



Course Report on
International Programme on
**“Training Techniques for Trainers of Cooperative
and Rural Financing Institutions”**
(Focused on Trainers Training)

At VAMNICOM, Pune

(15th -19th January, 2024)

(CICTAB- NCUI-VAMNICOM)

**Centre for International Cooperation and Training
in Agricultural Banking**

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Background

Cooperative concept and the system of cooperative societies were introduced, to the Indian economy by the British colonial Rule at the outset of the 20th century. In the changing economic environment, Cooperative Business Model is still valid and functioning in appreciated level in India. The Government of India has set up a separate Ministry of Cooperation in July, 2021.

There are 95,995 primary level agricultural Cooperative, 17 National level Federations, 351 District Central Cooperative Banks and 33 State Cooperative Banks are in India. Maharashtra State is a cooperative hub in India. The programme design, methodology, contents and terms of deputing the participants for the programme are indicated in the detailed programme format enclosed herewith for your perusal and consideration.

About CICTAB

Centre for International Cooperation and Training in Agricultural Banking (CICTAB) was set up as a special initiative of FAO of United Nations and Ministry of Agriculture, Government of India way back in 1983. Currently, CICTAB has 39 Member institutions in SAARC region countries including India, Bangladesh, Nepal, Sri Lanka, Bhutan and Maldives. The centre is dedicated for the training in agricultural banking and other related areas in these member institutions. CICTAB through its member institutions promotes International cooperation in the establishment and expansion of facilities for training in agricultural banking & Facilitates exchange of experience and information on harnessing of National systems of finance and banking for agricultural and rural development.

About VAMNICOM

Vaikunth Mehta National Institute of Cooperative Management is a premier National Institute under the Ministry Of Cooperation, Govt of India. It was conceived as an intellectual nerve centre for the co-operative movement. It caters to management development through training, education, research and consultancy needs of various co-operative organizations, government departments and other national bodies.

About NCUI

NCUI was established in 1929 as All India Co-operative Institutes Association and was re-named National Co-operative Union of India in 1961. NCUI is the apex in India which represents all sectors of the Indian Co-operative Movement. Its objectives are to promote and develop the co-operative movement in India; to educate, guide and assist the people in their efforts; to build up and expand the co-operative sector; and service as an exponent of co-operative opinion in accordance with co-operative principles. NCUI membership is open to national and state level co-operative organisations as well as multi-state co-operative societies. As on 30th June 2016, NCUI had 260 members, including, 17 National, 163 State and 80 Multi-State Cooperatives. It represents 23,892,300 individual members.

About the Programme

Dr. D. Ravi, Programme Director, CICTAB inaugurated the programme in the presence of CICTAB team and briefed about the programme and also conveyed gratitude to the participants.

Total 24 Participants from Srilanka (2), Nepal (2), India (20) were attended the programme.

Glimpses of inauguration and group photo session of programme:



Dr. D. Ravi, Programme Director, CICTAB inaugurated the programme in the presence of CICTAB team



Dr. Hema Yadav, Director, CICTAB & VAMNICOM interacted with the participants

For detailed List of Participants refer Annexure A.

Objective of the Programme

- ❖ Orient the participants about the concept and strategy of HRD for personnel of cooperative and rural financing institutions towards sustained economic development.
- ❖ Acquaint the participants with methods of planning, organizing and implementing training programmes and in turn to organize training programmes for junior faculty.
- ❖ Acquaint the participants with various training techniques suitable for different training programmes to make the training input effective and relevant.

Coverage of the Programme

The training programme was Faculty members of National level Training Institutions of cooperative and rural development financing institutions and Trainers/Potential Trainers of Agricultural/Rural Financing Institutions in the Countries of the SAARC Region. The Five-day long programme comprised of 15 sessions of 1 hour 15 mins minutes duration each on the following broad topics:

- ❖ Programme Designing, Planning and Implementation by Dr. D. Ravi, Programme Director
- ❖ Use of 7S Methodology for creating impacting in training & Management games and role play by Prof Rajesh Kamath, Founder - Chanakya Consulting Insights Co - founder/ Co - Facilitator - MTHR Global & MTHR Global CxO Forum
- ❖ Theories of learning & teaching and Outcome based learning - Bloom taxonomy by Dr. Suruchi Pandey, Symbiosis International University, Pune
- ❖ Competency enhancement in digital education & Startup ecosystem by Dr. S Senthil Vinayagam, Head, Education Systems Management, NAARM
- ❖ Effective Communication & Emotional Intelligence by Ms Jyoti Tathe, Management Trainer, Pune
- ❖ Data Storytelling – using charts in Excel & using PowerPoint and Power BI by Ms Nidhi Kastwar
- ❖ Communication for leaders by Ms Smita Sovani, Life Transformers, Pune
- ❖ Group Exercise by Dr. D. Ravi, Programme Director
- ❖ Programme Design, Planning and Implementation – Cont by Dr. D. Ravi, Programme Director

Understanding training techniques of premier institutions of Pune visits were arranged to College of Agricultural Banking, RBI, Pune and National Insurance Academy, Pune.

