal and work life from a different perspective.

Skills in profitable Agriculture through Mechanisation



Visit to Centre of Excellence, Horticulture, Jeedimetla, Hyderabad

Despite the highest production of India in a maximum of crops, two prime bottlenecks i.e the stagnant productivity per hectare and shortage of agriculture labour are hindering India's Agricultural Economic growth. There is ample evidence which suggests that productivity improves dramatically with usage of more farm power.

Hence the Government of India has been encouraging mechanisation through different policy interventions.

Keeping this in view, and to make participants aware of various new implements and machinery suitable for farmers of different economic strata, a five days on campus training programme on 'Skills in

profitable Agriculture through Mechanisation' was organized from 23rd to 27th July 2019, which was co-ordinated by Dr. S. Chandra Sekhar, Professor, EEI. Applications of Farm machinery in different sectors were essentially planned as a part of the training syllabi so that its relevance in field is understood by the trainees. The sessions were laced with several field visits in order to endow the participants with practical learning on implements and machinery.

The participants were given hands on training on the use of small implements during their visit to Central Research Institute for Dry land Agriculture (CRIDA), Hyderabad.

During the valedictory programme, Dr. V. Sudha Rani, Director, EEI mentioned that there is urgent need for all Extension workers to popularise new learnings of this training among rural people as there is acute shortage of labour in the rural areas.

Creativity improves the quality of Decisions in the organizations



Session of Creative Decision Making and Problem Solving Skills

In the era of globalization competition is so intense that creativity is essential for organizations to take decisions that help in their survival and growth. Keeping this in view a 4 days off campus training programme for 27 officers of department of Industries was conducted on “Creative

Decision Making and Problem Solving Skills” at Port Blair, Andaman and Nicobar islands from 24th – 27th July, 2019. Dr.B.Jamuna Rani and Dr.M.Preethi, Professors of EEI coordinated the training program.

Practical methodologies and approaches were used to deliver the

sessions such as Fish bone technique, 6 thinking hats, mind mapping etc., with emphasis on interactive discussions, case studies, group exercises and presentations and exposure visits. An Institutional visit to Brahma Kumaris Institute at Port Blair was organized to orient participants on “Positivity and Stress Management”. The learning outcome and their use in the back home was discussed in groups by the participants and were presented.

In his Valedictory address Sri. Ajit Anand, Director of Industries, Andaman & Nicobar Islands appreciated the importance and usefulness of the workshop. The Participants during their feedback expressed that such programmes serve to refresh their inherent capacities and identify their own talents.

Experiential Learning and Management Games for Effective Learning

A five days on campus training programme for 17 officers on Experiential Learning and Management Games for Effective Learning was conducted from 30th July to 3rd August, 2019 at EEI, Hyderabad. The programme was co-ordinated by Dr. V. Sudha Rani, Director, EEI and Dr. P. Vijaya Lakshmi, Professor, EEI.

The content covered in the Programme included many Experiential Learning and Management games such as Facilitation Skills, Team Building skills, Communication, Problem solving and Time management skills etc.,

During the valedictory programme participants thanked EEI for instilling confidence and positivity



Distribution of Certificates by Dr. D. Raji Reddy, Director of Extension, PJTSAU

in them through different sessions by inspiring resource persons. Dr. D Raji Reddy, Director of Extension, PJTSAU who graced the

valedictory function addressed the participants and distributed the certificates to all trainee officers.

Waste Management in Agriculture and Allied sectors for Sustainable Agriculture

Agricultural development is usually accompanied by wastes from the irrational application of intensive farming inputs used in cultivation, remarkably affecting rural environments in particular and the global environment in general. These wastes when managed properly through the application of the knowledge of agricultural waste management systems such as the “3Rs” (Reduce, Reuse, Recycle) can be transformed into beneficial materials for human and agricultural usage. Keeping this in view a four days on campus training program was organized on “Waste Management in Agriculture and allied sectors”, from 5th to 8th August 2019 for 26 officers. Dr.B.Jamuna Rani, Professor, EEI is the Course Director.



