

CENTRE FOR HUMANISTIC DEVELOPMENT

Enabling participation in development process.

ABOUT CHD

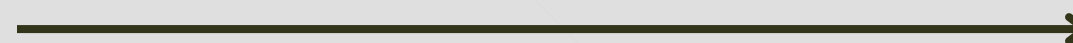
After 17 years of service, Dilip K. Sarma, the founder of CHD, resigned his bank job and came back to Assam to lend his expertise for the development of his people, then undergoing a turbulent time in a militancy-infested state.

Established: 2001

Mission: *Catalyze enabling environments for improved participation and enhanced bargaining power of ethnically, socially, economically and geographically disadvantaged groups, especially women, youth and poor.*

CHD for the last two decades, besides undertaking grassroots research (for many international bodies) has been actively working with the economically and socially disadvantaged youth & women in the areas of entrepreneurship and self-leadership in the entire state of Assam.

The organizational niche, of late, has developed to building of efficient enterprises, production systems and creation of business leadership. The other expertise of CHD is providing technical handholding in designing, branding, advertising and marketing.



FOUNDER'S PROFILE

DILIP K. SARMA, CHD's founding member and present lead coach and mentor, Leadership and Entrepreneurship Development, had a bright academic career and went on to complete his Masters in Economics from JNU, New Delhi and the topic for his M. Phil dissertation was "Development of underdevelopment". He is regarded as a pioneering thinker in the field of development for the state of Assam.

As a main line banker first and then as a bank economist (1983-2000), he had many achievements to his credits.

- He "turned around" the 15-year chronic loss making rural branch of Shahgad, Jalna in Maharashtra.
- As the recipient of the prestigious Bhabha Fellowship, in his dissertation under guidance of Dr. K.C. Chakravarti (later Dy. Governor, RBI), he advocated for "Gap method" for Asset Liability Management in Indian Banks. This method was later adapted by RBI for Indian banks.
- He was the resource person for in-house vision exercise for State bank of Hyderabad, first of such processes in Indian Banks.

In 2000, after 17 years of service, he resigned the bank job and came back to Assam to lend his expertise for the development of his people, then undergoing a turbulent time in a militancy- infested state.

- All of CHD's last two decades of initiatives were conceptualized and led by him.
 - He was the chairperson of Skill Development Committee, Dept. of Industries, Government of Assam.
 - He was also in the governing board of many state PSUs.
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DILIP K. SARMA,

*Founder & Executive Director
Coach & Mentor, Leadership &
Entrepreneurship Development*

TEAM PROFILE

Dr. Geeta Gudihal, CHD's co-Coach and mentor, Leadership and Entrepreneurship Development, has a master's degree in both English & Law and PhD in Law from Osmania University, Hyderabad. She taught Masters students in Law at Osmania University for a decade. As a research guide who supervised 60+ dissertations while teaching LLM at Osmania University, she led CHD's numerous situational research studies, especially for one of the very disadvantaged communities - Tea Tribe Community of Assam.

Her prominent research works beside what was conducted on behalf of UNICEF, includes, documenting the "Genesis of tea tribes in Assam" and "Why the same people flourished in Mauritius and West Indies and not in Assam?" The second study was presented in an international conference in Paris.

Though she supports CHD's work in Assam, especially in the sphere of building leadership mind-set and behaviour among youth, she is presently based at Hyderabad. There she guides young professionals (both existing and aspiring) in enhancing their communication and Emotional Intelligence, through behavioural change. She does this through one-on-one interactions and through workshops for groups (young professionals working in multi-national companies professional institutes like engineering colleges, etc.).

She has also taken training sessions for middle-level/senior bankers (including Reserve Bank of India) on Communication and E.I. at Indian Institute of Bank Management.



DR. GEETA GUDIHAL

Coach & Mentor, Communication & Emotional Intelligence (E.I.)

Co-Coach & Mentor, Leadership & Entrepreneurship Development

TEAM PROFILE



DIVIK BHATTACHARJEE

*Financial Management and
Technical Expert*

A Mechanical Engineer and a graphic designer, he is the financial management and technology expert in CHD. He contributes in efficiency enhancement of various enterprises promoted by CHD by training and handholding its members in financial management and technological aspects. He designs and prepares various advertisements for the products produced by cooperatives both online and offline. He is also leading the team in supporting the coach for putting in place a system for improving efficiency in enterprises and both coach and co-coach in their trainings and handholding leadership/entrepreneurial development.

