

EDI REPORT

15

QUARTERLY

Jan./Feb./March 1987



Entrepreneurship Development Institute of India

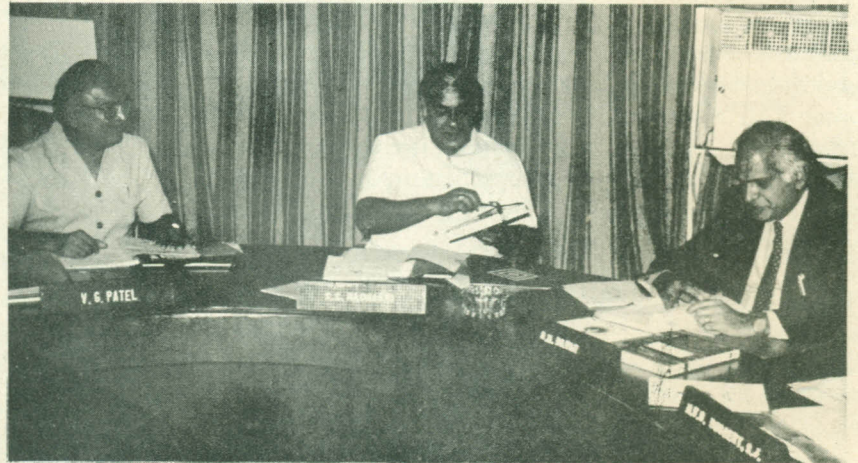
(Sponsored by IDBI,
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83/A, Swastik Society,
Navrangpura, Ahmedabad-380 009.
INDIA.

Tele No. 462582, 462875 GRAM : ENDIND
TELEX : 121 224 EDII-IN



His Excellency Shri R.K. Trivedi lit the traditional lamp to inaugurate the workshop. Flanking him to the right is Mr. B.P. Murali, Workshop Co-ordinator and to the left Mr. Wep Kanawi, Chairman, - CHOGRM Working Group on Industry; Mr. H.C. Raval, Senior Faculty and Dr. V.G. Patel, Director EDI-I (Full Report on page 3.)



Shri S. S. Nadkarni, President EDI-I Board of Directors is officially releasing the Handbook for 'New Entrepreneurs' (Report Pg. 13)

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FROM THE DIRECTOR'S DESK

Anxieties and Prospects of EDP Trainers

Our Institute satisfactorily organised the first National Meet of entrepreneurship trainers in February in which more than 60 trainers and counsellors participated. For us, it was heartening to witness the rapid growth of this new cadre of professionals specialising in and committed to development of new entrepreneurs all around the country.

One major concern which was widely expressed by a cross-section of EDP trainers was regarding their future career prospects. Their anxieties related to growth prospects within the organisation, and even continuation of their trainers' jobs. Both these concerns deserve timely attention by all those involved in expanding this cadre, appointing them within organisations, and sponsoring and funding entrepreneurship development programmes. At a time when there is growing concern about quality and impact of EDPs in the country and when EDP sponsors have begun to realise the close relationship between a competent trainer-motivator and the success of the programme, it is unfortunate that this recently emerging professional group must already worry about their future !

The key to the whole problem lies in long term commitment and surety of financial support to EDPs. The uncertainty about whether grants and subsidies will be available for next year and for how many programmes, must be removed once we accept that EDPs serve several important national objectives of self-employment, small enterprise and rural development. It is the year-to-year sanctioning of programmes and assistance which leaves most implementing organisations in doubt about the scale at which they must operate and, therefore, how many trainer-motivators they must have on a regular basis, and how many they must recruit and get trained in advance for the next year's programmes. Time has come for state governments to make EDPs a plan scheme and make budgetary provi-

sions in the annual plans. This has been successfully done in several states. Such a move will also indicate a commitment on the part of the state to the EDP strategy and will inspire confidence in the EDP organisations and the trainers. The funding agencies and the EDP organisations must make at least a 3-year plan, so that appropriate manpower capabilities can be enhanced and developed, which, in turn, will yield better results and, therefore, strengthen confidence of all concerned in this programme, further ensuring availability of funds in the future.

The EDP organisations can then provide long term growth prospects, channels for development for this cadre rather than hire and fire, or transfer or shift, from EDP function to consultancy.