Visit to IFS, PJTSAU, Hyderabad

The participants in their feedback appreciated the importance of the program and acknowledged that the contents were eye openers to realize the importance of waste management in individual sectors.

They also felt that community-based waste management is seen as

one of the components of waste management, in which neighbourhood communities, households, community based organisations, small and informal enterprises are engaged in collection and disposal, re-use and recycling of waste materials.

Training Management Skills for Professional Excellence



Session on Feedback Management by Director, EEI

A five day on campus training programme on 'Training Management skills for Professional Excellence' was organized for 19 officers from 19th -23rd August, 2019

at EEI, Hyderabad. The programme was co-ordinated by Dr. V. Sudha Rani, Director, EEI and Dr. P. Vijaya Lakshmi, Professor, EEI.

Training techniques, Training need assessment, Participatory farmers training, need assessment at village level etc., were some of the useful topics included in the programme.

Field visits were arranged to Burjugadda Thanda village during which trainee officers identified the training needs of the farmers of that village and accordingly conducted training programmes on SRI paddy cultivation, Rain water harvesting and storage and pisciculture in IFS model. One of the trainee officer promised to supply motor conoweeder to the villagers on free of cost to promote SRI paddy in Burjugadda Thanda.

During the valedictory function Dr. V. Sudha Rani, Director, EEI appreciated all the participants for their active participation during the programme and urged the participants to use learnings in their back home situation.

“Training Skills for Effective Extension Delivery”

The training and development of employees is crucial to any organisation's performance. Keeping in view the importance of training in HRD a training programme was organized on “Training Skills for Effective Extension Delivery”, for thirty officers of the Department of Fisheries, Kerala state for Four days from 19th-22nd August 2019. Dr. B. Jamuna Rani and Dr. S. Chandra Shekar, Professors of EEI were the Course Coordinators.

Experiential learning methods such as Interactive sessions, Brain storming, Individual and group exercises, Group discussions and presentations, Institutional visits were used to deliver the contents. The trainees were taken on a field visit to Brahmakumaris institute



Ice Breaking

and the trainees as a group activity conducted a training programme by using the systematic process.

In her valedictory address on 22nd August, 2019, The Director of NIFAM, Mrs. Maja Jose expressed that Training employees is a challenging job, and whether you're

an independent trainer or employed with an institution, trainers and training managers are expected to have a ton of qualities for the training to be a success. The trainees expressed satisfaction regarding the contents of the programme and the training methodology.

Water Conservation Techniques to Improve Water use Efficiency



Visit to Precision Farming, WTC, PJTSAU, Rajendranagar

A five days On campus training programme on “Water Conservation Techniques to Improve Water use Efficiency” for Agriculture and allied sectors of client states was organized at EEI from 19th – 23rd August, 2019 aiming to train the respective middle level extension officers to help the

farming community to improve water use efficiency by advocating water conservation technologies in their jurisdiction. A total of 18 participants participated in the programme.

Dr. C. Padma Veni, Professor EEI was the course coordinator. The content

covered in the training programme include Water conservation techniques –Lesson from precision farming and protected cultivation; Participatory irrigation management; Gender mainstreaming in agriculture water management and Digital application for feedback management. Besides Participants were given an opportunity to visit Water Technology Centre fields, PJTSAU for hands on training. Visit to well maintained Farm pond technologies by CRIDA immensely helped the participants to learn practically on various aspects of farm technology so as to disseminate the same to the farmers.

Participants expressed high elation and immense satisfaction on the practical approach of the training programme with special reference to field visits.

Integrated Farming Systems Approach for Sustainable Livelihoods

A five days on campus training program from 3rd to 7th September, 2019, was organized at EEI, Hyderabad to improve the competencies of officers in the area of “Integrated Farming Systems Approach for Sustainable Livelihoods”. The programme was coordinated by Dr. S. Chandra Sekhar, Professor, EEI.

