

Training Program on Governance & Management in FPOs

Dates: 25th July to 27th July 2023

Location: Rajeshwari Training Centre, Godda, Jharkhand

APMAS completed facilitation of a **03-day residential training program** on "**Governance and Management of FPOs**" for 30 participants comprising of Board of Directors from **05 women FPOs promoted by PRADAN in Godda and Dumka districts of Jharkhand state**, CEO / Accountants and Program team. The 02-member team from APMAS- Mr. G Srinivas and Mr. Vedprakash Singh facilitated the entire 03-day program. A capacity-needs assessment was done in online mode along with PRADAN field team to help in the training design and session plan. The modules, posters, training manuals and animation videos for FPO strengthening developed by APMAS FPO Incubation Centre was used as the key resource materials during the training program.

The **core areas** covered during the training comprised of: Why, What and How FPOs; Key features of FPOs; Co-operative Values and Principles (& their operationalizing); Institutional arrangements in FPOs; Roles & Responsibilities of FPO members, BoDs and staff; Operational mechanism in FPOs; Self-appraisal of BoDs and Performance assessment of staff; Process of conducting BoD meeting and AGMs in FPOs; Different internal systems required, monitoring method, reporting, transparency & accountability; Need & Importance of BoD sub-committees; Documentary of successful women FPOs in India; Legal compliances, Licenses & permits; Good governance practices in FPOs; and towards the end a detailed action plan was developed by the BoDs to make their own FPOs strong and sustainable business entities in the short, medium and long run.

The entire training program was facilitated using wide range of **participatory methods** like: Story-telling, Videos, Posters, Group exercises, Role-play method, Buzz group method, Songs, Experience sharing, Group discussion, Card-sorting, Presentations, and Learning games. The feedback received from the participants were constructive and positive and they have planned further on how to disseminate and translate their learnings from the program into action.

The next plan would be to discuss along with team PRADAN on how to prepare further training calendar for the FPOs and what roles everyone will have in implementing the action plan.