

Leadership Training for the Rural Youth Lead Farmers

Date: January 7-8, 2022



Organized by: Bangladesh Agriculture Extension Network (BAEN)

Funded by

International Fund for Agricultural Development (IFAD)

In cooperation with

Palli Karma Sahayak Foundation (PKSF)

Venue

Mushroom Development Institute (MDI), Savar, Dhaka

Acknowledgement

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1. INTRODUCTION

This training “Leadership training for the rural youth lead farmers” was organized under the LPM (Last Mile Program) funded by IFAD. Youth lead farmers are the key player in agricultural extension and sustainability of agricultural. To execute this training five NGOs were involved for selecting the right youth leaders from farming community from different Districts. It is noted that Palli Karma Sahayak Foundation (PKSF) has given full support for selecting NGOs. It is also mentioned that through this training national youth leaders also were involved sharing their thoughts and ideas with the farmers leaders. Different experts and facilitators have delivered their speech on different content as per schedule to make the training successful.

2. TRAINING OVERVIEW

A two day long residential training was held on 07-08 January 2022 at Mushroom Development Institute (MDI), in Savar, Dhaka. It is the apex Research and Training Institution under Department Agricultural Extension. The training was arranged by The Society for Bangladesh Agricultural Extension Network (BAEN) with the financial assistance given by International Fund for Agriculture and Development (IFAD). A total 25 participants took part in the training program. The 21 trainees were selected from five different NGOs namely: (Society Development Committee-SDC, Society for Development Initiatives-SDI, Bangladesh Association for Social Advancement- BASA Foundation, Sabalambi Unnayan Sangtha-SUS, and Jamalpur Adarsha Chashi-JAC) who are working with collaboration of PKSF banner. In the selection process of participants IFAD Local Chapter personnel help a lot to choosing them. Both male and female participants were selected age varying from 25-40 years. All of the participants were leaders of their concerned NGO groups.

3. TRAINING OBJECTIVES

The training was designed in order for achieving the following objectives by the participants:

- To explain the idea of leader and leadership.
- To identify the do’s and don’ts of a farmer leader in their own community.
- To describe the stages of a team growth and the problems and solutions in each stage.
- To identify the elements of communication process and barriers of communication.
- To explain the concept of agricultural entrepreneur and the steps to become a model entrepreneur in agricultural farming.
- To determine the differences between gender and sex and the gender discriminations.
- To describe the roles of a farmer leader to minimize the gender discriminations.
- To prioritize the community needs and become acceptable to fulfil the needs.
- To identify the existing and future scopes of digitalization in agriculture in Bangladesh.
- To formulate a business plan for self-initiated agricultural enterprises.

4. PARTICIPANTS' PROFILE

Followings are the details of the participants from the participating organizations. Out of 25 participants 06 were female and 19 were male. Both male and female participated actively and there was no hesitation in participating in training activities and communication among them.

No.	Name	Designation	Gender	Mobile	Organizations
1.	Sumaya Binte	Group	Female	01843165412	BASA
2.	Md. Monir	Group	Male	01819748063	SUS
3.	Md. Rajib	Group	Male	01750445613	BASA
4.	Mst. Nazma	Group	Female	01752782477	SDC
5.	Md. Iman Ali	Group	Male	01836183625	SUS
6.	Md. Shaninur	Group	Male	01611131060	SDI
7.	Md. Harun Or	Group	Male	01739867177	JAC
8.	Md. Mostafizur	Group	Male	01816509796	SUS
9.	Md. Ershad Ali	Group	Male	01861978636	SDI
10.	Md. Jamal Uddin	Group	Male	01827694888	SUS
11.	Md. Abul Bashar	Group	Male	0171930169	SDC
12.	Md. Ruhul Amin	Group	Male	01793940083	SDC
13.	Md. Raju Ahmed	Group	Male	01824902023	JAC
14.	Mst. Mukti	Group	Female	01621194889	JAC
15.	Md. Hasmot Ali	Group	Male	01704069726	BASA
16.	Md. Shafikul	Group	Male	01760119468	BASA
17.	Baishakhi Islam	Group	Female	01860036769	SDC
18.	Md. Tanvir	Group	Male	01923087854	BASA
19.	Md. Minhaz	Group	Male	01720915422	SUS
20.	Md.Pinky Akatar	Group	Female	01767146898	BASA
21.	Md. Nayan Khan	Group	Male	01708927404	SDC
22.	Md. Shimu Aktar	Young	Female	01625408707	YAH
23.	Md. Sazzad	Young	Male	01792049309	YAH
24.	Md. Mizanur	Young	Male	01571236800	YAH
25.	Md. Shipon	Young	Male	01738974343	YAH