In addition to practical oriented classroom sessions, 2 field visits were also organized to expose them to different IFS models.

During the valedictory session Dr. D. Raji Reddy, Director of Extension, PJTSAU addressed the participants that Integrated Framing Systems Approach for Sustainable Livelihoods was very important and is the need of hour in the present scenario of climate change and the inputs given in this five days program should be adopted by the trainees at field



Visit to Farmers Field, Kothagaddi Village, Vikarabad

level in their respective sectors. Later Dr. V. Sudha Rani, Director, EEI in her address insisted

trainees to replicate the IFS models taught in their respective jurisdictions.

Farmer Producer Organizations for Sustenance Agriculture



Ice Breaking with the participants

In order to train the Extension professionals on strategies for sustenance of FPOs, a five days training programme was organised for the Extension officers of Southern States of India on “Farmer Producer Organizations for

Sustenance Agriculture” from 17th to 21st September, 2019 by Dr. V. Sudhar Rani, Director, EEI and Dr. S. Chandra Shekar, Professor, EEI . The content covered in the training included Why FPOs? Formation and management of FPOs –

Strategies for sustainability and profitability of FPOs, Development of Business plan for FPOs, etc. The programme also comprised of one field visit to successful FPOs - Suraksha Farmers Producer Organization, Mulugu.

The training concluded with a good and encouraging feedback by all the participants who expressed that the training has inspired them to initiate FPO in their own sectors such as Agriculture, Diary, Horticulture and Agricultural Engineering etc at their working places.

Process Documentation Skills for Better Management

Dr. C. Padma Veni and Dr. M. Preethi, Professors of EEI coordinated an off campus training programme on Process Documentation for Information Management for the 30 officers of the Department of Industries at Port Blair, Andaman and Nicobar islands from 18th – 21st September, 2019.

Need and importance of Process Documentation, Techniques of Process Documentation, Identification of Indicators, Report writing Skills, Soft Skills etc were taught in the programme. A Field visit was arranged to an industrial area where participants recorded the case studies of successful entrepreneurs. The learning outcome and their use in the back home was discussed in groups by the participants and were presented.

In his Valedictory address Sri. Ajit Anand, Director of Industries,



Visit to Monsoon Fisheries, Fish Processing Unit, Dhanigari, Port Blair

Andaman & Nicobar Islands appreciated the enthusiasm shown by all the participants and requested them to put their learnings in practice. He mentioned that Process Documentation enhances work efficiency and organizational performance. The Participants

during their feedback expressed that such programmes serve to refresh their working capacities and identify their own lacunae. It also helped them to understand different means by which they can effectively document their activities.

Organizational Excellence Draws its Creative Energy from Outstanding Leadership and Team Building Skills

Utpal Kumar Sar

Director Fisheries, Port Blair, Andaman



Dr. C. Padma Veni, Professor, EEI addressing participants during valedictory

To inspire the agriculture officers of Andaman and Nicobar islands towards higher levels of teamwork to serve the farming community, EEI, Hyderabad organized a four day off campus training programme on Leadership and Team Building skills for Organizational Excellence” from

24th to 27th July, 2019 at Port Blair where 30 officers were trained on different themes of leadership and team building. The programme was coordinated by Dr.V.Sudha Rani, Director EEI and Dr.C.Padma Veni, Professor, EEI

Dr.V.Sudha Rani, Director EEI in her inaugural address expressed

building a team with the right knowledge and expertise can be a tricky process if leadership is poor. Creating an effective team requires genuine leadership skills which few people possess. Therefore the ensuing training programme has an enormous importance to inculcate leadership and team building skills among the trainees to intern serve the farming community.