But there is an even more encouraging answer we can provide to the trainer-motivators about their future. National market for competent trainer-motivators is growing and will continue to grow. Specialised EDP institutions and centres are rapidly coming up. Each will require 15 to 20 trainers over a period of time. Each will look for a ready-made experienced trainer. Educational institutions, particularly science and technical colleges, are expected to introduce not only EDPs but courses in entrepreneurship development on a fairly large scale. And there is an unexplored and unattended potential market in all development organisations, extension service agencies, TCOs, financial institutions, district level organisations, rural development agencies who need people, who possess an unusual combination of business knowledge, developmental attitudes and behavioural and organisational skills to motivate, cultivate and counsel first-generation entrepreneurs whether for self-employment or for small-scale industries. A qualified EDP trainer possesses a rare combination of knowledge, skill and aptitude, a combination of professional expertise, missionary zeal and a commitment to the cause. I am sure the country can use hundreds and thousands of such persons.

"To be successful in any business, big or small, the entrepreneurial spirit is essential. However, one's drive must be tempered by a working knowledge of sound management practises. Poor management accounts for the vast majority of failures of new business. Management, then is the fiber which holds all successful businesses together, and is a subject worthy of the most careful study."

— Larry Jones (President, the Coleman Company, Inc.)



INTER-REGIONAL WORKSHOP ON ENTREPRENEURSHIP DEVELOPMENT FOR ASIA & PACIFIC ISLAND COUNTRIES



His Excellency Shri R. K. Trivedi delivering the key note address wherein he stressed the need for human resource development for accelerating the socio-economic growth of the people. He pointed out that actual human resource development took place when people were trained to exploit opportunities by becoming owners of their own businesses however small, and be self-dependent.

Considering that dearth of entrepreneurship amongst indigenous traditional non-entrepreneurial community is a critical problem in many developing countries, the development planners have been thinking of alternate strategies to hasten the pace of small business development. For various reasons, persons with latent entrepreneurial qualities do not always spontaneously respond to available business opportunities despite various inducements, schemes and programmes to promote and assist them. Having recognised such realities, the CHOGRM Working Group on Industry, in its meeting held in Portvila during September 1986, thought of an effective mechanism to enlarge the pool of local entrepreneurs. Considering the experience of EDI-I in the field of Entrepreneurship Development and having demonstrated the feasibility of the entrepreneurship training model for identification and development of indigenous entrepreneurs in ethnically, linguistically and socially diverse parts of India and other developing countries, a proposal was initiated by the Industrial advisor of Commonwealth Funds for Technical Co-operation (CFTC) for organising a workshop for CHOGRM Member countries of Asia and Pacific Region.

Accordingly the workshop sponsored by CHOGRM Working Group on Industry was hosted by EDI-I at Ahmedabad from 23 to 27th February 1987.

Objectives

The principal objectives of the workshop were :

1. To share Indian experiences in entrepreneurship

development covering the characteristics, contents and the results of the same.

2. To familiarise the participants with the entrepreneurship development model evolved by EDI-I.
3. To discuss the relevance of Indian experience in ED to the situation prevailing in participating countries.
4. To identify, examine and understand the modifications in EDP model essential for adapting the same effectively to each countries' specific context.
5. To induce the participants to prepare feasible action plan for launching ED activities in their own countries.

Participation

The workshop was attended by 13 delegates from 12 countries, and 7 observers from national and international agencies as under :

- A. Participants** 1. Australia 2. India 3. Fiji 4. Kiribati 5. Malaysia 6. Maldives 7. Papua New Guinea 8. Solomon Islands 9. Tonga 10. Tuvalu 11. Vanuatu 12. Western Samoa
- B. Observers** 1. Ministry of Industries, Government of India 2. CFTC 3. UNIDIO 4. ILO 5. Industrial Development Bank of India.

The participants were senior officials at policy making level from ministries dealing with industries development, small industries development organisations, and financial institutions.

