Roots Year 1 Report

April 2024 to June 2025

Contents

Roots Learning Platform | Annual Narrative Report
April 2024- June 2025

Executive Summary

In 2024, the Packard Foundation, in collaboration with Public Health Institute and Phicus Social Solutions, launched the **Roots Learning Platform**—an evolution from the Samedh initiative—aimed at strengthening leadership, systems, and organisational capabilities across its South Asia grantees.

Co-created with partners, Roots offered a responsive and reflective learning ecosystem grounded in real-time needs, identified through one-on-one engagements and needs assessments. Phicus partnered with over 18 expert facilitators, to bring a rich array of topics to our participants!
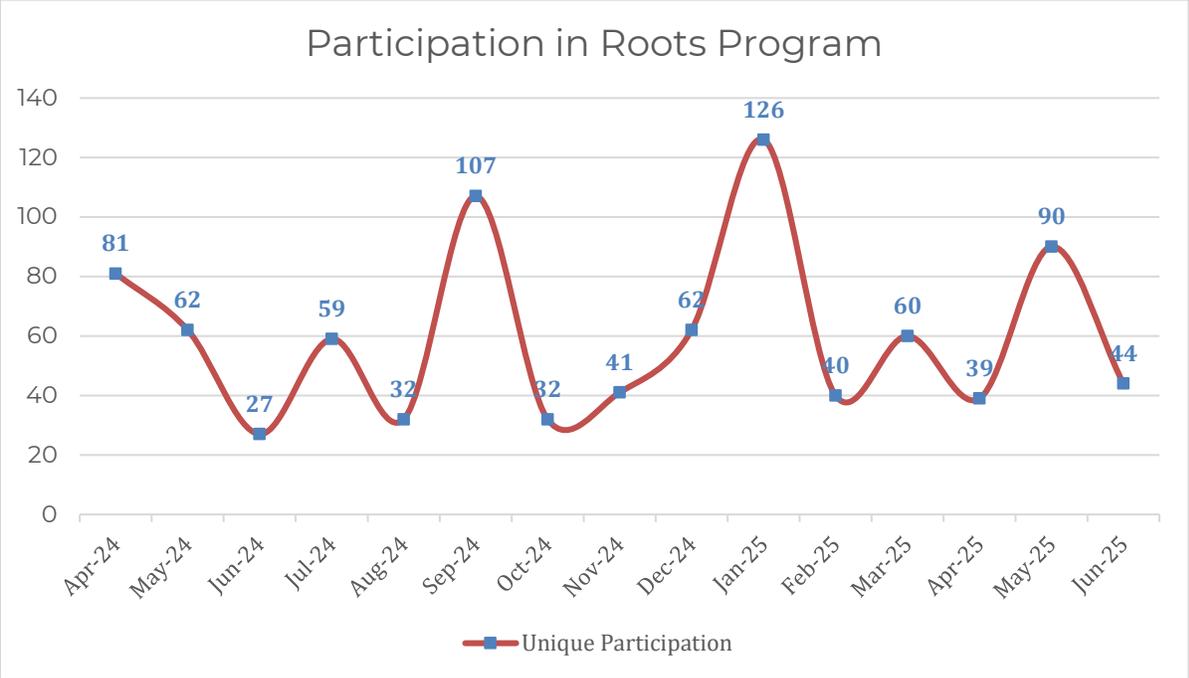
Over the last 15 months, **42 learning events** engaged over **675 participants (Packard – 341, Hewlett & AVPN – 43 and Others – 291)**. The offerings included workshops, expert sessions, peer learning, and panel discussions—each thoughtfully curated to reflect sector priorities such as leadership development, organisational culture, fundraising, systems thinking, and AI.

Flagship initiatives like **Excelerate** built second-line leadership, while **Sahuri**—a story-based tool for field staff—offered accessible, contextual learning through audio and text formats in Hindi and English. Six grantee partners also led **peer learning sessions**, showcasing grassroots wisdom and sparking cross-organisational exchange.

Roots prioritised continuous feedback, quarterly reflections, and regular SPOC engagement to ensure relevance and improvement. As it looks ahead, Roots will focus on expanding reach, piloting new tools, and deepening its role as a practitioner-first, adaptive learning platform, offering something for everybody – embodying its core value of Diversity and Inclusion.
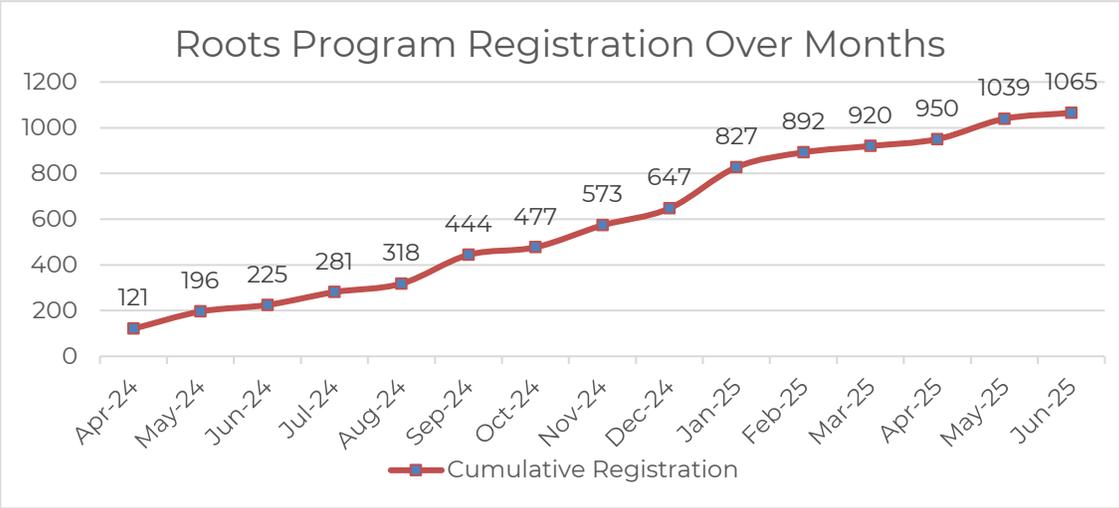
Numbers Say it All!

