



SAYANANT

YEARLY REFLECTION REPORT

2026

#iamsayanant





Sayanant Group is a group of four social enterprises that are dedicated towards advancing sustainable and equitable development. Rooted in the belief that communities should have the power to shape their own futures, we design and deliver innovative, inclusive, and community-owned solutions that drive meaningful impact. Our work spans partnerships with governments, multilateral agencies, private entities, and grassroots organizations, ensuring that solutions are not only visionary but also practical and scalable through our dynamic verticals. From strengthening institutions and building capacity, to fostering entrepreneurship and supporting smallholder enterprises, Sayanant Group is committed to creating ecosystems that enable sustainable livelihoods and lasting social change.

The distinct entities that work together toward this vision are: Sesta Development Services, Sayanant Development Services Pvt. Ltd., Ayanat Ventures Pvt. Ltd, and Sayanant Development Foundation. Each of these arms plays a unique role in addressing different dimensions of development while remaining united in their mission to create inclusive and sustainable impact. Together, they form a holistic ecosystem that connects policy, practice, innovation, and community action to drive meaningful change at scale.



OUR VISION

SDS aims to be a world-class development support organisation for rural livelihood promotion.

OUR MISSION

SDS's mission is to provide enabling services to organisations or individuals to unlock potential to impact the lives of the rural poor and disadvantaged section of society.

OUR VALUES



Equity

Integrity



Excellence

Trust





Resilience : Purpose : Progress

My Journey with SAYANANT: 2025 - 26

21st March, 2026, at Lengpui Airport, Aizawl: While waiting at Aizawl airport for my flight to Guwahati, I was informed that the previous day's flight had been cancelled due to bad weather, and even today's departure remained uncertain. Sitting there, suspended between delay and possibility, I was reminded of a fundamental truth: uncertainty is not an exception; it is the condition in which we live, lead, and build. Yet, what defines us is not the uncertainty, but our response to it. We choose to wait with hope, to move with purpose, and to continue despite not having full clarity of the path ahead. In many ways, this is the story of our organisation.

The past year tested us. It stretched our systems, our leadership, and our collective resilience. We navigated organisational turbulence while also witnessing the departure of several senior colleagues—individuals who contributed significantly to shaping SDS. Transitions of this nature are never easy. They create gaps, test continuity, and demand recalibration. But they also reveal the strength of an institution. What stood out this year was not the turbulence, but our ability to stay on course. I extend my deep appreciation to every colleague—our co-pilots who held the organisation steady and ensured that we did not lose direction.

For me, this year was also deeply personal. I lost my father—my guide, mentor, and anchor—while at the same time welcoming my son into the world. These moments placed me at a powerful intersection of loss and renewal. They tested my emotional strength and my ability to remain focused during a time when both my personal and professional worlds were undergoing change. What carried me through was a sense of responsibility towards my family and towards the extended family of SDS. In many ways, this year reinforced a simple belief: leadership is not about ease; it is about staying present and committed when it is most difficult.

The vision of building the Sayanant Group is not just an organisational ambition—it is a commitment to a larger purpose. We are not here merely to run projects or organisations. We are here to build institutions that create livelihoods, nurture leadership, and enable dignity for underserved communities. For me, enterprise is not a secondary choice; it is the most effective pathway to create sustainable and scalable impact. It allows us to bridge social purpose with economic opportunity and to build systems that endure beyond individual efforts. Leading this journey, especially in for-profit ventures, demands constant learning, adaptation, and courage. But it is also what makes this journey meaningful.

Amidst the challenges, we have delivered outcomes that matter. We provided direction to the fisheries initiative in Tripura, strengthened delivery in the TRESP project, built and nurtured

producer companies in Assam, Tripura, Arunachal Pradesh, and Manipur, and launched the Chhimpheh Chicken initiative. We established a growing foundation in research and study, streamlined operations, and strengthened our IT and HR systems.

Beyond these, we achieved important milestones-securing the startup grant from NEATEHUB for Ayanant Ventures Pvt. Ltd., establishing NELOCALS, and strengthening AVPL with new leadership, leading to promising initiatives such as UnnatFarm. These are not just activities; they are building blocks of a larger ecosystem we are creating.

The direction is right. What we now require is patience, discipline, and the ability to stay committed for the long term. The work we are doing will yield results-it will take time, but it will endure. We are operating in a rapidly evolving environment; technology is transforming industries, political and economic contexts are shifting, and community aspirations are changing faster than ever before. In such a landscape, intent alone is not enough. We must build agility, strengthen our systems, invest in people, and think ahead.

The question before us is not whether change will happen; it is whether we are prepared for it. I believe we have begun this journey of preparation, and the next phase will demand sharper focus, deeper collaboration, and stronger execution.

At the same time, sustainable impact is not built on strategy alone; it is built on culture and discipline. It is encouraging to see a more vibrant and connected workplace culture emerging, with increased informal interactions and shared moments of celebration. These experiences build trust, energy, and a sense of belonging.

On a personal note, this year also reminded me of the importance of balance. Long hours and sustained pressure come at a cost. I look forward to rebuilding personal discipline, returning to fitness, creating space for reflection, and investing in writing and knowledge-sharing. I also see immense potential in our younger colleagues. Their energy, perspective, and willingness to challenge norms are strengths we must embrace and learn from.

If I return to the image of that uncertain flight, one thing stands out: while we may not control the weather, we remain responsible for the journey. The Sayanant Group today stands on a strong foundation built through resilience, collective effort, and clarity of purpose. We have navigated uncertainty, absorbed change, and continued to move forward.

The journey ahead will not be without challenges. But if we stay anchored in our purpose, disciplined in our actions, and united in our efforts, we will not just reach our destination-we will define it.

As we come together for this retreat, let this be a moment not just of reflection, but of renewed commitment to stay the course, to build with intent, and to create impact that lasts.

*'When storms gather, we learn to rise with the wind.
When night deepens, we become the quiet glow within it.
When paths disappear, we shape new horizons with our steps.
We are JONAKI (fireflies), together, turning darkness into a sky full of light.'*



JONAKI MEL 6.0



Reflections of our Employees



Name of Professional: Adhir Kumar Nath



During my association with Sesta Development Services (SDS), I initially worked as a Field Expert and, over time, was entrusted with the responsibility of Micro and Agri Finance Expert. This progression marks an important milestone in my professional journey and reflects the organisation's confidence in my field experience and institutional understanding. My work has largely been within the framework of the Tripura Rural Livelihood Mission (TRLM) through the Tripura Rural Economic Growth and Service Delivery Project (TRESP), where SDS functions as a Technical

Support Agency (TSA). As part of this role, I have been posted at Dasda Block while also overseeing and supporting TRESP-related activities in several other blocks across three districts.

One of the major milestones in my engagement with SDS has been the opportunity to work within a multi-stakeholder project environment. TRESP involves several Project Implementing Units (PIUs) at district and block levels, each supported by Technical Support Agencies to ensure effective implementation. My role required close coordination with officials, community-level institutions, and field functionaries to ensure that programme objectives were translated into meaningful grassroots interventions. Managing responsibilities across multiple blocks strengthened my ability to plan, coordinate, and monitor field activities within a broader administrative framework.

In my role as Micro and Agri Finance Expert, I contributed to institutional strengthening and financial processes of community-based organisations, particularly Producer Groups (PGs). I supported activities such as facilitating financial linkages, guiding field staff on record-keeping practices, and assisting in the development of systematic planning frameworks for livelihood initiatives. My involvement in training sessions and planning meetings also enabled me to contribute to capacity-building initiatives, particularly around Books of Records maintenance, business planning approaches, and institutional management.

Apart from field-level engagement, I gradually became more involved in documentation and administrative communication. Over time, I developed a strong aptitude for drafting official letters, memorandums, and field reports, which helped ensure clear communication between different institutional levels of the project. These responsibilities improved my professional writing skills and enhanced my understanding of organisational processes and reporting standards.

Another important dimension of my work has been mentoring and nurturing young professionals associated with TRESP. Many field staff and newly recruited professionals required guidance in programme procedures, documentation practices, and community engagement strategies. By sharing my experience and providing practical support, I contributed to strengthening the confidence and competence of these young professionals, which ultimately supported smoother project implementation.

Working in remote and administratively diverse areas also presented certain challenges, including coordination across multiple blocks, logistical constraints, and varying levels of field capacity among stakeholders. However, through continuous communication, teamwork, and adaptive planning, I was able to address these challenges and maintain steady progress in programme

activities.

Overall, my journey with SDS has significantly enriched my professional competencies in project coordination, financial facilitation, institutional strengthening, documentation, and leadership. Exposure to multi-level programme implementation has broadened my perspective on rural development and strengthened my commitment to contributing effectively to inclusive and sustainable livelihood initiatives.



Name of Professional: Ajanur Rahman



My journey with Sayanant Group began on 5 January 2026 when I joined the organization as an Assistant IT (Web Developer) in the SDSPL IT team. Since joining, the experience has been both challenging and rewarding, allowing me to apply my technical knowledge in real-world systems while also learning new technologies and tools that support organizational projects. Working within a collaborative and supportive environment has helped me grow professionally while contributing to several digital initiatives undertaken by the organization.

Growth: Key Milestones and Professional Development

The first major project I became involved in was the TRLM Fishery MIS system. This project focused on redesigning and modernizing the earlier version of the system into a more structured and efficient platform. The system includes multiple user panels such as Admin, Project Manager, Executive, Field Staff, and CRP, each supporting different operational roles. As part of the development process, I worked across several modules and updates within these panels. Over time, the system continued to evolve with the addition of new modules such as PG and SHG. Being involved in this project gave me practical exposure to how a large-scale management information system operates and how different user roles interact with data and workflows.

Throughout these projects, I applied and strengthened my knowledge of several technologies such as Python, Laravel, Flask APIs, MongoDB, MySQL, SQLite, React Native, HTML, CSS, and Flutter. Although I had prior exposure to some of these technologies, working at SDS allowed me to implement them in practical systems. I also gained experience with development tools and infrastructure platforms such as Git for version control and server management through Hostinger and AWS for hosting and deployment.

One of the key factors that helped me overcome challenges has been the supportive environment within the SDS IT team. Collaboration and guidance from team members played an important role in solving technical problems and improving system functionality. In particular, our team leader, Rahul Baruah, has been supportive by providing guidance and technical insights whenever required. His assistance helped streamline development tasks and ensured that solutions were implemented effectively.

Team collaboration has been an important aspect of my work at SDS. I have worked closely with colleagues across multiple projects and have also contributed to supporting tasks in the PG MIS mobile application and the Chhimphaei Chicken application. Whenever possible, I try to assist team members with technical issues and discussions so that tasks can be completed efficiently and the team environment remains cooperative.

Achievements: Contributions and Work Done

Alongside the Fishery MIS project, I also contributed to other ongoing technical initiatives within the organization. One such project was the Chhimphaei Chicken application, where I worked on parts of the database as well as certain components of the mobile application developed using

Flutter. My contributions included implementing features such as the splash screen, delivery checkout flow, and address-saving functionality. Working on this project allowed me to explore Flutter-based development and understand how mobile applications integrate with backend systems and databases.

Another important platform I contributed to is the PG MIS system. In the PG MIS web platform, I was involved in backend and database-related tasks, including work related to the dashboard, PG registration, and PG membership functionalities. I also assisted in the PG MIS mobile application by contributing to PG registration and membership modules. Through these tasks, I gained a deeper understanding of how web systems and mobile applications work together with backend services to manage structured data and user operations.

Challenges and Obstacles: Problems and Solutions

During this journey, I encountered several technical challenges that helped improve my problem-solving abilities. For example, in the TRLM Fishery MIS system, large volumes of data sometimes caused slow loading in certain panels. Through debugging and optimization of backend code and data fetching processes, we were able to improve the system's performance.

Similarly, during the development of the PG MIS web platform, implementing the PG registration workflow was challenging because it involved fetching, saving, and managing related data such as SHG members within the PG structure. With careful adjustments and iterative improvements, the functionality was successfully implemented.

Looking Ahead

Looking ahead, I aim to continue contributing to SDS by building and improving digital systems that support organizational initiatives. As the organization continues to expand its technological infrastructure, I hope to be involved in developing more advanced platforms using modern technologies. I also plan to further enhance my skills in areas such as Artificial Intelligence and emerging technologies so that I can contribute more effectively to future projects. Overall, my experience at Sayanant Group so far has been a meaningful and enriching journey.





Introduction

Since joining SDS as a Finance Manager in August 2022, my journey has been one of continuous learning, professional growth, and impactful contributions. With 17 years of experience in managing accounts, I have had the privilege of leading financial operations, ensuring compliance, and driving strategic financial initiatives that align with the company's long-term vision. The transition into this role has not only allowed me to apply my expertise but has also presented me with challenges that have helped refine my skills and broaden my perspective on financial leadership. This self-reflection serves as an opportunity to assess my progress, recognize my achievements, identify areas for improvement, and chart a path for future contributions.

Professional Growth and Achievements

Upon assuming my role at SDS, one of my primary objectives was to enhance financial efficiency and transparency within the organization. I recognized that effective financial management is the backbone of any successful enterprise, and my goal was to implement robust strategies that would ensure financial stability, optimize resource allocation, and facilitate informed decision-making at all levels of the company. Over the past few years, I have worked towards strengthening internal financial controls, refining budgeting and cost management processes, and ensuring the accuracy and reliability of financial reporting.

Risk management has also been a critical aspect of my role. I have proactively identified and mitigated financial risks by implementing policies and practices that safeguard the organization's assets. Strengthening compliance with regulatory frameworks and corporate governance policies has been another key focus area, ensuring that SDS operates within legal and ethical boundaries while maintaining its reputation in the industry.

Challenges and Learning Experiences

While my journey at SDS has been fulfilling, it has not been without its challenges. One of the initial hurdles I faced was adapting to the organizational culture and understanding its unique financial structure. Every organization has its own way of operating, and aligning my expertise with SDS's specific financial requirements required a steep learning curve. However, by taking a proactive approach and engaging with different departments, I was able to gain a comprehensive understanding of the financial landscape and implement strategies that aligned with the company's goals.

Managing financial risks in an evolving economic environment has been another challenge. Market fluctuations, regulatory changes, and economic uncertainties have made it imperative to remain vigilant and adaptable. I have had to continuously monitor financial trends, assess potential risks, and develop contingency plans to ensure the organization remains financially resilient. This experience has strengthened my ability to make data-driven decisions, foresee financial challenges, and implement proactive solutions.

Areas for Improvement

Strengthening strategic financial planning is another priority. While I have successfully implemented various financial strategies, I aim to further refine long-term financial planning to

align with the company's evolving objectives. This includes developing more structured cost-reduction plans that balance financial prudence with operational efficiency, ensuring that the organization continues to grow sustainably.

Additionally, improving cross-departmental collaboration is essential. Financial management does not operate in isolation; it is interconnected with various business functions. By fostering stronger relationships with other departments, I can ensure better alignment of financial goals with overall business objectives, facilitating a more cohesive and efficient organizational framework.