Proceeding

At the outset we share the Indian experience in entrepreneurship development and discussed entrepreneurship



In his presidential address, Dr. V.G. Patel remarked that the local environment needed to be conducive so that local entrepreneurs could achieve all round growth. For socio-economic growth of a country, he stressed, just funds, training & identifying new entrepreneurs were not the only things required. A working environment in the support system was equally important.

development efforts being made by the participating countries. Given this basic understanding, the participants were exposed to the nature, pedagogy and contents of entrepreneurship development programmes. The role of developmental/regulatory agencies in the support system and that of policy instrument in facilitating entrepreneurship development were also discussed, resulting in an integrated view of entrepreneurship development activities.

To provide first hand experience of entrepreneurship development efforts in India, field visits to small enterprise set up by trained entrepreneurs and interaction with agencies such as state financial corporation supporting entrepreneurs were arranged.

In order to make the interaction during the workshop complete and fruitful the participants were encouraged to consolidate their thoughts, ideas & opinions in the

form of an action plan for launching entrepreneurship development activities in their countries. Notwithstanding the time constraint, it was satisfactory to note that well conceived plans were prepared outlining the need for entrepreneurship development, the organisational set-up required to take up the activity, the policy shifts to be made, man power requirement and assistance from international agencies required to instal EDPs in their countries.

With the exception of Kiribati, Malaysia and Maldives all the participating countries sought assistance from international agencies to instal EDPs. All the participating countries expressed need for training/reorienting the manpower within their existing institutions to launch EDPs. Seven of the 13 participating countries expressed needs for a policy changes in their countries to hasten the process of entrepreneurship develop-



(A view of the participants)



In his address, on behalf of CHOGRM Working Group on Industry, Mr. Wep Kanawi, the Chairman, stated, "the objectives of the Workshop would be to assess the needs for entrepreneurial development particularly in Island Countries of Pacific & Asian region and utilize the experience of developed and other developing countries in this field to set-up and run successful projects."

ment. A couple of participating countries expressed a strong need for a change in political philosophy to encourage entrepreneurship. It was not surprising to note that all the participating countries expressed the need for re-orientation in the attitudes of the financial institutions if first generation entrepreneurs are to be encouraged.

As regards the need to co-ordinate the activities of various agencies engaged in industrial development, all the participating countries recognised the same as a basic requirement and had made adequate provision in their action plans to effect proper co-ordination.

It was a matter of professional satisfaction for us to note that all the participating countries expressed a need for EDI's assistance for launching EDPs in their countries.

The workshop concluded on February 27, 1987 with a sense of satisfaction for the organisers as well as the participants and observers.

B.P. Murali



The participants during one of the factory visits.



Prof. Raval demonstrating the new interview technique (Focussed Behavioural Event Interview)



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DETAILS OF ACTIVITIES TO BE UNDERTAKEN DURING THE YEAR 1987-88

I. ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES

Sr. No.	Activity	Location	Period
[1]	Mizoram EDP (General)	Aizawl	April-Oct 87
[2]	Mizoram Banana Fibre Programme	Aizawl	April-May 87
[3]	Nagaland EDP (General)	To be decided	Jan-June 88
[4]	Pondicherry (General EDP)	Pondicherry	—
[5]	Pondicherry Women EDP	Pondicherry	—

II. ACCREDITED TRAINERS COURSES (ATC)

[1]	5th National ATC	Ahmedabad	July 13- Aug 28, 87
[2]	4th International ATC	Ahmedabad	Oct 26- Dec 18, 87
[3]	Followup Support to 4th ATC Participants	In the respective regions	—
[4]	4th ATC Refresher Course	In the Region	Sept 7-17, 1987

III. FUNCTIONAL TRAINING PROGRAMMES

[1]	Appreciation of EDP Workshop for S&T Teachers	Gauhati	Aug 17-26, 1987
[2]	Selection Techniques and Motivation Inputs in EDPs	Ahmedabad (on Campus)	Sept 28- Oct 9, 87

Sr. No.	Activity	Location	Period
[3].	Opportunity Guidance/Project Planning	Ahmedabad (on Campus)	Aug 24- Sep 4, 87
[4]	Management Inputs in ED	Ahmedabad	July 6-15, 1987