Chart 1: Unique Participation in Roots Program

Participation in Roots Program

Month	Unique Participation
Apr-24	81
May-24	62
Jun-24	27
Jul-24	59
Aug-24	32
Sep-24	107
Oct-24	32
Nov-24	41
Dec-24	62
Jan-25	126
Feb-25	40
Mar-25	60
Apr-25	39
May-25	90
Jun-25	44

Note: *The peaks in the months of Sep 2024 and Jan 2025 are due to blockbuster events - Making AI work and Crafting Impactful Stories respectively. In the month of May 2025, the Hewlett and AVPN partner organizations came onboard increasing the number of unique participations. At the time of this report being created, July events are underway and therefore not represented in the chart.*

Chart 2: Unique Registration for Roots Programs over the months

Roots Program Registration Over Months

| Month	Cumulative Registration
Apr-24	121
May-24	196
Jun-24	225
Jul-24	281
Aug-24	318
Sep-24	444
Oct-24	477
Nov-24	573
Dec-24	647
Jan-25	827
Feb-25	892
Mar-25	920
Apr-25	950
May-25	1039
Jun-25	1065

Note: The registration includes Packard, Hewlett, AVPN partners and SATHI Network *(a network of 250 plus small, community development organizations in Uttar Pradesh, that Roots was opened up to)*

Chart 3: Organizations that leveraged Roots

Chart 3 A & B illustrate the organizations that engaged with Roots. The bar chart represents the number of Roots events each organization participated in, while the line graph indicates the total number of participants from that organization across all events.

Chart 3A: Packard Grantee Organizations: From Apr 2024 till Jun 2025

Packard Partners' Presence & Participation in Roots Events
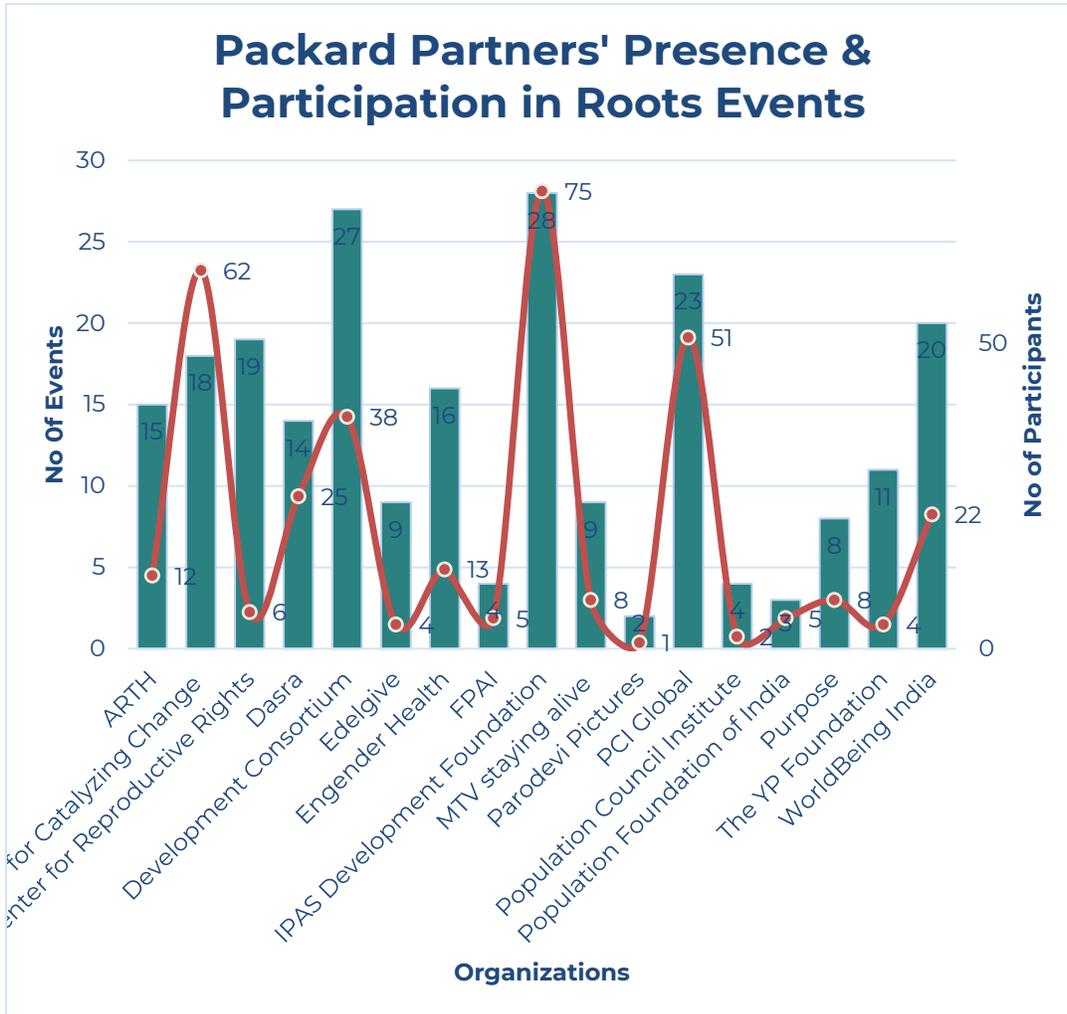
Note: *Packard grantee organizations range in employee strength from 5 to 200+ employees.*