For detailed Programme Schedule refer Annexure B.

Day 1 : 15th January 2024

Session -1

Topic : Programme Designing, Planning and Implementation
Faculty/Resource person : Dr. D. Ravi, Programme Director

The programme is on training techniques and all the participants were potential trainers from their institutions Dr. D. Ravi briefed them about the programme designing, how to plan the programme and the things keep in mind for implementation of the programme.

Further he divided the participants and advised to carefully attend the programme and at last day they have to decide one topic for conducting the programme and present it briefly.



Session -2 & 3

Topic : Use of 7S Methodology for creating impacting in training & Management games and role play Forum

Faculty/Resource person : Prof Rajesh Kamath, Founder - Chanakya Consulting Insights, Co - founder/ Co - Facilitator - MTHR Global & MTHR Global CxO

Prof Rajesh Kamath is the potential trainer, he first briefed the participants about the how to use the 7S Methodology for creating impact in training. Further he divided the participants in the groups and given them some task of management games. Further he asked trainers to brief it groupwise.



Management games:



Participants enjoyed the management game session and learn the one of the training technique

Day 2 : 16th January 2024

Session - 4 & 5

Topic : Theories of learning & teaching & Outcome based learning - Bloom taxonomy

Faculty/Resource person : Dr. Suruchi Pandey, Symbiosis International University, Pune

Dr. Suruchi Pandey explained that learning theories allows to better understand the process of learning. Together with the use of technology, learn theories have made a significant impact in the classroom. There are many learning paradigms, however, behaviorism, cognitivism, constructivism and social learning she had focus. As the target audience was trainers she focused on the adult learning and briefed about the different methods of adult leanings.

Further she focused on the bloom taxonomy. It is nothing but the knowledge or information recall, comprehension or conceptual understanding, the ability to apply knowledge, the ability to analyze a situation, the ability to synthesize information from a given situation, and the ability to evaluate a given situation.



Session - 6 & 7

Topic : Competency enhancement in digital education & Startup ecosystem

Faculty/Resource person : Dr. S Senthil Vinayagam, Head, Education Systems Management, NAARM

Dr. S Senthil Vinayagam discussed about the functions of training methods i.e. assist in creating an appropriate learning environment; enhance participation & involvement of the group; give greater control of the learning to the participants; promote group interaction and cohesion.

Further he explained in detail about the training methods like Lecture method, Case study, Role-play, Audio Visual Technique, Management games, Questioning method, Individual & group assignment methods, Group discussion method, Braining storming, Field trip Demonstration method.



Day 3 : 17th January 2024

Two study visits were arranged to understand training techniques of premier institutions of Pune visits were arranged to College of Agricultural Banking, RBI, Pune and National Insurance Academy, Pune.

(i) College of Agricultural Banking, RBI, Pune

Prof. Narayan, DGM, CAB briefed the participants about the history of college of agricultural banking and trainings conducted by them. Further the participants visited to the Reserve Bank of India Archives and the digital lab created in the CAB.

Glimpses of the visit:



Study visit to College of Agricultural Banking Pune

(ii) National Insurance Academy

National Insurance Academy (NIA), is located in Pune. It was established in the year 1980 under the aegis of Ministry of Finance Government of India, LIC, GIC and the four public sector insurance companies. NIA is the jewel crafted by this one of a kind private public venture, and has been running executive development programs for the past 25 years.



Visit to National Insurance Academy, Pune

Session – 8 & 9

Topic : Effective Communication & Emotional Intelligence

Faculty/Resource person Ms Jyoti Tathe, Management Trainer, Pune

Ms Jyoti Tathe had taken the practical sessions of the participants. She started with the stress relief exercise and the checked the leadership skills in the trainers which were required for potential trainers. She uses the outdoor training techniques for training the participants.



