

# AKSHARA Livelihoods



Support [Visioning → Learning] to TRUE Livelihoods Support Individuals, Entrepreneurs, and Organizations

**Akshara Livelihoods Private Limited (ALPL, Akshara)** has come into being in 2007 as an independent unit of Akshara Network of Development Support Services (initiated: 2 October 1998, by development/ livelihoods management professionals). Akshara is now well-known as 'the Livelihoods People'.

Akshara's raison d'être is to increase availability of affordable quality professional 'support' to poor, their organizations and their support individuals and organizations. Its core philosophy is "Application of leadership and management concepts, tools and techniques in Livelihoods-Poverty Reduction-Development domain".

Apart from Universal Values - **Hope, Faith, Promise & Integrity** - Akshara's practicing values include: **Collective Action/Learning; and Usefulness/Significance to Universe.**

With outreach of influence exceeding 100 million families Pan India, inductees to livelihoods thinking/practice exceeding 50,000 and community, civil society and government partners exceeding 100, Akshara's critical focus is on enriching and spreading new TRUE Livelihoods thinking/practice, and identifying, building and mentoring mentors/anchors/life-workers towards increasing availability of reliable quality livelihoods support [individuals, entrepreneurs & organizations – LSIs/LSEs/LSOs] for poor.

**Led by Founder and Chief Mentor - G Muralidhar, Akshara offers consulting support - services, toolkits, and products - with specific focus on -**

- TRUE [Tribal, Rural, Urban and Emerging] Livelihoods: Contexts, Capitals, Arrows, Continuums
- Poverty Reduction
- Human and Social Development
- Eco-fragile and Marginalized Areas
- Vulnerable Groups, Vulnerable Communities and Communities in Margins
- Community Collectives, Collective Action and Inclusion
- Employment, Entrepreneurship and Enterprises
- Disaster Management
- Learning, Leadership, Management and Mentoring

## Key Consulting Areas

**Visioning, Strategic Planning and Institutional Design/Building** for Development Organizations – CBOs, Development Support Organizations/Trusts, Advocacy/Campaign Volunteer Organizations, National Networks, etc.

**Design and Strategic/Project Management Support** to Livelihoods-Poverty Reduction-Development Projects - including systems, processes, management information, and human/management resources

**Livelihoods Analysis/Scoping Support** through LEAPs, Value-chains, Subsectors and Livelihoods/Farming Systems understanding

**Learning Support** - competency/need assessment, modules, training of trainers, induction, skill-building, dissemination, knowledge management etc.

**Long-term Support** Partnerships with large national/international organizations, Government projects/programs, and Livelihoods Learning Institutions, Field Partnerships with NGOs, CBOs and PRIs in/moving into Livelihoods

**Project Assessment Support** in assessing pre-project situation, feasibility/viability, processes, systems, legal structures/architecture, progress, results and impact, indicators, management information, social return on investment (SROI) etc.

**Management (Processes, implementation) Support** in Institutional, HR, Project, Collective and Learning Processes

**E - Services Support**

Towards its vision - "... a leading contributor in accelerating the pace of professionalism .... by 2025", **Akshara [Livelihoods People] identifies, inducts and mentors 7Is – insights, ideas, initiatives, instruments, interventions, individuals and institutions – for 7Ls - life, living, livelihoods, linkages, leadership, learning and love – in livelihoods, poverty reduction and development domain.**

**Key Contribution to Development and Livelihoods Management Praxis** includes -

**New Thinking and Practice in Livelihoods Domain** – Integrated TRUE Livelihoods Framework, LEAP Processes, Value-chains [500+ LEAPs; 100+ value-chains]; Insights – Multiple subsectors, Watersheds+, Collectivization, Social Enterprises

Insights in Dairy, Oilseeds/oils, Paddy, Handlooms, Crafts, Artisan Clusters, NTFP, Livestock, Labor, Endogenous Tourism, ICT, Media, Services, Job-Wage-Self-employment, Micro-enterprises etc.

