



Building trust across the world's divides

Initiatives of Change

AP Newsletter - Oct 2015



*Welcome to
Asia Plateau*

Editorial

October was significant because of the “Training the Trainers (TTT)” hosted at Asia Plateau. The Department of Personnel and Training (DoPT) of the Govt. of India and United Nations Development Programme (UNDP) have undertaken a huge project of building up a pool of trainers in the country in various aspects of governance. They awarded the contract for developing ‘Ethics Master Trainers’ to ICCfG who in turn roped in Pragati. AP was their choice for the venue and naturally the lofC involvement in the training was considerable.

Grampari conducted yet another residential skills development programme for rural young men to enable self-employment. Along with it the sessions on lofC and time of quiet and sharing saw remarkable personal growth. A three-day Governance program was for the newly elected Sarpanches (Village Heads) and Grampanchayat executives was attended by 35 people 20 among whom were women who actively participated.

The visit to Sri Lanka by the ‘lofC for Life’ team was a landmark. Two young Sri Lankan former AP interns with IfL, Wimmarshana Ranasinghe and Shashika de Silva, had gone ahead of time to prepare for the visit. The Indian members felt it was a God-given opportunity for the Indian lofC to humbly serve the neighbor, supporting Wima and Shashi in their efforts to build a committed team in their country. The emerging young team plan to come to AP next year - and every year!

A workshop of “Creators of Peace (CoP)” ([Click to see video](#)) was conducted by Archana Rao for the interns and volunteers. It was a two-day facilitated process with a number of sessions designed to help participants to develop skills in practical peace building.

In addition to their active participation in programmes the interns also ventured out to take part in the Global Hand Wash Day at Panchgani town, by cleaning Panchgani market.

A One-month interns program ‘Journey of Transformation’ was a new experiment for AP and was a great success thanks to the leadership by Neeru Gandhi and Himanshu Bharat. The seven interns gave an impressive account of their time and learnings to the vice-chancellor of the agricultural university at Akola who had sent five lady students and at whose request the venture had been undertaken. Mr. Kharche, who heads a body that controls all the agricultural universities of Maharashtra, was present with his wife.

Someone wrote of lofC,

“it’s not an institution, it’s not a point of view,
it starts a revolution by starting one in you.”

Evergrowing Impact through Programmes

TTT:

Training the Trainers organised by UNDP through ICCfG and conducted here by lofC and Pragati Foundation was held over a period of 14 days in October. Of the over 200 applicants some 85 were shortlisted and finally 24 were selected by ICCfG to undergo the training. They were all senior civil service officers –mostly retired and some still serving. First, in the ‘immersion phase’, they experienced a

typical “Ethics in Public Governance” programme like regular participants.

“Holding on to the lofC core values, I will focus on the human factors to work towards an inclusive democratic approach”, said one of the participants. Another participant recounted how cruel he was to his son as he sobbed uncontrollably with remorse. The point that the programmes on this subject needed to be experiential rather than knowledge imparting emphatically got through. During the second part of the programme the participants formed several groups each of which came up with a design to deliver what they had experienced in a 3-day module. All the groups presented their modules and took feed backs from their colleagues. Mr. Sanjay Kothari, Secretary (Personnel) came from Delhi specially to witness the final session and spoke of how he was most encouraged by what he saw. The final “Hnad Holding” stage would be in the field when the trainers after further preparations would conduct the programmes for actual trainees at Haryana Institute of Public Administration (HIPA) in the presence of lofC, Pragati and lofC facilitators.



Odisha Officers:

32 Officers from Odisha Administrative Services participated in a five-day conference focused on Ethical Leadership, Trust Building and delivery of Good Governance. They reflected on the choices one can make to become more effective at work and happier in life. Many shared their experiences.

ELL:

46 Participants from 5 companies came to a four-day Effective Living and Leadership (ELL) program of which Kishor Kumar was the course director. He led them ably in discussions for how to equip people to play their part in building a better society. “We should care to listen and dare to obey to change the world” was the call given at the inauguration.

HEL:

Siemens and BARC with 44 senior executives were the only two companies at the Heart of Effective Leadership (HEL) this month. The fascinating account of Ernest Shackleton’s Antarctic with film clips, maps and slides by Mr. Vijay Crishna, the Executive Director of Godrej, at the inauguration set the tone for the deliberations on leadership. Shackleton could not complete the transcontinental journey he had hoped for, since along the way, his ship became trapped in ice, setting off a series of events that lead him away from his original goal. Most remarkable was the way he brought back all 27 of his men alive, a feat of magnificent leadership without parallel. Mr. Crishna brought out these amazing leadership qualities and people management skills of Shackleton which are very relevant in today’s industry and beyond.

IRTS:

“Power of Ethical Leadership” was the title of the session conducted by Mr. Pratap Narayan, Ex. Director General of Fertilizer Association of India at the IRTS (Indian Railway Traffic Services) programme for 33 newly recruited probationary officers. Mr. Narian quoted the late president A P J Kalam, “When failure comes the leader owns it, when success comes, he attributes it to his team”. Qualities underlying Ethical Leadership and Strategies to improve governance and defeat corruption were subjects of discussions. “I will be open to ideas from all quarters without hierarchical bias”, said one of the participants.