Chart 3B: Hewlett & AVPN Grantee Organizations: From Apr 2025 to Jun 2025

Hewlett & AVPN Partners' Presence & Participation in Roots Events
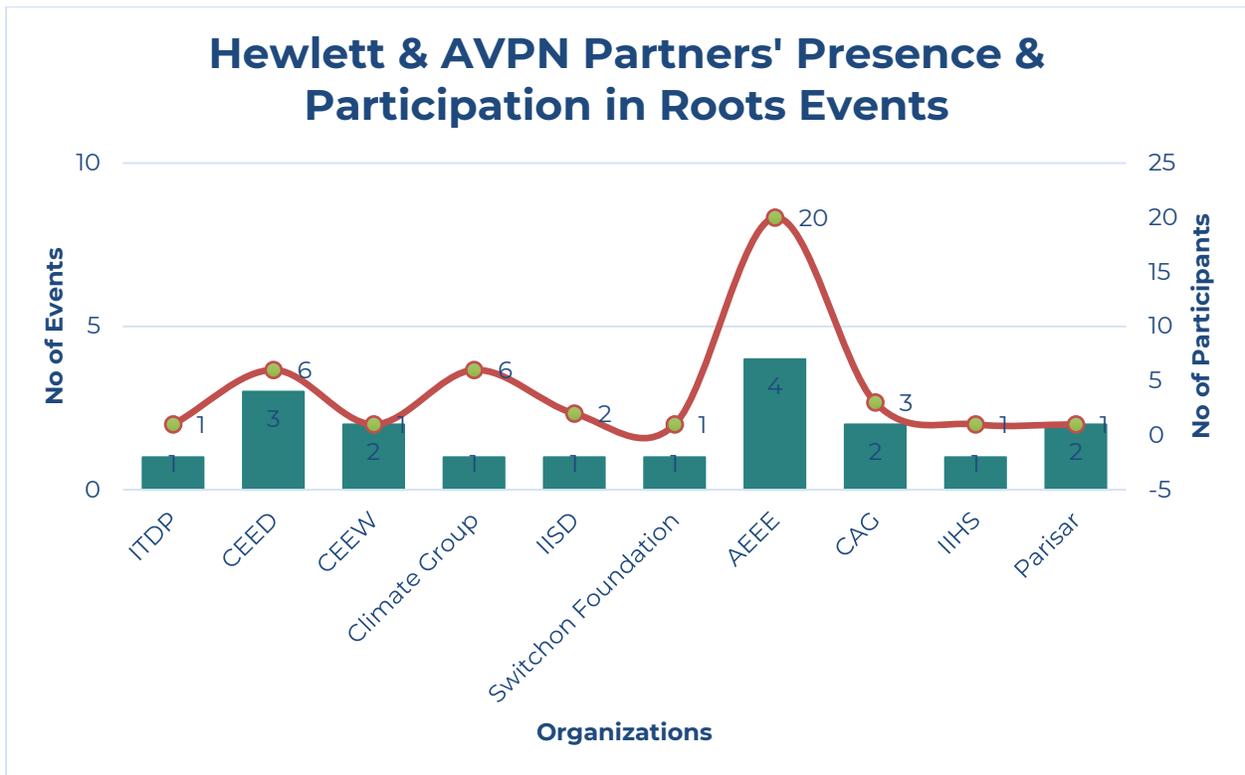
A Shout Out To IPAS!

IDF (Ipas Development Foundation) participated in 28 out of 42 events, with a total of 75 staff members attending Roots sessions!

What We Heard: Participant Reflections

Throughout the 18 months, Roots focused on **listening, learning, and adapting**. Feedback was regularly gathered from partners, SPOCs, and participants through multiple channels, supported by a robust monitoring system to keep offerings relevant and responsive to real organizational needs.

Updates on events, tools, and the learning calendar were consistently shared, while **quarterly bulletins and meetings** created space to share insights, highlight initiatives, and gather field-level feedback for design.

Each Roots learning event also included a built-in feedback system, with results captured in the charts below.

Chart 4: Feedback on Workshops conducted from Apr 24-Jun 25

Event (Workshops)	Overall Satisfaction Score	Relevance to Work	Confidence Level to Apply the Learning
Me as a Leader	100%	95%	90%
Strategic Communication Unpacked	93%	87%	87%
Making Your Organization Fundable	100%	100%	100%
Effective Stakeholder Management	100%	83%	83%
Systems Thinking	100%	100%	100%
Hum Se Hum Sab (Me to We)	100%	100%	100%
Me and MY Time	100%	95%	100%
Lets Make AI Work	97%	100%	100%
Climate Impact	100%	100%	95%
The Art of Delegation	100%	100%	100%
Making Myself Redundant	100%	Not Available	Not Available
Crafting Impactful Stories	100%	100%	100%
Feedback Mastery	100%	100%	100%
Personal Well-being for Org Well Being	100%	100%	93%
Crafting Impactful Stories	100%	100%	100%
Crucial Conversation	100%	100%	100%
Participatory Methods of Learning and Engaging with Communities & Teams	100%	100%	93%
Leading Change with Heart	100%	100%	100%
Mastering CSR Proposal Writing	92%	92%	100%
समुदायों और टीमों के साथ सीखने और सहभागिता के लिए तौर-तरीके	93%	100%	100%
Empowering Teams Through Coaching	100%	100%	100%
Lakshya: Setting Goals and Sustaining Motivation in your Work	100%	100%	100%

Chart 5: Feedback on Peer Learning conducted from Apr 24-Jun 25

Event (Peer Learning)	Overall Satisfaction Score	Relevance to Work	Confidence Level to Apply the Learning
Designing and Scaling a Gender Program for Adolescent Girls	70%	72%	68%
Nurturing Inner Wellbeing: Empowering Youth for a Sustainable Future	89%	91%	88%
Understanding Process Evalulation	100%	100%	100%
Addressing SRHR needs of Adolescents under Tarunya Project	93%	100%	100%
Digital Communication Interventions for Social and Behavioral Change	100%	100%	100%
WhatsApp for Good	100%	Not Available	Not Available
What can a desi sex education look like?	100%	100%	100%

Chart 6: Feedback on Other Events conducted from Apr 24-Jun 25

Event (Other Events)	Type	Overall Satisfaction Score	Relevance to Work	Confidence Level to Apply the Learning
Why Organization Culture Matters?	Case Study Discuss	100%	96%	90%
Making Partnership Work	Case Study Discuss	100%	94%	91%
Future Competencies	Expert Session	89%	89%	88%
The Secret of SATHI Network	Expert Session	100%	97%	100%
What do Donors want?	Panel Discussion	100%	100%	91%
Decoding Theory of Change- Understanding the basics and beyond	Expert Session	100%	100%	100%
Demystifying the Logframe	Expert Session	100%	100%	100%

These insights have helped Roots continuously evolve—refining its approach, tailoring its content, and staying responsive to the changing needs of organizations and individuals.