5. FACILITATORS' PROFILE

Renowned and well-established facilitators were invited to share their expertise in the training program. Some of facilitators were selected from the trainer's pool of BAEN and rest of them were selected from the renowned Government Organization and Non-Government Organization. Facilitators' list is given below:

No.	Name	Designation	Address	Mobile	Education & Experience
1.	Prof. Dr. Sekender Ali	Professor	SAU, Dhaka	01711230183	Ph D, 32 yrs profession experience
2.	Masuma Younus	DD-OME, NATP	DAE, Dhaka	01685822235	Ph D & Gender Specialist, 19 yrs professional experience
3.	Md. Abdul Malek	UAO (LR)	DAE, Dhaka	01716924344	Ph D & 17 yrs Exp. On Digital Agriculture
4.	Indranil Indu	Consultant, Training and Development	161/3/G, Baganbari, Dhaka Cantonment, Dhaka 1206	01712008738	Masters in Development Studies (MDS), PGD in Computer Application, Certified Trainer, 19 years of experience in Human Resource Training and Development
5.	Md. Imran Nizami	Specialist	iDE Bangladesh	01554000004	MSS in Social Science, 14 years in Rural Enterprise Development, HCD Research and Marketing
6.	Md. Afzal Hossain Bhuiyan	Organizing secretary-BAEN, Head of Strategic Partnership, iDE	BAEN, Sech Bhaban, Manikmia avenue, Dhaka	01791457930	MS in Horticulture, 32 Yrs experience in Agril. Extension.
7.	Dr. Ashoke Kumer Roy	Office Secretary, Deputy Secretary of ICT ministry of GoB.	BAEN	01720516804	Ph D, 25 years experience on Agril. Extension, ICT in Agriculture

6. TRAINING METHODS AND TECHNIQUES

Considering the experiential, reflective and analytical value of adult learning process, the training methods and techniques were designed accordingly. The training emphasized, highly, on individual, pair and group discussion, visualization, teamwork activities, sharing experiences etc. The planning of methods and techniques were centred around the emotions, attitudes and behaviours of the expected participants to achieve the targeted learning objectives. Followings are the methods and techniques deployed during the facilitation process:

- Small group discussion
- large group discussion
- Group work & presentation
- Teambuilding Games & activities
- Simulation exercise
- Panel discussion
- Role play
- Brain storming
- Brain writing
- Video demonstration
- Power-point presentation
- Story telling
- Exposure visit

7. EXPECTATIONS OF THE PARTICIPANTS

- How to better lead my farming process to produce quality products and earn better.
- What is leadership and leader.
- What a leader should do and don't do.
- How to work together for the development of farmers group.
- How can I talk better with the government and non-government organizations.
- How can we develop our communication skills.
- What is business enterprise.
- How to ensure female farmers participation in farming.
- How can we use digital technology in agricultural farming.
- What are the elements of a business plan.
- How I could be a successful businessman

8. BRIEF OF THE TRAINING SESSIONS

The two daylong residential training program followed a pre-planned schedule (**Annex-1**) to improve the targeted attitude, skill and knowledge of the participants. Everyday sessions started at 9:00 am and continued till 5:00 with two tea-breaks (morning and afternoon) for 20 minutes and a lunch break for an hour. The daily briefs of training activities are described below:

8.1 Day – 1

The training program was inaugurated formally by the invited guests. The participants introduced themselves with their names, areas they belong to and their farming enterprises. Afterwards, participants were asked to write their expectation from the training. Then the training program was started following the planned schedule. The major contents that have been covered in Day-1 are as follows:

- Leader and leadership
- Leading a team
- Effective communication with the stakeholders
- Agricultural entrepreneur

8.2 Day – 2

The Day-2 of the training started with the recap session of the learning of the Day-1. Participants were asked to form a standing circle to remember and share their learning from the previous day. After that the planned sessions for the day were started. They are as follows:

- Leading through gender lenses
- Panel discussion on 'Integrating the Rural Farmers Leaders with the Youth Farmers' - steps to become a worthy leader
- Question and answer between the panel discussants and the rural youth farmers
- Role of leader and leadership in agriculture
- Digitalization in agriculture
- Production or business plan of agri-entrepreneur
- Course review and action plan

N.B. Please see the **Annex – 1** for the detailed contents of the training sessions of Day-1 and Day-2.

9. LEARNING REFLECTIONS OF THE PARTICIPANTS

Participants were encouraged frequently to share their learning during the facilitations of the sessions. They were under the formative evaluation process of the concerned facilitator during the course of the training program. Followings are the glimpse of the learning shared by the participants:

9.1 What the local farmer leaders should do

- Work with a pre-planned approach.
- Prefer cooperative based approach.
- Acquiring educational qualifications.
- Having the mentality to work in a team.
- Always have the mindset to do eco-friendly work.
- Value everyone's opinion in a team.
- Encourage work by maintaining good relations with all.
- Trying to complete every task successfully by giving the right direction.
- Keeping all together by overcoming all obstacles.
- In case of crop damage due to natural calamity, it should be resolved through discussion.
- In case of extensive damage, seek the help and advice of a local govt./administrative officers or political leaders if necessary.

9.2 What the local farmer leaders should not do

- Taking decisions only for one's own benefit.
- Being involved in antisocial activities.
- Breaking the people's trust.
- Imposing own opinion on others.
- Violating the disciplines made up on consensus.
- Mistreating others because of personal enmity.
- Following the bad habits harmful for others.
- Being in strict mindset.
- Getting angry if someone makes a mistake.
- Neglecting responsibilities.
- Taking decision without a plan.
- Taking care for not to harm others.
- Giving harmful advices.

9.3 Challenges of a local farmer leader

- Lack of public support due to lack of institutional status.
- Lack of remuneration for leadership often leads to reluctance to work.
- In the case of local peasant leaders, the problem is due to multiple candidates.
- Lack of family support in women leadership.
- Lack of specific degree or training.

9.4 Ways to overcome the challenges of local farmer leaders

- Having the ability to lead.
- Performing the duties honestly.
- Making a concerted effort.
- Being able to make plans.
- Being able to identify problems.
- Being able to deal with the situation.
- Being able to give directions.
- Being able to delegate responsibilities and duties properly.
- Having the foresight, sharing with others and motivating.
- Sacrificing one's own interests for the common good.
- Staying flexible.
- Taking initiatives for creating smooth supply-chain of agricultural products.
- Having the mindset to be able to work with everyone's support.
- Provide advanced training to build leadership skills.
- To create mass awareness to ensure women leadership.
- Ensure interest in work by arranging rewards and honours for local farmer leaders.

9.5 What is enterprise

- Proper use of time.
- To cooperate
- Buy at a lower price and sell at a higher price.
- Means of earning money.
- Making a profit by transferring goods.
- Transaction between buyers and sellers.