**Akshara's Current Portfolio** includes –

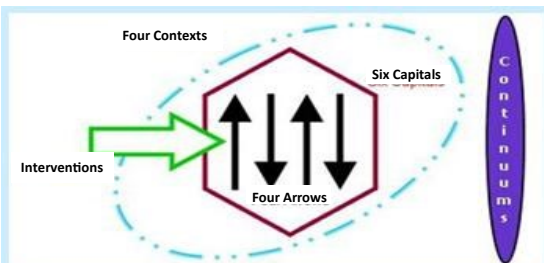
- ◇ 'livelihoods' [on ground lens], since November 2007 (e-monthly-50000+ readers, journal, info-portal, channel, books, videos and other resources), Visioning, Planning, Leadership, Management, Institutions, Learning, Mentoring, and Consulting Support
- ◇ Livelihoods Learning and Campaigns, Influencing curriculum/students/teachers, Interns and Fellows, and Talent Support
- ◇ Support to Intervention Organizations, Enterprises, Collectives, PRIs, Governments and Civil Society
- ◇ National Network/Collective(s) of L-PR-D Professionals, Volunteers, and Community Professionals
- ◇ Livelihoods leadership and management learning efforts; and
- ◇ Field practice and stations

**Akshara supports and mentors its independent units -**

- ◇ Aksharakshetra Livelihoods Foundation (Field Practice, Field Stations);
- ◇ Akshara-Gurukulam (Programs in Livelihoods Management – long-term, medium-term and Orientations);
- ◇ Livelihoods Professionals' Collective (LPC) and for meeting their economic, learning and solidarity needs; and
- ◇ Aksharasakthi Livelihoods Volunteer force for donating at least 1-day a month to poor, their organizations and/or their purposes

**Akshara Partners with -**

- ◇ 7L Coexistence, a national collective/platform of professionals that serves the individuals, organizations, enterprises and missions across India



Akshara livelihoods framework understands improving the livelihoods of the poor in the continuum(s) as increasing their stock of and access to Six Capitals - natural, physical, social, human, financial and spiritual and by bringing appropriate changes in the Four Contexts - techno - economic, ecological, distribution and income - expenditure pattern that result in Four Arrows - Increased income, Decreased expenditure, Increased employment, Decreased diversified risk(s).

## Collective Expertise

- ◆ Understanding of TRUE Livelihoods-Poverty Reduction-Development
- ◆ Understanding Poverty, Vulnerability and Marginalization and ways forward
- ◆ Livelihoods Analysis, Scoping and Enhancement Processes
- ◆ Participatory Processes, Institution Building Processes, Collective Action and Integration
- ◆ Integrated Commodity Operations
- ◆ Visioning, Planning and Learning Processes and Writeshops
- ◆ Strategy, Design, Assessment, Leadership, Management and HR Processes
- ◆ Business/Social/Community Project Planning and Management Processes
- ◆ Information, Control and Management Systems
- ◆ Induction, Competency Development, Mentoring and Learning from Co-practice

**Strong team of practitioners with combined experience exceeding 500 person-years, pool of 100+ practitioner-resource persons, and for 100+ field stations**

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# Consulting Areas

Support [Visioning → Learning] to TRUE Livelihoods Support Individuals, Entrepreneurs, and Organizations



## Akshara Direct Efforts include:

- ◇ Associated Intensely and Deeply with Movements of Cooperation, Participation, Inclusion, Self-help, Natural Farming and Livelihoods of Poor
- ◇ Worked Closely and on Scale with Marginalized and Vulnerable Groups (Women, Elderly, Farmers, Weavers, Artisans, Labour, Migrants et al), Communities [Tribal, Nomadic, Coastal, Dalit, et al], and Areas
- ◇ Facilitated 500+ LEAPs and 100+ Value-chains
- ◇ Mentored/Supported - 20000+ Livelihoods Support Individuals; 100+ Livelihoods Support Organizations; 10+ long-term Partners
- ◇ Facilitated/mentored 20+ Livelihoods Support Organizations
- ◇ Led Learning Facilitation: 50000+ People → livelihoods thinking/learning  
10000+ → development/livelihoods management  
20000+ → induction  
20000+ → community leadership/facilitation
- ◇ Experimented and benchmarked 6-month, 1-year and 2-year Programs in Livelihoods Management; 1-year Livelihoods Management e-course
- ◇ Designed a variety of institutional models, forms & structures, piloting and restructuring for People's Institutions/Collectives/Support Organizations
- ◇ Facilitated Visioning, Strategic/Business Planning and Institution Design/Building (50+) – CBOs, Support Organizations/Trusts, Social Enterprises, Advocacy/Volunteer Organizations, Networks, etc.
- ◇ Led Design/Strategic/Project Management (Resources, Systems, Processes) Support to 20+ Large Livelihoods-Poverty Reduction-Development Projects [Rs.3000+ Billion; 100+ Million families]