IV. NATIONAL AND REGIONAL WORKSHOPS/ SEMINARS

[1]	Extension Motivation Programme for Himachal Pradesh	Simla	May 28-31, 1987
[2]	Extension Motivation Programme of Mizoram	Aizawl, Gauhati, Bombay, Ahmedabad	—
[3]	Extension Motivation Programme for Nagaland	Kohima	Sept 7-11, 1987
[4]	Entrepreneurs' Meet in NER followed by Institutional Meet	—	Sep 14-15, 1987
[5]	Entrepreneurs' Meet in Himachal Pradesh followed by Institutional Meet	Simla	—
[6]	Entrepreneurs' Meet in Bihar followed by Institutional Meet	—	—
[7]	Entrepreneurs' Meet in Tamilnadu followed by Institutional Meet	Madras	Late 1987
[8]	Entrepreneurs' Meet in Andhra Pradesh followed by Institutional Meet	Hyderabad	Last week of Sept. 1987
[9]	Appreciation of FBEL in Andhra Pradesh/Orissa	Hyderabad and/or Bhubaneswar	August 1987

(Contd.)

Sr. No.	Activity	Location	Period
[10]	Appreciation of FBFI for MDs of SFCs/Chief Executives of Banks	Delhi or Bombay	Sep 1987
[11]	Monitoring & Evaluation of EDPs	Campus	Feb 15-17, 1988
[12]	Second National Trainer's Meet	Campus	Feb 8-10, 1988
[13]	First National Meet of Researchers in ED	Campus	Dec 7-9, 1987
[14]	Growth Oriented Entrepreneurs' Seminar	Campus or Bombay/Delhi	Oct 12-13, 1987
[15]	NRI Entrepreneurship Orientation Workshop	Campus	Oct 1987

V. INTERNATIONAL ASSIGNMENTS

[1]	Guinea Assignment Phase 4 : Support to local EDPs	Conakry (Guinea)	Jul 87 - Jan 88
[2]	Ghana Assignment Phase 1 : EDP Feasibility Study Visit	Ghana	—
[3]	Ghana Assignment Phase 2 : Training of Trainers	Ahmedabad	—
[4]	Ghana Assignment Phase 3 : Project Identification	Ghana	Feb 1988
[5]	Ghana Assignment Phase 4 : Support to EDPs	Ghana	

Sr. No.	Activity	Location	Period
[6]	Pacific Island : Entrepreneurs Training	—	Jun 1987
[7]	Exposure Visit of Officers from Philippines	Ahmedabad	Apr 14-18, 1987

VI. PUBLICATIONS

[1]	Bi-annual Journal	—	Mar 1988
[2]	EDI Reports (Quarterly)	—	Quarterly
[3]	Developing New Entrepreneurs : EDP Approach	—	Jun 1987
[4]	Trainers' Manual	—	Mar 1988
[5]	Impact Generating Entrepreneurs	—	Dec 1987
[6]	New Opportunities Project Brief	—	Dec 1987

VII. TEACHING AIDS

[1]	Video Cassettes on :		
	[a] Business Opportunity Guidance	—	Jul 1987
	[b] Problem-solving Skills	—	Dec 1987
	[c] Selection - Techniques	—	Jul 1987
[2]	Case Studies	—	—
[3]	Identification of new games/exercises	—	Sep 1987

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FOURTH ATC

To institutionalise the Entrepreneurship Development Programmes in the country and abroad, it is necessary to develop the knowledge, skill and attitudes of the trainer-motivator who will be the guide for the new entrepreneurs. For this, EDI-I, has been conducting the Accredited Trainers' Course (ATC) since 1984. The fourth ATC which commenced from December 15, 1986 at Ahmedabad was the first in which a participant from another country also took part. Also there were participants from non-technical colleges and voluntary organisations like Kisan Seva Sahakari Samiti who will be exclusively working in rural EDPs.