9.6 Requirements to establish a business enterprise in agriculture

- Choose the right product that will be free from adulteration.
- Arrange necessary capital first.
- The buyer must be given a fair idea about the product.
- Care must be taken to produce the right product in the right place at the right time.
- Ensuring the price of the product is within the reach of the buyer.
- Making the right decisions and implementing according to plan.
- Ensuring supply as per demand.
- Get along well with people.
- Provide good quality products.
- Quality seeds need to be arranged.
- It is important to have an idea of when to irrigate the vegetable fields with pesticides and water.
- Continuous sharing and discussions with others.
- Honesty, diligence and experience.
- Excess pesticides cannot be applied to plants.
- Cultivation of adulterated vegetables so that adulterated products are available.
- Continue to cultivate endangered vegetables as demand for endangered vegetables is high.
- Accepting the profit and loss of the business.
- Businesses cannot be run on the basis of profit alone.
- Must have the ability to deal with business risks.
- Business products need to be free of adulteration.
- Business products need to be determined.
- Must have organic fertilizer management.
- Must have experience.
- It is better if the land is close to home.
- Should have an idea about the local block supervisor of govt. agriculture department.
- Must have a clear idea about the required seeds.
- Good quality seeds should be used.
- The medium of communication must be useful.
- The customer must have the right idea about the demand.
- Transportation needs to be simplified.
- Successful traders need advice.
- We have to keep an eye on whether the production is correct or not.
- We have to make arrangements to market the products produced at the right time.
- The product must reach the consumer properly.

- Be aware of the use of time.
- Must be able to select good varieties.
- First you need to start small.
- Business must be conducted honestly in order to create acceptance in the society.
- The product must reach the consumer properly.
- You have to sell the product and bring out the desired profit.
- Must keep morale.
- In order to recruit staff, honest and efficient people have to be recruited.

9.7 Challenges for women in the society

- Not having the morale or the courage to do anything new.
- Attitude of society.
- Lack of family support.
- Lack of encouragement from people around.
- Hesitating to stepping out of the home fearing people's tease.
- Wives can't work outside of the house – fearing the social taboo.
- Economic problems.
- Travel problems.
- Women can't progress due to continuous discrimination in every aspect.
- Freedom of expression is not ensured yet.
- The mother-in-law creates obstacles.
- Religious barriers are there also.

9.8 Means to overcome the challenges of women in the society

- Creating income opportunities for women: when both men and women earn, the family expenditures becomes easier and the family income increases.
- Creating mass awareness.
- Creating the sense of togetherness: if we work together, the work will be beautiful and the quality of work will be good.
- Creating more employment opportunities for women in the economic sectors.
- Creating understanding between men and women.
- Husband's encouragement.
- Increase women friendly government opportunities.
- Social and organizational facilities should be increased.
- Considering the special needs of women in equal eyes.

9.9 What will a leader should consider in order to achieve the goal by working in a team:

- Setting team goals.
- Have the right idea about the goals of the team and let everyone know the team goal.
- To increase the morale of the team members.
- Having the mentality of walking together with everyone.
- Everyone in a team must be on the same page.
- Have an idea about the attitudes of each member of a team.
- Questioning practice in a team must be encouraged.
- Identify the skills of the team members.
- If there is a disagreement between the members of the team, resolve it patiently.
- Taking everyone's opinion to create party rules and regulations.
- Both men and women of the team should get equal opportunities and work together.
- Optimum use of resources to achieve team goals.
- Do the right work at the right time.
- Making decision using the presence of mind.
- When many people are together, the goal may not be achieved, so give time.
- A leader must understand the desires of the followers by observing their eyes and faces.
- Coordinated efforts of all the team members.
- Work must be shared as per the choices of the team members.
- What needs to be done must be understood clearly and specifically.
- Ensuring the spontaneous participation of all the team members.
- Ensuring the cooperative attitude among the team members.

10. Conclusion

A two days residential training was completed nicely with the help of participants, participating organizations, PKSF, DAE and local reps. Of IFAD. It was found from the participant's reflection that the training was so impressive, effective and very practical for their life. They receive various technical training but never received such types of leadership training earlier. The sharing session between the lead farmers and youth leaders was really interesting, informative and inspiring. Lead farmers got many inspiring messages from the youth leaders, on the other hand, youth leaders also got lot of doable messages form the conversation those will be addressed in future plan. Through this training a good relationship and platform developed among the participants and organizations. It is assumed that participants could be able to contribute a lot at their community.