## Visioning Support

**Visioning, Strategic Planning and Institutional Design/Building for Development Organizations (pioneered)(50+)-CBOs, Development Support Organizations/Trusts, Advocacy/Campaign Volunteer Organizations, Networks, etc.**

Visioning provides a sense of direction, clarity and understanding as to why the CBO/NGO/Institution works/should work on an issue. It helps them to consider moving beyond 'fish' to 'fishing' to 'metafishing' and beyond 'poverty reduction' to 'prosperity/wealth creation'. It shows a way forward for the organization in line with its mission/purpose.

- Framework for Implementation for NRLM
- Visioning, Organizational Design, Strategic Planning and Leadership/Management Support –
  - ◇ HelpAge India, Efe Foundation, Kovel Foundation, JATTU, InDG/CDAC, CADFEM, APFF, Alliance for AIDS Action and SayTrees
  - ◇ Lok Satta, a public advocacy organization
  - ◇ Farmers' Organizations (FOs) for AP - IWMPHIP
  - ◇ NGOs and Networks (20+)
  - ◇ Primary, Secondary and Higher Order CBOs/Federations/Collectives/People Institutions (50+)

## Project Design Support

**Support to Development Organizations (designing projects for livelihoods of poor). Design and Strategic/Project Management Support to Development Projects [Rs.3000+ Billion; 100+ Million families] - including systems, processes, and partner assessment/selection.**

- National Rural Livelihoods Mission (NRLM)
- State Perspective Implementation Plans (Elderly, SRLMs)
- Operational Manual, Project Implementation Plan and draft Project Appraisal Document (Livelihoods, Community Investment Fund, Environment Management Framework) for APRPRP
- Endogenous and Rural Tourism Projects – Software Support
- Indo-German Watershed Development Program in AP (Capacity Building Program)
- AP Irrigation and Livelihoods Improvement Project
- Clean Ganga (Social) at Varanasi
- Review and redesign -
  - ◇ Project Karuna for Elders and Chronically ill
  - ◇ Family Strengthening Program (FSP)
- Meghalaya Community-led Landscape Management Project (CLEMP) - Project Implementation Plan (PIP)
- Livelihoods-Poverty Reduction Project Design -
  - ◇ Livelihoods Enhancement Component for Sagar Island, Sundarbans
  - ◇ Bihar Rural Livelihoods Project
  - ◇ Tamil Nadu Empowerment and Poverty Reduction Project
  - ◇ Himachal Pradesh Mid-Himalayan Watershed Development Project
  - ◇ Livelihoods Strengthening Fund - Strengthening Rural Decentralization, West Bengal (130 million pounds)
  - ◇ AP Rural Prosperity Project 2009-14
  - ◇ Rural (tribal) Livelihoods Project in MP
  - ◇ Giri Pragati – MPLADS
  - ◇ ILO Project for Elimination/Prevention of Forced (un-free) Labour
  - ◇ Kovel Foundation

## Livelihoods Scoping Support

**Analyzing the current reality of existing multiple and dynamic livelihoods, inter-linkages, within the farming system(s) and outside, subsectors, value-chains etc., jointly with the community and other key stakeholders using a variety of participatory, comparative, analytical tools/processes including LEAP tools, and understanding the gaps, and opportunities locally or otherwise for enhancing livelihoods.**

**Participatory Poverty/Livelihoods Assessments (Rural and Urban Sites), 500+ LEAPs across the country, 100+ Value-chains and 20+ Sub-sector Analyses**