Future Goals and Aspirations

Looking ahead, I am committed to further enhancing my contributions to SDS's financial success. One of my key goals is to implement advanced financial forecasting models that provide more accurate predictions and insights. These models will enable the organization to make proactive decisions, optimize resource allocation, and mitigate financial risks more effectively.

Developing a structured cost-reduction plan is another priority. Cost management is critical for maintaining profitability while ensuring sustainable growth. By identifying areas where cost efficiencies can be improved without compromising productivity, I aim to contribute to the company's financial health and long-term stability.

Building a strong and high-performing finance team is also an essential goal. Mentorship and professional development play a crucial role in fostering a capable and motivated team. By providing training opportunities, encouraging skill development, and promoting a culture of continuous learning, I aim to empower my team members to take on greater responsibilities and contribute more effectively to the organization's success.

Leadership and Personal Development

Beyond technical skills, my journey at SDS has also been one of personal and leadership development. Managing a finance department requires not only financial expertise but also strong leadership, communication, and problem-solving skills. I have learned the importance of leading by example, fostering a collaborative work environment, and inspiring my team to strive for excellence.

Effective communication has been key in my role, particularly when presenting financial data to stakeholders who may not have a financial background. Translating complex financial information into clear, actionable insights has been a valuable skill that I have honed over time. Additionally, problem-solving and critical thinking have been essential in navigating financial challenges and making strategic decisions that align with the company's objectives.

As a leader, I have also recognized the importance of adaptability and resilience. The financial landscape is constantly evolving, and being able to adjust to new challenges, economic shifts, and organizational changes is crucial. By maintaining a proactive mindset and embracing continuous learning, I have been able to navigate uncertainties effectively while ensuring that SDS remains financially robust.

The Journey

Reflecting on my journey as a Finance Manager at SDS, I take immense pride in the progress made, the challenges overcome, and the impact I have had on the organization's financial

success. My role has allowed me to apply my expertise, learn from new experiences, and grow both professionally and personally. While there have been hurdles along the way, each challenge has been an opportunity for growth and improvement.

As I move forward, my commitment remains steadfast to uphold financial excellence, drive sustainable growth, and support SDS in achieving its long-term financial goals. By continuously refining my skills, embracing technological advancements, and fostering a strong financial team, I am confident in my ability to contribute meaningfully to the organization's success. This reflection serves as both an acknowledgment of my achievements and a roadmap for future aspirations, guiding me toward even greater contributions in the years to come.



Name of Professional: Amitabh Guha Thakurata



Growth

My journey with SDS has significantly strengthened my professional skills and understanding of grassroots development. Working closely with Producer Groups, community institutions, and field teams has enhanced my abilities in community mobilization, coordination, and project implementation. Over time, I have developed better communication, problem-solving, and reporting skills. These experiences have improved my confidence and helped me contribute more effectively to the organization's goals.

Achievements

During my time with SDS, I have contributed to the formation and strengthening of Producer Groups and supported field teams in implementing project activities. Through regular monitoring, coordination, and documentation, I have helped ensure the smooth implementation of project interventions. I have also supported capacity-building initiatives and maintained effective communication with stakeholders to strengthen institutional processes.

Challenges and Obstacles

Working in rural areas often involves challenges such as limited awareness among community members, logistical constraints, and coordination across multiple locations. Building trust and encouraging participation required consistent engagement and follow-up. These challenges helped me develop patience, adaptability, and better problem-solving skills while strengthening my ability to work effectively in dynamic field situations.





Growth Reflection: My Journey at SDS

1. Rooted Community Engagement (Village Stay)

My probation period began with a transformative village stay. This immersion allowed me to move beyond theoretical understanding and connect with the community on a personal level. By living and interacting with the people we serve, I developed a more empathetic and “rooted” approach to grassroots development.

2. Leadership and Team Bonding

Shortly after joining, I was entrusted with leading a district-level team. Managing this project has been a significant milestone in my professional growth. It has sharpened my ability to foster team bonding, delegate effectively, and navigate the complexities of district-level operations, strengthening my overall leadership identity.

3. Application of Technical Expertise (Fisheries)

As a fisheries student, my goal was always to bridge the gap between academic knowledge and practical application. SDS has provided the perfect platform to do this. I have successfully translated my skills into actionable support for rural women fish farmers, helping them improve their livelihoods through sustainable aquaculture practices.

Achievement and Impact Report: Tenure at SDS

Reporting Period: 18 August 2025 – Present

Location: Sepahijala District, Tripura

1. Foundational Immersion & Community Integration

My journey at SDS began with a dedicated village stay, a critical component of my probation. This immersion was not merely a residential requirement but a strategic exercise in rooted community engagement.

The “Rooted” Approach: By living within the community, I bridged the gap between a “service provider” and a “community partner.” This helped me understand the socio-economic nuances of rural households, ensuring that my future interventions were culturally sensitive and technically viable.

Outcome: I established a baseline of trust with primary stakeholders, which later served as the foundation for high-stakes projects like FPC formation.

2. Strategic Leadership & Institutional Development

A significant milestone in my growth was being entrusted with the leadership of a district-level team. This role required a shift from individual technical tasks to high-level project management.

FPC Formation & Mobilization: I led the successful mobilization of a Farmer Producer Company (FPC). This involved organizing individual farmers into a legally recognized collective, enabling them to achieve economies of scale and better bargaining power in the market.

Team Synergy: By managing a diverse team, I focused on building a culture of transparency and shared goals. This improved our efficiency in reaching remote clusters and meeting district-level targets ahead of schedule.

3. Technical Expertise & Convergence Success

As a fisheries professional, I successfully applied scientific principles to the Tripura Rural Livelihood Mission (TRLM) framework to create tangible economic value.

Government Convergence: I facilitated a successful convergence with the State Fisheries Department. This collaboration was pivotal for TRLM project beneficiaries, ensuring they received high-quality inputs, such as fish seed distribution, and access to departmental schemes.

Scientific Capacity Building: I designed and delivered scientific fish farming training specifically for rural women fish farmers. These sessions focused on modern techniques like water quality management and optimized feeding schedules to maximize pond productivity.

Economic Impact: Under my supervision, we successfully catalyzed a ₹6 lakh fisheries business through village producer groups. This achievement demonstrates the potential of aquaculture to act as a primary livelihood driver in the Sepahijala district.

4. Stakeholder Management & Networking

A key driver of my success at SDS has been the cultivation of strong professional relationships.

Institutional Relations: I built a robust rapport with TRLM officials, ensuring seamless communication and alignment with state mission goals.

Grassroots Networking: I maintained a constant feedback loop with farmers in Sepahijala district, which allowed us to pivot strategies based on real-time field challenges.

Challenges and Obstacles: The Wall and the Win

During my seven-month tenure with the TRLM project, I encountered significant initial resistance regarding the adoption of modern aquaculture techniques and the formalization of Producer Groups (PGs) and Farmer Producer Companies (FPCs). The community was initially hesitant to move away from traditional practices or embrace organized business models. To address this, I conducted a series of intensive training sessions and technical demonstrations, successfully illustrating the long-term economic impact and improved yields these modern systems provide.

Furthermore, mobilizing Community Service Providers (CSPs) for consistent field-level execution presented logistical and communication challenges. By initiating direct, personal dialogues and collaborating closely with senior officials, I was able to streamline coordination and improve field efficiency. This hands-on leadership approach not only bridged the communication gap but also fostered a more proactive work culture among the field staff, resulting in measurable improvements in project delivery.



Name of Professional: Atlanta Gogoi



My journey with Sayanant Group has been a meaningful step in my early professional career. Joining the organization as an Assistant IT (App Developer) allowed me to transition from an academic and internship environment into a workplace where technology directly supports real-world development initiatives. Being part of an organization that works toward strengthening rural livelihoods and sustainable development has made my role feel purposeful, as the systems and tools we build ultimately support larger community-focused projects.

Within the IT team, my role goes beyond application development. Our team is responsible for providing technical support to multiple departments and organizations within the Sayanant ecosystem. This means that, apart from building applications, we often assist teams with various technological needs—whether it involves troubleshooting systems, supporting digital platforms, or helping colleagues adopt new tools that make their work more efficient. I have come to appreciate that sometimes the most impactful contribution is simply being available and willing to solve problems whenever they arise.

One of the key technical projects I have worked on is the development of the Chhimphei Chicken e-commerce delivery application. My work primarily focused on frontend development using Flutter, where I implemented features such as order listing, product viewing, and order tracking. Working on this project taught me the importance of designing interfaces that are not only functional but also intuitive for users. Seeing the application move from development to staging through the Google Play Console was a rewarding moment for me, as it showed how the effort invested in development eventually becomes a product that people can interact with and benefit from.

Alongside this, I am currently contributing to the PGMIS application, where I have been involved in building modules such as the dashboard and authentication system. These tasks have helped me understand how secure and scalable applications are structured. More importantly, they have given me the opportunity to apply theoretical knowledge in a practical environment, where reliability and usability matter just as much as technical correctness.

Another responsibility that has shaped my experience here is managing the social media presence for the organization. Handling social media may seem very different from software development, but it has helped me understand how technology and communication intersect. Through this role, I contribute to sharing the organization's work, projects, and achievements with a wider audience. It has taught me the importance of digital presence and storytelling in building the identity of an organization.

Like any professional journey, my experience has included its share of challenges. One of the first challenges I encountered was adapting to the pace and complexity of real projects. Requirements sometimes change, unexpected technical issues appear, and deadlines can feel demanding. I remember moments when debugging a problem took hours longer than expected, which could be frustrating. However, these situations gradually taught me patience and persistence. Each obstacle forced me to analyse problems more carefully, ask questions when needed, and approach solutions more methodically.

Another learning experience has been balancing creativity with practicality. As a developer, I often want to implement the most sophisticated solution possible. But working in an organizational setting has helped me understand that sometimes the best solution is the one that is simple, reliable, and easy for others to maintain. This shift in perspective has helped me grow not only as a developer but also as a team member who values long-term collaboration.

In terms of team culture, I try to contribute by maintaining a helpful and collaborative attitude. Whenever colleagues require technical assistance, I try my best to support them because I believe that technology teams play a central role in enabling everyone else's work. I also value open communication and constructive feedback, which help create a positive and productive environment.

Looking ahead, I hope to deepen my expertise in mobile and full-stack development and gradually take on greater responsibilities in system design and architecture. More importantly, I want to continue contributing to solutions that support the organization's mission and help teams work more effectively.

Reflecting on my time at Sayanant Group so far, I see it as a period of growth, learning, and meaningful contribution. Every challenge, project, and collaboration has shaped my professional outlook, and I look forward to continuing this journey while contributing more actively to the organization's vision.



Name of Professional: Biplab Singha



During my time at SDS, I have strengthened my skills in community engagement, coordination, and grassroots-level problem-solving. I contributed to improving producer group functionality by addressing participation, fund utilization, and financial inclusion gaps. These experiences made me more proactive, adaptable, and confident in handling field challenges. I have also developed greater empathy, patience, and resilience through continuous field engagement.

I contributed to strengthening producer groups by improving their activation, participation, and overall functionality. I supported financial inclusion by facilitating bank account linkages and resolving fund-flow challenges to ensure smoother implementation. I also addressed field-level issues and ensured better stakeholder coordination, enhancing overall program effectiveness.

I faced challenges such as inactive producer groups, delayed fund utilization, and lack of bank account linkages among members. I overcame these through regular field visits, continuous follow-ups, and close coordination with stakeholders and community members. This helped me improve my problem-solving skills, adaptability, and ability to handle field-level challenges effectively.





My Professional Journey at Sayanant Group

My journey with Sayanant Group started with a simple goal—to learn, grow, and take on new challenges. In the beginning, I focused on understanding how the organization works, its goals, and how different activities are carried out on the ground.

As I became involved in the 10K FPO projects, especially at the field level, I gained practical experience and built strong relationships with stakeholders. Working closely with BODs and communities helped me understand real challenges and find practical solutions.

In terms of achievements, I take pride in successfully managing multiple initiatives under challenging conditions. The focus has been to make inactive Boards of Directors (BODs) active again so that decisions can be taken properly and work can run smoothly. Efforts are also being made to reopen the closed Bishalgarh FPO so that farmers can again benefit from its activities. Farm machinery is being provided to FPOs to help improve their work and increase productivity. At the same time, steps are being taken to build strong connections between FPOs and the Department of Agriculture so that farmers can easily access government schemes, support, and services.

Despite constraints such as limited resources and tight timelines, I have been able to ensure consistent progress by prioritizing tasks, optimizing available resources, and maintaining strong relationships with stakeholders. My ability to mobilize communities, build trust, and secure participation has been particularly valuable in achieving project outcomes. Additionally, I have contributed to strengthening BOD coordination by fostering open communication and encouraging collaborative problem-solving.

My journey has not been without challenges. Some of the key difficulties I have faced include delays in project implementation due to limited manpower and budget constraints, work pressure and fatigue resulting from handling multiple responsibilities simultaneously, and lack of active involvement and engagement from the Boards of Directors (BODs).

With time, I was given more responsibilities, including leadership roles in various initiatives. I played an active role in forming and strengthening Farmer Producer Companies (FPCs) and worked closely with government departments to ensure smooth implementation of projects. These experiences helped me improve my communication, problem-solving, and team management skills.

One of the most meaningful parts of my work has been engaging directly with farmers and supporting efforts to improve their income. This has taught me the importance of trust, connection, and consistent support in bringing real change.

Alongside fieldwork, I have also handled administrative tasks, reporting, and planning, which have contributed to my overall professional development.

Overall, my journey with Sayanant Group has been a continuous learning experience. It has helped me grow not only as a professional but also as someone who is committed to creating a positive impact in the community. I look forward to using these experiences to contribute on a larger scale in the future.

Name of Professional: Birsing Kalai



I joined Sayanant Development Services on 1st September 2023 as a Community Coordinator. Through consistent field performance and the acquisition of specialized technical skills, I was promoted to Field Expert, IBCB TSA, TRESP on 15th September 2025.

During my tenure at SDS, I experienced significant personal and professional growth that helped shape my skills, confidence, and understanding of a corporate work environment. When I first joined, I had limited experience in managing responsibilities and working within an organized system. One of the key milestones of my journey was learning how to adapt to the discipline and structure of the organization. I significantly improved my communication, time management, and collaborative skills. By following instructions diligently and maintaining a positive attitude, I learned to complete tasks efficiently and on time. SDS provided me with invaluable opportunities to acquire new skills through practical work, mentorship from seniors, and participation in various organizational activities.

I approached my duties with sincerity and dedication, ensuring that every task was completed to the best of my ability. One of my primary achievements was maintaining a high level of discipline and punctuality, which earned me the trust of my colleagues and supervisors. I actively participated in team projects, supporting my block team whenever necessary to ensure assignments were completed smoothly. Additionally, I contributed to maintaining accurate records and assisted with office administrative work while strictly following organizational guidelines. My willingness to learn and improve was frequently recognized by my supervisors.

