

National Workshop on Capacity Needs Assessment of Extension and Advisory Service Providers

6-7 October 2015
NAARM, Hyderabad



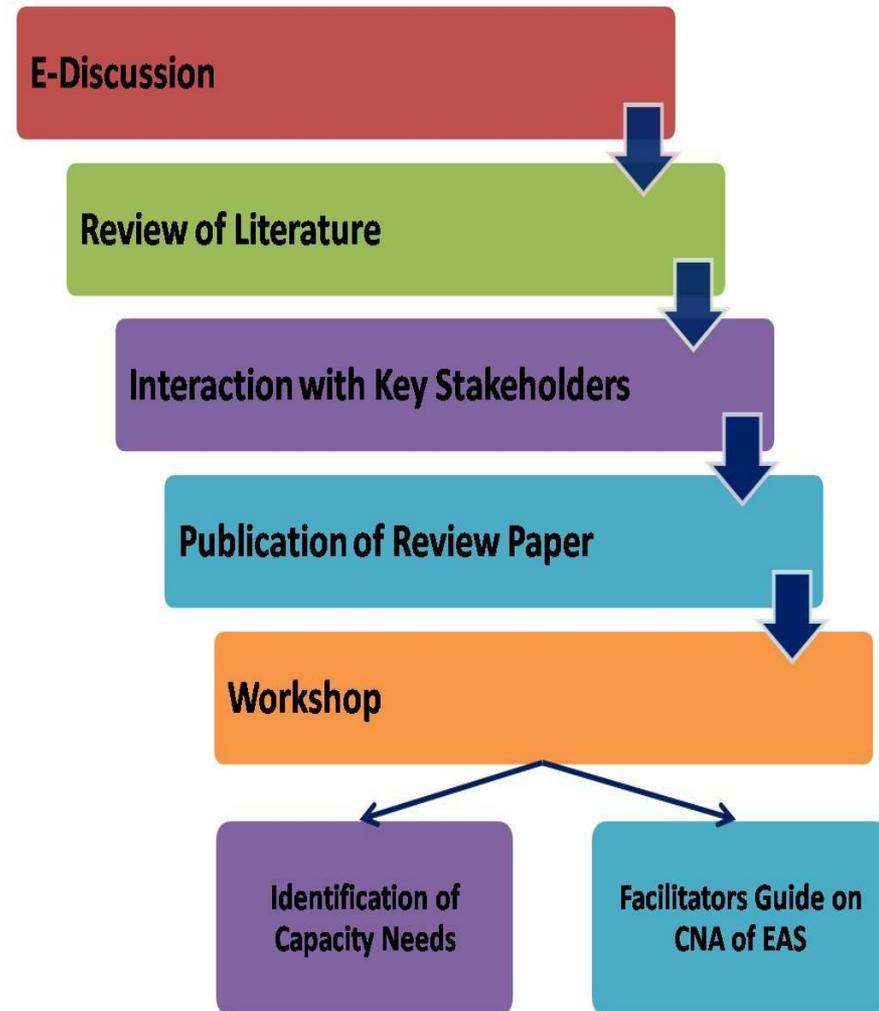
Recap & Reflections-Day 1



What we did yesterday?

Background

- Why this workshop?
- Steps followed?
- Objectives



What we did yesterday?

Different functions EAS providers are currently engaged in and what new functions have to be performed?



Why some of the functions are not performed or not performed effectively?



What we did yesterday?