Dr. K. Shiva Peruman, Scientist –D, Zoological Survey of India, Port Blair, while appreciating the participants listening to their feedback during valedictory on 27th July 2019 appealed them to apply gained knowledge in their back home situation and later distributed the certificates.

Leadership development is the single biggest way to impact an organization

To inculcate leadership skills in extension officers they need to understand qualities, roles, styles for effective leadership hence, a four days off campus training programme on “Leadership and Personality Development Skills for Professional Excellence” was conducted to thirty officers of Department of Animal Husbandry Department at SVHRDI, Telangana from 24th to 27th September, 2019. Dr. V. Sudha Rani, Director, EEI and Dr. B. Jamuna Rani, Professor, EEI were the Course Directors.

In addition to classroom sessions, an Institutional Visit was organized to Art of Living Centre, Hyderabad to get tips on Stress Management, Yoga, Meditation and Self Motivation Techniques.



Ice Breaking

Director, EEI, Dr.V.Sudha Rani, in her valedictory address on 27th September 2019 emphasized that an effective personality needs a healthy body and healthy mind which leads to healthy thoughts thus improving will power and work efficiency to enhance the

personality. The trainees expressed that the sessions on interpersonal skills, positive attitude and time management provided tips and techniques to improve those respective skills which are very essential to enhance the personality as a leader.

Time and Stress Management for Professional Excellence



Management Game on Time and Stress Management

A four days off campus training programme on “Time and Stress Management for Professional Excellence” was organized from 27th – 30th August, 2019 at SMAETI, Guntur, Andhra Pradesh. A total of thirty officers representing Department of Agriculture, Andhra

Pradesh participated in the programme. Dr. C. Padma Veni and Dr. M. Preethi, Professors, EEI coordinated the programme.

The participants were taken to Brahma Kumaris Institute, Guntur where they got exposed to

meditation and yoga techniques. Participants shared their views on the programme during valedictory and stated that this is highly useful for their personal and organizational life. The sessions dealt by faculty as well as the resource persons with practical examples to relieve stress and manage time were conceived as highly valuable.

Dr. Vijaya Lakshmi, Director, SAMETI while delivering valedictory address emphasized that mild stress to an individual is necessary to excel in performance. So, as to earn best results, the officers must work under optimal pressure. She further emphasized that prioritization and scheduling of task are more important to manage time.

Digital Applications for effective Transfer of Technology

Greater returns to farming are possible where cropping is more diversified. For this farmers need easy access to the finances, technology, and inputs, and fewer barriers to the sale, storage, and transport of the more perishable products. Digital innovations and Digital extension services can provide real-time advice to help farmers for in this aspect. In addition mobile phones, especially through the use of Whats App, make it possible for farmers to determine the price and time at which to sell their crops and possibly to enter into sales contracts. In order to make extension officers effectively utilize the benefits of ICTs a four day On campus training was organized at EEI on Digital Applications for effective Transfer of Technology from 5th to 8th August, 2019. The programme was coordinated by Dr. R. Vasantha, Professor.

Outcomes of the programme

1. Participants organized two puppet show with audio and video output. The puppet show was recorded and transferred to farmers through whats app.



Dissemination of technology through traditional Cheriyal and Worli arts

2. Participants also developed of 23 videos on various topics.

3. 25 Cheriyal paintings and 20 puppets were made by participants depicting technologies to be transferred.

4. Participants registered into mkisan app for transferring messages to farmers.

5. Motivated by virtual class, One participant fixed an exposure visit to KVK Baramati with her farmers.

Participants feed back

Videos production helps us to record success stories and share with farmers. Base level technical officers can be trained on blending of traditional and modern ICTs. Transferring information and skills in use of PLANTIX and KRUSHIK app to farmers and extension workers. As we got exposed to Virtual training, farmers too can be trained through mobiles. PLANTIX assists us in Pest and disease diagnosis.