My tenure at SDS was not without its challenges. Initially, I found it difficult to adjust to the new environment and grasp the complexity of the work processes. At times, the workload felt heavy, and I struggled to meet deadlines. Furthermore, communicating confidently with senior leadership and speaking in public settings was a significant hurdle for me. However, I remained motivated. By adopting a step-by-step learning approach, seeking guidance from the SDS State team, and practicing consistently, I gradually overcame these obstacles.

These challenges taught me that success is built on discipline, dedication, and a willingness to learn from one's mistakes. Through the guidance of my Team Leader, Dr. Jogen Kalita, and the Agartala SDS State Team, I gained a deep understanding of teamwork, mutual respect, and the group formation process. My experience with the SDS State Team has made me more confident, hardworking, and better prepared for future professional opportunities. Overall, this journey has been a cornerstone of my professional identity, and I am grateful for the opportunity to have served as part of the Agartala SDS State Team.





1. Introduction

I joined Ayanant Venture Private Limited as an Accountant in June 2025. Although I had prior work experience, this role provided me with deeper practical exposure, particularly in the area of statutory compliances and structured accounting processes. It enabled me to strengthen my understanding of how theoretical concepts are applied in real business situations. In addition to my core accounting responsibilities, I also gained valuable exposure to the functioning of Farmer Producer Organizations (FPOs), including procurement processes, costing structures, and product-based operations. This experience enhanced my overall understanding of business operations from both financial and operational perspectives.

2. Achievements

During my tenure, I significantly enhanced my knowledge and professional capabilities in accounting, compliance, and financial data management. I developed practical expertise in handling key statutory compliances such as TDS, PF, and other regulatory requirements, which are critical for organizational transparency and efficiency. I also improved my proficiency in accounting software, along with my ability to maintain accurate financial records and prepare well-structured reports. Over time, I became more detail-oriented, organized, and confident in independently managing responsibilities, contributing effectively to the smooth functioning of the organization’s financial processes.

3. Challenges & Obstacles

At the initial stage, I encountered certain challenges due to limited practical familiarity with TDS, PF, other statutory compliances, and some accounting software. Adapting to real-time workflows and understanding the practical application of these concepts required consistent effort. However, through continuous learning, hands-on experience, and the guidance of senior colleagues, I was able to overcome these challenges gradually. These experiences played a crucial role in my professional development, helping me build adaptability, strengthen problem-solving abilities, and gain confidence in handling complex tasks in a professional environment.



Name of Professional: Biswajit Shil



Growth

My journey with SDS has been transformative, strengthening both my personal and professional capabilities. I have developed strong skills in training facilitation, community mobilization, and stakeholder coordination. Continuous engagement with Producer Groups (PGs), SHGs, and CLFs has enhanced my understanding of livelihood development and grassroots implementation. I have also improved my confidence in leading sessions and handling field-level responsibilities independently.

Key Achievements

I have successfully facilitated multiple training programs, including Organic PG, CLF, and CSP trainings, ensuring active participation and knowledge transfer at the community level. I contributed to improving group performance through regular monitoring, structured meetings, and follow-ups. My efforts in strengthening coordination between community institutions and project stakeholders have supported the effective implementation of livelihood activities. I have also received positive feedback from seniors and team members for my commitment and field engagement.

Challenges & Approach

Key challenges included low awareness levels, irregular participation in group activities, and coordination gaps. I addressed these through consistent field visits, focused communication, and trust-building with community members. By adopting a problem-solving approach and maintaining patience, I was able to gradually improve participation and group functioning.

Learnings & Way Forward

This experience has reinforced the importance of teamwork, adaptability, and continuous learning. Going forward, I aim to further strengthen my training and facilitation skills, improve the sustainability of community institutions, and contribute more effectively to livelihood promotion initiatives. I remain committed to delivering impactful results aligned with organizational goals.



Name of Professional: Debayan Sen



I am working as a Value Chain Expert (VCE) at Sayanant Development Services on a community development project focusing on creating sustainable economic growth by identifying and strengthening every link in a product's journey from raw material sourcing to the final consumer. Unlike the traditional "farm to market" model, I follow a systemic approach to integrate smallholders into competitive, market-driven systems that generate long-term income and employment opportunities.

Growth

Working as a VCE at Sayanant Development Services, I have evolved from a strategic planner into a high-impact implementer. In less than one year, I successfully scaled a fishery cluster development project in Tripura, transforming the livelihoods of 12,000 women SHG members across 25 blocks. During this period, I navigated the complex socio-economic landscape of Tripura's fishery sector and developed strong financial and operational leadership skills.

Managing a cluster of 12,000 women SHG members, I demonstrated financial and operational leadership by generating ₹1.83 Crores in revenue, achieving 91.5% of the annual target. My growth is marked by the institutional transformation of 240 Producer Groups and 4 Farmer Producer Companies (FPCs) into market-ready entities, supported by fully functional District Fish Service Centres across six districts.

I have developed a specialized ability to drive strategic impact by fostering poverty reduction and enabling rural households to capture higher profit margins through value chain efficiency. By balancing economic growth with strong business and action plans, I have built sustainability and resilience into the cluster. I have also promoted best practices through high-visibility platforms such as the Saras Mela.

Furthermore, I have contributed to economic empowerment by strengthening the bargaining power of marginalized groups through targeted FPC trainings and practical exposure programs, effectively overcoming technical gaps, flood-related risks, and credit dependency to create a truly inclusive, market-driven ecosystem.

Key Achievements

- **Financial Impact:** Generated ₹1.83 Crores in revenue within 12 months, achieving 91.5% of the annual ₹2 Crore target through strong market interventions.
- **Institutional Strengthening:** Successfully upgraded and managed 240 Producer Groups (PGs) and 4 Farmer Producer Companies (FPCs), transitioning them into viable commercial entities.
- **Strategic Planning:** Developed data-driven PG Action Plans and FPC Business Plans to transition community groups into formal, market-ready enterprises.
- **Growth & Governance:** Led the recruitment of new shareholders for FPCs, strengthening equity and community-led ownership.

- **Operational Excellence:** Ensured 100% functionality of District Fish Service Centres, streamlining support services for local fishers.
- **Supply Chain & Market Linkage:** Established supplier networks and facilitated critical input/output business linkages, reducing middlemen dependency for 12,000 members across six districts in Tripura (West, South, North, Unakoti, Dhalai, and Gomati).
- **Stakeholder Management:** Maintained strong relationships with government clients and local stakeholders to align project milestones with the state's goal of creating Lakhpati Didis.
- **Teamwork:** Maintained positive working relationships with colleagues, improving teamwork, productivity, and job satisfaction.

Challenges & Difficulties

In our community development project in Tripura, these achievements were realized in the face of significant multi-dimensional challenges. The following summary categorizes these obstacles to highlight the complexity of the operational environment:

- **Scientific Illiteracy:** A widespread lack of community knowledge regarding technical fish farming and pond culture led to suboptimal practices.
- **Input Mismanagement:** Farmers often purchased low-quality materials and lacked essential knowledge about fish feed products, directly impacting yield and quality.
- **Gender Dynamics:** Empowering 12,000 women farmers required navigating traditional household structures where female economic participation is often lower than that of males.
- **Institutional Invisibility:** Women often face secondary status in fisheries governance and decision-making, complicating their transition into leadership roles.
- **Credit Culture:** A reliance on credit-based purchases and a cycle of indebtedness created persistent financial instability.
- **Capital Access:** High interest rates from banks made commercial loans unappealing compared to Cluster Level Federations (CLFs), which provided necessary but limited working capital.
- **Market Volatility:** Operating in an open market led to intense price competition and low profit margins for individual farmers.
- **Climate Vulnerability:** Project districts in Tripura are flood-prone, creating recurring threats to pond infrastructure and fish stock.
- **Political Interference:** Local political dynamics added complexity to project implementation and resource distribution.





1. Growth

Joining SDS marked an important milestone in my professional career. My role required direct engagement with farmers, community institutions, and government departments to strengthen agricultural livelihoods. Over time, I developed a deeper understanding of community mobilization, agricultural extension, and institutional strengthening.

One of the key aspects of my growth has been working closely with Farmer Producer Organizations (FPOs) promoted by SDS. Through continuous engagement with these organizations, I gained practical experience in farmer collectivization, institutional development, and coordination with multiple stakeholders. This exposure helped me improve my skills in planning, communication, and leadership.

Another important area of growth has been capacity building and knowledge dissemination. I conducted several training sessions for farmers on agriculture and allied sectors. Through these activities, I enhanced my ability to simplify technical knowledge and communicate it effectively to farming communities. Additionally, facilitating training programs organized by various institutions and government departments strengthened my networking and coordination skills.

My work also involved collaborating with organizations such as Krishi Vigyan Kendras (KVKs) and district-level government departments to bring technical support and government schemes closer to farmers. This experience significantly improved my understanding of convergence approaches in rural development, enabling me to connect farmers and FPOs with institutional resources and opportunities.

2. Achievements

During my tenure at SDS, I have been able to contribute to several initiatives aimed at strengthening farmer livelihoods and enhancing the operational capacity of FPOs.

A major achievement has been organizing and conducting multiple farmer training programs. These trainings helped farmers improve their agricultural practices and gain better awareness about available opportunities in agriculture and allied sectors.

Another significant contribution has been facilitating the convergence of government schemes and technical support for FPOs. By coordinating with institutions such as Krishi Vigyan Kendras (KVKs) and the District Agriculture Office, I helped farmers access demonstrations, technical guidance, and government-supported initiatives that could improve their productivity and income.

I also played an active role in organizing exposure visits and demonstrations for farmers. These activities provided farmers with practical learning opportunities and encouraged the adoption of improved agricultural practices.

Supporting FPOs in documentation and institutional processes has been another important contribution. I provided handholding support to ensure proper documentation and operational procedures, which helped strengthen the organizational functioning of these farmer collectives.

In addition, I assisted FPOs in market linkage and product promotion. By facilitating their participation in exhibitions and other platforms, I helped them showcase their products and explore new market opportunities. These efforts contributed to enhancing the visibility and market potential of FPO-produced goods.

3. Challenges and Obstacles

Working in community-based development often involves several challenges. One of the major difficulties I encountered was mobilizing farmers and building trust within the community, especially when introducing new practices or programs. Farmers are often cautious about adopting new methods due to past experiences or resource limitations. To overcome this, I focused on consistent communication, practical demonstrations, and exposure visits that allowed farmers to see real benefits before adopting new approaches.

Another challenge was coordinating with multiple institutions and government departments. Different departments have their own processes and timelines, which sometimes delayed the implementation of activities. However, through continuous follow-up and relationship building with officials, I was able to facilitate collaboration and ensure that farmers received the necessary support.

Limited resources and logistical challenges also required careful planning and adaptability. In many cases, I had to take initiative and organize demonstrations, training sessions, and exposure visits to ensure that farmers continued to receive knowledge and opportunities.





1. Overview of My Role and Journey

Over the past year, my journey as a Data Analyst at Sesta Development Services Pvt. Ltd. has been both enriching and challenging. My role mainly involves supporting research and development projects through data management, statistical analysis, and visualization. Through these responsibilities, I work closely with different project teams to ensure that data collected from field studies is organized, analyzed, and presented in a way that supports informed decision-making.

During this period, I had the opportunity to contribute to several important projects, including the Comprehensive District Agriculture Plan (CDAP), the Climate Smart Agriculture (CSA) study, the CML Midline Evaluation, and a study conducted with Aide et Action titled “Addressing COVID-19 Learning Gap.” These projects exposed me to different types of datasets and analytical requirements, helping me develop a deeper understanding of how data supports research and development initiatives.

2. Key Project Contributions

• CDAP - Comprehensive District Agriculture Plan (2026)

In the CDAP project for Mizoram, I supported the research team by organizing and compiling agricultural datasets used for district-level planning. My work involved preparing statistical tables, structuring datasets, and assisting in data analysis that contributed to the preparation of district agriculture plans. Through this project, I gained insights into how analytical data can support large-scale planning and policy-oriented development initiatives.

• CSA - Climate Smart Agriculture Study (2025)

In the Climate Smart Agriculture study, my contribution mainly focused on the value chain component of the research. I worked on organizing information related to agricultural value chains and assisted in developing relevant sections of the report. Additionally, I supported the final design of the report and prepared infographics to visually represent key findings. This helped the team present complex information in a clearer and more accessible format.

• CML Midline Evaluation (2025)

For the CML Midline study, I worked with field survey datasets collected through KoboToolbox. My role included monitoring the data collection process, cleaning and validating datasets, and supporting the team in statistical analysis. This experience helped strengthen my skills in handling field-based survey data and ensuring data quality before analysis.

• Aide et Action Study – Addressing COVID-19 Learning Gap (2026)

Another important project this year was the study conducted with Aide et Action titled “Addressing COVID-19 Learning Gap.” The objective of this study was to understand the learning gaps among students that emerged during the COVID-19 pandemic and identify possible ways to address these gaps. In this project, I assisted in analyzing the collected data and preparing statistical summaries that helped identify patterns in learning loss. I also supported the preparation of tables and visualizations that contributed to the final reporting process and helped communicate the findings more effectively.

3. Key Learning and Professional Growth

Working on these projects helped me strengthen my skills in data cleaning, statistical analysis, and data visualization. I also gained practical experience in managing large survey datasets and

supporting research teams with analytical outputs. One of the most important learnings for me was understanding how data analysis can support research, planning, and development initiatives by providing evidence-based insights.

4. Challenges Faced

One of the challenges during the year was working with large and sometimes incomplete datasets collected from field surveys. Ensuring data accuracy required careful cleaning, validation, and cross-checking before conducting analysis. Another challenge was managing multiple project timelines while simultaneously supporting analysis and report preparation. These situations required effective time management and better coordination with project teams.

5. Enablers and Team Support

The supportive environment within the organization played a key role in facilitating my work. Guidance from senior colleagues and collaboration with team members helped me better understand project requirements and improve my analytical contributions. Working with multidisciplinary teams also helped me gain exposure to different perspectives within development research.

6. Contribution to Team Culture

Through my role, I try to contribute to the team by providing structured datasets, analytical outputs, and visualizations that help simplify complex information. I also try to support colleagues whenever they require assistance related to data handling, analysis, or visual representation of findings.

7. Way Forward

Looking ahead, I would like to further strengthen my skills in advanced data analysis, visualization techniques, and research methodologies. I am also looking forward to engaging more deeply in research and refining my analytical and writing skills so that I can contribute more effectively to the organization's knowledge and research outputs. Through continuous learning and improvement, I hope to support the organization in strengthening its research capabilities and contribute meaningfully to its growth and development in the coming years.





Reflection on My Past Year 2025

The past activities are usually used as a frame of reference when reflecting. It leaves little room for improvement now, yet the insights gained through effort can leave valuable lessons for the future. What to do, how to do it, why to do it, and for whom it is being done are some of the most significant aspects of the work paradigm; these are broad but important considerations for all types of work.