Training sessions with the help of outdoor training

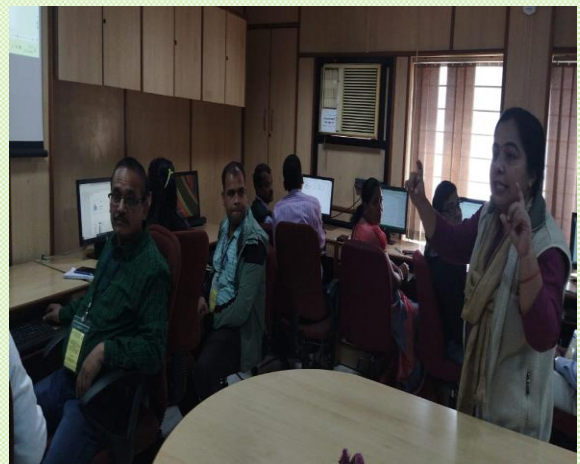
Session – 10 & 11

Topic : Data Storytelling – using charts in Excel & using PowerPoint and Power BI

Faculty/Resource person : Ms Nidhi Kastwar , Management Consultant

Ms Nidhi Kastwar taken the practical sessions in the computer lab to teach the participants digital training techniques. She teaches the Data Storytelling – using charts in Excel. Session was very interesting and participants get the very good knowledge.

One of the most new techniques she introduced to the participants is Power BI. Very few participants were aware about it but madam had taken it very simplified way and also took the participants on hands on practice.



Session - 12

Topic : Communication for leaders

Faculty/Resource person : Ms Smita Sovani, Life Transformers

Ms Smita Sovani explained the leadership communication is an effective leader's method of communicating and socialising with their team members and their company's executives.

This could include the methods by which they give or receive instructions, report progress, congratulate their team, mediate conflict and administer appropriate punishment. Leadership communication can vary widely in its application and the methods by which an individual can excel at it, but generally, you can apply effective communication skills to any conversation.



Session - 10

Topic: Group Exercise on designing the course

Faculty/Resource person: Dr. D. Ravi, Programme Director

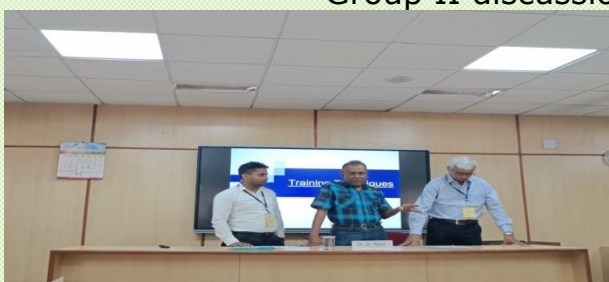
After understanding the all training techniques Dr. D. Ravi, Programme Director given the task to the trainers for designing the programme. The task were given below:



Group I discussion and presentation

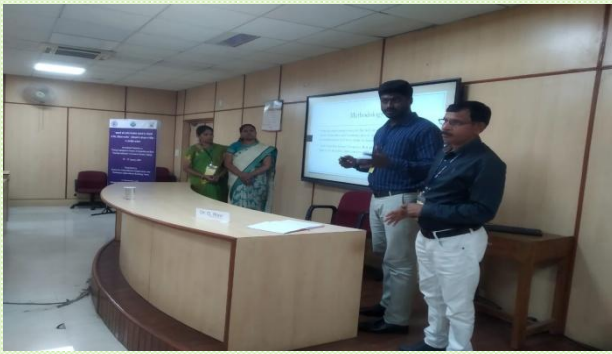


Group II discussion and presentation

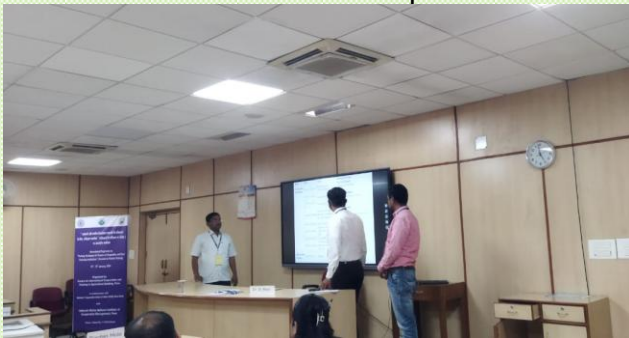


Group III discussion and presentation





Group IV discussion and presentation



Group V discussion and presentation



Group VI discussion and presentation

Validation and Certificate Distribution:

Dr. Hema Yadav, Director, CICTAB & VAMNICOM graced the valediction of the programme in the presence of Dr. D. Ravi, Programme Director, CICTAB and CICTAB team.

Director in her valedictory speech briefed that training is the just beginning of the particular task. Trainer should always understand the audience and build the communication with the trainees. In this programme diversified trainers have participated and diversified group is always interested to train. Madam advised the participants that systematic theory is always required for learning. Always keep in mind that there are different types of training techniques. According to the need of the trainees trainer should decide it. Language should not be barrier for good trainer.