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Mushroom Development Institute (MDI),
Savar, Dhaka



Day 1*Annex - 1*

Sess.	Time	Contents	Methods	Resource/Facilitators
1	0900-1000	Inauguration and Introduction <ul style="list-style-type: none"> - Greetings speech - Speech by guests of honor - Course objectives sharing - Knowing each other - Norms setting - Training expectation 	Presentation, Short-speech, Ice-breaking with mingle around (large-group activity)	Krishibid Md. Afzal Hossain Bhuiyan, Guests of Honor
2	1000-1100	Leader and Leadership <ul style="list-style-type: none"> - What is leader and leadership - Different types of leadership - Barriers/obstacles in leadership development - Do's and don'ts of a leader 	Game on finding the leader by the followers, Brainstorming, Question-answer, Large group activity,	Md. Afzal Hossain Bhuiyan/Indranil Indu
1100 – 1120 Tea Break				
3	1120-1300	Leading a Team/Group <ul style="list-style-type: none"> - Forming, storming, norming and performing stages of team growth - Identify the problems in different stages of team growth - Solve the problems in different stages of team growth 	Game on Flipping the Bedsheet, Question-answer, Small group activity	Md. Afzal Hossain Bhuiyan/Indranil Indu
1300 – 1430 Lunch Break				
4	1430-1600	Effective communication with the stakeholders <ul style="list-style-type: none"> - Individual, Government, NGO and private org. - Identification of stakeholder - Techniques of communication with the stakeholders 	Stakeholder analysis, Game on effective communication, Brain storming	Md. Afzal Hossain Bhuiyan/Indranil Indu
5	1600-1700	Agricultural Entrepreneur <ul style="list-style-type: none"> - Concept of an entrepreneur - Why leader should be a model entrepreneur - Steps to become a model agri.-entrepreneurs 	Lecture followed discussion, Brainstorming, Question-answer	Md. Afzal Hossain Bhuiyan/ Guest Lecturer

Day 2

Annex - 1

Sess.	Time	Contents	Methods	Resource/Facilitators
6	0900-0930	Reviewing the discussion of day 1	Group Presentation, Large group discussion	Md. Afzal Hossain Bhuiyan/Indranil Indu
7	0930-1030	Leading through Gender Lenses <ul style="list-style-type: none"> - Gender and sex identity - Gender roles and discrimination - Facilitating gender issues as a leader 	Question-answer, Brainstorming, Analysis	Md. Afzal Hossain Bhuiyan/Indranil Indu
8	1030-1100	Panel Discussion on ‘Integrating the Rural Farmers Leaders with the Youth Farmers’ Steps to become a worthy leader <ul style="list-style-type: none"> - Characteristics and attitude of the leader - Prioritize and addressing the community needs - How to be a creative and acceptable leader at all level 	Presentation, Panel Discussion, Experience Sharing	Md. Afzal Hossain Bhuiyan/Indranil Indu
1100 – 1120 Tea Break				
9	1120-1200	Question and Answer between the Panel Discussants and the Rural Youth Farmers Role of leader and leadership in agriculture <ul style="list-style-type: none"> - Role and experience of the leader in different fields of agricultural sector 	Question-answer, Large group Discussion	Md. Afzal Hossain Bhuiyan/Indranil Indu
10	1200-1300	Digitalization in Agriculture <ul style="list-style-type: none"> - What is digitalization in agriculture - Bangladesh’s present scenario - Future possibilities of digitalization in Bangladesh’s agriculture sector 	Lecture followed discussion, Brainstorming, Question-answer	Guest Lecturer
1300 – 1400 Lunch Break				

11	1430-1600	Production or business plan of agri-entrepreneur <ul style="list-style-type: none">- Production or business plan- Product marketing plan- Financial investment plan- Business risk management- Record and accounts keeping	Planning exercises in small groups, Brainstorming, Analysis, Small group presentation	Md. Afzal Hossain Bhuiyan/Indranil Indu
12	1600-1700	Course Review and Action Plan <ul style="list-style-type: none">- Identify the learnings from the training- Planning the action plan- Training evaluation- Closing remarks and closing	Large group exercise, Individual evaluation	Md. Afzal Hossain Bhuiyan/Indranil Indu

Some moments of the training



Some moments of the training



Some moments of the training



Some moments of the training



Some moments of the training



Some moments of the training