Looking back on the past year, I can honestly say that it was a year filled with both happiness and sadness. In addition to providing time for other significant initiatives like the TRLM Fishery project, SFAC, and the Nafed project, my significant role was to oversee the TRESP IBCB project in order to produce the anticipated results. As the Chief Executive Officer of the Sayanant Development Foundation (SDF), I was also responsible for overseeing its operations. All of these initiatives, taken as a whole, involve a transactional approach between the Sayanant Group and the client organization. I mean transaction in the sense of what Sayanant should give to the client organization in exchange for whatever it may receive in return.

The third aspect of this transaction, while essential, is mostly concerned with the outputs, outcomes, and consequences that the project beneficiaries experienced as a result of our interventions. I believe the third phase requires transformative engagement rather than transactional interaction. However, I could not do much in this section besides monitoring, counselling staff, and supporting the development of plans of action and appropriate strategies.

I regard my involvement mostly in the aforementioned transactional operations as that of a general manager in SDS. I had no choice but to complete deliverables on schedule in order to satisfy my clients and have our invoices approved. This has occasionally irritated me when I witnessed deliberate delays in recognizing our accomplishments. Additionally, I observed that other components—which we have little control over—are often the reason for delays, which ultimately affect us. This sometimes made me question my own values of integrity and openness.

Despite all of this, we were able to form more than 2,200 Producer Groups, complete about 70% of all TRESP deliverables, finish all pertinent one-time deliverables, present a positive image of SDS to Tripura's stakeholders, revitalize the TRLM fishery project to a considerable degree, and achieve success with the NAFED project, among others. My coworkers in every project are recognized as being highly motivated, committed, and hardworking, which inspires me to work more.

Finally, I would like to refer to Dr. A. P. J. Kalam's four success mantras. He stated that having a big dream, a continuous learning attitude, hard work, and perseverance are the keys to success. Let us collectively work on these success mantras. In the upcoming year, I wish to enhance all of the critical skills required to succeed in this field. I believe that endeavouring to acquire new skills is a wonderful way to keep the mind active. In the upcoming year, I intend to develop at least three new skills.

On the professional front, the major task remains the successful completion of the ongoing IBCB and TRLM fishery projects. Simultaneously, it is a crucial responsibility to ensure the expansion of both initiatives. All of this can only happen if we demonstrate our credibility by meeting both qualitative and quantitative deliverables. I am confident that with the effort of all team members, we will realize our goals in due time.

I pray for a joyful and meaningful long-term association among all Sayanant Group members.

*“All the best for the forthcoming Jonaki Mel
God bless everyone.”*



Name of Professional: John Zothansanga Rokhum



Growth

I have been associated with SDS since 2018, which happened to be my first job in the rural development sector. There, I got the opportunity to work as a technical consultant in the NERLP project. Being a fresher, I lacked experience in many areas, and SDS trained me in various ways and helped build my capacities. Unfortunately, with the project coming to an end, SDS had to discontinue my service. However, after a few years, I am glad to be back at SDS again, and I have been here since July 2024. My journey until today has been excellent.

I thank SDS for giving me the opportunity to reach out to communities that needed assistance. SDS always ensures that I have proper knowledge before implementing activities in the field, and the team in charge is always ready to assist wherever we lack.

Achievements

After rejoining SDS, there have been some notable accomplishments in the organization, as everything is still in process. One important achievement is the reliability of community information from the field and alliance building with SDS, which improved productivity in accessing critical information. We have also noticed the capacities that have been built among community members through various trainings conducted by SDS. This has also enabled me to build more confidence in myself. By the third year of our project, I am able to witness positive achievements.

Challenges and Obstacles

Multitasking is challenging when all deadlines are aligned. Barriers in communicating directly with the community still exist, as community members are sometimes not able to share their problems freely. However, as we gradually built rapport with them, they eventually opened up to us. Sharing our issues with one another helped a lot in tackling most of the challenges.

Sometimes working with various line departments is also challenging because, at times, our goals might be the same but our actions vary. However, gradually, with time and with the cooperation of our colleagues and team members, these challenges are being managed.

Lessons Learned

I am very glad to work at SDS, and I can positively say that the skills, knowledge, and capacities I have developed are all because of SDS. It has nurtured me since the inception of my professional journey. I have also witnessed the professionalism of SDS leaders in their behavior toward team members. At the community level as well, I have seen communities looking up to us because of the opportunities given to us by SDS in the implementation of various projects in rural Tripura.

Name of Professional: Laba Kumar Sarma



My professional journey at Sayanant Development Foundation has been both enriching and transformative. During my time with the organization, I have had the opportunity to grow professionally, take on meaningful responsibilities, and contribute to initiatives that support the organization's long-term vision. The experience has allowed me to strengthen my leadership abilities, improve my strategic thinking, and deepen my understanding of collaborative development work.

Growth

One of the most significant aspects of my journey at SDF has been the continuous growth I have experienced both personally and professionally. From the early stages of my engagement, I was entrusted with responsibilities that required critical thinking, effective coordination, and proactive decision-making. This early exposure to leadership and project management played an important role in shaping my professional development.

A key milestone in my journey has been my involvement in strengthening stakeholder engagement and partnerships. Working closely with external partners and stakeholders helped me develop strong communication, negotiation, and relationship-building skills. Through these experiences, I learned the importance of building trust, maintaining transparency, and aligning collaborative efforts with the broader mission of the organization.

Additionally, my role required me to contribute to strategic planning and resource mobilization efforts. These responsibilities enabled me to understand organizational priorities more deeply and enhanced my ability to think strategically. Over time, I became more confident in managing complex tasks, coordinating with diverse teams, and ensuring that initiatives remained aligned with SDF's long-term goals.

Another area of growth has been my efforts to build and nurture a positive team culture. By encouraging open dialogue, collaboration, and mutual respect among team members, I worked to create an environment where individuals felt valued and motivated to contribute their ideas. Regular team discussions, feedback sessions, and opportunities for professional learning have helped strengthen teamwork and support collective growth.

Achievements

During my tenure at SDF, I have been fortunate to contribute to several initiatives that have strengthened the organization's capacity and outreach. One of my notable contributions has been fostering partnerships and collaborations with external stakeholders. These collaborations have helped expand the organization's network and opened opportunities for resource sharing and joint initiatives.

Another key achievement has been my involvement in securing and mobilizing resources that support the sustainability of organizational programs. Through strategic planning, negotiation, and engagement with partners, I was able to help ensure that essential projects continued to operate despite financial constraints.

These efforts played an important role in maintaining program continuity and strengthening the organization's long-term impact.

Furthermore, I have contributed to strengthening internal coordination and team engagement. By promoting inclusive discussions and encouraging participation in decision-making processes, I helped create a work environment where collaboration and innovation are valued. This has not only improved team cohesion but also supported more effective implementation of programs and activities.

Challenges and Obstacles

Like any professional journey, my time at SDF has included several challenges. One of the most significant obstacles was working within the constraints of limited resources while managing large-scale initiatives. Limited funding often required careful planning and prioritization to ensure that critical programs could continue to operate effectively.

To address this challenge, I focused on identifying alternative funding opportunities and optimizing the use of available resources. Strategic planning, collaboration with partners, and effective negotiation helped secure additional support where possible. These experiences taught me the importance of adaptability, resilience, and creative problem-solving when working in resource-constrained environments.

Another challenge involved balancing multiple responsibilities while maintaining strong team coordination. Managing diverse tasks required improved time management and effective delegation. Through this process, I learned that empowering team members and fostering a culture of shared responsibility can significantly enhance productivity and efficiency.

Overall, the challenges I encountered became valuable learning opportunities. They strengthened my ability to adapt to changing circumstances, remain solution-oriented, and approach complex situations with strategic thinking.





Growth: Key Milestones and Professional Development

The year 2025–26 has been one of the most defining phases of my professional journey at AVPL. Unlike the previous year, which focused heavily on systems, FPO strengthening, and B2B linkages, this year marked a bold expansion into direct consumer engagement and participation in the startup ecosystem.

One of the most significant milestones was AVPL's formal entry into the B2C retail segment. This transition allowed me to gain hands-on exposure to consumer behavior, retail operations, pricing psychology, in-store branding, merchandising, and inventory rotation dynamics. Managing a physical retail space sharpened my operational decision-making, cash flow monitoring, and customer engagement strategies.

A landmark achievement in my entrepreneurial journey was securing a ₹15 lakh grant for NEATEHUB under the RKVY scheme. The process involved multiple pitching rounds, business validations, documentation scrutiny, and strategic revisions. The rigorous selection journey strengthened my pitching skills, financial projection capabilities, and strategic clarity as a founder. It was a validation of our long-term vision in agribusiness innovation.

Simultaneously, I actively explored additional grant schemes and investor conversations. Engaging with investors enhanced my understanding of valuation, scalability, governance expectations, and structured growth planning.

Additionally, my participation in World Food India 2025 in New Delhi was a major exposure milestone. Representing AVPL on a national platform provided valuable insights into global food trends, export standards, processing technologies, and branding. It also highlighted the importance of quality standardization and packaging excellence for NE LOCALS to compete at national and global levels.

This year significantly transformed me from a marketing strategist into a retail operator, startup founder, and ecosystem participant.

Achievements: Notable Accomplishments and Contributions-

- **Launch of NE LOCALS Retail Store (May 2025):** Successfully operationalized AVPL's B2C vertical, establishing a direct market interface with consumers and strengthening brand visibility in Guwahati.
- **Launch of NE LOCALS 500 ml Mustard Oil:** Expanded the product portfolio strategically to capture new customer segments and improve product rotation in retail channels.
- **₹15 Lakh RKVY Grant for NEATEHUB:** Secured competitive grant funding after multiple pitching rounds, adding credibility and financial strength to AVPL's innovation initiatives.
- **Branding & Marketing Events Participation:** Represented AVPL in multiple branding and marketing-focused events, where we positioned ourselves as market linkage and branding experts for rural entrepreneurs and FPCs.

- **Participation in Agri Horti Show:** Our stall attracted strong attention, particularly products like Apple Ber (Indian Jujube), which generated curiosity and networking opportunities. These platforms enhanced brand recall and opened potential B2B leads.
- **Strengthening Rural Enterprise Services:** Continued delivering advisory support on branding, packaging, and market access for rural producers, aligning with AVPL's core mission of empowering grassroots entrepreneurs.
- **Investor & Ecosystem Outreach:** Initiated structured conversations with investors and applied for multiple schemes, strengthening AVPL's positioning as a scalable agri-enterprise.

Challenges and Obstacles: Learnings and Adaptation-

The year was equally challenging.

- **Balancing B2C and B2B Operations:** With significant time invested in setting up and stabilizing the retail store, the B2B vertical faced slow momentum. Managing both verticals simultaneously stretched operational bandwidth. This taught me the importance of delegation, system-building, and prioritization frameworks.
- **Retail Market Realities:** Unlike B2B, B2C requires daily operational monitoring - footfall fluctuations, customer retention, inventory aging, pricing competition, and working capital rotation. The retail ecosystem is highly sensitive to consumer sentiment and local competition. I learned that brand recall requires consistency, visibility, and patience.
- **Grant and Investor Fatigue:** While securing the RKVY grant was a success, subsequent applications and investor outreach involved rejections, delays, and compliance-heavy processes. This reinforced resilience and adaptability. I learned that fundraising is not just about ideas but timing, documentation precision, and long-term credibility.
- **Cash Flow Pressure:** With retail overheads and expansion efforts, maintaining healthy cash flow requires tight financial discipline. This strengthened my understanding of unit economics and break-even planning.

Key Lessons Learned

- Diversification must be supported by structured delegation and SOPs.
- Retail builds brand trust but demands sustained patience and operational discipline.
- Grant success is built on clarity of vision and persistence through multiple evaluation layers.
- Visibility in events and exhibitions significantly enhances brand perception and stakeholder confidence.
- Scaling requires balancing ambition with financial prudence.

The Journey

The year 2025–26 has been transformational. From launching a retail store to securing a competitive government grant, from product expansion to investor engagement, this year has expanded my leadership capacity and entrepreneurial resilience.

While challenges in balancing verticals and managing financial pressure tested my adaptability, they ultimately strengthened my strategic thinking and execution discipline.

I conclude this year with deeper market understanding, improved pitching confidence, enhanced operational maturity, and a stronger commitment to building AVPL into a sustainable, scalable, and impact-driven agribusiness enterprise.

The journey ahead is demanding, but the foundation laid this year has positioned AVPL for structured growth and long-term impact.

Name of Professional: Md Ruhul Amin



Professional Journey at SDS

I began my journey at Sesta Development Services (SDS) with a single project, entering an environment that was initially unfamiliar and challenging. At the start, I had limited exposure to many aspects of the organization's work, which made adapting to new projects demanding. However, through continuous engagement and learning, I gradually developed confidence and became more comfortable in handling responsibilities. The transition from fieldwork to the Head office has been particularly valuable, offering me a broader perspective on organizational functioning and project management.

Professional Journey at SDS

I began my journey at Sesta Development Services (SDS) with a single project, entering an environment that was initially unfamiliar and challenging. At the start, I had limited exposure to many aspects of the organization's work, which made adapting to new projects demanding. However, through continuous engagement and learning, I gradually developed confidence and became more comfortable in handling responsibilities. The transition from fieldwork to the Head Office has been particularly valuable, offering me a broader perspective on organizational functioning and project management.

Experiences and Achievements

At SDS, I have been involved in various agricultural initiatives, particularly focusing on crop value chains, farmer engagement, and data collection. One of my key contributions has been improving survey methodologies, which enhanced the accuracy and reliability of field data. My involvement in the 10K FPO project further strengthened my understanding of the challenges faced by smallholder farmers and highlighted the importance of collective action in improving livelihoods.

Since the previous year, I have been actively engaged in projects of Ayanant Ventures Private Limited, where my role has primarily involved marketing and sales across both B2B and B2C sectors. This phase of my journey has provided me with substantial practical exposure in areas such as client pitching, negotiation, procurement, quotation preparation, invoicing, delivery coordination, and supply management. These experiences have enabled me to develop a deeper understanding of business operations beyond conventional project responsibilities.

Through this exposure, I have significantly strengthened my communication, problem-solving, and execution skills in real-world environments. At the same time, I have contributed meaningfully to organizational growth by playing a key role in the establishment and operational support of the Northeast Local Store initiative. More recently, I have also been involved in the launch and development of UnnatFarm, which has expanded my experience in enterprise development, field-level coordination, and stakeholder engagement.

Overall, this phase has been highly enriching, contributing to both my professional and personal growth while enabling me to actively support new organizational initiatives.

Challenges and Overcoming Obstacles

Transitioning from fieldwork to office-based responsibilities was not without its challenges. Managing documentation, adapting to structured workflows, and aligning with organizational expectations required consistent effort. Additionally, working in teams initially presented coordination challenges, but over time, I developed stronger collaboration and problem-solving skills.

External challenges such as unpredictable field conditions, stakeholder resistance, and logistical constraints often caused delays in implementation. Balancing multiple expectations while ensuring project objectives were met proved difficult at times. I addressed these challenges by actively seeking guidance from colleagues, refining strategies, and maintaining strong communication with field teams and stakeholders.