- Sub-sector Analyses - Watersheds+, Dairy, Oilseeds/oils, Paddy, Ragi, Handlooms, NTFP, Palmyrah, Livestock, Fisheries, Salt, Cashew, Pulses, Mango, Labor, Endogenous Tourism, Non-farm, Migration, Education, Health and etc.
- NTFP Markets and Value Chains in AP, Odisha, Tamil Nadu, Jharkhand and Uttarakhand; Supply Chain Management of major NTFPs in five districts of AP
- Non-farm Scoping (Jiwati, Maharashtra)
- Exploring dairy augmentation (Kosgi+5 mandals – AP)
- Country Report (with IIMA) – Changing Business Environment and Dairy Cooperatives in India
- Study of Paddy (Rice) Trade Practices for Potential Interventions (AP, Karnataka and Tamil Nadu)
- Market and Cost economics of Brick Kiln Production around Hyderabad
- Rural – Urban Migration - impact of watersheds
- Value Chain Analysis with Gender Focus - Rajasthan
- Climate change, livelihoods and women - Telangana, Karnataka
- Livelihoods Scoping and Planning -
  - ◇ CBO-Districts Planning in UP
  - ◇ Jharkhand Livelihoods Assessment and Scoping
- ◇ Livelihoods (other than fishing) Scoping in Tsunami affected Areas (AP and Tamil Nadu)
- ◇ Livelihoods Support (collectivization, linkages) scope for MFIs
- Understanding and supporting livelihoods around a river basin [Baitarini River Basin Project]
- Understanding market feasibility of urban livelihoods in AP
- Multi-sectoral Drought Assessment (Gulbarga, Bijapur, Bagalkot and Bidar)
- Time-motion study framework for engaging persons with disability (AP-MGNREGS)
- Selection of sites for establishing Agricultural Waste based Power Plants in five districts of AP
- A Study on Elderly Health Status, Telangana

## Long term Support

**Working with Partners long-term, including providing hand-holding support; and Field Partnerships with Development Projects, Organizations, NGOs, CBOs and PRIs in/moving into Livelihoods and Livelihoods Support Organizations.**

- UNW, UNDP - NRLM - MoRD, NIRD-PR
- SERP, MGNREGS, RySS-Natural Farming Program
- SOSCVI-FSP, FES, CDF, DRF, NTR Trust, Kovel Foundation, JATTU, NIRMAAN, RG MVP, HelpAge India, OMPLIS, InterGlobe Foundation
- Gram Panchayats (5+)
- Mandala Mahila Samakhya (10+)
- Aikya - Aikya Forum of Development Workers for Development Workers
- LSOs - DHARA, JEEVIKA, Vrutti, APLEO, Jeevan Dhara, ACCESS, SAMPADA, Kranti, Sravanti and Gramodayam, Bharatiyam

These are indicative and selected, by way of example. ALPL appreciates client-specificities, requirements and variations.



# Consulting Areas

Support [Visioning → Learning] to TRUE Livelihoods Support Individuals, Entrepreneurs, and Organizations

## Learning Support

Areas include: Development Management, Livelihoods - Concepts and Practice, Human Resources Development and Processes. Processes/Programs levels include: Induction, Module Development, Training and Capacity Building Outreach so far: Livelihoods learning programs - 50000+ people into livelihoods thinking/learning; 10000+ development/livelihoods management; development induction (20000+); community leadership/facilitation (20000+)