Going Back in Time - The Roots Journey Evolution

In today's fast-evolving world, the challenges faced by social impact organizations are both urgent and complex. These organizations often work on the frontlines—tackling poverty, gender inequity, climate change, health disparities, and education gaps. Yet, while their missions are bold and visionary, many struggle silently with weak organizational foundations.

Unlike large corporations that invest heavily in leadership development, systems design, and strategic planning, social impact organizations often operate with overstretched teams, limited access to learning opportunities, and underinvestment in their organizational growth. Capacity-building is rarely prioritized, despite being deeply needed. As a result, even mission-aligned teams find themselves stuck, unable to scale their work or respond effectively to change. The COVID-19 pandemic further exacerbated these challenges.

The David and Lucile Packard Foundation responded to these challenges by launching the **Samedh Program**—a first-of-its-kind initiative to strengthen leadership, systems, and organizational capacities among their South Asia grantees through structured, virtual learning. Managed directly by the Foundation, Samedh received an enthusiastic response and led to tangible shifts in how partners worked, ultimately paving the way for **Samedh 2.0**.

## From Samedh to Roots: A New Avatar

From Samedh to Roots: Growing a Learning Ecosystem, One Organization at a Time.

In 2024, the Packard Foundation took a bold step forward—to not just continue but reimagine and expand the impact of the Samedh initiative. With this intention, the Foundation partnered with Public Health Institute and Phicus Social Solutions, to give

birth to the Roots Learning Platform. Roots, as the name suggests, reflects the program's commitment to strengthening the inner core of social sector organizations—not just their teams, but also their values, systems, and the invisible glue that binds them. Designed to offer a reflective and collaborative learning space, Roots carries the vision of building a thriving ecosystem of resilient organizations led by grounded, aware, and future-ready leaders. Annex A describes how the Roots brand came to life.

Listening First: Launch and Co-Creation with Partners

The Roots journey began in **February 2024—not with sessions, but with conversations**. The platform was formally launched through a virtual event that brought together the **Packard Foundation and its grantee partners**, marking the start of a shared commitment to learning and growth. The launch was more than an introduction—it was a moment of welcome, setting the tone for a collaborative partnership grounded in reflection, relevance, and responsiveness.
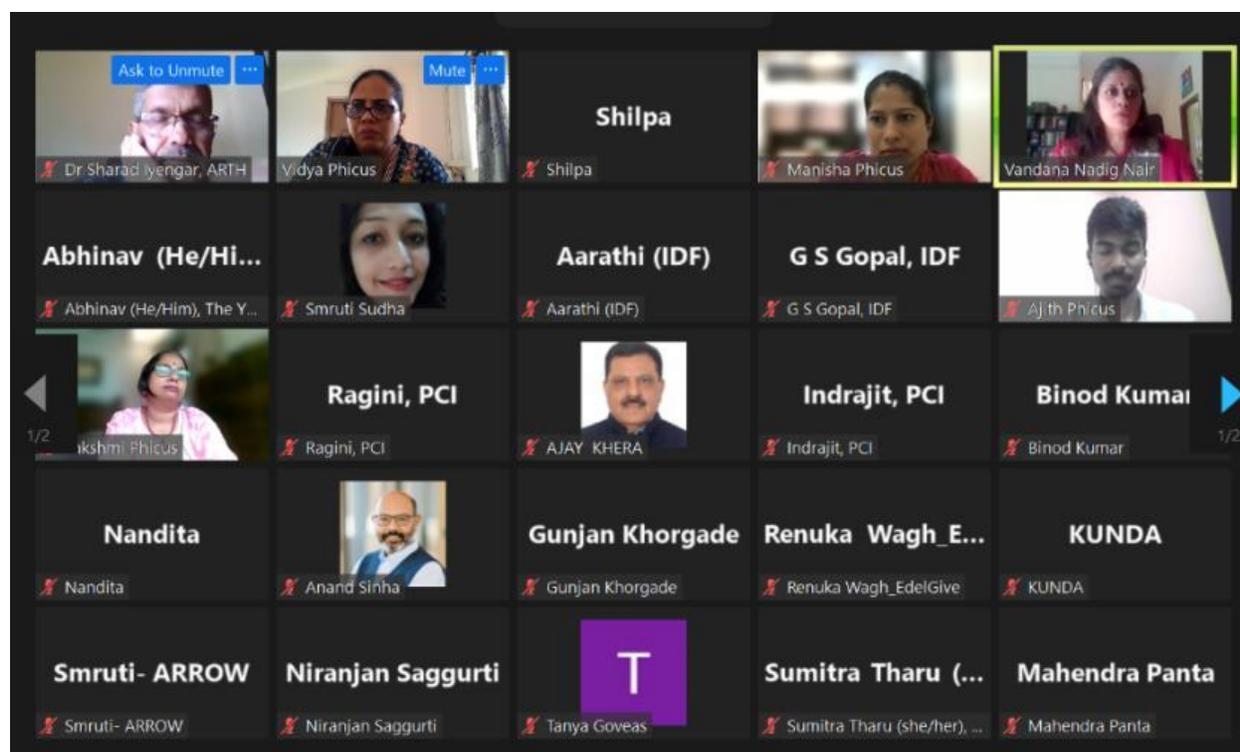
Phicus invested in designing and setting up the Roots Learning website (www.rootslearning.org), that would allow participants to access more information on the initiative, upcoming events, register for events and also access a Resource Hub, with over 250 curated knowledge artefacts that would help participants access relevant self-paced learning nuggets.

In **March 2024**, Roots reached out individually to all **26 Packard grantee organizations**, inviting them to nominate **Single Points of Contacts (SPOCs)**— trusted internal champions who would serve as a bridge between their organization's learning needs and Roots evolving offerings. During this period, a **needs assessment exercise** was conducted to identify priority skill areas across partners. These one-on-one conversations became powerful listening moments, revealing rich insights into what truly mattered: the organization's profile, the communities they serve, the levels of engagement across teams, and their key learning gaps. Emerging priorities included **leadership development, strategic communication, program design, systems thinking**, and the ability to navigate the **increasingly complex funding landscape**.