Facilitating and Hindering Factors

SDS has provided a collaborative and supportive work environment that encourages learning and professional growth. Access to experienced professionals, mentorship, and exposure to diverse projects have been key facilitators in my development.

However, certain constraints such as limited resources, tight deadlines, and the complexity of agricultural interventions have posed challenges. Despite these limitations, these experiences have strengthened my ability to adapt, prioritize, and work efficiently under pressure.

Contribution to Team Culture and Expectations

I have consistently aimed to contribute to a positive and supportive team environment by encouraging collaboration, open communication, and knowledge sharing. I believe that mutual support and constructive feedback are essential for achieving both individual and organizational goals.

From my team, I expect continued cooperation, adaptability, and a shared commitment to addressing challenges effectively. A strong, coordinated team effort is crucial for driving meaningful and sustainable impact.

Future Plans

Looking ahead, I aim to remain actively engaged in the business expansion efforts of Ayanant Ventures Private Limited through the continued development of the UnnatFarm initiative, with a focus on strengthening market outreach, stakeholder engagement, and operational growth. I also plan to contribute towards expanding service delivery and business opportunities by supporting field-level coordination, promotion activities, and strategic partnerships under the initiative.

Alongside this, I will continue to extend support to FPCs/FPOs whenever required, particularly in areas related to operational assistance, market linkage, and strengthening farmer-oriented interventions. Through this dual engagement, I hope to contribute meaningfully to both enterprise growth and community-based agricultural development.

The Journey

My journey at SDS has been one of continuous learning, growth, and meaningful contribution. While challenges have been present, the opportunities and support within the organization have enabled me to navigate them effectively. The additional exposure through Ayanant Ventures Private Limited and initiatives like Northeast Local Store and UnnatFarm has further enriched my experience.

I look forward to continuing this journey with dedication, enthusiasm, and a strong commitment to creating impact.

Name of Professional: Nikhil Debbarma



Growth

During my tenure with SDS, I experienced significant professional and personal growth. I enhanced my skills in liaising with stakeholders, report writing and documentation, community mobilization, and project implementation. Working closely with clients improved my understanding of the implementation process and helped resolve issues, particularly in areas such as mutual agreement on planning, reporting, and execution of deliverables. I also developed strong communication and team management skills while collaborating with government departments and local institutions.

Achievements

I successfully facilitated the implementation of development programs at the community level, ensuring effective outreach and participation.

I strengthened community institutions such as producer groups, leading to improved members' capacity in management and operations.

I contributed to achieving project targets through regular monitoring, reporting, and coordination with stakeholders.

I supported capacity-building initiatives and awareness programs, resulting in increased community engagement and empowerment.

Challenges

Project deliverables and decisions were sometimes delayed due to multiple stakeholder plans and decision-making processes.

Due to multiple levels of authority and reporting, project deliverables and report acceptance were sometimes delayed, which affected financial processes.

Ensuring sustained participation of beneficiaries required continuous follow-up and motivation.

Despite these challenges, I remained committed and adaptive, using problem-solving approaches and community engagement strategies to achieve project objectives effectively.





Introduction

Over the past year at SDS, my journey has been marked by growth, responsibility, and deeper engagement with both technical and field-level aspects of project implementation. Building on my previous experience as a Management Trainee (MIS), I have now transitioned into a more responsible role as Executive (MIS), where I am actively involved in managing multiple projects and supporting organizational decision-making processes.

Coming from an agribusiness background, my initial years were focused on learning MIS systems and adapting to data-driven work environments. This year, however, has been about applying that knowledge more independently and strategically. I have gained confidence in coordinating with multiple stakeholders and ensuring timely and accurate reporting. My understanding of agriculture and fisheries projects, especially under schemes like CSS for Formation and Promotion of 10,000 FPOs and PMMSY, has further deepened through continuous involvement.

Experiences and Achievements

This year, one of my key achievements has been effectively managing MIS operations for multiple ongoing projects across different districts and states. I have been responsible for monitoring fund flow, tracking project milestones, and ensuring compliance with reporting requirements of agencies such as SFAC, NAFED, NCDC, NABARD, and NFDB.

A significant improvement in my work has been my ability to streamline reporting systems. I worked on refining data formats, improving documentation processes, and ensuring that reports are more structured and accurate. This has contributed to better clarity for management and quicker decision-making.

I also played an important role in coordinating with FPOs and field teams for the timely submission of documents related to ROC filings, fund requests, and project updates. Ensuring compliance and minimizing delays required consistent follow-ups and problem-solving, which strengthened my communication and coordination skills.

In addition, I contributed to preparing official communications such as letters, declarations, and reports for various stakeholders. This helped me improve my professional writing skills and understanding of formal documentation requirements.

Another area of growth was my involvement in performance tracking and review processes. Supporting weekly and monthly progress reviews allowed me to better understand project dynamics, identify gaps, and suggest improvements. Over time, I have become more confident in analyzing data and presenting insights that support planning and execution.

Challenges and Overcoming Obstacles

Despite the progress, this year also came with several challenges. One of the major issues continued to be delays in receiving data and documents from FPOs and field teams. In many cases, incomplete or inconsistent data created difficulties in maintaining accuracy in MIS systems.

To address this, I focused on strengthening follow-up mechanisms and improving communication

with field teams. I ensured regular reminders, clarified reporting requirements, and guided them in completing documentation correctly. Although challenges still exist, there has been noticeable improvement in responsiveness and data quality.

Another challenge was managing multiple responsibilities simultaneously, especially during peak reporting periods. Handling deadlines for different projects, along with urgent tasks such as fund-related documentation and compliance requirements, sometimes became overwhelming. I worked on improving my time management skills by prioritizing tasks and organizing work more efficiently. Additionally, dealing with procedural delays and dependency on external stakeholders occasionally led to frustration. However, I learned to be more patient and solution-oriented, focusing on what can be controlled while maintaining consistent follow-ups.

Moving Forward: Plans for the Future

Looking ahead, my focus is on enhancing my technical and analytical skills. I aim to develop a deeper understanding of data analytics tools such as advanced Excel functions, dashboards, and possibly other software. Strengthening these skills will help me contribute more effectively to data-driven decision-making.

I also plan to improve my project management abilities, particularly in handling multiple projects more efficiently and independently. Gaining better clarity on compliance requirements and financial processes will further strengthen my role.

In the long term, I aspire to take on more strategic responsibilities where I can contribute not only to MIS operations but also to project planning and impact assessment. I am particularly interested in exploring how data can be used to improve the performance and sustainability of FPOs. Continuous learning remains a priority for me, and I am committed to upgrading my skills and knowledge to align with organizational goals and sectoral needs.

The Journey

Reflecting on this year, I can see a clear transition from learning to applying and managing responsibilities more independently. The journey has been both challenging and rewarding, helping me grow professionally and personally.

While there are still areas for improvement, the experience gained this year has strengthened my confidence and capabilities. I look forward to continuing my journey at SDS, contributing more effectively, and making a meaningful impact in the agriculture and allied sectors through better data management and coordination.



Name of Professional: R. Lalchhanchhuaha



During my time at SDS, working with poultry farmers under Chhimphei Women Poultry Producer Company Ltd. has been a very practical and insightful experience for me. I realized early on that the main challenge farmers faced was not production, but accessing a stable and fair market. Many farmers shared their difficulties in selling poultry birds due to the influx of cheaper birds from outside Mizoram, especially from Assam, Kolkata, and Tripura. Because of this, they often had to settle for whatever price was available at the time.

From my field interactions, I observed that farmers usually sold their birds to whichever trader offered a slightly higher price on that particular day. While this gave them short-term benefits, it created instability and prevented long-term market relationships. I also saw how this directly affected the financial condition of the FPC, leading to delayed payments and operational challenges.

To address this, I actively engaged with local vendors and traders to understand their perspective as well. Through regular discussions and negotiations, I was part of the effort to create a pricing system that could work for both farmers and vendors. This process helped me understand the importance of communication, trust, and practical negotiation in building market systems.

I was involved in introducing the buy-back system, which gradually helped bring stability. Farmers agreed to supply birds at a fixed rate of ₹190 per kg, even when market prices went higher, and vendors contributed towards transportation. What I found most meaningful was that when market prices later dropped to around ₹160 per kg, the same vendors continued to buy at the agreed rate. This showed me how strong trust and relationships can sustain a system even during difficult times.

I also observed improvements in the functioning of the FPC. Earlier, there were frequent issues such as poultry feed shortages due to delayed payments. With better market linkage and steady cash flow, these issues were reduced. This made me understand how important market access is for overall sustainability.

Interacting with farmers gave me deeper insights into their challenges. One farmer shared that earlier they only focused on rearing birds without understanding the market, which sometimes led to losses. This helped me realize the importance of providing both technical and market support.

Moreover, I also took the initiative to create direct market opportunities. I was involved in establishing the Chhimphei Chicken Meat Shop, which operates every Saturday and has generated over ₹1.7 lakhs in sales. This created a reliable platform for farmers to sell their products.

I also supported the promotion of Chhimphei Chicken Frozen Meat through an SHG Mart under MzSRLM and online orders. Participating in festivals and setting up display stalls helped me understand customer preferences and improve product visibility.

From January to March 2026, the FPC procured over 2,288 kg of poultry birds and generated sales of more than ₹4.5 lakhs. Being part of this progress gave me confidence and a sense of contribution.

Overall, during my time at SDS, I developed strong confidence in my abilities as a marketing professional. Through my field experiences, training, market studies, and the initiatives I undertook, I was able to build practical skills in market linkage, pricing strategies, customer engagement, and brand promotion. This journey has helped me specialize in marketing consultation, particularly in designing market-driven solutions for farmer-based organizations. It has been a valuable learning experience that strengthened both my professional skills and my understanding of real-world market dynamics.





1. Introduction

The establishment of the Information Technology (IT) Division within Sayanant Group represents an important step toward strengthening the organization's digital capabilities. In an increasingly technology-driven environment, organizations rely heavily on digital systems to improve efficiency, support decision-making, and manage projects effectively. The IT division has been created to support these needs by designing, developing, and deploying digital solutions that enhance the organization's operational performance.

As the IT Head and Team Leader of Sayanant Group, I am responsible for leading the organization's technology initiatives and ensuring that digital tools and platforms effectively support program implementation. My role involves both strategic leadership and technical execution, ensuring that systems are developed, deployed, and maintained in a manner that aligns with the organization's long-term goals.

2. Role and Responsibilities

In my role as IT Head and Team Leader, I oversee the entire technology ecosystem of the organization. My responsibilities include technology planning, system architecture, software development, cloud infrastructure management, and the deployment of digital platforms.

A key part of my work involves project deployments and coordination with Project Directors and program teams. Through regular interaction with leadership and project stakeholders, I help translate program requirements into functional digital systems that support operational activities. My responsibilities also include hands-on technical work such as coding, system design, cloud configuration, and DevOps processes. I manage the hosting infrastructure, deployment pipelines, and server environments to ensure that systems are secure, scalable, and reliable. In addition, I actively explore and integrate artificial intelligence and automation technologies to enhance system efficiency and improve data-driven decision-making.

Overall, my role is to ensure that the organization's digital infrastructure remains strong, adaptable, and capable of supporting both current programs and future expansion.

3. Team Structure

The IT division operates with a focused and specialized technical team that works collaboratively under centralized leadership.

The current team structure consists of:

IT Head & Team Lead: Technology leadership, architecture design, cloud infrastructure, DevOps, project deployment, and coordination with leadership.

App Developer: Development and maintenance of mobile applications.

Web Developer: Backend development, APIs, server-side systems, and database management.

Frontend Developer: User interface development and web application experience.

Although the team is relatively small, the combination of frontend, backend, and mobile development capabilities allows the IT division to manage a wide range of digital projects effectively.

4. Key Areas of Work

The IT division focuses on several core technological areas that support the organization's operations. One of the primary areas is software development, which includes the design and development of web platforms, internal management systems, and mobile applications. These systems help streamline organizational processes and improve access to information.

Another major area is cloud infrastructure management, where servers, hosting environments, and system security are maintained to ensure reliable digital services. Proper cloud infrastructure ensures that systems remain stable and scalable as usage increases.

The division also manages DevOps and deployment processes, ensuring that new features, updates, and system improvements can be deployed smoothly without disrupting existing operations.

In addition, the IT division explores technology innovation, including the integration of artificial intelligence, automation tools, and advanced digital solutions that can improve operational efficiency and decision-making within the organization.

5. Vision for the IT Consulting Program

One of the long-term goals of the IT division is to establish a dedicated IT consulting program within Sayanant Group. This initiative aims to develop a strong internal technology unit capable of designing and implementing advanced digital solutions for organizational programs.

The vision is to create a technology-driven program that not only supports internal operations but also builds expertise in developing scalable digital platforms. By strengthening technical capabilities and expanding innovation, the goal is to position the IT consulting initiative as one of the most successful and impactful programs within Sayanant Group.

6. Role & Responsibility

The IT division plays a crucial role in supporting the technological development of Sayanant Group. Through system development, infrastructure management, and innovation, the division contributes to improving efficiency and enabling data-driven program management.

With a dedicated team and a clear vision for growth, the IT division aims to continue strengthening the organization's digital ecosystem and support the long-term development of technology-driven initiatives within Sayanant Group.





1. Introduction:

I joined SDS (Sayanant Development Services) on 1st August 2023 as a Business Development Assistant. After gaining experience and working in the field, I was promoted and joined as a Subject Matter Specialist in Dhalai District on 17th July 2025. Initially, I learned about the project objectives, organizational goals, and the community development approach of SDS. I developed skills in farmer mobilization, conducting meetings, and community coordination. I gained practical knowledge about Producer Group (PG) formation, FFPO development, and record maintenance such as cash books and resolutions. My communication and leadership skills improved through regular interaction with farmers, PG members, and different stakeholders. I learned about the fisheries sector, including scientific fish farming, pond management, and fish disease awareness. I also developed experience in organizing convergence programs with the Fisheries Department and supporting farmers with technical knowledge. Through fieldwork across different blocks, I improved my planning, reporting, and problem-solving skills.

2. Achievements

I contributed to the formation and registration of 4 FFPOs. I facilitated Producer Group meetings and business planning for PG members. I assisted PGs in purchasing inputs and maintaining records such as cash books and resolutions. I helped organize convergence meetings with the Fisheries Department in blocks like Ambassa, Salema, Dumburnagar, and Durgachowmuhani. I supported documentation, reporting, and field coordination for project activities. My work contributed to strengthening farmer participation and improving awareness about collective farming and livelihood opportunities.

3. Challenges and Obstacles

At the beginning, it was challenging to build trust among farmers and explain the importance of Producer Groups and FFPOs. Some farmers were not aware of the benefits of collective business, so continuous meetings and follow-ups were needed. Traveling to remote villages across multiple blocks for field activities was sometimes difficult. Managing documentation, reporting, and fieldwork at the same time required strong time management. Sometimes PG members had limited experience in maintaining financial records, so extra support and training were necessary.