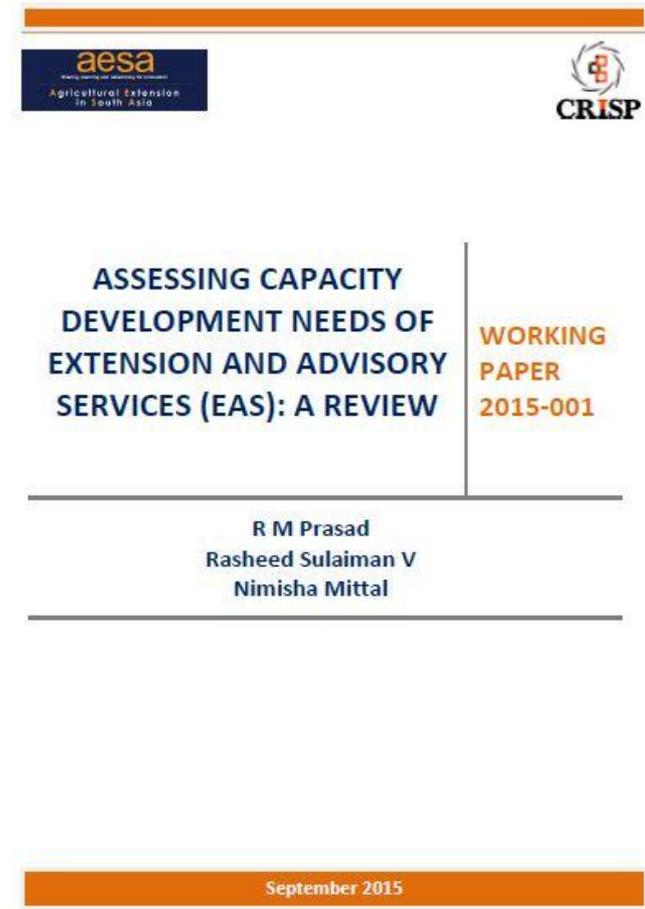
Capacity/Capacity Development

Beyond training, to transformation of individuals & organisations

Capacity Needs Assessment- Different approaches

Incremental approach- building on existing capacities (where we are)

Identification of gaps (where we should be)



What we did yesterday?

Introduction to the “New Extensionist”

3 levels of capacity
development

- **Individual level**
- Organisational level
- Enabling environment
level

gfrsv global forum for rural advisory services
forum mondial pour le conseil rural
foro global para los servicios de asesoría rural



**The “New Extensionist”:
Roles, Strategies, and Capacities
to Strengthen Extension
and Advisory Services**

Global Forum for Rural Advisory Services
November 2012



What we did yesterday

Assessing new capacities at the INDIVIDUAL LEVEL

New capacities that are required or some of the existing capacities that needs to be strengthened at the:

- Field level
- Middle management level
- Senior management level



Sharing Experiences

Department of Agriculture & Cooperation

Ministry of Agriculture, Government of India

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Sharing, learning and networking
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Sharing Experiences

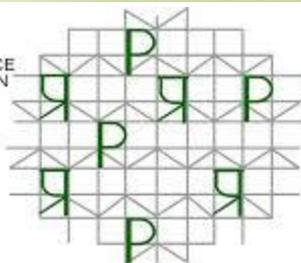
Department of Agriculture & Cooperation

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प्रदान
Pradan

PROFESSIONAL ASSISTANCE
FOR DEVELOPMENT ACTION



Changing information needs-weather and prices

Community based extension-
Issues related to sustainability and the need for developing entrepreneurship to continue provide services