- Behavioral Competency-based staff selection (3000+)
  - Livelihoods Learning Programs (3 weeks - 4 months) for Livelihoods Associates/ Professionals
  - Intensive Induction Learning Programs/Workshops for Core/Project Staff, Partners' Staff (Young Professionals), Community Livelihoods Facilitators, CRPs, ECRPs, Volunteers - Poverty Reduction/Livelihoods/Development Projects across the country
  - Livelihoods curriculum for 6 months, 1 year and 2 year learning/development programs
  - Livelihoods Education; Livelihoods Orientation Campaigns
  - Mentoring and Learning from co-practice
  - Internships
  - Field immersions
  - Writeshops
  - Module Development [including Training & Training of Trainers]
    - ◇ Election Watch Volunteer/Key Player Training
    - ◇ Redesigned Narayanpur Express simulation game (of rural livelihoods based on farming system)
    - ◇ Micro-credit Plan [Community Leaders, CRPs and State/District/Mandal Resource Persons]
    - ◇ Marketing for Community and CRPs
    - ◇ Little MBA for Community Leaders/Entrepreneurs
    - ◇ Self-assessment; Livelihoods Finance - for SHG Federations
    - ◇ Women's Leadership and Gender responsive Governance; Leadership and Livelihoods
    - ◇ Cases for Scaling-up
    - ◇ Elderly CRP Development
    - ◇ TOT to District Resource Persons (DRPs), Community Organizers (COs), Community Resource Persons (CRP) and Livelihoods Specialists (LHSs)
  - Foundation/Learning Programs and/or workshops
    - ◇ 4-14 day Learning Programs for Transformation for NGO Partners, Leaders/Managers/ Officers, Livelihoods Associates/Community Coordinators (3000+)
- ◇ Basic Livelihoods, Livelihoods Analysis and Planning Tools, Interventions
  - ◇ Livelihoods Needs Assessment, Livelihoods Scoping
  - ◇ Management Appreciation/Orientation
  - ◇ Leadership for Transformation
  - ◇ Project Planning and Management; Project M&L
  - ◇ Financial Management and Accounting
  - ◇ Managing Information and Communication
  - ◇ Strategic Planning and Business Plans
  - ◇ Micro-planning and Participatory Processes
  - ◇ Commodity-based Processes (Participation, Best Practices, Collective Marketing) - Non-timber forest produce, Dairy
  - ◇ Managerial Skills and Enterprise Promotion - for staff of Livelihoods Resource Centres
  - ◇ Entrepreneurship and Micro-enterprise Development
  - ◇ Social Entrepreneurship, Social Impact, Value and Returns
  - ◇ Volunteering and Volunteer Management
  - ◇ Environment Management, Climate Change
  - ◇ Natural and Common Property Resources Management
  - ◇ Collectives - Institution Building, Self-assessment
  - ◇ Federating Processes, Structures, Networks, Support Organizations - Processes, Institution Building
  - ◇ Governance and Accountability
  - ◇ Mentoring, Learning, Art of Loving
  - ◇ Partnerships for Sustainable NRM and Livelihoods Security, Convergence
  - Farmer Producer Organizations Diagnostic Study & Business Plan formulation
  - Trainings to Common Interest Groups on BookKeeping, Capacity Building & Leadership dynamics

## Project Assessment Support

Project Monitoring, Review, Evaluation, Impact Assessment, Process Monitoring, Results, Progress and Performance Assessment, Tracking/Analyzing Metrics, Milestones, Immediate, Intermediate and Final Results, Participation, Ownership, MIS, Control, Accountability and Learning Systems, Processes, Costs, Fund flows, Institutional Assessment, Feasibility, Viability, Sustainability, Effectiveness studies, Appraisals, Technical Assistance, Process Documentation, Learning Studies, Pre-project, Post-project and mid-project studies

- Impact Assessment / Evaluation; Institutional Assessments
  - ◇ 'GROWTH'
  - ◇ SHG Revolving Fund; Livelihood Assistance
  - ◇ Artisan Cluster Micro-enterprise development
  - ◇ Project Karuna, Elders' SHGs
  - ◇ Family Strengthening Program (FSP)
  - ◇ Sponsor a Grand-Parent (SaGP) and Astitva
  - ◇ IDPs in Khammam: Food, Nutrition & Livelihoods Security
  - ◇ MGNREGS on Poverty and Levels of Living of Poor
- ◇ Tsunami Projects
- ◇ Performance of Institutional Innovations
- ◇ Service Support to Grama Jyothi Project
- ◇ Independent Assessment of Sujalam Sufalam Project
- ◇ Skill Gap Study
- ◇ Gaman Mid-term Evaluation (MTE-Elderly) and End-term Evaluation (ETE)
- ◇ Shradha Mid-term Evaluation (MTE-Elderly) and End-term Evaluation (ETE)
- ◇ Impact Assessment study for Advocacy Document
- Independent Monitoring (Election Watch)
- Process Monitoring (APRPRP)
- Study - assess and improve systems and processes of Watersheds (Ranga Reddy District)
- Feasibility study/Technical Support: Check dams; Watersheds; Dairy Units
- Design of M&L and Baseline
- AP-CNF GIST-TEEB Agri Food Study Data Enumeration Partner
- Participatory Programme Review – SOSCVI, Tirupati and Bangalore
- Sustainable Based Livelihoods Food Security Program Evaluation
- GK Jeevan Project End-term Evaluation (ETE)

## Management (Processes, Implementation) Support

- Institutional Processes including Institutional Structuring, Organizational Restructuring,
- HR Processes including Recruitment/Selection and Performance Management/Evaluation,
- Project Processes including conceptualization, advice, hand-holding, developing Prototypes, models, piloting and demonstration,
- Collective Processes including facilitation,
- Learning Processes including immersion, exposure, curriculum development, training of trainers/faculty, workshops, research, consultations, documentation, analysis, material development, dissemination, and mentoring.

