

## **National NRLM Writeshop – 11-20 December 2013 at NIRD, Hyderabad**

This is the second annual national NRLM writeshop, beginning on 11 December and it would culminate with State Mission Directors' Conference during the last two days i.e. 19-20 December 2013.

About 200 participants, mostly the state managers, from State Mission Management Units of 25 states and one Union Territory are participating in this writeshop (edit-shop). They include State Mission Managers for Human Resources, Institution Building, Capacity Building, Social Inclusion, Financial Inclusion, M&L/MIS, Livelihoods, Finance Management, Procurement, Knowledge Management and Communication etc., and the resource persons/agencies of the states. Additional/Deputy CEOs and COOs of a few states have also joined in. Representatives of NROs and partner organizations such as PRADAN, New Concept, Digital Green and MYRADA are participating. SMDs/CEOs of SRLMs are joining the writeshop on 18/19 December for 2-3 days.

The agenda of the writeshop (edit-shop) includes discussion on NRLM roll-out processes in general and first 3 years in particular for implementing NRLM, participatory finalization of the key guidance documents of the Mission viz., Model Community Operational Manual, Model HR Manual and Model Financial Management Manual, discussion on HR and induction modules, Communitization, Community Cadres and Community Capacity Building Modules, Unit Costs, Phasing and Annual Action Plan outlines/processes.

The writeshop brought the NRLM family together from across the country, for the first time. It has provided the platform for generic induction of staff into its philosophy and spirit, values and non-negotiable principles.

Specifically, the following outcomes have emerged/emerging from the writeshop –

- a. Appreciation of the NRLM processes, theory of change, values and non-negotiable principles
- b. Appreciation of why NRLM works with women
- c. State phasing of districts/blocks, staffing, funding and outcomes/results
- d. Model HR Manual
- e. Staff induction Modules, Processes and Timeline
- f. Agreement on increased Communitization up to the cluster (sub-block) level
- g. Protocols/processes for Nurturing Community Cadres
- h. Protocols, processes and timelines in resource, intensive, partnership & non-intensive blocks
- i. Model Community Operational Manual and region specific COM for NE and other hill states
- j. Community Capacity Building Modules (Outlines) and Processes
- k. Timelines and Processes for Sustainability of Community Institutions
- l. Model FM Manual
- m. Understanding of Systems (HR, KM, MIS, M&L, FM, Procurement)
- n. Agreed Unit Costs (revised based on experience so far)
- o. Annual Action Plan (AAP) Template, Processes
- p. Draft State action plans for the next 3 months and next year

The broad schedule and agenda pursued so far is attached. The outcomes and plans would be presented in the SMDs' Conference on 19-20 December 2013.

As part of the writeshop, the participants have worked several combinations including being in the plenary, state-wise, groups of states, theme-wise, task-wise groups, sub-groups and sub-subgroups

and integrating groups. They interacted with the Mission leadership and mentors, discussed intensely, revised the draft documents, added additional notes, sought clarifications and endorsements for the indicative processes, timelines and protocols.

Based on the work in the writeshop so far, the state teams are working right now in developing their next year annual action plan and immediate 3-month plan.

In the SMDs' Conference, the participants would summarize their outcomes and learning on one hand, the state teams along with their SMDs would present their phasing plan including results and AAP outlines and the NROs and NMMU would indicate the support they would provide. The conference and the writeshop would be wrapped up with SRD's response and inspiration and agreed processes for finalizing, appraising and approving Annual Action Plans of the States by March 2014.