Based on the comprehensive report generated from the needs assessment and one-on-one discussions, a structured learning framework was developed. This framework defines the Roots Learning offering for the 12 months and beyond, and has been translated into a detailed learning calendar. By April 2024, Roots was ready to roll. A quarterly learning calendar was introduced, co-developed with the SPOCs, allowing grantees to plan and align their teams. The calendar adopted a multi-format approach, including workshops, expert sessions, peer learning engagements, and panel discussions, creating diverse opportunities for interaction, knowledge exchange, and skill development. Sessions were promoted through visually engaging fliers and videos, circulated via email and WhatsApp. On an average, 3–4 learning events were conducted each month, each one mapped to the specific needs identified by participating organizations.

Learning Events

The learning themes that evolved from the needs were not generic; they were intentionally curated to reflect what our partners asked for.

Each session, whether a hands-on workshop or an expert panel—was designed to be immersive, reflective, and relevant.

Workshops

The Roots Learning Platform brought a rich mix of **workshops, Case Studies, and seminars**, each thoughtfully designed to respond to the evolving needs of social sector leaders and practitioners. These sessions explored a wide range of themes, from organizational culture to leadership development, communication, partnerships, systems thinking, and well-being.

Sessions like *"Why Organization Culture Matters"* and *"Making Partnerships Work"* brought real-world case studies to life. Workshops such as *"Me as a Leader,"* *"Making Your Organization Fundable,"* and *"The Art of Delegation"* focused on strengthening personal and institutional capacities. Others, like *"Let's Make AI Work"* and *"Climate Impact,"* addressed emerging themes relevant to the future of social change. The platform also featured a sector-wide seminar—*The India Fundraising Conference* (in collaboration with ILSS)—creating space for larger conversations on sector sustainability. Together, these sessions created a holistic, relevant, and forward-

looking learning ecosystem, tailored to support the growth journeys of individuals and organizations alike.
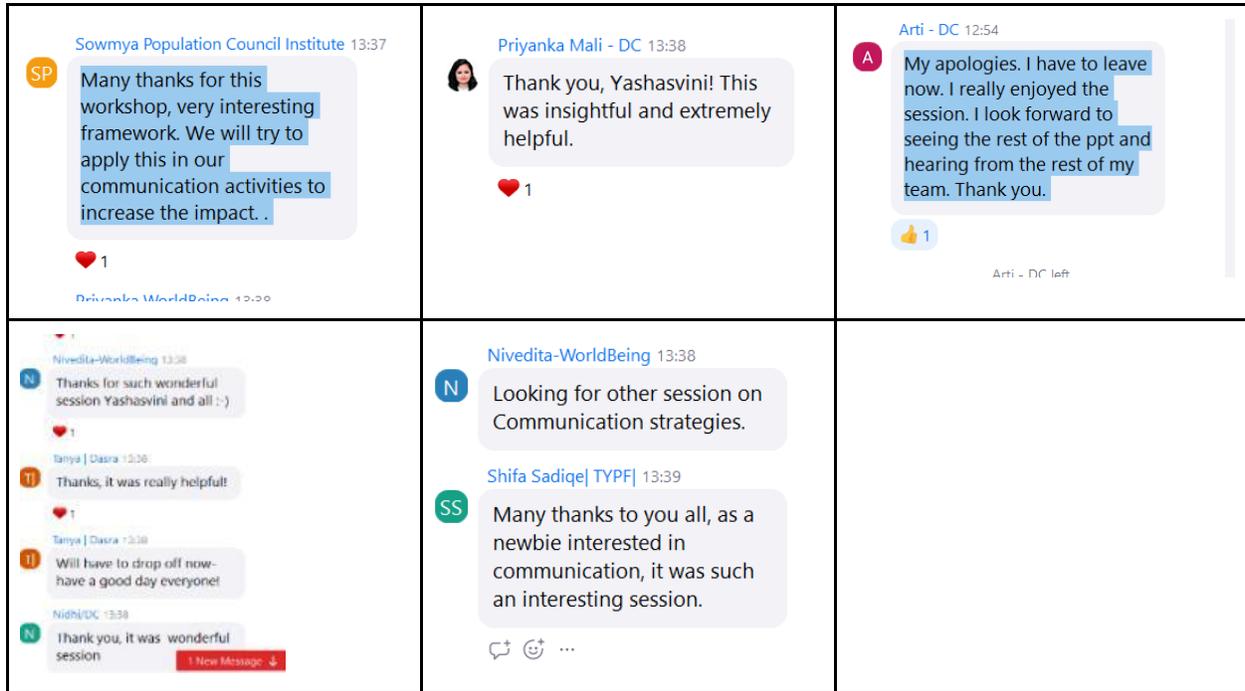
Expert Sessions

Beyond the workshops, three **expert sessions** took us on a powerful journey of reimagining leadership and capacity building in the social sector. We began with *"Future Ready Competencies,"* exploring the key skills and sector shifts needed to lead over the next five years. The second session on *"The Secret of the SATHI Network"* highlighted how peer-led ecosystems can drive localized, scalable change. Finally, SOCION's session on *"Capacity Building @ Scale"* urged us to think beyond workshops—towards building systems, structures, and models that are resilient, replicable, and rooted in sustainability. Together, these sessions challenged us to think deeper and design smarter for lasting impact.
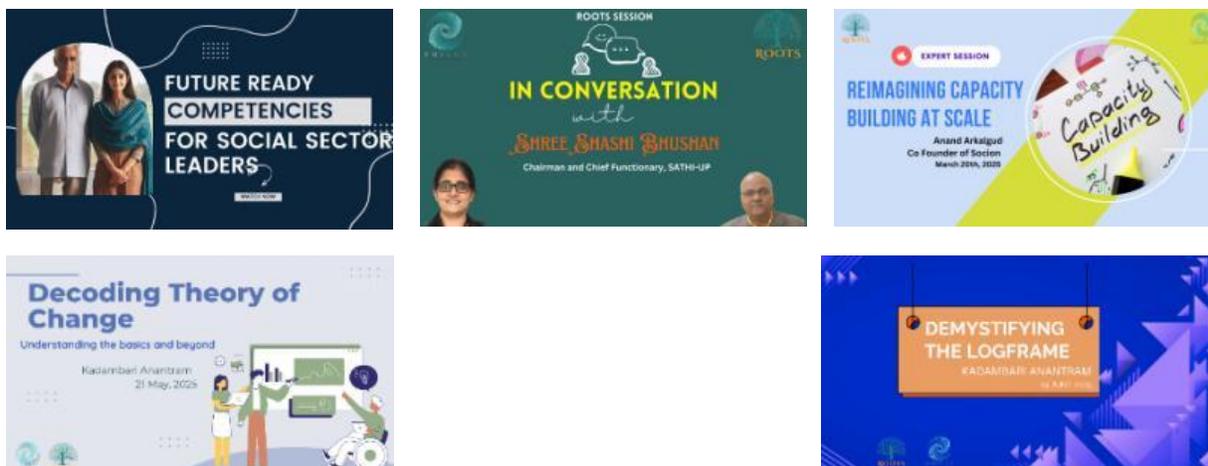
Peer Learning