Programme was concluded by Dr D Ravi, Consultant, CICTAB and he distributed the certificates to the participants.



Dr. Hema Yadav, Director, CICTAB & VAMNICOM graced the valediction of the programme in the presence of Dr. D. Ravi, Programme Director, CICTAB and CICTAB team



Dr. Hema Yadav, Director, CICTAB distributed the certificates to the participants

Learning outcome:

- ❖ Concepts and strategies of HRD for Personnel of Cooperative and Rural Financing Institutions towards sustained economic/rural development.
- ❖ Management Development Programmes - training needs analysis
- ❖ Design and content of programme- Training materials-field visits.
- ❖ Planning and implementation of training programmes - suitable training techniques - resource persons -Audio-visual aids, OHP and Power point presentation.
- ❖ Training technique and methods: Lecture-cum-discussion, group discussions, seminars, case studies, converting research studies in training input.
- ❖ Adult Psychology, learning principles and environment Management case - preparation and use of management case.
- ❖ Training Evaluation

Group Photo of the Programme:



CICTAB Secretariat

1. Dr. Hema Yadav, Director
2. Dr. D. Ravi, Consultant
3. Ms. Kalyani Sahoo, Programme officer
4. Ms. Smita Kadam, Research officer
5. Mrs Usha Kulkarni, Stenographer
6. Mr. J.B. Gaikwad, Asst. Accountant
7. Mr Shivsagar Patil, Jr. Clerk
8. Mr. Suresh Salvi, MTS
9. Mr. Nitin Koli, MTS



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(15th -19th January, 2024) (Focused on Trainers Training) at VAMNICOM, Pune
(CICTAB - NCUI)**

List of Participants

Sr. No	Name (Passport)	Organization	Designation
	INDIA		
1.	Mr. Dineshkumar B Shukla	NCUI: Rajkot Nagari Sahakari Bank Ltd., Rajkot	Head-Training
2.	Shri. S.S. Honrao	NCUI: Coop. Training Centre Sangli	Vice-Principal
3.	Shri. Bhaskar P. Nandanwar	NCUI: District Coop. Board, Bhandara	Coop. Education Officer
4.	Shri. Bharat C. Falke	NCUI: District Coop. Board, Chandrapur	District co.op. Development Officer
5.	Shri. Prakash Apparao Kadam	NCUI: District Coop. Board, Beed	Coop. Education Officer
6.	Smt. Banani Das Chakraborty	NCUI: West Bengal State Cooperative Union,CCM, Sriniketan	Principal
7.	Shri Gobinda Chandra Das	NCUI: West Bengal State Cooperative Union, CCM, Barsu	Principal
8.	Shri Arindam Sarkar	NCUI: Centre for Coop. Management, Uttarpara, West Bengal	Lecturer
9.	Shri Ashok Dutta	NCUI: Centre for Coop. Management, Bansul, West Bengal	DCEI
10.	Shri Kausik Talukdar	NCUI: West Bengal State Cooperative Union,Howrah	DCEI
11.	Shri Anup Maity	NCUI: West Bengal State Cooperative Union,Paschim Medinipur	DCEI
12.	Shri Sisir Poudyel	NCUI: West Bengal State Cooperative Union,Jalpaiguri	District Coop. Education Instructor

Sr. No	Name (Passport)	Organization	Designation
13.	Shri Sargam Baraily	NCUI: West Bengal State Cooperative Union, Darjeeling	District Coop. Education Instructor
14.	Shri Mriganka Sekhar Gayen	NCUI: West Bengal State Cooperative Union, South 24 Parganas	District Coop. Education Instructor
15.	Shri M. Ragubalan	NCUI: Department of Cooperation The Gandhigram Rural Institute (Deemed to be University) Gandhigram, Dindigul Tamil Nadu	Research Scholar
16.	Shri. Vasudev Kale	NCUI: Shri Sidhivinayak Nagari Sahakari Patsanstha Marya., Srirampur	Chairman
17.	Shri. Sachin B. Hole	NCUI: Shri Sidhivinayak Nagari Sahakari Patsanstha Marya., Srirampur	Manager
18.	Dr. Srikantha Nayaka G	NCUI – Field Marshal K M Cariappa College, Karnataka	Guest Faculty
19.	Mrs. Jayashri P. Hunagund	NCUI – Karnataka State Coop Federation Ltd, Bengaluru	
20.	Mrs. Savita S. Bisanal	NCUI – District Cooperative Union Ltd., Bijapur	
	SRI LANKA		
21.	Mr. Nuwan Senaka Wijesinghe	Department of Cooperative Development, Colombo, Srilanka	Cooperative Development Officer
22.	Mr. Geeth Rangana Ruwan Pathirage	Department of Cooperative Development, Colombo, Srilanka	Cooperative Development Officer
	NEPAL		
23.	Mrs. Sangita Rijal	NEFSCUN: Dhading Mandali Saving and Credit Cooperative Ltd, Kathmandu	Vice Chairperson
24.	Mr. Vasker Khanal	NEFSCUN: Dhading Mandali Saving and Credit Cooperative Ltd, Kathmandu	Secretary



