

AROEHAN

The GROW Fund's impact

We at AROEHAN felt a need to improve operational efficiency by improving practices, boosting employee morale, and increasing productivity. Recognizing the imperative for organizational development, we strategically designed training programmes and exposure visits to address the needs of our mid-level staff.

Background

AROEHAN has been working for the last 15 years in the tribal areas of the Palghar district of Maharashtra. We have more than 70 people from junior level, mid-level to senior level. Each staff member possesses unique skills and has specific training requirements. We have consistently provided training to our junior staff on various programmatic functions and technical aspects under various projects. While we allocated a separate budget for junior staff training, it was challenging to do the same for mid-level and senior staff. The GROW Fund played a pivotal role in supporting our organisational development efforts. It allowed us to create a dedicated section for organisational development, where we could plan training programmes and exposure visits tailored to the needs of our mid-level and senior staff.

Challenges

Skills Gap: Employees lacked up-to-date skills and knowledge.

- **Low Motivation:** Routine activities led to a lack of imagination and innovation.
- **Resistance to Change:** Employees were hesitant to adopt new processes as they were comfortable following the years-old routine activities.

Training Intervention

Strategic Training Plan:

- Conducted a comprehensive needs assessment to identify specific skill gaps.
- Sought out training institutions with expertise aligned to our organizational requirements.
- Collaborated with organizations that had established successful models in similar verticals.

Training and Exposure visits

- One Project Manager (senior level employee) and One Project Officer (mid-level employee) attended 12 days of training programme on Local Democracy at the Azim Premji University, Bengaluru.
- Another Project Manager and Project Officer attended a course on Quality Research and GIS at Azim Premji University, Bengaluru.
- Our Media & Communication officer attended a workshop on the facilitation of Participatory Communication organised by Vikalp Kriya.
- An exposure visit was organised to the Deshpande Foundation, Hubballi, Karnataka for a team of 13 staff members which included all Project Managers and all Project Officers.

Measurable Impact

1. **Improved Productivity:**

- Reduced production errors
- Increased output due to streamlined processes.

2. **Employee Morale:**

- Employees are proposing new ideas for our core interventions.
- Employees have realised the significance of challenging themselves to improve their thinking and performance.

3. **Organizational Culture:**

- A culture of continuous learning and adaptability emerged.
- Employees are now more ready than before to embrace change and innovation.

Lessons Learned

- **Investment Pays Off:** Strategic training is an investment in the growth and overall development of the organisation.
- **Feedback Loop:** Regular feedback from employees helps in making the programmes and interventions more effective.

Conclusion

AROEHAN's commitment to staff training became a reality because of the GROW Fund. The much-needed financial support for the training and development of the mid-level and senior staff will certainly transform our organisational landscape. By empowering employees with relevant skills and fostering a positive work environment, we are sure, we will chart our way to sustainable growth soon.

Testimonial 1

Naitri Patel, Media & Communications Officer

I was part of a workshop called Facilitation of Participatory Communication conducted by Vikalp Kriya. Facilitated by our now friends Anju and Prabir, this workshop was an experience of a lifetime. I learned the fact that individuals with opposing views and beliefs can coexist without demeaning one another. I gained knowledge about the culture of silence, the significance of equity, the value of participation rather than quantity, and the facilitator's responsibility. As a facilitator, it helped me to understand my role is not to exclusively give instruction but also must make people think about their development and challenge the sources of their prejudices and ideas.

Testimonial 2

Sujata Ayarkar, Project Manager

More than using secondary data (from sources like NFHS, NCRB, etc.) just for the sake of reference and checking its relevance, it is important to understand the way questions are asked and how the response is recorded. Going through the Excel sheets of data gives a deeper understanding and helps build a connection between national-level data to the specific geography. Quantitative research class made me realise the difference in the way I was using data earlier in my annual reports and articles just for the sake of reference, and now as I see it with a much deeper understanding after reading the questionnaire and responses is way different. I got this realisation when I did a short course on research methodology at Azim Premji University. The course was tough but very satisfying for a re-starter like me. This was albeit a little late in my professional career – but, better late than never!

Snapshots

Review Report Presentation YMCA