## E- Services Support (Generic and Customized)

'institutions' and 'enterprises' Planning, Proposals, Leadership - Management - Learning, Monitoring - Assessment, HR, Writeshops, Reports, Trainings, Accounting - Audit - Compliances, Digital - Web et al

"livelihoods"; Info portal; Livelihoods Lens; Livelihoods On Ground; Livelihoods Stories; Mathanam; Yoga'kshemam'

## Clientele Served

Action Aid	MANAGE
AFEC	MEPMA
Aide-et-Action	Min of Tourism
AKF	MoPR
Alliance (AAA)	MPOWER
AP-Tourism,	MPRLP
APF	MVF
APFRO	Naandi
APMAS	NABARD
APRPP	NRLM
APTDC,	Navajyothi
ASIAN PAINTS	NDDB
ASM	NIRD & PR
Avahan	Nirmaan
APPI	NOVOK
Balavikasa,	Nurture & Foster
Bharatiyam Fn	NSE
BRLF	NTGCF
BRLP	NTR Trust
Byrraju Fn	OMPLIS
CADA	Outreach
CADFEM	Oxfam GB
CAMEL	Plan India
CAP,	Planning Comm.
CARE-CASHE	PPDS
CDF	Pragathi SS
CDR	Praxis
CCD	Prayas
Christ Univ	Project Karuna,
CIMP	PTSLP
CLEMP	PURE
CmF	RGMVP
Commitments	RASS
CONARE	Redemption
CRD-MGNREGS	Restless Devt
CROPS	RGMVP
CRS	RPRP
CWS	RySS
DfID	SAAGA
DHAN Fn	Sadhana
DRDAS	SAGURWA
DRF	SCCN
EGMM	SCF
EFEF	SEDYAM
Empower Trust	SERP-AP
FES	SERP-T
FABS	SHECS
GDS	Shrishti
GERES	Skillshare,
GIST-TEEB	SOCHURSOD,
GMRVF	SARDS,
Grameen Koota	Social Impact
HelpAge India	SOSCVI India
HPMWDP	Spectrum
Humboldt Univ	SPMS
ICRISAT	SRD
IFAD	SRIJAN
IIMA	SRLMs
IIM VZ	SRTT
IKP	Sunderban DA
IndG-CDAC	Swadhikar
ISB	TATA Trust
IWMI	The Tibet Fund
Jagriti	TISS
Jai Hindu	TNEPRP
JICA	Trust MFN
JATTU	UN Women
Jeevika LSO	UNDP
JSVS-PEDO	UNIDO
Kalanjiam Fn	Univ of Hyd
KfW	Vikaspedia
KSRM	WASSAN
Kovel Fn	World Bank
LMSSS	XIMB
Lok Satta	XUB-XSRM
MGICMH	
Mahindra	

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# Human Resource

Practitioners providing support: Advisers, Associates, Resource Persons



**Practicing Qualified Rigorously Inducted Professionals with at least 5 years experience in livelihoods–poverty reduction-development domain**

## Advisers, Lead/Senior Consulting Associates

**Jyothibas K- 20+** |Chartered Accountant  
**Kishore P- 10+** |Employment|Enterprises|Elderly|Documentation  
**Madhusudhan Rao B- 10+** |LEAP|Value-chains|Collectives  
**Prathap Reddy K- 30+** |OD; Ex Director, IRMA  
**Raju KV- 30+** |Cooperation; Director, FABS.  
**Sanjeev Gupta- 30+** |Livelihoods|Collectives.  
**Visweswara Rao K(Late)- 25+**|Finance|Accounting|Management Systems

## Core Consulting/Business Development/Outreach Associates

**Aravind V- 10+** |Project|Administration support  
**Shruthi N- 5** |Livelihoods  
**Swathi G, 5+** |Documentation  
**Venkateshwarlu T- 20+** |Livelihoods|Social Mobilization|Collectives

## Chief Mentor/Chair/Oversight

**G Muralidhar, 30+, LPRD-PVM Lifeworker, 7L Practitioner-Learner-Mentor**

'livelihoods' | Yoga'kshemam' | Development Practice | Portfolio | LSI/0/Es | Civil Society