Name of Professional: Raj Mondal



I have been working with the Sayanant Group as a Team Leader under the Fisheries Value Chain Project implemented under the Tripura Rural Livelihood Mission. Although I joined this project only about nine months ago, the journey so far has been a very meaningful learning experience for me both professionally and personally. Through this work, I have had the opportunity to closely engage with women SHG fish farmers, Producer Groups (PGs), and Farmer Producer Companies (FPCs), which has helped me understand the importance of community institutions in strengthening rural livelihoods.

My primary responsibility has been to support women SHG fish farmers in improving their fish farming practices and strengthening the fisheries value chain. I have facilitated them in both input marketing and output marketing through Producer Groups and FPCs. One of my key efforts has been motivating farmers to adopt scientific fish farming practices so that they can improve productivity and reduce risks. I have also encouraged them to reduce production costs by purchasing inputs collectively through Producer Groups, which allows them to benefit from bulk procurement. Similarly, collective selling has helped them secure better market prices and increase their overall profitability.

Another important initiative during my work has been organizing exposure visits for FPC members. I have facilitated two exposure visits to other successful FPCs so that our farmers and members could learn from their experiences, understand different business models, and gain confidence in strengthening their own FPC. These interactions have been very helpful in motivating farmers and improving their understanding of collective enterprise development.

Throughout my journey, the officials of the Sayanant Group have been very supportive and have always guided me in performing my work effectively. Their guidance has helped me understand the NRLM work procedures more clearly and improve my ability to work with community institutions.

However, working with communities is not always easy. Motivating farmers and ensuring their active participation in collective initiatives requires continuous effort, patience, and trust-building. Another challenge I experienced during the project period was the transition within the team. Some experienced professionals left for better opportunities, and new employees joined the team. As a team leader, it took time and effort to orient and prepare the new team members so that the project could continue smoothly and the activities could remain on track.

Looking ahead, there are several opportunities to further strengthen the fisheries value chain. Currently, 22 Fisheries Resource Centres are planned to be implemented at the block level, which will support both input and output marketing in a more structured and accessible way for farmers. My priority will be to ensure the timely completion of all pending and upcoming deliverables while strengthening the institutional capacity of PGs and FPCs.

In the future, I would also like to propose some additional initiatives to TRLM, such as establishing carp eco-hatcheries to ensure the timely availability of fry and fingerlings for farmers.

I would also like to explore the possibility of setting up fish processing centres and promoting value-added fish products so that farmers can reduce post-harvest losses and create year-round business opportunities.

Finally, I would like to express my sincere gratitude to the Director of the Sayanant Group, Mr. Parag Boruah, General Manager Dr. Jogen Kalita, and the entire team of the Sayanant Group for their continuous support, guidance, and encouragement. Personally, I feel that I have found not only a professional platform here but also a supportive family of friends, brothers, and sisters who motivate me to grow and perform better every day.



Name of Professional: Ratnanjan Saha



During my tenure at SDS, I have enhanced my skills in community-level engagement, coordination, problem-solving, and leadership. I am working with Producer Groups, where I have been involved in forming groups as well as educating members on how to manage the group, how they will benefit from it, and how they can utilize their loan amount for their activities. I have built good relationships with block officials and different government departments such as ARDD, Fisheries, and Agriculture through my work in the TRESP project.

I addressed field-level issues and ensured better stakeholder coordination, enhancing overall program effectiveness.

I faced challenges such as inactive Producer Groups, delayed fund utilization, and lack of bank account linkages among members. I overcame these through regular field visits, continuous follow-ups, and close coordination with stakeholders and community members. This helped me improve my problem-solving skills, adaptability, and ability to handle field-level challenges effectively.

I would like to thank SDS for changing my life in the professional field.



Name of Professional: Ranjan Neog



Over the past four months, stepping into the role of CEO at Ayanant Ventures while continuing my responsibilities within the Sayanant Group has been both demanding and deeply rewarding. This period has challenged me to move beyond operational execution into strategic thinking, institution-building, and decision-making under uncertainty.

Leadership Values

Transitioning from a functional role to a leadership position required a fundamental shift in mindset—from doing to enabling. I have come to realize that leadership is less about control and more about clarity, direction, and empowerment. My priority has been to build alignment within the team and communicate a clear vision for Ayanant's future.

Building Ayanant's Identity

A major focus has been shaping Ayanant's identity—defining its purpose, values, and positioning in the agri (NE Locals) and livestock ecosystem (UnnatFarm). Anchoring decisions around "Farmer First" and "Authenticity & Trust" has provided a strong foundation for brand building. Since its inception in 2018, Ayanant has been on a journey of experimentation—testing ideas, building systems, and learning from both successes and setbacks. Each challenge has added clarity, resilience, and strength to our collective vision of creating a sustainable and impactful enterprise.

Balancing Strategy & Execution

Managing Ayanant alongside responsibilities within the Sayanant Group, particularly guiding the business planning of FPOs promoted by SDS, has required careful prioritization. I have learned that while strategy sets the direction, consistent execution builds credibility. Balancing long-term vision with immediate operational needs remains a continuous learning process.

Strengthening Systems & Processes

Over the past months, I have worked on strengthening internal systems—whether in operations, sales, or team coordination. Structured workflows, accountability, and measurable outcomes have proven essential for sustainable growth.

Working with Teams & Institutions

Engaging with teams, FPOs, and partners has reinforced the importance of collaboration and trust. Strong relationships at the grassroots level are just as critical as strategic partnerships at higher levels.

Challenges Faced

- Managing limited resources, especially financial resources, while aiming for scale
- Aligning diverse stakeholders with a common vision
- Balancing speed with quality in execution
- Navigating uncertainty in markets and operations

These challenges have helped me grow more resilient, patient, and solution-oriented.

Key Learnings

- A clear vision drives alignment
- Systems and processes are more sustainable than individual effort
- Communication is a critical leadership tool
- Impact and profitability must go hand in hand
- Consistency builds trust over time

Areas for Improvement

- More structured tracking of performance metrics
- Sharper focus on prioritization to avoid dilution of efforts
- Building second-line leadership within the team

Way Forward

In the coming months, my focus will be on:

- Strengthening Ayanant as a scalable, impact-driven enterprise
- Building robust sales and distribution mechanisms
- Enhancing collaboration with FPOs and institutions
- Developing a strong leadership pipeline within the organization

Closing Reflection

These four months have been a period of intense immersion, reflection, and growth. The journey has reinforced my belief that building a meaningful enterprise like Ayanant requires patience, clarity, and a deep commitment to farmers and communities. Moving forward, I aim to lead with purpose, build with integrity, and create lasting impact through both Ayanant Ventures and the Sayanant Group.



Name of Professional: Richa Gogoi



Over the past 8 months, I have immersed myself in the dynamic HR landscape at our organization, supporting talent acquisition, employee engagement, and compliance initiatives during a period of rapid growth. Starting in August 2025, our team onboarded 20 new hires, which tested our processes but also highlighted opportunities for improving efficiency. This role has sharpened my ability to balance administrative tasks with strategic contributions, fostering a deeper appreciation for HR's role in driving business success.

Key Achievements

- **Recruitment and Onboarding:** I led full-cycle recruitment for 20 positions across departments, reducing time-to-hire and streamlining virtual interviews.
- **Employee Engagement:** I organized virtual and in-person events, official meetings, and festive celebrations, which boosted participation and contributed to reducing voluntary turnover. I also conducted probation reviews for all new hires from August 2025.
- **Metrics Highlight:** I processed payroll adjustments and supported diversity hiring, increasing non-disparity in hiring, especially in Tripura.

Challenges Faced and Lessons Learned

One major challenge I faced was managing the teams in Tripura while also dealing with difficulties in hiring female candidates in Tripura. It was not always easy to ensure smooth onboarding and maintain team coordination at the same time. To address this, I introduced a simple digital check-in system for myself, which helped improve communication and keep everyone aligned.

Another challenge was handling a large number of employee queries due to language barriers in Tripura. I managed this by creating one-to-one discussions with employees, especially those from Tripura, which helped streamline employee management and communication.

These experiences taught me the importance of clear communication and being adaptable in different situations. I also learned that using data to plan ahead can help avoid delays and improve efficiency. On a personal level, I have become more confident in managing stakeholders and presenting HR-related updates to senior leadership.

Areas for Growth and Future Goals

While I have tried to excel in operational tasks, I aim to deepen my expertise in HR analytics and DEI strategies. In the next quarter, I plan to pursue certification in SHRM-CP and lead a cross-functional DEI committee. In the long term, I envision contributing to talent development programs to support our goal of personal and professional development.

Experience

During my engagement with the Aide et Action project, I actively participated in field research focused on understanding the learning gaps that emerged during the COVID-19 pandemic. This involved interacting with students, parents, and local educators to assess challenges in access to education, digital resources, and continuity of learning. As part of my rural stay experience, I also spent time in a rural community in Bechimari, Udalguri, which gave me first-hand exposure to the realities of grassroots development work.

Living in the village helped me better understand socio-economic constraints, community dynamics, and the resilience of local families in ensuring education for their children despite limited resources. This experience strengthened my field research skills and deepened my sensitivity toward rural education challenges.

This period has been transformative, reinforcing my passion for HR. Human Resource Operations is a demanding job where the impact of the work is not always immediately visible, and there may not always be instant advantages from actions taken, but appreciation is always due and often understated. I hope to create a strong foundation for improvement for both myself and the organization.



Name of Professional: Rupak Nath



During my time at SDS, I have strengthened my skills in community engagement, coordination, and grassroots-level problem-solving. I contributed to improving producer group functionality by addressing participation issues, fund utilization challenges, and financial inclusion gaps. These experiences have made me more proactive, adaptable, and confident in handling field challenges. I have also developed greater empathy, patience, and resilience through continuous field engagement.

I contributed to strengthening producer groups by improving their activation, participation, and overall functionality. I supported financial inclusion by facilitating bank account linkage and resolving fund-flow challenges to ensure smoother implementation. I also addressed field-level issues and ensured better stakeholder coordination, enhancing overall program effectiveness.

I faced challenges such as inactive producer groups, delayed fund utilization, and lack of bank account linkage among members. I overcame these through regular field visits, continuous follow-ups, and close coordination with stakeholders and community members. This helped me improve my problem-solving skills, adaptability, and ability to handle field-level challenges effectively.



Name of Professional: Saunak Jyoti Bhuyan



Jonaki Mel 6.0 marks my fourth Jonaki Mel with SDS, completing 3.5 years in the organization.

The past year has been full of challenges. Professionally, it has not been a year where outcomes matched plans. Team dynamics remained unstable—much like standing at the non-striker's end on a difficult pitch, watching wickets fall at the other end. Frequent changes in team composition affected coordination, balance, and continuity of work.

Despite these challenges, there were several meaningful achievements. I had the opportunity to attend the Bharat International Rice Conference in New Delhi. Our promoted organizations made progress in infrastructure development under the District Mustard Mission. There were successful demonstrations in collaboration with IIT Guwahati and HDFC CSR. Some cooperatives were recognized as best-performing by the Ministry of Cooperation, and 8 FPOs received ₹15 lakh grants under MMUY for infrastructure development. Various agricultural demonstrations, including Toria under KVK programmes, King Chilly farming, and Maize farming, also showed promising impact at the community level.

While these initiatives are creating visible change on the ground, many of them went unnoticed in terms of project deliverables due to uncertainties in fund flow. As a professional, I have put in consistent effort, but the gap between effort and outcomes has impacted my confidence. Although I was promoted to Manager from Executive, the sense of inner satisfaction is still lacking.

Going forward, there is a need for better alignment between authority and responsibility. Greater space for decision-making, improved understanding of team needs, and stronger ownership at different levels can help build a more stable and effective team environment.





Professional Journey and Work Experience

My journey within the Sayanant Group has been a valuable learning experience that has helped me grow both technically and professionally. Since joining the organization, I have been actively involved in various digital product development and user interface design tasks. Through these experiences, I have gained practical exposure to real-world development environments, team collaboration, and problem-solving within an organizational structure.

One of my primary responsibilities has been working on the frontend design and development of multiple systems. I successfully completed the frontend design for the Chhimpei Chicken platform, ensuring that the user interface is clear, visually appealing, and easy to navigate. Similarly, I designed the frontend for the TRLM Fishery system, focusing on usability and structured layout so that users can easily access and interact with the system.

In addition to these, I also worked on the PGMIS system, where I completed the frontend design with attention to layout consistency, user interaction flow, and responsive design. These projects allowed me to strengthen my understanding of frontend technologies, design structures, and system integration with backend services.

Currently, I am working on the Meeting Minutes System, which aims to streamline the documentation and management of meeting records. This project is helping me further enhance my development skills while understanding the workflow and operational needs of the organization.

Apart from system development, I have also contributed to website design and user interface improvements. I designed the UnnatFarm webpage, focusing on improving the presentation and clarity of information for users. Additionally, I worked on updating the "Who We Are" webpage of the main SDS website, improving its UI design to better reflect the organization's identity and mission.

Another important contribution was updating the "Get in Touch" webpage of the SDS website. The objective was to create a cleaner, more user-friendly interface that makes communication and engagement easier for visitors.

Challenges and Learning Experiences

During my work, I encountered several challenges that helped me grow professionally. Working on multiple systems simultaneously required effective time management and the ability to adapt to different project requirements. Each platform had its own functional expectations and design considerations, which required careful planning and attention to detail.

Another significant learning experience came from dealing with real-environment technical issues within the office. Occasionally, I had the opportunity to oversee the company's NE Locals store operations when technical issues arose. By assisting with troubleshooting and resolving problems using my current technical knowledge, I gained practical exposure to real-time problem-solving.

These experiences helped me develop confidence, improve my analytical thinking, and better understand how technology supports daily organizational operations. Slowly adapting to the professional environment has helped me learn how to communicate effectively with team members and respond to challenges calmly and efficiently.

Contribution to Team Culture and Organizational Environment

Working within the Sayanant Group has provided me with an opportunity to be part of a collaborative and supportive environment. I strive to contribute positively to the team culture by being proactive, responsible, and willing to assist whenever technical support is needed.

My role in designing and improving digital platforms contributes to the organization's broader digital development initiatives. By focusing on user-friendly designs and efficient frontend structures, I aim to support the team in delivering platforms that are both functional and visually effective.

I also believe that maintaining a learning mindset and adapting to new technologies allows me to contribute more effectively to the team and organization.

Future Plans and Goals

Looking ahead, I plan to continue expanding my contributions within the organization. One of my upcoming responsibilities includes working on the frontend development of the HRMS system, where I aim to design a structured and intuitive user interface that improves usability and workflow efficiency.

Additionally, I have plans to redesign the main "IT Consulting Service" webpage, transforming it into a more creative and modern interface that enhances user engagement and reflects the organization's technological capabilities.

I also intend to continue improving the UnnatFarm webpage and further develop the Meeting Minutes System, ensuring that these platforms become fully functional and beneficial for their intended users.

Value and Contribution to the Organization

I believe my skills in frontend design, UI improvement, and digital system development allow me to contribute meaningfully to the organization's technology initiatives. By creating efficient, visually appealing, and user-friendly digital platforms, I help improve how information and services are delivered through the organization's systems.