At Roots, we believe that every organization brings valuable insights from the field, and that the most powerful learning often comes from peers working toward similar goals. With this spirit, we encouraged our partners to lead **Peer Learning Sessions** in 2024–2025, offering a space to share experiences, approaches, and lessons from their unique journeys. Six partners stepped up, each hosting a session that reflected the depth and diversity of their work. From *Designing and Scaling a Gender Program for Adolescent Girls* by PCI India in May, to *Nurturing Inner Wellbeing* by

> *Positive narrative around sex, sexuality, abortion and using local jargon is the way to normalize the talk around these topics*

Quote on Peer Learning Session What can a Desi Sex Education look like? Facilitatedby Agents of Ishq conducted in Feb 2025

WorldBeing in July, and *Understanding Process Evaluation* by Population Council in August, each session brought rich content and reflections. Later in the year, *Engender Health* shared insights from the *Tarunya Project* on adolescent SRHR in September, *DevCons* explored *Digital Communication for Social and Behavioural Change* in December, and *Agents of Ishq* closed the series in February 2025 with a thought-provoking discussion on what a culturally rooted "desi" sex education could look like.

These sessions went beyond knowledge sharing—they inspired reflection, connection, and peer support. Partners showcased their work, sparked new ideas, and helped each other navigate shared challenges. The focus in each of these sessions, was not so much the program design or framework, but more about their experiences and how it enabled organization and people growth.

Panel Discussions

A Panel Discussion was organized on **What do Donors want**. For the panel discussion, we partnered with Dasra, a Packard grantee, to curate and moderate the session. The panel featured Anand Sinha from the David & Lucile Packard Foundation, Garima Garg from Max India Foundation, and Nikunj Jhaveri from the Systems Plus Group of Companies. They shared their perspectives on institutional, CSR, and personal approaches to giving, respectively. The discussion was moderated by Ananya Chakrabarty from Dasra and offered the audience valuable insights into the complexities and opportunities in the funding landscape.

Pilots that shaped the Roots Vision of Inclusive and Democratized Capacity Building - "Something for Everyone"

Excelerate: Building the next line of Leadership

While the Roots platform remains open and accessible to all grantees, the team also recognized a critical need across partner organizations—**the need to build a strong second line of leadership**. In response, Roots launched **Excelerate 1.0**, a flagship program tailored specifically for **mid- to senior-level professionals** who are seen as emerging leaders within their organizations.

Launched in **October 2024** and concluded in **March 2025**, Excelerate was designed as a **six-month intensive learning journey**. It required a commitment of approximately **three hours per week** (or the equivalent of **two full working days** over the entire program) and offered a structured, flexible, and deeply personalized experience. Participants could set their own pace while engaging in thoughtfully designed activities and milestones. The program focused on strengthening core leadership capabilities through a combination of learning elements listed in the diagram alongside.

Individual Development Plan
developed through self-assessments and one-on-one coaching

180-degree feedback process
to help participants reflect on their strengths and growth areas

Personal coaching sessions
to support personal visioning and leadership clarity

Capstone Project
Participants led workplace initiatives, supported by coaching and peer networks.

Participation in ROOTS events
with a strong focus on leadership building

Throughout the journey, Roots provided tailored support—from helping participants shape meaningful project ideas to connecting them with mentors, coaches, and peer leaders for broader learning.

From the pool of **16 nominated participants** across **6 partner organizations**, **11 professionals successfully completed** the program. These 11 "Excelerators" experienced a range of opportunities for reflection, application, and peer learning through tools such as the 180-degree evaluation, IDPs (individual development plans), personal coaching, and the Capstone project.

Excelerate 1.0 was not just a training, it was a **transformational leadership journey** that empowered mid-level professionals to take initiative, lead with clarity, and become catalysts for change within their organizations. It stands as one of Roots' key efforts in nurturing future leaders from within the ecosystem.

Name of the organization	Name of the Excelerator
Center for Catalyzing Change	Mr Krishnendu Sengupta
Center for Catalyzing Change	Mr. Prakash Ranjan
Center for Reproductive Rights	Mr. Mahendra Panta
Devcons	Ms. Nidhi Sharma
Devcons	Ms. Shehla Parveen
Engender Health	Ms. Reeta Saxena
IPAS	Mr. Nadeem Khan
IPAS	Ms. Risha Kushwaha
PCI Global	Ms. Gujali Bharti
PCI Global	Ms. Kiran Agrahari
PCI Global	Ms. Parul Sinha

The Sahuri Initiative: Building Leaders from Grounds Up

Roots strongly believes that leadership must be nurtured not only at the top, but also at the grassroots—among those who work directly with communities every day. For learning to be truly transformative, it must **trickle down** to the field, where real change takes shape. With this philosophy in mind, Roots launched **Sahuri**—a unique field-based learning initiative crafted specifically for frontline staff and community-facing teams.

Recognizing the barriers faced by field staff—such as irregular work hours, low access to technology, and challenging work environments—Roots understood that its existing online learning platforms were not suitable for this group. Many field workers operate in vulnerable, resource-constrained settings, making traditional capacity-building formats difficult to access and sustain.

To address these realities, Sahuri was created as a **self-paced, flexible, and accessible learning tool** delivered via **audio and text stories**. The tool is built around a fictional character named **Sahuri**—a relatable community worker drawn from the same world as the field teams themselves. Through her stories, Sahuri shares common challenges she encounters on the ground and practical strategies she uses to overcome them. Each story is short, engaging, and solution-oriented, helping field teams reflect, learn, and apply insights to their work.