Integrated TRUE Livelihoods Framework; NRLM Framework for Implementation ; NF Scaling

LEAPs, Collectives, Communitization, Commons, Education, FNHW, SR, Institutions-Teams, HR-YPs, Visioning , Conversations, Writeshops, ICT4D



## Advisers/Long-term Associates/Alumni

**Ankith V- 5+** |Skills|Employment|Enterprise  
**Anil RK- 30+** |Livelihoods|Tourism|Crafts|Civil Society  
**Anupam Pandey- 20+** |PRA|Institutional Building  
**Anuradha Pati- 20+** |Gender|Collectives  
**Anvitha R- 2+** |Young Professional  
**Aparna Gayathri T- 15+** |Vulnerability  
**Ashish Kumar Gupta- 15+** |Rural Management|Micro-F&E|Livelihoods  
**Ashok K Ram- 15+** |Agriculture|Education|Project Strategic Planning|M&L  
**Balaji C- 30+** |HR  
**Balu Athani- 25+** |Livestock|Dairy|RD Management  
**Bharathi K- 15+** |Food Security|Collectives|Systems|Documentation  
**Bhargava G- 30+** |Poverty Reduction|Leadership|Collective Action|Groups|Trade Unions|Participatory Processes|Livelihoods  
**Bhavya M- 5+** |Enterprise  
**Bhima Shankar- 5+** |Dairy  
**Chandranshu Gupta- 5+** |ESHG  
**Chayadevi K- 10+** |Field support|Documentation  
**Dayakar R- 15+** |IT Management  
**Dayanand G- 15+** |Illustrations|Caricatures|Cartoonist  
**Deepthi V- 10+** |Livelihoods|Participation  
**Dharmendra SY- 10+** |Rural Development Management  
**Durga Prasad- 10+** |DTP|Layout|ICT support  
**Durga Prasad P- 30+** |HR|Rural Development  
**Gangadhar- 5+** |Field support  
**Gaargi P- 5+** |Management Information System  
**Glen Shewchuck- 30+** |Independent IT Consultant (USA)  
**G Udaya Sankar- 2+** |Natural Farming  
**Hima Bindu A- 15+** |Office support  
**Ira Rambe- 5+** |Social Development (Indonesia)  
**Jaideep SS- 25+** |Rights|Advocacy|Marketing  
**Janaki S- 10+** |Field Support  
**Jaya Padma RV- 15+** |Livelihoods|Health  
**Jayashree A- 20+** |HR|Capacity Building|MF  
**Karthik R- 5+** |Micro Finance  
**Krishna Chaitanya- 10+** |Documentation|Finance  
**Krishnagopal GV- 15+** |Livelihoods|Consulting  
**Krishna Muraree- 5+** |Rural Development Management  
**Krishna Prasad M- 10+** |Livestock  
**Krishna Rao V- 30+** |NTFP|Collectives  
**Laxman S- 15+** |Livelihoods|Handlooms|ESHG  
**Lavanya M- 15+** |Livelihoods|Community Training|Gender  
**Lokeshwara Rao- 10+** |Livelihoods|Water  
**Madhavi P- 10+** |Community Organization  
**Madhumurthy M- 15+** |Social|Livelihoods Consulting  
**Madhusudhan P- 20+** |Project Support  
**Madhu Vamshi- 5+** |Health  
**Mahesh Patil- 5+** |Project Management (Agri)  
**Mahesh P- 30+** |Systems  
**Mahidhar Reddy S- 5+** |SHG|Livelihoods|Climate  
**Malleswara Rao- 10+** |Livelihoods|Water  
**Manjula- 10+** |Livelihoods|Wage Employment  
**Manoharan SS (Late)-** |Livelihoods|Health|Tribals  
**Mansi Kaushik- 10+** |RD Management|ICT  
**Mrudula V- 20+** |Gender, Environment|Education|Collectives  
**Mukunda Das V- 30+** |Marketing Director, CIMP  
**Muralidhar V- 25+** |Livelihoods|Community Projects|Project Design  
**Nanji Reddy S- 5+** |Community Mobilization, FPO  
**Narsi Reddy G- 25+** |Agri-business|Management|Education  
**Naval Shaini- 10+** |IT  
**Nilendu Mukherjee- 10+** |Business|Research|Collective Marketing