Moving forward, I aim to strengthen my technical expertise, contribute to more system developments, and support the organization in building scalable digital solutions. With continuous learning and dedication, I hope to become a reliable technical contributor who supports innovation, efficiency, and digital growth within the Sayanant Group.



Name of Professional: Shib Sankar Saha



I joined SDS on November 22, 2023, with a clear objective: the formation and promotion of four new Farmer Producer Organizations (FPOs) and the revival of 10 Existing Primary Farming Cooperatives (EPFCs) in Tripura under the Pradhan Mantri Matsya Sampada Yojana (PMMSY). This role aligns with my long-standing passion for working in community-driven development, where I can empower rural communities to improve their lives and livelihoods. While my previous experience provided a solid foundation, this new challenge offered a unique opportunity to adapt and apply my skills.

Over the past two years, I have had the privilege of immersing myself in community development work, collaborating closely with rural communities and a dedicated team of field staff. This journey has been incredibly rewarding, and I am proud of the progress we have made.

Under the SDS banner, I have led the project in Tripura. We have mobilized, trained, and empowered hundreds of farmers, many of whom are women.

Notably, we have breathed new life into EPFCs that were on the verge of closure. Through regular engagement and support, these cooperatives have not only been revived but have also started their own businesses, attracting new members and generating income for their families. The FPOs we have established are thriving, with women farmers playing a vital role in their operations. I am grateful for the opportunity to make a meaningful impact and look forward to continuing this critical work.

I would like to extend my heartfelt congratulations to the entire SDS team, particularly the founders and the management, on completing this remarkable journey of community development through professionalism. Your dedication and vision have made a tangible difference in the lives of countless individuals.

As we contribute to shaping SDS, we are building a legacy of its values. Let us celebrate the tireless efforts and dedication of the past year.

Let us resolve to achieve more milestones and goals in the coming years, growing SDS and our professional goals together.



Name of Professional: Sneha Chaudhury



I joined SDS on 2nd March, so my experience with the organisation is still at an early stage. However, even within this short period, I have already received valuable exposure through participating in a few meetings with farmers and internal team members. These interactions have helped me gain a clearer understanding of the real challenges faced at the grassroots level, especially in terms of farming practices, resource limitations, and the day-to-day issues that farmers encounter in their work.

During these meetings, I was encouraged to see the active participation of farmers and their genuine interest in learning and discussing different topics. Their willingness to share experiences, ask questions, and engage in open discussions reflected their motivation to improve their practices. It was inspiring to observe how effective knowledge sharing and guidance can lead to positive change, not only in terms of technical understanding but also in building confidence among farmers to adopt better approaches.

At the same time, these experiences also highlighted the importance of teamwork and strong communication within SDS. I realised that effective coordination between team members plays a key role in ensuring the smooth implementation of field activities and delivering the right support to communities. Working alongside colleagues has helped me understand how collective efforts contribute to achieving organisational goals.

Interacting directly with farmers also provided me with practical insights that go beyond theoretical learning. It helped me understand how concepts and strategies need to be adapted to match local realities and farmer needs. I am gradually gaining confidence in explaining technical topics more simply and understandably, which is essential for effective community engagement.

Overall, this initial exposure has motivated me to learn more, strengthen my skills, and contribute effectively to SDS. I look forward to gaining deeper experience in the coming months and working towards making a meaningful and lasting impact through the initiatives of SDS.



Name of Professional: Sonali Boro



My journey in the Sayanant Group has been a mix of learning, pressure, growth, and self-realization. Starting my role as an Executive and gradually getting promoted to Manager has been a significant transition for me. This shift was not just a change in designation but a complete transformation in the way I approach work. Earlier, I focused on completing assigned tasks; now, I lead projects, manage teams, and take responsibility for overall planning, execution, and output quality.

I have led and contributed to major projects like CDAP (Comprehensive District Agriculture Plan), CSA (Climate Smart Agriculture) of NEDFi, the Midline Study of CML, and the Impact Evaluation of Aide et Action. Leading these projects has given me exposure to end-to-end project management, from conceptualization and planning to field coordination, data analysis, and report writing, along with communication with clients and building relationships.

While leading these projects, I have also faced several challenges. One major issue has been the language barrier, especially when working in Mizoram and coordinating with field teams. This sometimes affects communication clarity and slows down the workflow. Another significant challenge is resource constraints, including limited manpower, tight deadlines, and a lack of structured systems. These factors often increase pressure on the project lead, and I have experienced this directly.

As I moved into a managerial role, one of the biggest challenges I faced was managing teams and distributing workloads. I often felt that I was doing more work than my team, either because tasks were incomplete or required rework to meet quality standards. Initially, I took on most responsibilities myself to ensure deadlines were met, but over time, I realized this is not sustainable. I am now consciously working on improving delegation, accountability, and monitoring systems so that responsibilities are shared more effectively within the team.

At a personal level, I also sometimes feel a gap between the level of responsibility I handle and the compensation I receive. However, I try to balance this by focusing on the experience, leadership exposure, and professional growth I am gaining through these responsibilities.

In terms of my contribution to team culture, I try to maintain a balanced approach, supportive yet disciplined. I believe in clear communication, proper planning, and setting realistic timelines. I encourage my team members to take ownership of their tasks and to communicate openly when they face challenges. At the same time, I emphasize accountability and quality in work. I also try to bring a gender-sensitive and socially aware perspective into our projects, which is reflected in the way we design and implement our work.

My expectations from my team are to be responsible, take initiative, and communicate clearly. I believe that a strong team is built on trust, clarity, and shared responsibility. If each member contributes effectively, it reduces pressure on individuals and improves overall performance.

Looking ahead, my goal is to strengthen my role as a leader and manager. I want to develop better systems for team coordination, improve efficiency in project execution, and reduce dependency on individual effort. I also aim to deepen my expertise in areas like climate-smart agriculture, gender, and development planning, and contribute more strategically to organizational growth.

Overall, my journey from Executive to Manager in the Sayanant Group has been challenging but rewarding. It has pushed me to step up, take ownership, and grow both professionally and personally. I see this experience as a strong foundation for my future, where I can continue to learn, improve, and make meaningful contributions.



Name of Professional: Subrata Datta



I joined the organization on May 5, 2024, as a Capacity Building Expert under the TRESP project, where SDS is serving as the Technical Support Agency (TSA) for TRESP IBCB. Since joining, I have been actively engaged in strengthening my professional competencies and contributing to the project's overall capacity building objectives. I joined the organization on May 5, 2024, as a Capacity Building Expert under the TRESP project, where SDS is serving as the Technical Support Agency (TSA) for TRESP IBCB.

Since joining, I have been actively engaged in strengthening my professional competencies and contributing to the project's overall capacity building objectives. As part of my role, I have undergone multiple Training of Trainers (ToT) programmes conducted by renowned and experienced professional trainers. These sessions have significantly helped me improve my facilitation techniques, communication skills, and training methodology, enabling me to deliver more structured and effective training sessions.

In my capacity as a Capacity Building Expert, I have been responsible for facilitating training programmes for both Master Trainers and block-level trainers. Over the last 1 year and 10 months, I have successfully facilitated 10 Master Trainer training sessions focused on building the capacities of community-based organizations (CBOs), including Self-Help Groups (SHGs), Producer Groups (PGs), and Cluster Level Federations (CLFs). These sessions were designed to enhance participants' understanding of institutional development, leadership, governance, group management, and other key areas essential for strengthening community institutions.

In addition to Master Trainer trainings, I have also played a major role in conducting block-level training sessions across TRESP operational areas. During this period, I have facilitated approximately 125 block-level training programmes across 17 out of the 23 TRESP blocks. These trainings were aimed at equipping block-level trainers and stakeholders with practical knowledge and skills required for effective implementation at the grassroots level. Through these sessions, I gained extensive field exposure and developed a deeper understanding of local contexts, challenges, and community dynamics.

Apart from training responsibilities, I have also actively participated in various organisational and project-related activities. I have accompanied and supported several field assignments such as surveys, data collection exercises, and other field-based tasks that contributed to project planning, monitoring, and reporting processes. These experiences have helped me develop a more comprehensive understanding of project implementation and strengthened my ability to work effectively in diverse field conditions.

Overall, my journey in the organization so far has provided me with valuable learning opportunities and practical experience. It has helped me grow professionally and has strengthened my motivation to contribute further towards achieving the objectives of the TRESP project through effective capacity building and field engagement.



My Journey at SDS

During my time at SDS, I experienced significant personal and professional growth that helped shape my skills, confidence, and understanding of a professional work environment. When I first joined SDS, I had limited experience in handling responsibilities and working within an organized system. One of the key milestones in my journey was learning how to adapt to the discipline and structure of the organization. Over time, I improved my communication skills, time management, and ability to work in a team. I learned how to follow instructions carefully, complete tasks on time, and maintain a positive attitude toward my duties. SDS provided me with opportunities to learn new skills through practical work, guidance from seniors, and participation in different activities. These experiences helped me become more responsible, confident, and capable in both my personal and professional life.

Key Work and Contributions

During my journey at SDS, I also achieved several accomplishments that made my experience meaningful. I always tried to perform my duties sincerely and complete every task given to me with dedication. One of my notable achievements was maintaining discipline, punctuality, and consistency in my work, which helped me gain the trust of my seniors and colleagues.

I actively participated in team projects and supported my Block team whenever required, which helped in completing assignments smoothly and on time. I also contributed to maintaining proper records, assisting in office work, and following the guidelines of the organization carefully. My willingness to learn new things and improve my performance was appreciated by my supervisors. These achievements may seem small, but they played an important role in the smooth functioning of the organization and helped me grow as a responsible individual.

Challenges and How I Overcame Them

Along with growth and achievements, I also faced several challenges during my time at SDS. In the beginning, it was difficult for me to adjust to the new environment and understand the work process. The workload sometimes felt heavy, and I found it challenging to complete tasks within the given time. I also faced difficulty in communicating confidently with seniors and speaking in front of others. However, instead of losing motivation, I tried to learn step by step, asked for guidance from my SDS State team, and practiced regularly to improve my skills. With patience, hard work, and support from my team, I gradually overcame these obstacles.

Lessons Learned and Looking Ahead

These challenges taught me many valuable lessons. I learned that success requires discipline, dedication, and a willingness to learn from mistakes. I understood the importance of teamwork, respect, the group formation process, and responsibility in a professional environment from my Team Leader Dr. Jogen Khalita and the Agartala SDS State team.

My time with the SDS State team helped me become more confident, hardworking, and prepared for future opportunities. Overall, this experience was very important for my personal development and will always guide me in my career ahead. Looking ahead, I want to continue improving my skills, take more responsibilities, and contribute more effectively to the organization and the community we serve.

Name of Professional: Sukanta Paul



My professional journey as a Subject Matter Specialist (Fisheries) with the Sayanant Group in Gomati District, Tripura, has been a meaningful experience that has contributed significantly to my professional growth and understanding of rural development and fisheries extension services. Working at the field level has provided me with the opportunity to interact closely with fish farmers, understand their challenges, and support them through technical guidance and capacity-building initiatives.

Since joining the Sayanant Group, my primary responsibility has been to provide technical support to fish farmers, promote scientific aquaculture practices, and assist in the implementation of fisheries development programs in the district. Gomati District has great potential for inland fisheries due to the presence of ponds, water bodies, and interested farmers. My role has been to bridge the gap between scientific knowledge and practical field implementation so that farmers can improve their productivity and income.

During my tenure, I have actively worked with farmer groups and individual beneficiaries to promote improved fish culture practices such as composite fish farming, proper pond preparation, balanced feeding, disease management, and water quality maintenance. I have also conducted field visits, farmer meetings, and awareness programs to help farmers adopt modern aquaculture techniques. One of the key achievements in my professional journey has been the successful support and guidance provided to several fish farmers who have increased their production and income through better pond management and scientific fish culture methods.

However, working in the field also presents several challenges. Many farmers initially hesitate to adopt new technologies due to a lack of awareness or financial constraints. Limited infrastructure, transportation difficulties in remote villages, and unpredictable weather conditions sometimes make field activities more difficult. At times, managing multiple responsibilities such as farmer visits, documentation, reporting, and coordination with different stakeholders can also be demanding.

Despite these challenges, I have tried to overcome them through patience, communication, and continuous engagement with farmers. Building trust with the community has been an important part of my work. By regularly visiting villages and demonstrating practical solutions, I have been able to motivate farmers to gradually adopt improved practices. Support from colleagues and guidance from senior officials have also played an important role in helping me perform my duties effectively.

During my journey, there have been moments of frustration and dilemmas, especially when farmers face losses due to disease outbreaks, water shortages, or market fluctuations. In such situations, it becomes necessary to provide not only technical support but also motivation and reassurance to farmers. These experiences have strengthened my problem-solving abilities and improved my understanding of field realities.

Several factors within the organization have facilitated my work. The supportive environment within the Sayanant Group, cooperation among team members, and opportunities to share knowledge and experiences have helped me grow professionally.

The organization's focus on field-based development and farmer support has motivated me to contribute sincerely to the objectives of the program. At the same time, certain challenges such as limited resources, logistical constraints, and the need for better coordination between different stakeholders occasionally create obstacles in smooth implementation.

My contribution to the team culture has focused on maintaining a collaborative and supportive working environment. I believe teamwork is essential in development work, especially when working with rural communities. I always try to maintain open communication with my colleagues, share field experiences, and support team members whenever needed. I also encourage knowledge sharing and collective problem-solving so that the team can work more effectively.

From the team and the organization, I expect continuous guidance, opportunities for professional development, and a collaborative work environment where innovative ideas are encouraged. Training programs, technical exposure, and improved logistical support can further strengthen our ability to support farmers effectively.

Looking ahead, my future plan is to continue strengthening fisheries development in Gomati District by promoting sustainable aquaculture practices and increasing farmer awareness. I aim to help more farmers adopt scientific fish farming methods so that they can improve their productivity and livelihoods. I also plan to enhance my technical knowledge and field experience so that I can provide better guidance to farmers and contribute more effectively to the development goals of the organization.

In conclusion, my journey with the Sayanant Group as a Subject Matter Specialist in Gomati District has been both challenging and rewarding. It has allowed me to work closely with farming communities, understand their needs, and contribute to their socio-economic development. I look forward to continuing this journey with dedication, learning, and commitment toward strengthening the fisheries sector in Tripura.



Name of Professional: Upasana Goswami



My journey at SDS over the past year has been a valuable phase of growth, learning, and professional development. Building on my first year, I have gained more confidence in my abilities and have taken on greater responsibilities as a graphic designer.

Over time, I have progressed from learning basic workflows to independently handling projects from concept to final execution. Working on diverse assignments has helped me strengthen my creativity, improve my understanding of design principles, and adapt

to different client requirements. I have also developed better collaboration skills and improved my communication with both clients and team members.

One of my key achievements this year has been enhancing my creative thinking and execution, resulting in more refined and impactful designs. I have also improved my time management skills, allowing me to meet deadlines efficiently while maintaining quality. Additionally, I have gained confidence in making design decisions and managing projects with greater responsibility.