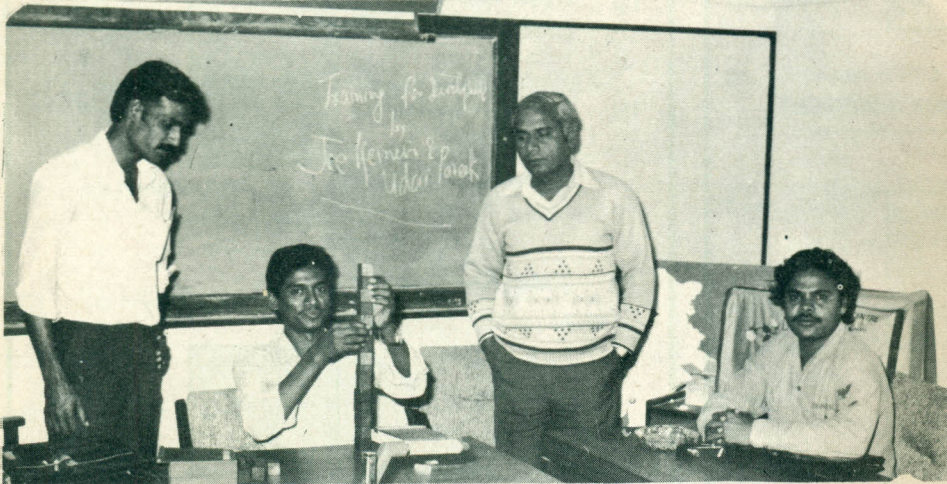
In all, 13 participants attended the first phase of the training programme during which they were exposed to various projects used in counselling potential as well as existing entrepreneurs in various areas of enterprise building and management. Field visits and interactions with EDP trained entrepreneurs were organised.

The participants being freshers found the inputs enlightening. Mr. Gore from MITCON said that "I realise that as a

trainer I would not be just teaching an entrepreneur but would become a part and parcel of all the activities an entrepreneur would be undertaking." Talking about the course Mr. I.A. Muguza from the Small Enterprise Development Corporation, Zimbabwe said "Behavioural inputs were excellent. They helped me to judge myself better and I have become aware of my strength and weaknesses."

From the feedback on the field visits, it was found that the participants were interested in the varied units they saw and they were taking down various details which would help them in conducting EDPs and helping new entrepreneurs in selecting viable projects.

The participants are now in the process of conducting EDPs by themselves where EDI-I is helping them on crucial aspects like selection and achievement motivation. This phase is of three months after which a Refresher Course will be conducted for the participants.



Understanding the socialization process through participation in a tower game - an effective tool in experiential learning methodology.



Farewell to the IVth ATC participants. Dr. V. G. Patel seen presenting ETM Kits to the participants.

TRAINING

Nagaland and Mizoram EDPs

The EDPs conducted at Nagaland and Mizoram ended on a very encouraging note. In the Nagaland programme at Mokochung out of the 30 participants, 20 finalised their project reports and 10 were working on them. 13 out of 20 have already made their loan applications and 7 are in the process of doing so.

These projects after completion will generate employment for nearly 115 persons.

In the Mizoram (Aizawl) EDP, all the 16 participants completed their training. They have already prepared their project reports and applied for financial assistance. Out of the 16 projects 5 units have already started functioning. Secretary and Director of Industries have lent full state support to entrepreneurs and future EDPs.

Training of West Bengal Trainers for Cottage and Small-Scale Industries

EDI-I conducted a six-day orientation programme at Calcutta for the officers of Cottage and Small Scale Industries Department. Thirty participants, consisting of Project Managers, Assistant Directors of Industries, Deputy Directors and Inspectors from seven priority districts of West Bengal attended the programme. The programme package included inputs on selection tools and techniques and the role played by the entrepreneur trainer-motivator. During the open house discussions of the programme it was felt that the target order put to DICs should be reduced so that they can work in a systematic and scientific manner. A better support system should be evolved at state level and that Commercial Banks should take an encouraging stand towards entrepreneurs.

Keen interest was shown by the participants to explore the possibilities of using the New Selection Techniques (Focussed Behavioural Event Interview) in SFCs for assessing the entrepreneurial competencies of those approaching them for finance. A similar interest was shown in the diagnostic skills to identify reasons for sickness in small scale industries.

INTERNATIONAL ACTIVITIES

Round-table at Abidjan

Mr. H.C. Raval, our Senior Training Faculty attended the Round Table discussion at African Development Bank, Abidjan, Ivory Coast from January 19-21, 1987. About 22 delegates representing ILO, EDI-W, African Development Bank, Ireland Development Authority (IDA), MSI (USA) and RVB (Holland). During discussions the EDI EDP model of selection and developing entrepreneurs as well as the role of trainer-motivator was found to be best related to the African conditions.