He is the advisor for CHD for marketing of products generated by grassroots artisans. He is an MBA by education with specialization in Marketing and has experience in working in various capacities from front level to middle management with exposure to direct marketing, pharmaceutical, FMCG and telecom. He founded “SATYEN MAHANTA- the connect” to work as a solution window and value chain developer for sustainable livelihood and to build up on Assamese business community. As the marketing advisor to Sitajakhala Dugddha Utpadak Samabai Samiti Ltd. (a 60+ years old cooperative of the state of Assam), he helped them to establish a strong distribution network.

At present, he is the advisor in business development of Bookbell LLP – a start-up venture in the field of digital printing and packaging. He is also working as assignment – based entrepreneurial as well as motivational speaker in many NGOs and other institutions and business development consultant for two organizations.



SATYENDRA MADHAB MAHANTA

*Business Development Advisor
for enterprises handheld by CHD*

CHD'S 2 DECADES OF EXPERIENCE & LEARNING

2001-05

UNDERSTANDING GRASSROOTS & INSTITUTION BUILDING

- Understanding poverty and livelihoods.
- Building grassroot organisations.

- FGDs/PRA's in rural and semi-urban settings.
- Case Studies.
- Participatory Poverty Assessment.
- Micro-finance Impact Assessments.

2006-12

PIONEERING RESEARCH

- Communities.
- Poverty.
- Livelihoods.

- Situational Research on health/hygiene, livelihoods, poverty, employment and youth behaviour.
- Governmental Programmes' Impact.
- Special focus of marginalized communities, especially Adivasi - Tea Tribe community.
- Research for livelihood intervention through dairy development.
- Human Security in Assam.

ENTREPRENEURSHIP & SELF - LEADERSHIP TRAINING

- Youth in militancy - infested areas (Kakopathar & BTAD).
- Educated Youth - preparing them for service sector employment (Nalbari).

COOPERATIVES ADDED TO INSTITUTION BUILDING

- Cooperatives in BTAD and Kakopathar.
- Social organizations' Vision/Mission/Goal (VMG) workshops.

2011-18

LEADERSHIP

- Founder's engagement with corporate leaders' development.
- Founder's engagement in young political leadership development.
- Leadership workshops for CSOs and State PSUs.
- Social leadership development for CSOs.

ENTREPRENEURSHIP

- Youth entrepreneurship through JLGs.
- Individual entrepreneurship for highly educated youth in rural and urban setting.
- Entrepreneurship for rehabilitation of ex-militants.

2019 ONWARDS

INSTITUTION BUILDING & COLLECTIVE ENTERPRISE BUILDING

Spiritual angle added to entrepreneurship development - through understanding the self, humility and compassion, that can be broadly put under Emotional Intelligence.