Urban farming for Agriculture and Allied Professionals

Urban agriculture will go a long way in addressing the nutritional requirements of population explosion in urban areas. Urban farming can provide fresh produce to city dwellers without the need for intensive transportation, refrigeration and storage facilities, by reducing the time and distance from farm to fork. Keeping the

importance of Urban farming in view a 5 day on campus training is organised to 20 officials from various south Indian states at EEI Rajendranagar from 27th to 31st August 2019 which was coordinated by Dr. R. Vasantha, Professor

Major learnings

Integrated model of Fish rearing

+Vegetable growing + Fruit cultivation on terrace garden. Intensive organic farming with several local and exotic fruit and vegetable varieties using low cost material and methods from Noorjahan terrace garden. Participants learnt Hydroponics and vertical farming by visiting Center of Excellence, Jeedimetla

Outcomes of the programme

- All the participants felt that they have not attended such a kind of training earlier as this training was organised very practically by including 6 field visits in five days.
- Highly inspired by the programme, Sureshkumar, ADA, Warangal started a terrace garden in his own apartment.
- Sushmita Dandasena, Horticultural Officer from Odisha expressed that she will spread the practically learnt urban farming concepts to atleast 100 farmers in her jurisdiction.



Visit to Fish + Vegetable + Fruit terrace garden of Sri Ravichandrakumar, Santoshnagar

Management Development Programme for Extension Professionals

Managers and executives are made, not born. It is, therefore, necessary to take up continuous management development programmes to

enhance the managerial abilities and skills and insight of the managers and executives with this view a five days On campus training

programme was organized at EEI from 23rd to 27th September 2019. The programme was coordinated by Dr. R. Vasantha, Professor.

Participants feedback

- Topics such as Leadership skills, emotional intelligence and leading change learnt in this training are highly useful while discharging duties, said Sri Ravichandran, ADA, Nagapattinam, Tamil Nadu
- Concept of Emotional intelligence learnt in this course specially guides veterinary doctors in preventing making hasty decisions in professional life, opined Dr. Santosh, PVC, Sangareddy.
- Qualities required for a leader which I learnt here are helpful for my successful performance in the office, said Nomitarani, AHO, Similiguda, Odisha.



Management game on leadership

Disaster Management and Mitigation Strategies for Extension professionals

India is one of the most disaster prone zones in the world due to its peculiar geographical characteristics as well as the poor social conditions in which the communities live which exposes them to the frequent destruction caused by the hazards.

India has taken many steps and has formed many organizations in order to mitigate, reduce and avoid the hazards of the disasters. In order to make the field level extension functionaries aware of disaster management strategies a five days on campus training was organized for 33 participants at EEI from 3rd to 7th September, 2019. 33 participants belonging to various South Indian states took part in the programme. The programme was coordinated by Dr. R. Vasantha, Professor.



Participants enthusiastically learning about Rainfall recording equipment

Participants feedback and learnings

- Exposure to sessions on Management of Tusnami, floods, earthquakes and droughts at INCOIS was felt very useful by them.
- Few participants requested to include in future a field visit to disaster affected areas where mitigation measures were taken up.

- Participants developed and submitted Disaster management Strategies for Drought, Floods and Landslide management.
- Participants were able to operate various instruments and analyze data generated by weather forecast equipment at IMD, Begumpet.

Book - Post

To _____

From

The Director

Extension Education Institute, Dept. of Agriculture, Cooperation & Farmers Welfare
Ministry of Agriculture & Farmers Welfare, Govt. of India,
PJTS Agricultural University, Rajendranagar, Hyderabad 500030
Phone: 040-24015368; Fax: 040-24016367

Published by : **Dr. V. Sudha Rani**, Director, EEI

Edited by : **Dr. R. Vasantha**, Professor, EEI

Dr. M. Preethi, Professor, EEI

Photographs : **Shri O. Bhaskar Rao**, EEI

Laser Typesetting and Printing at PJTS Agricultural University Press, Rajendranagar, Hyderabad 500 030