The following suggestions were accepted by EDI-W : To set up a Centre for training African Entrepreneurs and Development Officers of support systems, to develop training material suitable for African condition, conduct extension motivation programmes, train the officers of African Development Bank to identify business opportunities and organise appreciation programmes for top executives of commercial banks also.

Project Identification in Guinea

A two-member EDI-I team of Mr. J.B. Patel and Mr. B.P. Murali visited Guinea to carry out Opportunities Identification exercise as a part of entrepreneurship development work in Guinea. This was done by interacting with various levels of officials, voluntary and international organisations and also by meeting opinion leaders and existing entrepreneurs.

The team also groomed the EDI trained Guinean trainer-motivators in the technique of centre selection and opportunity guidance. Over and above, this, the team also evaluated the feasibility of conducting EDPs at 3 centres suggested by the Guinean Government.

A total 32 project opportunities were identified which includes manufacturing, agro-based and service-based units with a low investment in plant and equipment, simple technology, easy to maintain and operate. Most of the opportunities require local raw materials and market and local skills.

"Entrepreneurs are the self renewing agents for our economic environment."

— Frank L. Carney



NATIONAL MEET OF TRAINER – MOTIVATORS

NATIONAL TRAINER-MOTIVATORS' MEET

A national meet of entrepreneur trainer-motivators was held from 9th to 11th March 1987 at Lonavala. The programme was organised by the Institute with the distinct objective of providing a common platform for the entrepreneur trainer-motivators belonging to various organisations to share their views and experiences about the kind of programmes they conducted, the problems they faced and the possible solutions they had to suggest to improve the environment and the programme itself.

Participants

In order to have a wide cross section of Trainers within the country, the programme was widely publicised and advertised. The response from more than 150 institutions/organisations and individuals had been received. Out of the response, about 75 participants were carefully selected looking to their involvement in Entrepreneurship Development. However, some private consultants, Faculty members and Industry Houses were rejected since they were not directly involved in conducting EDPs, 81 participants including EDI Faculty members participated in the programme having composition as follows :

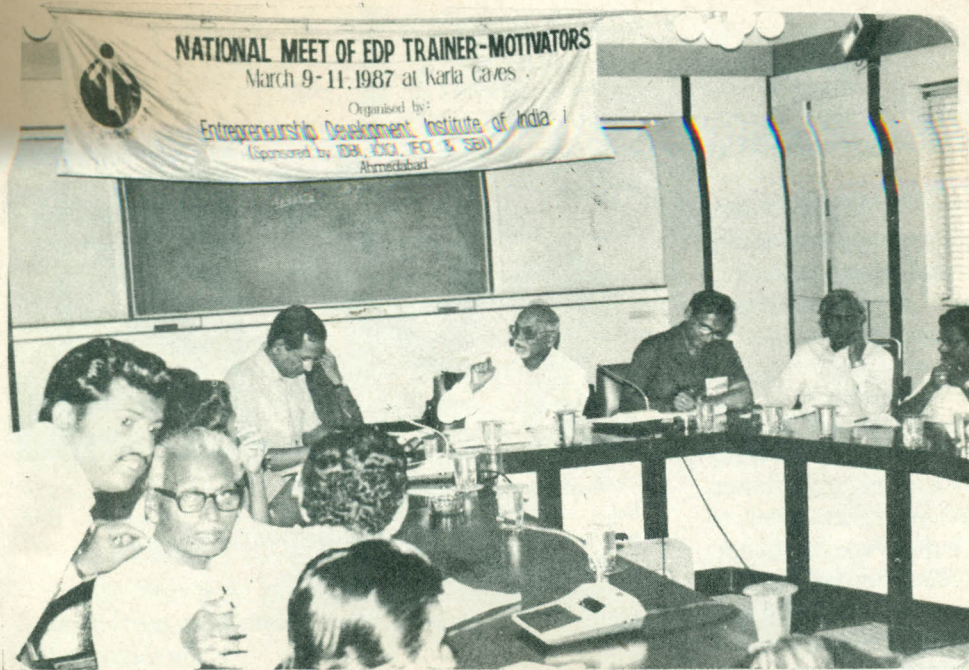
- 29 participants from TCOs
- 11 participants from Voluntary agencies/Private Institutions
- 11 participants from Govt. departments and corporations
- 8 participants from Banks
- 7 participants from Universities/Colleges
- 5 Special invitees/experts
- 10 EDI-I Faculty/Trainers/Officers

Out of these, 34 persons are trained either in ATCs and/or in other training programmes in EDI.