**CENTRE FOR INTERNATIONAL COOPERATION AND
TRAINING IN AGRICULTURAL BANKING (CICTAB), PUNE**

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TIME TABLE**

Room No. 11

Date	Time	Topics	Resource Person
15 th Jan, 2024 Monday	9.30 AM – 10.00 AM	Registration & Climate Setting	Dr. D. Ravi Programme Director
	10.00 AM – 11.00 AM	Interaction and Inauguration	Dr. Hema Yadav Director, VAMNICOM & CICTAB
	11.00 AM – 11.30 AM	Group Photo & Tea	
	11.30 AM – 1.00 PM	Programme Designing, Planning and Implementation	Dr. D. Ravi Programme Director
	1.00 PM – 2.30 PM	Lunch Break	
	2.30 PM – 4.00 PM	Use of 7S Methodology for creating impacting in training	Prof Rajesh Kamath Founder - Chanakya Consulting Insights Co - founder/ Co - Facilitator - MTHR Global & MTHR Global CxO Forum
	4.00 PM – 4.15 PM	Tea Break	
	4.15 PM – 5.30 PM	Management games and role play	Prof Rajesh Kamath Founder - Chanakya Consulting Insights Co - founder/ Co - Facilitator - MTHR Global & MTHR Global CxO Forum
16 th Jan, 2024 Tuesday	9.15 AM – 9.30 AM	Recap	
	9.30 AM – 11.00 AM	Theories of learning & teaching	Dr. Suruchi Pandey, Symbiosis International University, Pune
	11.00 AM – 11.30 AM	Tea Break	
	11.30 AM – 1.00 PM	Outcome based learning - Bloom taxonomy	Dr. Suruchi Pandey, Symbiosis International University, Pune
	1.00 PM – 2.30 PM	Lunch Break	
	2.30 PM – 3.30 PM	Competency enhancement in digital education	Dr. S Senthil Vinayagam, Head, Education Systems Management, NAARM
	3.30 PM - 3.45 PM	Tea Break	
	3.45 PM – 4.45 PM Online Session	Startup ecosystem	Dr. S Senthil Vinayagam, Head, Education Systems Management, NAARM

Date	Time	Topics	Resource Person
17 th Jan, 2024 Wednesday	Understanding training techniques of premier institutions of Pune visits were arranged to College of Agricultural Banking, RBI, Pune and National Insurance Academy, Pune.		
18 th Jan, 2024 Thursday	9.15 AM – 9.30 AM	Recap	
	9.30 AM – 10.30 AM	Effective Communication	Ms Jyoti Tathe Management Trainer
	10.30 AM – 11.30 AM	Emotional Intelligence	Ms Jyoti Tathe Management Trainer
	11.30 AM – 11.45 AM	Tea Break	
	11.45 AM – 1.15 PM	Data Storytelling – using charts in Excel	Ms Nidhi Kastwar Management Consultant
	1.15 PM – 2.15 PM	Lunch Break	
	2.15 PM – 3.30 PM	Communication for leaders	Ms Smita Sovani Life Transformers
	3.30 PM – 3.45 PM	Tea Break	
	3.45 PM – 5.15 PM	Data Storytelling – using PowerPoint and Power BI	Ms Nidhi Kastwar Management Consultant
	5.15 PM – 6.15 PM	Group Exercise	Dr. D. Ravi Programme Director
19 th Jan, 2024 Friday	9.15 AM – 9.30 AM	Recap	
	9.30 AM – 11.00 AM	Programme Design, Planning and Implementation - Cont	Dr. D. Ravi Programme Director
	11.00 AM – 11.30 AM	Tea Break	
	11.30 AM – 1.00 PM	Group Exercise on designing the course	Dr. D. Ravi Programme Director
	1.00 PM – 2.30 PM	Lunch Break	
	2.30 PM – 4.00 PM	Course Design Presentation	By participants
	4.00 PM – 4.15 PM	Tea Break	
	4.15PM – 5.15 PM	Evaluation / Feedback & Valediction	Dr. Hema Yadav Director, VAMNICOM & CICTAB