Vibrant Grampari

The high light of the month was the ending of the 15 day Boys Residential Programme. A heartening reconciliation and apology was an inspiring outcome of the programme. Two boys from Dandegar were from opposing camps and had been involved in physical fights that ended up with a court case. This created a lot of fights and violence in Dandegar.

One of them not only said sorry but is now trying to bring the opposing sides together and be part of the development work in the village.

The three day Governance programme to train the newly elected Sarpanches and the executive body was attended by 35 people of which there were 20 ladies.

After the meeting on Relationships one of the sarpanches talked about how he had been greatly hurt by a teacher who had asked him to sit outside the classroom because of his caste. Since then he had made a lot of friends with a lot of Brahmins and there was no anger in him about them but even to this day he cannot even bear to look at this teacher.

A lady sarpanch said that till now she had let her husband and brother in law look after the running of the village affairs but now she has got so much information that she wants handle it all herself. She was also inspired by the sharing of Sharda Pawar former Sarpanch from Nizare who had done work in her village amidst a lot of opposition from the men.

The Global Hand Wash day was celebrated in the Panchgani Municipal schools by building tippy taps and giving information about the importance of Hand washing with soap.

About 80 teachers from the schools where we are doing the School Hand Washing with Soap programme came for a days training programme.

Grampari team did a new exercise where we honestly talked about what we found difficult with the other members of the team. We had decided to share with compassion but to tell the truth. In the end it benefited everyone as each one decided to face the truth about oneself.

Going beyond self

Start creating sessions

In this month, we started to design and conduct the sessions. We conducted two sessions for 20 young boys who had come for the residential program of grampari from a nearby village. The two sessions were about reflecting on life by drawing river of life, and how to co-create peace in both our society and our own heart. It was amazing experience and there were so many things to learn from each one of us in these sessions.



Attending Social Movements for India

We also took part in World Hand Wash Day Program and in the cleaning campaign of Panchgani. The world hand wash day program started with a road march alongwith 200 kids from a primary school of Panchgani, in which we sang a hand-wash song and requested the people in the village to clean the hands with soap. And the cleaning campaign was a movement collaborated with 100 fellows from several schools to clean the village by picking up the garbage. At the end, we the IofC interns, sang "Kaun hai Zimmedar" (Who is responsible?) in the middle of the village in front of Kids, Teachers and all the passers by to convey our message.



Journey of Transformation

Asia Plateau started a program to build a network of young leaders across the nation from diverse backgrounds. To create a new generation of leaders, led by their inner calling by developing them on the basis of the ethical standards and listening to the inner voice. This would strengthen them to face and overcome challenges. There-by preparing them to live the answers, which India needs today, 'Live what you want to see' and to create an environment to help them identify their higher purpose in life.

Learning's of the young leaders



lofC paved my way to be confident, interactive, creative, honest and it strengthened me. Quiet time and inner child really helped me to do corrections and I got liberated.
"Ideal place for inspiration"



I learnt in lofc to take my miseries and sorrows just as fire to strengthen my metal. I crossed my limitations and joined hands to work with god. My life will be an open book for everyone to learn.
"lofC is a center for reconciliation"



lofC molded me with love and care as a potter molds his pots. I learnt about quiet time, to do team work, to face challenges and to win relations.
"lofC is heaven on Earth"



lofC helped me understand myself better. Analyzing my life through the four absolutes I realized all the mistakes I've made and I'm on my way in correcting these mistakes which will make me a better person.

"Asia Plateau is a sanctuary in a world filled with chaos and misery, the sanctuary where a person can find peace and his higher purpose in life"



lofC helped me to come out of my ego, hatred and prejudices through inner listening. Story sharing and interaction with different people gave me the courage to fight for what is right, instead of who is right.
"lofC is my dream world where an invisible thread connects us to all"



lofC helped me to realize my mistakes and correct them. I learnt to take responsibilities and to be flexible in my social life. I also learnt the power of multi-faith prayer and quiet time.

"lofC has provided me inner peace"



lofC helped me overcome my pessimistic views. After coming here I realized that change can happen. I have started my journey towards change and now I measure my daily life against the absolute standards, PHUL.

"A place to begin the journey of change"

A locally-sustained outreach to serve society is possible

'Identify a need to serve, give what money you can - and society gives what you can't'

'lofC for Life' team's outreach to Sri Lanka

Colombo-Hatton-Kandy-Narammala-Anuradhapura- Madhu-Mannar-Kilinochchi-Jaffna-Puthukuduirippu-Mullaitivu-Trincomalee-Batticaloa-Ampara-Embilipitiya-Nonagama-Waralla-Matara-Denipitiya -Galle-Ambalangoda-Colombo.(1stOct - 1stNov,2015)

[Click here to read part I](#)

[Click here to read part II](#)



Dussehra Celebration At Asia Plateau



A Clean, Caring, Prosperous India for a Sustainable Future



Asia Plateau, IofC-MRA Centre,
Panchgani - 412805



www.in.iofc.org www.iofc.org



(02168) 240241/42



ap@in.iofc.org



[/iofcindia](https://www.facebook.com/iofcindia)



[/initiativesofchange](https://www.youtube.com/initiativesofchange)