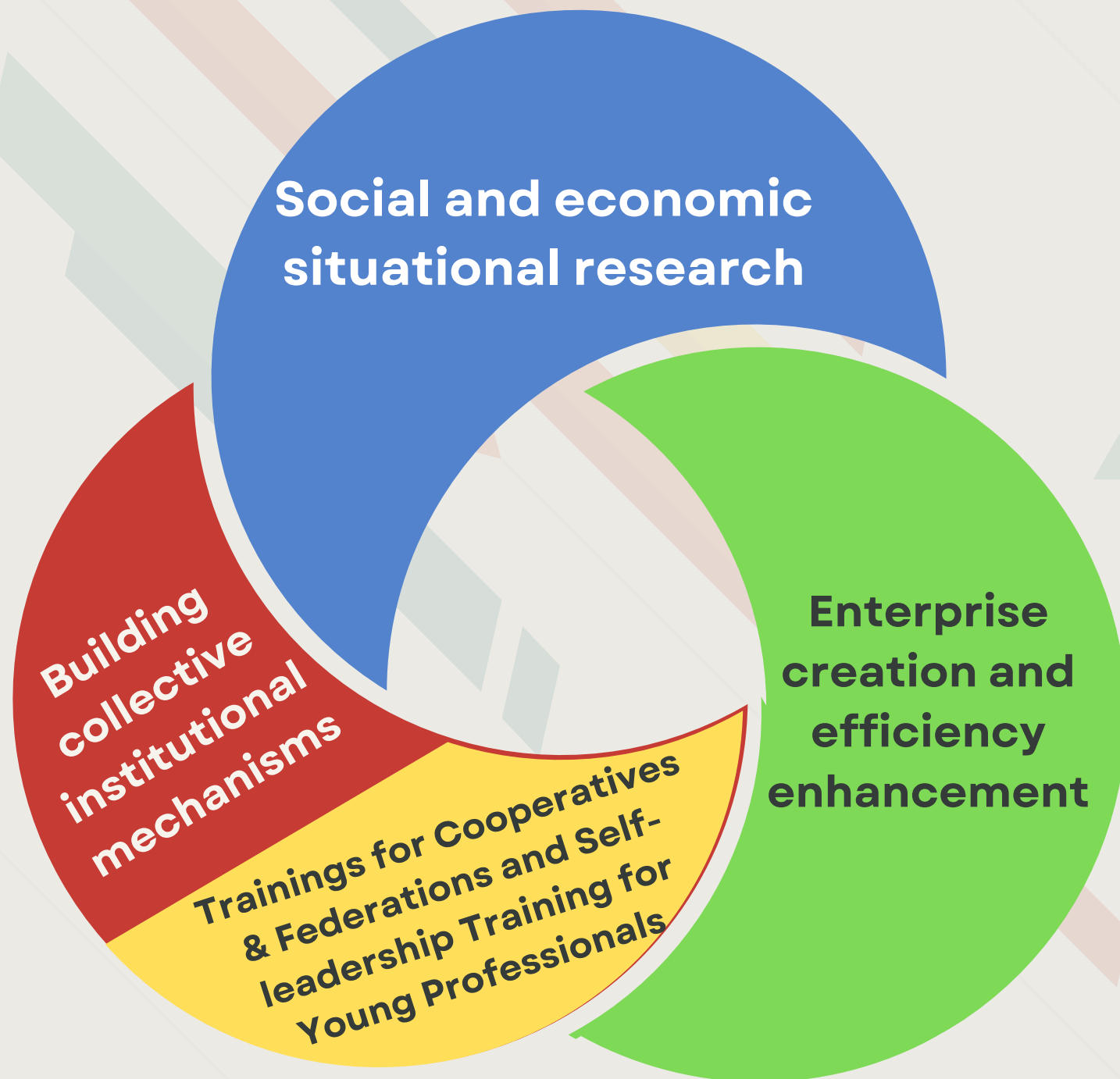
- Mobilising people.
- Forming Cooperatives.
- Business Leadership Development.
- Creating businesses in non - traditional areas.
- Creating systems for efficient enterprises.
- Technology support.
- Marketing support.