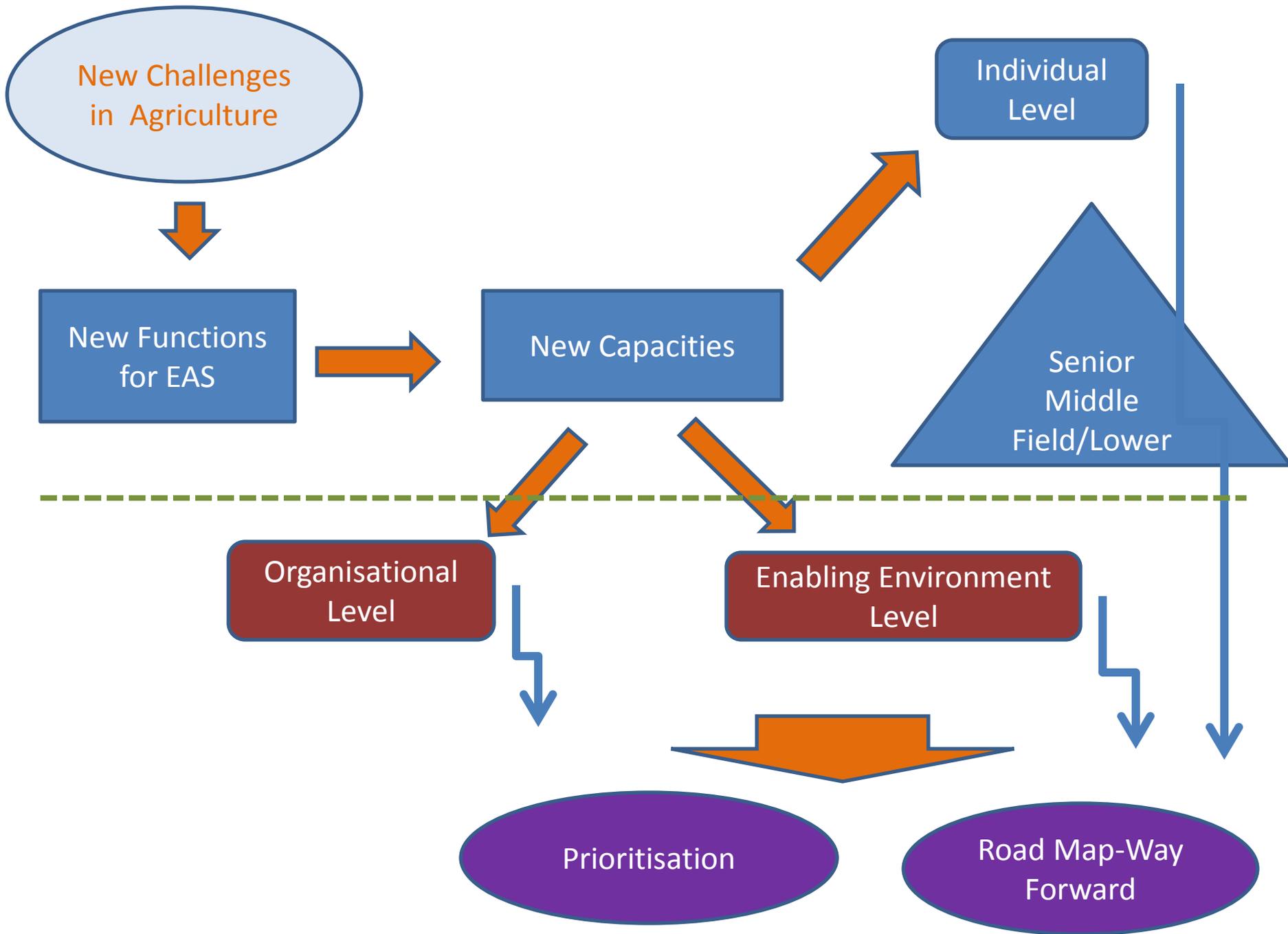
Credit Plus-Integrated service delivery-
Producer Organisations

Experimentation and Learning at the organisational level

Collaboration (polygon)

Use of customer feedback

CNA based not only on the current challenges, *but also on the changing/evolving new scientific knowledge, technology, terms of engagement*



Your Reflections/Feedback

Capacity Need Assessment at the Organisational Level

Competency Framework

Competency Framework: Implications for EAS

New Capacities at different levels

Organisational

- Institutions that enable sharing, interacting, learning
- Strategic Management Functions
- Structures & Relationships,
- Processes, Systems and procedures
- Values, Incentives/Rewards
- Human and Financial Resource
- Infrastructure

Next Presentation

Appreciative Inquiry

Individuals reflect on significant past achievements in the organisations and identify factors that led to the success

Appreciative Inquiry Approach

Paired card exercise.

Participants are paired and each one interviews the other.