In its first year, the Sahuri initiative was piloted with **Development Consortium**, starting in October 2024, and later expanded to the **SATHI Network** in March 2025, reaching out to 200+ field staff. Currently, the stories are offered in **Hindi and English**, shared through each organization's SPOC to reach frontline staff.

It helped me discover new ways of working, allowing me to stay connected in the field and hold discussions on key issues

As of March 2025, 14 Sahuri letters have been shared with Development Consortium and 6 with SATHI Network partners. The tool has empowered field staff through relatable, story-based learning. Participants reported increased confidence, practical strategies for field challenges, stronger community engagement, and reduced stress. Many found Sahuri's advice relevant and transformative in both work and life.

The letters truly resonate. They help me understand how to communicate in the field, listen better, ask questions simply, and follow a routine. Sahuri's methods are very useful

Listen to sample Sahuri letters here:

https://www.youtube.com/watch?v=8hiAO6UFvtk&t=2s

https://www.youtube.com/watch?v=QMP-MrHZ1as&t=1s

Success Energizes Us, Challenges Show Us The Way Forward

Successes

- Strengthening Engagement through the SPOC Model
- Pilots - Excelerate and Sahuri
- High Participant Satisfaction and Relevance - more than 90% for all events
- Diverse and Inclusive Learning Formats
- Responsive and Adaptive Design
- Strong Monitoring and Feedback Mechanisms

Challenges

- Gaps Between Registration and Actual Attendance
- Limited Reach Among Field Staff
- Language Accessibility Constraints
- Inconsistent SPOC Engagement
- Limited Participation from Smaller Organisations
- Small Pool for Repeat Programmes
- Balancing Content Depth for Mixed-Experience Groups

Key Learnings

- One Size Does Not Fit All: Tailored approaches needed
- Listening to SPOCs Drives Relevance
- Soft Skills are a High Priority
- Feedback is a Tool for Design, Not Just Evaluation

Looking Ahead

- Strengthen ROOTS offerings
- Co-create with SPOCs
- Deepen peer connections
- Explore new topics/facilitators

Every capacity building initiative gets asked these questions - " what has been the learning outcomes for people who have attended the Roots events", "how has their effectiveness increased?", "what gains are being achieved by individuals and institutions participating in Roots?"

To us, these are very relevant questions. However, we are also acutely aware of the fact that small, bite-sized learning nuggets (through the learning events that Roots hosts), are meant to seed thought in some cases, provide a new technique to a solving a problem, to provide a new perspective to a certain topic or to build skills to enhance day-to-day role effectiveness. Learning outcomes for individuals and organizations are visible over a period of time and we are confident that in a few years, there will be a lot more evidence of what an initiative like this can deliver and achieve. At this point in time, we aspire to 'democratize capacity building' – provide access to learning opportunities for everyone in the sector. Therefore, access will take precedence over impact in the short-medium term, given the nascency of the initiative, with learning outcomes emerging over time.

The Way Forward (2025–2026 Priorities)

- **Expand Roots Reach:** Engage more partner organizations across geographies. We wish to be true to our mission for Roots – 'Democratize capacity building'. Towards this, it will be our endeavor to extend its access to as many people and institutions in this sector, as is possible.

- **Enrich Open Learning:** Curate relevant, high-quality content based on emerging needs. This is at the heart of our Roots philosophy – to offer content tailored to emerging needs. Over the next few years, we hope to have created a comprehensive suite of learning needs, which then guides us to design relevant frameworks, for e.g. a skill ladder framework (predictive, level-based set of skills that guides an individual's growth trajectory), that guides organizations in crafting predictable career journeys for their people – and as a result, leverage Roots as their platform to fulfil those needs, in a structured manner

- **Foster Peer Learning:** Support more partners to lead cross-organizational sessions. In an increasingly dynamic external environment, institutions and leaders are building critical life experiences that are shaping their future trajectories. Roots hopes to create spaces where these experiences are shared with others, helping cross-pollinate practices that help achieve greater impact

- **Scale Excelerate:** Extend leadership development to more mid-senior managers. The leadership deficit in the sector continues to plague it, with great founders and strong field armies, but with a missing middle. At Phicus, our dream is to be able to significantly contribute to strengthening the missing middle, by investing more in programs for the mid-senior cadre.

- **Grow Sahuri Tool:** Launch multilingual versions for broader field staff access. While field staff across organizations receive significant capacity building support, these are restricted to technical areas of their work. There is a huge opportunity to provide for contextual, local and language aligned functional and behavioral skills like communication, data analysis, engaging the community, translating field insights into tangible actions etc. to the field staff. We will continue to invest in Sahuri and how she can build field staff capacities to help achieve a big part of our mission of democratizing capacity building.

- **Launch Young Leaders Series:** Pilot a track for early-career leadership development. With the intent of 'something for everybody', we hope our pilot for young leaders, who are new to their roles of managing teams and increased program complexity, will bear fruit and create a track for this group, quite like what Excelerate has been able to do for mid-senior leaders.

- **Host CXO Roundtable:** Convene senior leaders to align on learning priorities. Senior leaders do get several opportunities to upskill themselves, either by choice or by the very fact that they need to show up for all events important to their organizations, therefore fostering learning and growth. The convening is our way to understand how they would like us to shape Roots, to cater to learning needs of senior leaders like themselves and make it worth their time and investment.

- **Pilot Future Ready Tool:** Test a tool for mapping organizational health and resilience. While the open calendar of events is being positioned as a vehicle to enhancing individual and role-specific capabilities, Future Ready is to help institutions take stock of their capacities, in readiness for their ambitious growth needs. Roots hopes to offer institutional coaching support to organizations, who would like to ready themselves to achieve their growth mandate.