However, I faced challenges such as handling multiple projects simultaneously and balancing creativity with client expectations. To overcome these, I focused on better planning, prioritization, and maintaining clear communication. Seeking feedback at different stages also helped me improve my work and reduce revisions.

In conclusion, this year has significantly contributed to my growth as a designer. I feel more confident, adaptable, and capable in my role. With continued learning and support from my team, I look forward to further enhancing my skills and contributing to the success of the organization.



Name of Professional: Yambem Suresh Singhi



I, Yambem Suresh Singh, joined SDS on 2nd May 2024 with hopes and aspirations of building my career as well as uplifting the livelihoods of rural, poor, and needy fish farmers. I am posted in Unakoti district, Tripura as a Subject Matter Specialist – Fisheries (SMS), with three blocks assigned to me, namely Gournagar RD Block, Chandipur RD Block, and Kumarghat RD Block. I have been directed to register 1,700 fish farmers within the district and work for their socio-economic development.

My journey so far has been a roller coaster ride with many ups and downs. Whenever I faced any sort of problem, my biggest motivation came from the fact that the professional and scientific knowledge that I am imparting to these farmers will gradually bear fruit and help these needy farmers for a lifetime. Earlier, they had very little knowledge of fish farming, so I had to start from the grassroots level. The immense resources they possess are of no use if they are not properly utilized.

Before joining SDS, I worked at the College of Fisheries, Tripura, for nine years. My job profile was mainly laboratory and molecular work-based, but here I am working at the field level, directly with fish farmers. Therefore, I believe that my growth here has been mainly in the area of fieldwork. My work is more focused on field-level activities, directly working with farmers and assessing their problems and obstacles both on and off the field. Whenever they come to me with any kind of problem, and after solving it and rectifying their mistakes, the three words that simply make my day are “Thank you, Sir,” with an ever-charming smile on their faces. It erases all the pain and hardship that I faced.

Up till now, in my nine months of work experience, I have developed around 200 fish farmers who are keen learners and eager to adopt scientific aquaculture practices. Their lives have gradually changed from traditional aquaculture practices to scientific aquaculture practices. Under my supervision, there are 25 Producer Groups, and I have personally taken responsibility for five PGs, which I will try my best to develop into model fishery PGs in the near future. If everything goes well, I am planning to prepare success stories on those successful farmers and publish them in esteemed journals so that many other prospective farmers, not only in Tripura but across the world, can get inspired and motivated.

My biggest regret is the unforeseen natural calamity that struck all over Tripura during the months of August and September 2024. The 2024 flood was one of the most destructive in the history of Tripura. It caused widespread devastation, especially for the fish farming community, with losses on a massive scale. If not for this calamity, the fish farmers of Unakoti would have reaped the rewards of scientific fish culture by now.

The biggest challenge I faced during my nine months of work experience was communication and coordination with TRLM staff in my district. We, at SDS, are time-bound and have our own objectives that need to be fulfilled within a specific timeframe. However, this is not always the case with TRLM staff. At times, we work with multiple objectives simultaneously for timely completion, whereas they prefer to complete tasks one at a time, which sometimes results in delays in our

objectives. This is not a blame game but rather the reality at the ground level that I have experienced. I tried to solve this issue by building a friendly rapport with both district and block TRLM staff, making them understand our side of the work and the issues we face. So, I would like to summarize my journey so far as entertaining, thrilling, yet challenging.



OVERVIEW OF

JONAKI MEL

6.0



Day 1:

Session 1: Welcome Address

Jonaki Mel 6.0, the annual retreat of the Sayanant Group, began on a warm and welcoming note under the hosting of Mr. Souvik Mitra, who set a positive environment for the program and guided the gathering smoothly from the beginning. Following this, Mr. Parag Baruah, Managing Director of the Sayanant Group, delivered the welcome address. In his speech, he highlighted the core objective of Jonaki Mel as a platform for all team members to connect, understand each other better, and gain deeper insight into the diverse operations carried out by different teams across the North Eastern Region (NER). He emphasized that the retreat is designed to encourage reflection, strengthen collaboration, and support the overall growth of the organization.

The session was further enriched when Mr. Baruah shared the significance behind the name “Jonaki Mel.” Drawing inspiration from India’s freedom struggle, he explained that “Jonaki” (moonlight) symbolizes hope and guidance, while “Mel” (gathering) represents unity and togetherness-reflecting the spirit of collective strength and shared purpose that defines the Sayanant Group.

Session 2: Ice-Breaking

The retreat officially began with an interactive ice-breaking session facilitated by Mr. Souvik Mitra. Participants were instructed to form teams with new and unfamiliar colleagues from different departments within the Sayanant Group. The objective of this activity was to build comfort, encourage communication, and promote stronger connections among employees across various teams.

During the session, team members introduced themselves and interacted at both personal and professional levels. The key task was to learn and share interesting facts about each member of the group, which helped participants understand one another better and created a friendly and engaging environment for the rest of the retreat.

Session 3: Self-Reflection (Personal and Professional Life)

This session focused on deep self-introspection and encouraged participants to reflect on their personal and professional journey over the past year. The purpose of the activity was to help individuals identify their growth, recognize challenges, and understand the lessons gained from both success and failure. It created a safe and thoughtful space for participants to evaluate their experiences, emotions, and performance, while also aligning themselves with future goals.

Participants were guided through a set of key reflection pointers, which helped them structure their thoughts in an organized manner. These included:

1. Achievements

Participants reflected on the goals they successfully accomplished during the year. This included professional milestones such as project completion, improved work performance, or learning new skills, as well as personal achievements like building confidence, improving habits, or managing responsibilities effectively.

2. Failures / Unable to Achieve

This point encouraged participants to identify areas where they could not meet expectations or achieve planned targets. Rather than viewing failure negatively, the session emphasized understanding the reasons behind setbacks such as time limitations, lack of resources, personal challenges, or missed opportunities and learning from them.

3. High Point

Participants shared the most positive and memorable moment of their year. This could be a moment of recognition, success, happiness, or pride-either in personal life or professional life that boosted their motivation and confidence.

4. Low Point

This reflection involved identifying the most difficult or emotionally challenging experience of the year. It helped participants acknowledge moments of stress, disappointment, conflict, or struggle and understand how those moments affected their mindset and performance.

5. Realization

This part focused on the key learning or understanding gained throughout the year. Participants reflected on what they discovered about themselves, their work style, their relationships, or their priorities. These realizations often highlighted areas of improvement and personal growth.

6. Fear

Participants were encouraged to identify their fears or insecurities that held them back, such as fear of failure, fear of judgment, fear of responsibility, or uncertainty about the future. This activity helped participants recognize emotional barriers and encouraged them to build confidence and resilience.

Overall, this session was meaningful as it allowed participants to look inward, learn from experiences, and develop clarity about their strengths, weaknesses, and future direction. It also promoted emotional awareness and encouraged a growth-oriented mindset among all participants.

Session 4: Understanding Organizational Values

The host introduced the organization's core values and explained their relevance in day-to-day work culture. To reinforce learning, practical and interactive games were conducted, each representing a specific value. The values highlighted were:

- **Equity** - Equity was explained through a privilege walk activity. All participants initially stood in one line, and the host asked questions related to personal background and life experiences. Based on their answers, participants were asked to step forward or backward. By the end of the activity, the differences in positions clearly showed how some people have more advantages in life while others face greater struggles. This helped participants understand that equity means ensuring fairness by providing support according to individual needs and circumstances, not treating everyone the same.
- **Excellence** - Excellence was explained through a group task where participants worked in teams to create paper boats. Each team included boat makers and judges, and the judges evaluated the boats based on quality factors such as proper shape, size, and overall finishing. Marks were given accordingly, and the team with the highest score was declared the winner. This activity highlighted that excellence is achieved through attention to detail, teamwork, and maintaining high standards in the quality of work.

- **Trust** - Trust was demonstrated through a trust-fall activity where two participants were selected to stand on a chair and fall backward, relying completely on others for support. In one case, the person was supported by only two members, while the other person had around eight members to catch and protect him. This activity highlighted the importance of trust, teamwork, and collective responsibility, showing that strong support systems create confidence and safety within a group.
- **Integrity** - Integrity was explained through a debate activity where two volunteers were given real-life workplace scenarios such as account adjustments, bill settlements, and similar ethical situations. The discussion highlighted how integrity means being honest, transparent, and responsible in decision-making, even when shortcuts may seem easier. This session encouraged participants to uphold ethical standards and maintain accountability in all professional actions.

Session 5: Creative Expression of Organizational Values

The final session of the day focused on expressing organizational values through creativity. Participants showcased their understanding of the values through various forms such as skits, acting, drawing, and role-play. This session encouraged teamwork, creativity, and deeper engagement with the organization's guiding principles.



Day 2:

Session 1: Brief Discussion on Excellence

This session focused on a brief yet meaningful discussion on the organizational value of Excellence. During this session, participants reflected on what excellence truly means in the context of both personal and professional life, and how it can be practiced consistently in daily work.

The discussion highlighted that excellence is not limited to achieving targets, but also involves maintaining high standards, dedication, discipline, and continuous improvement. Special emphasis was given to how excellence plays a crucial role in professional responsibilities, as it directly influences the quality of work and overall performance.

It was also discussed that excellence stands as one of the most important organizational values because quality output builds credibility, strengthens stakeholder confidence, and indirectly enhances trust in the organization. Overall, the session encouraged participants to adopt excellence as a mindset and apply it in every aspect of their work.

Session 2: Understanding Organizational Structure and Goals

This session was conducted to provide participants with a clear understanding of the organizational structure of the Sayanant Group and the goals of its key entities. The session helped participants understand how different wings of the organization work together to achieve a shared vision of sustainable development and livelihood enhancement across the North Eastern Region.

The structure was explained through the following components:

1. Sesta Development Services / Sayanant Development Services Pvt. Ltd.

This segment was explained by Mr. Parag Baruah (Managing Director). He provided an overview of the organization's core development work, focusing on planning, implementation, research, capacity building, and supporting livelihood-based interventions.

2. Ayanant Ventures Pvt. Ltd.

This part was explained by Mr. Ranjan Neog (CEO, AVPL). He highlighted Ayanant's role as the enterprise wing of the group, focusing on market linkages, value chain development, and supporting rural producers. He also introduced initiatives such as NE Locals and UnnatFarm, which aim to promote local products and strengthen agricultural support systems.

3. Sayanant Development Foundation (SDF)

This section was explained by Mr. Jogen Kalita (CEO, SDF). He shared how SDF functions as the grassroots implementation wing, working directly with communities to promote empowerment, resilience, and sustainable development.

Overall, the session emphasized that the goal of this structure is to ensure coordinated efforts across all entities, enabling effective implementation, strong community engagement, and long-term impact through collaboration and shared responsibility.

Session 3: Team Presentations on Bringing Excellence in Team

This session focused on team-wise presentations where different teams shared their approach towards achieving and maintaining excellence in their respective areas of work. The objective of the session was to understand each team's functioning, priorities, and future planning, while also identifying ways to improve coordination, quality, and overall performance across the organization.

Each team presentation covered the following key areas:

1. Introduction of the Team

Teams introduced their members and explained their roles and responsibilities within the organization.

2. Goal

The long-term goal of the team was shared, reflecting the broader purpose they aim to achieve.

3. Objectives

Teams outlined their specific objectives and the expected outcomes of their work.

4. Targets

Teams presented their targets, including key deliverables and the impact they aim to achieve within a given timeline.

5. Model

Teams explained their working model, mainly focusing on the Revenue Model, which includes activities that contribute to income generation and financial sustainability.

6. Year-wise Budget and Activity Plan

Teams presented their annual plans, including proposed budgets and activity timelines for structured implementation.

7. Challenges

Teams highlighted major challenges such as operational constraints, field-level difficulties, and resource limitations, along with possible strategies to address them.

A total of six teams delivered presentations during this session: **Research Team, Fisheries Team, FPO Team, TRLM Team, Ayanant Team, and IT Team.**

Overall, the session encouraged transparency, learning, and collaboration by allowing teams to understand each other's work and explore practical approaches to improve excellence in performance. It was also clearly observed that most teams are still highly dependent on the organization's funding, as revenue-based models were not strongly reflected in their planning. This highlighted the need to strengthen sustainable and income-generating approaches to reduce dependency and ensure long-term operational stability.

(On Day 2, only the Research Team delivered their presentation as part of the session on bringing excellence in team performance.)

Cultural Night:

After the completion of all sessions on Day 2, a vibrant Jhumur dance performance was arranged by Kanoka Village Resort, which was followed by a lively cultural night. The event created a joyful atmosphere, allowing all participants to relax, enjoy, and celebrate together, adding energy and enthusiasm to the retreat experience.



Day 3:

(On Day 3, the remaining teams presented their respective plans and strategies, where all other teams delivered their presentations first before proceeding to the next sessions.)

Closing of Day 3: Vote of Thanks

On Day 3, the retreat sessions concluded with a formal vote of thanks delivered by the host, Mr. Souvik Mitra. He expressed sincere gratitude to all participants for their active involvement, consistent enthusiasm, and wholehearted participation throughout the three-day retreat. He also appreciated the collective efforts of all teams that contributed to making Jonaki Mel 6.0 meaningful and successful.

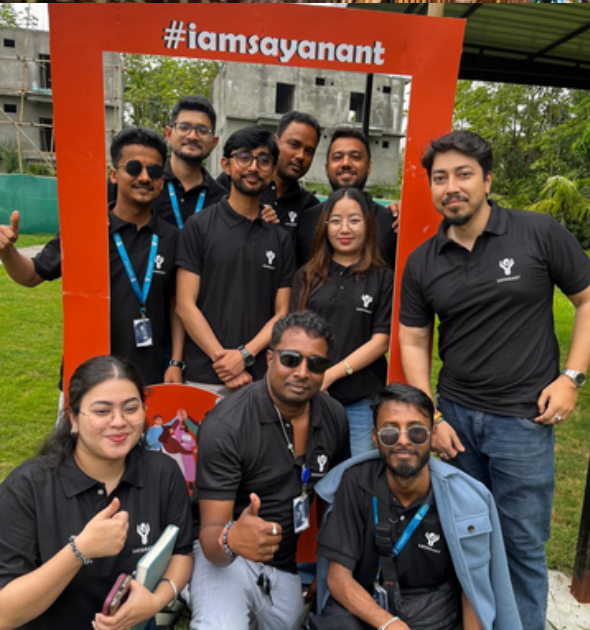
Open Mic and Final Reflection

Following the vote of thanks, an Open Mic session was conducted involving Mr. Parag Baruah (Managing Director) and all employees. This session created an open platform where team members freely shared their feedback, reflections, and experiences from Jonaki Mel 6.0. Employees also raised questions, suggestions, and concerns related to organizational functioning and team coordination.

Mr. Baruah responded to the feedback with clarity and encouragement, addressing questions thoughtfully and providing valuable guidance and support. Overall, the Open Mic session strengthened transparency, mutual understanding, and collective motivation, making it a meaningful and interactive conclusion to the retreat.







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