

## Field Level Leadership Development Initiative (FILDI) in collaboration with World Bank and Centre of Excellence for Change, Chennai (22<sup>nd</sup> November 2016 to 30<sup>th</sup> June 2017)

Thirteen batches of staffs from MBDA, Soil and Water Conservation Department, Community and Rural Development Department and Water Resources Department from across the State have participated in the 4 Day FILDI Workshop organized by MIG at Siloam, Barapani, Social Mobilization Experimentation and Learning Centre (SMELC) and Brookside Christian Retreat Centre, Tura from 22<sup>nd</sup> November, 2016 to 30<sup>th</sup> June 2017. FILDI Master Trainers from MBDA and SWCD and Water Resources, Meghalaya facilitated the workshop. Four Resource Persons from Centre of Excellence, Chennai were present for handholding the Master Trainers and to support the way forward.

### Objectives: -

1. To inculcate behavioural changes amongst the Officials of MBDA by revisiting their attitudes and perspectives.
2. To sensitize them by making them to realize the emerging water crisis and need for work as team.
3. To strengthen the 'Team Building' skills and preparing action points for change.
4. To empower the Officials in change management ideals in order to enhance the service delivery to the needy and unreached people in their respective area.
5. To facilitate the participants to critically analyse the present context of service delivery, decide on the path of transformation/change and experiment these new learning at the workspace and community level.

### Scope of Workshop

The workshops covered two modules, the first one is the 'CORE' and the second one is the 'Follow-Up'. The core workshop was of 4 days duration. In this workshop, the participants were motivated to draw three-month action plan/Commitments at the individual and team level.

After implementing this new practice, they will be called again to attend the follow-up training for two days duration in which they have to share and discuss the successes and failures along with the difficulties experienced at the field. These issues will be discussed and necessary clarifications will be given so that they will revisit and prepare a new plan for implementation at their workspace.

### Strategies Adopted

The following were the stand/idea kept in mind while preparing them as team to work:

- Inducing individual change in the participants
- Developing a Team Spirit through Group exercises, games and introspection to discover their self and help them to know each other by knowing individual strengths and their group strengths.
- Sensitize them by making them to realize the emerging water crisis and need for work as team.
- Motivate them to evolve a team plan to implement in the selected model villages in their block, in a month time, based on the field-based realities, needs and problems and the resources that each department proposes to invest with.



## Methods Adopted:

Participatory tools such as Exercises, Group Games, Brainstorming, Group Discussions, inputs and introspection have been used throughout the workshop. Energizers were incorporated as and when necessary to enable the participants take active part in the activities. The inputs were adapted to the context of Meghalaya.

## Facilitators:

FILDI Master Trainers, Shillong Region trained by Centre of Excellence, Chennai.

Shri Aiban B.S Swer, Shri Lamjingshahun Shabong, Shri Fabian Malang, Smt. Banilin Pathaw, Smt. Vilota Papang, Miss Lulu Kamei, and Miss Beautiqueen Shylla.

As discussed in FILDI Workshop Chennai, four Resource Persons from Centre of Excellence, Chennai – Shri K. Nagarajan (Babu), Shri Vijayaram (Vijayan), Shri D. Rajasekar (Ram) and Shri S. Koodalingam (Koods) were present for this FILDI Workshop for handholding the FILDI Master Trainers and observe the performance of the Master Trainers.

## Expected Outcomes

The following are the expectation from the participants as individuals and as team:

1. The change in the perception of the individuals in the way they look at the issues and challenges in the organization as the official concerned and as a member of the team in the organization.
2. Improved ability to form as team in their respective workspace.
3. Develop Commitment for transformation at the individual and Team level and joint plan of action to implement in the field.
4. Develop ability to perceive the interlinking of the efforts of each department for the achievement of program initiatives.



**No of Participants (District and Department Wise):**

<b>District</b>	<b>MBDA</b>	<b>C &amp; RD</b>	<b>Soil and Water Conservation</b>	<b>Water resources</b>
East Khasi Hills	57	25	61	11
West Khasi Hills	13	10	14	9
West Jaintia Hills	11	7	30	10
East Garo Hills	7	27	30	0
South West Garo Hills	10	25	29	0
South Garo Hills	7	33	13	0
<b>Total: 439</b>	<b>105</b>	<b>127</b>	<b>177</b>	<b>30</b>