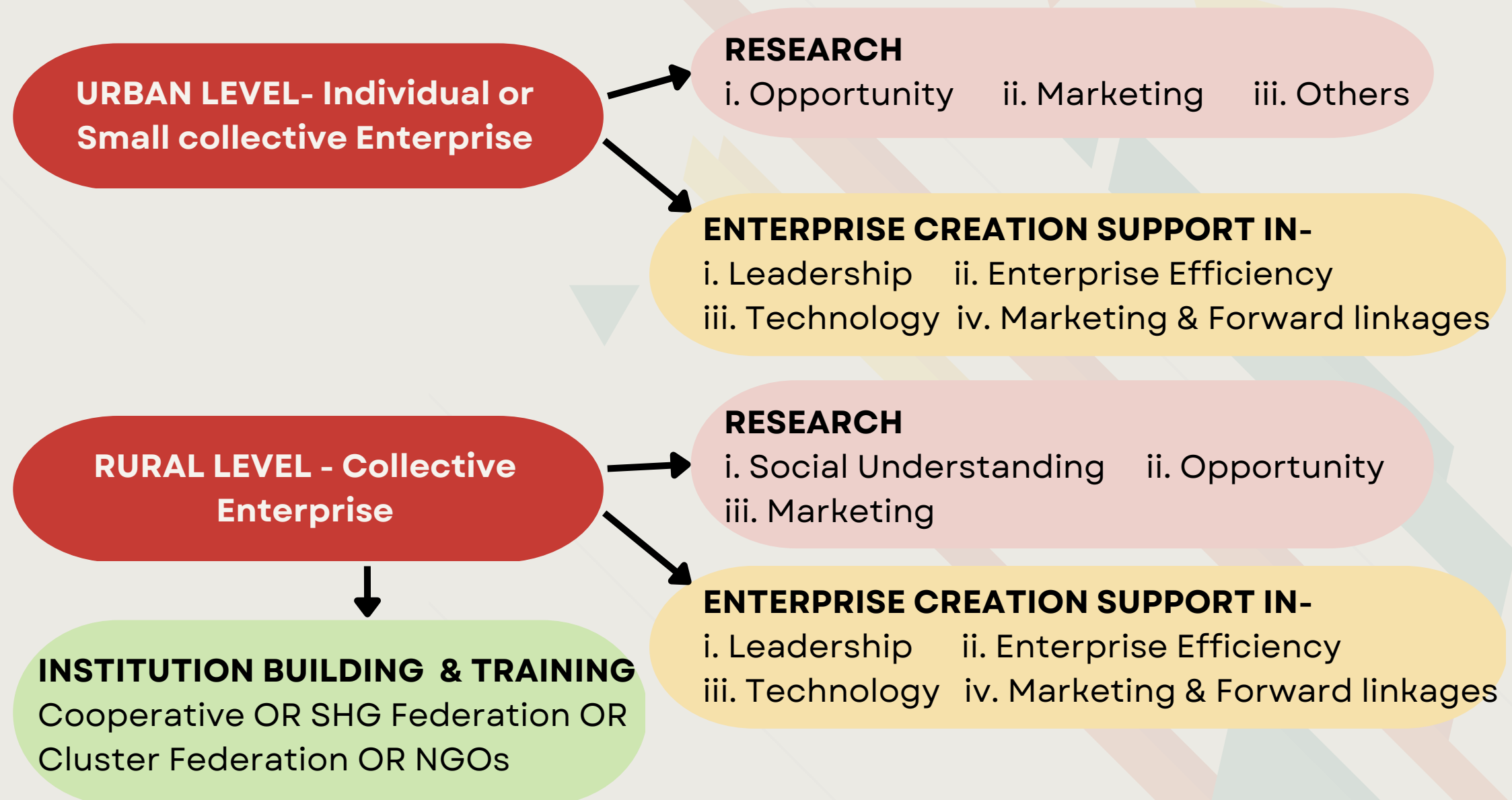
Based on our 2 decades of experience and learning

CHD'S WAY FORWARD

• CREATING A TRINITY



• EFFICIENCY ENHANCEMENT IN BUSINESS



• SELF-LEADERSHIP DEVELOPMENT OF YOUTH (WORKSHOP & HANDHOLDING)

Exploring possibilities of self for independent professionals and employment.

TESTIMONIALS

Certificate of Appreciation given to Dilip K. Sarma for providing livelihood and entrepreneurship training to hundreds of youth in the Northeast.

- Vijay Mahajan

*Former Dean, Institute of Livelihood Research and Training
Founder and Former CEO, Basix Social Enterprise Group*

CHD's working style is found to be transparent, flexible and collaborative. They are ready to customize their programme as per need of the beneficiaries at any stage. It is impressive that CHD's leader, Dilip K. Sarma has the understanding of both grassroots and organizational management issues which has helped in our collaborations.

- Sarmistha Dutta

Numaligarh Refinery Ltd.

Thank you Sir. I thought it will be a training on business. But I am feeling it is much more beyond that. Your teaching can be life changing. I am really happy to attend it. I have never attended such training in my life. Your way of teaching is so effective that there is no word to explain it.

- A Trainee

Entrepreneurship Training Batch of 2017

SOME WORKING PARTNERS

unicef 

act:onaid

ActionAid Association (India)



BASIX
Equity for Equity

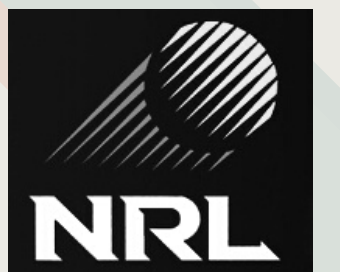


ASDM
Assam Skill Development Mission



ILRI

INTERNATIONAL
LIVESTOCK RESEARCH
INSTITUTE



CHD is registered under Society's Act (Govt. of Assam), 12AA, 80G (Under IT Act), CSR (Corporate Affairs Ministry) & DARPAN (NITI Aayog) and submits ITR regularly.

GET IN TOUCH



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Dilip K. Sarma