- **Strengthen Impact Systems:** Improve data and feedback systems to guide adaptive learning. A big focus for Roots going forward, will be to reflect on our theory of change and MEL framework and equip ourselves with systems that will help gather quality data that then wil inform how Roots gets shaped over the next few years.
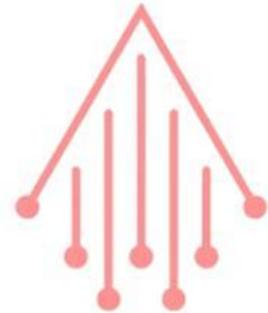
Annexures

Annex A: The Story Behind the Roots Logo

The Roots logo brings together two timeless symbols—the Banyan tree and the circle—to reflect the program's deep commitment to building resilience in organizations and their leaders. The Banyan tree, with its vast canopy and ever-growing Roots, stands for strength, adaptability, and shelter—mirroring the support and grounding that Roots offers to those working at the frontlines of change. The circle, continuous and unbroken, represents the cyclical nature of growth and learning, reminding us that resilience is not a destination, but a journey. Together, these symbols speak to the enduring spirit of community leadership—anchored, inclusive, and always evolving. The logo is not just a design—it is a promise: to nurture strength at the Roots so that impact can flourish outward, reaching the communities that need it most.

Annex B: Participating Organizations

ARTH
Action Research and Training for Health

Centre for Catalyzing Change

CENTER *for* REPRODUCTIVE RIGHTS

dasra

DEVELOPMENT CONSORTIUM

EdelGive Foundation
An Edelweiss Initiative

EngenderHealth

FPA India
Family Planning Association of India

Ipas

MTV STAYING ALIVE FOUNDATION

Agents of Ishq

pci INDIA

POPULATION COUNCIL INSTITUTE
Leader in Innovations and Impact

POPULATION FOUNDATION OF INDIA

Purpose

YP the yp foundation
feminist · intersectional · rights-based

WorldBeing India
DEVELOPMENT STARTS INSIDE

Alliance for an Energy Efficient Economy

CEED CENTER FOR ENERGY, ECOLOGY, AND DEVELOPMENT

CEEW THE COUNCIL

CAG Citizen consumer and civic Action Group

°CLIMATE GROUP

iihs INDIAN INSTITUTE FOR HUMAN SETTLEMENTS

ITDP Institute for Transportation & Development Policy

IISD International Institute for Sustainable Development

परिसर

SWITCH ON FOUNDATION

Annex C: Need Assessment Form

https://docs.google.com/forms/d/e/1FAIpQLSf0vfjvJv4pxGFn_dKkn1CXawC-6wScMUtJaB6QsFIxK5iwAQ/viewform

Annex D: Roots Events Calendar with Attendance (Apr 24 – Jun 25)

#	Event	Type	# Event	Registered	Attended
1	Me as a Leader	Workshop	2	80	44
2	Why Organization Culture Matters?	Case Study Discussion	2	88	51
3	Designing and Scaling a Gender Program for Adolescent Girls	Peer Learning	1	41	26
4	Strategic Communication Unpacked	Workshop	1	55	25
5	Future Competencies	Expert Session	1	55	25
6	What do Donors want?	Panel Discussion	1	34	23
7	Making Your Organization Fundable	Workshop	1	30	11
8	Effective Stakeholder Management	Workshop	1	29	6
9	Nurturing Inner Wellbeing: Empowering Youth for a Sustainable Future	Peer Learning	1	18	36
10	Making Partnership Work	Case Study Discussion	1	33	18
11	Systems Thinking	Workshop	1	27	25
12	Understanding Process Evaluation	Peer Learning	1	31	10
13	Hum Se Hum Sab (Me to We)	Workshop	1	42	39
14	Addressing SRHR needs of Adolescents under Tarunya Project	Peer Learning	1	41	21
15	The Secret of SATHI Network	Expert Session	1	62	53
16	Me and MY Time	Workshop	1	52	32
17	Let's Make AI Work	Workshop	1	97	68
18	Climate Impact	Workshop	1	74	49
19	Me as a Leader	Workshop	1	73	27
20	The Art of Delegation	Workshop	1	32	22
21	Digital Communication Interventions for Social and Behavioral Change	Peer Learning	1	33	23
22	WhatsApp for Good	Peer Learning	1	50	23
23	Making Myself Redundant	Workshop	1	27	19
24	Crafting Impactful Stories	Workshop	2	191	93
25	The India Fundraising Conference-ILSS Event	Seminar	1	3	3
26	Feedback Mastery	Workshop	1	16	9
27	What can a desi sex education look like?	Peer Learning	1	62	48
28	Personal Well-being for Org Well Being	Workshop	1	47	91
29	Crafting Impactful Stories	Workshop	1	30	70
30	Reimagining Capacity Building at Scale	Expert Session	1	18	11

#	Event	Type	# Event	Registered	Attended
31	Crucial Conversation	Workshop	1	28	15
32	Participatory Methods of Learning and Engaging with Communities & Teams	Workshop	1	34	22
33	Leading Change with Heart	Workshop	1	28	23
34	Mastering CSR Proposal Writing	Workshop	1	43	33
35	Decoding Theory of Change- Understanding the basics and beyond	Expert Session	1	36	28
36	समुदायों और टीमों के साथ सीखने और सहभागिता के लिए तौर-तरीके	Workshop	1	47	26
37	Empowering Teams Through Coaching	Workshop	1	34	19
38	Demystifying the Logframe	Expert Session	1	34	31
39	Lakshya: Setting Goals and Sustaining Motivation in your Work	Workshop	1	25	15

Annex E: Roots Events Facilitators

Arjav Chakravati

Yashasvini Rajeshwar

Mihir Mathur

Brijesh K G Rao

Sushmita Mukherjee
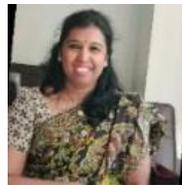
Savleen Kaur

Binod Kumar

Madhulika Mani

Soumya Ramesh

Samiksha Singh

Dr.Priyanka S Kochar

Pavithra Gaikwad

Shabbir Haider

Jayati Talapatra

Arti Shukla

Sneha Trivedi

Rahul Hasija

Paromita Vohra

Dr Surabhi Yadav

Shobha Managoli

Vinti Mehta

Kadambari Anantaram

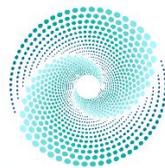Dr Vandana Nadig Nair

Shilpa Diwakar

Vidya Balasubramaniam

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