**Nirmala T- 20+** |Livelihoods (Life worker)  
**Naveen Chand K- 15+** |ICT|Project Management|Micro-Finance  
**Pankaj Pandey- 15+** |Micro Finance|IB  
**Pranay Bhargav- 20+** |Entrepreneurship  
**Priya Anant- 20+** |Health Management  
**Pulakesi G- 10+** |Livelihoods|Marketing|Management  
**Raja Srinivas M- 25+** |IT (IBM)  
**Rajesh B- 10+** |Livelihoods|Elders  
**Rajendran KP- 25+** |Health|Vulnerability|Projects  
**Rama E- 20+** |Accounts|Communications  
**Ramanjaneyulu- 5+** |Fieldwork|Research  
**Ramesh K- 10+** |Field Research, Project |Finance Support  
**Ramesh Ch- 15+** |Livelihoods|CSR  
**Ramesh R- 10+** |Livelihoods|FPO|Office Support  
**Ramya B- 5+** |Rural Development Management|Quality Assurance  
**Ravichandra Dr- 10+** |Rural Management|Portfolio Entrepreneurship  
**Ravindra B- 25+** |Appropriate Technology-Chaos; with IITR  
**Ravinder T- 20+** |IB|CB  
**Ravindra G- 5+** |Field|Office Support  
**Ravikrishna M- 10+** |Electronic Media  
**Rekha S- 20+** |Gender|Vulnerability  
**Sai Srinivas B- 20+** |Health & Nutrition|Livelihoods  
**Sandeep Chatterjee- 20+** |Social Development  
**Sanjiv Phansalkar- 30+** |Strategic Management  
**Sanjeev Singh- 20+** |Microfinance|Livelihoods Support  
**Satish Kumar Deshpande- 20+** |Community Training  
**Satyadev G- 15+** |Livelihoods Consulting  
**Satyam T- 15+** |Livelihoods Management  
**Shivalkar Reddy- 20+** |Quantitative Analysis  
**Sidhartha M- 5+** |Documentation  
**Soumya Pasumarthy- 5+** |Rural-Urban Spaces  
**Sowjanya- 10+** |Agri-business|Projects  
**Sreekantha Reddy Y- 10+** |Livelihoods|Management.  
**Sridevi Kavikondala- 10+** |Documentation|Field Support  
**Sridevi K- 10+** |Livelihoods|Field Support  
**Srikanth G- 15+** |Livelihoods|Insurance Domain Expert  
**Srikar Dasari- 2+** |Natural Farming  
**Srinivas PB- 25+** |Technology-Management [IITM,IIMC]|Social Business Entrepreneurship  
**Srinivasa Reddy P- 10+** |Livelihoods Management.  
**Srinivas Goud- 30+** |Chartered Accountant  
**Sriram MS- 30+** |Cooperation|Finance; Earlier with IIMA  
**Stanislaus B- 20+** |IB|CB  
**Subash K- 10+** |IT|Employment  
**Suresh KN- 6+**, Livelihoods|Management  
**Swamy GA- 15+** |Project Planning & Management  
**Tabrez Zeya- 10+** |Livelihoods|Water  
**Taru Paliwal- 15+** |Agriculture|NTFP Management  
**Trilochan Sastry- 30+** |SCM Specialist; Professor at IIMA/B  
**Umapathi P- 20+** |Micro Finance|Marketing & Procurement  
**Uma Reddy A- 10+** |DTP|Layout|Documentation  
**Usha Kumari K- 10+** |Livelihoods|Horticulture  
**Ved Prakash Gulati- 30+** |IT Adviser, TCS; Ex-Dir, IDRBT  
**Veena- 20+** |NRM|Advocacy|Research|Documentation  
**Venkatakrishna V- 15+** |Supply Chain Management (SCM)  
**Venkata Ramana A- 10+** |Field Support  
**Venkateshwarlu K- 5+** |Field|Research  
**Venugopal N Dr- 25+** |NTFP|Collectives  
**Vijayabhasker SM- 20+** |Learning|Projects|Livelihoods|Health  
**Vijayawitha- 10+** |Social Entrepreneur|Handlooms|Crafts  
**Vikash- 10+** |Entrepreneurship|MF [Editor, Microfinance]  
**Vishal D- 5+** |Office Support

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