Participants to reflect on the organisational elements that contributed to the success and record this in the card for each



Group Exercise:

- Participants divide into 4 groups
- Each group selects a facilitator and presenter
- Each group reflects on the card exercise
- Each group identifies desired capacities at organisational level
- Each group presents the findings

Next Presentation

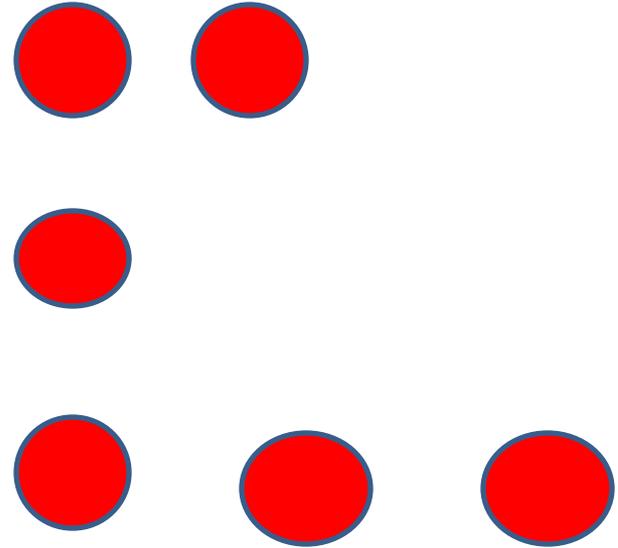
New Capacities at different levels

3. Enabling Environment

- Macro economic policies, incentives to increase production
- Political commitment to agricultural development
- Availability of policy framework
- Capacity of policy making bodies to adapt policies based on learning
- Capacity and willingness of other actors to share resources and engage in joint action
- Institutions that facilitate collaboration
- Availability and access to inputs

Prioritisation

Indicate 3 most important areas for capacity development in the list.



Next Presentation

The World Cafe

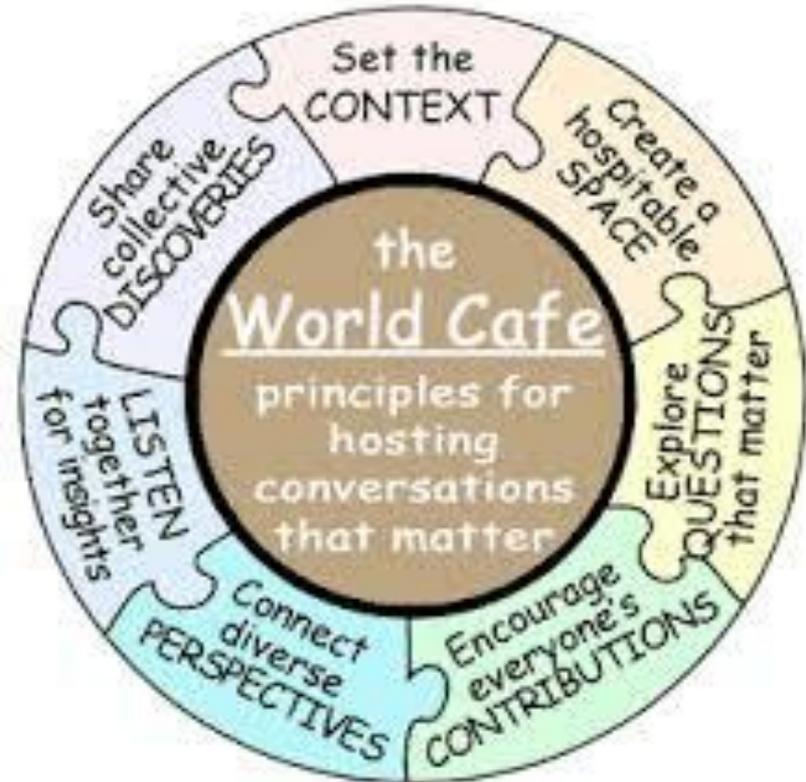
Group interaction method focused on conversations.

People sit around a table and hold a series of conversational rounds lasting for 10 minutes about the specific questions posed.

At the end of each round, one person remains at each table as the host, while the others travel to separate tables.

Table hosts welcome newcomers to their tables and share the essence of that table's conversation so far.

The newcomers relate any conversational threads they are carrying -- and then the conversation continues, deepening as the round progresses.



Questions for World Cafe

Look at the 3 prioritised capacity development needs in each sheet (4 areas, one in each table) and develop a road map on strengthening these capacities

Individual (field)

Individual (middle management)

Individual (senior management)

Organisational

Who will do what and how?

Give suggestions

Feedback

3 things you liked

3 things you didnt like

Thanks