In order to effectively interact among various experienced and inexperienced trainers, the Meet was designed to have group discussions rather than sessions. Some of the basic themes of Entrepreneurship Development were identified and the heterogenous group was asked to interact on each theme intensively. The interactions, of the group were presented by group representatives to the open house for discussion. The observations and remarks of the group were summed up by the Chairman of the day. The interactions, therefore, helped in focussing the topics for discussion and clearly brought-out issues and problems related to the specific themes.



Trainers brain-storming



Motivating entrepreneurs and trainer-motivators - experience sharing by Prof. Manohar Nadkarni

Duration of EDPs

The first issue related to the duration of the programme. The duration of entrepreneurship development programmes today range from 1 day to 3 months. District Industries Centres (DICs) conduct 1 day to 1 week programmes to develop entrepreneurs; the State Bank of India conducts 4 weeks residential programmes, some State level technical consultancy organisations conduct 2 weeks to 6 weeks full time and 12 weeks part-time programmes; EDI itself propagates 6 week's full time and 12 week's part-time programmes. The main question is: are they all entrepreneurship development programmes? If not, then which one was the right one? And why?

Why EDPs ?

The next issue suggested was, whether the objective of EDPs was to groom entrepreneurs to set up manufacturing units only. For, most of the failures heaped at the door-steps of EDPs were on this count. The new practitioners of the programme felt that even 3 month's programme failed to produce better results than the programmes of 1 day or 1 week duration.

Remuneration to Trainee entrepreneurs :

The third issue suggested was regarding paying remuneration to the trainee entrepreneurs. DICs pay Rs. 100 for each entrepreneur for a one week programme; SBI looks after them for the four full weeks and bears the cost of their board and lodging.

It is only the programme propagated by the Entrepreneurship Development Institute of India which does not recommend any payment of remuneration to the trainee entrepreneurs. On the contrary, it recommends the charging of a refundable caution money of Rs. 100 to Rs. 200 from each participant so that only those who are genuinely interested would join the programme.

The Programme Package

This programme package beginning from the selection of the potential entrepreneurs and ending with the filing of the loan applications, was considered, by some, insufficient for the grooming of new persons into entrepreneurial personalities. Few others wanted that the package should be separated into 3 phases; pre-investment inputs, implementation inputs, post-implementation inputs.

Organisational support

The fifth issue was the organisational support available to new entrepreneurs whether trained or non-trained.

Normally, in the process of enterprise building, being a long drawn one, the entrepreneurs had to rely on the support of too many organisations and officers and had to be, therefore, very strong in inter-personal skills. Apart from that each organisation had its own complicated procedure to handle a case. Consequently, the labyrinth of procedures and formalities in which an entrepreneur was caught helplessly demotivated one more than anything else.

Catch them young

Another issue which figured during the meet was the need to catch the entrepreneurs young when they were vibrant with energy and motivation to achieve something and not when they have been tossed and harassed by the system in their efforts to get an employment or a source of sustenance. In the latter case, the task before an entrepreneur trainer-motivator becomes doubly difficult. He has to first of all revive the lost enthusiasm in them and then apply those inputs, that would energize them once more, into entrepreneurial work.

The Entrepreneur trainer-motivator :

The role of an entrepreneur trainer-motivator in developing new entrepreneurs, his place in the organisation and the career opportunities and prospects open to him, was also discussed. An entrepreneur trainer-motivator was essentially a facilitator and the only person who played the decisive role in grooming the entrepreneurs. His man to man relationship, his personalised counselling to entrepreneurs, the trust he created in himself and the confidence he generated in entrepreneurs went a long way to burgeon those latent entrepreneurial qualities which later on were placed to blossom and bear fruit.



Trainers interactions presented by Ms. Rohini Kothari, MITCO being summed up by Chairman Dr. N. P. Singh with the Programme Co-ordinator Mr. Ajay Dixit (left) and Programme Director Mr. C. H. Pathak (right)

Without his catalytic role, no entrepreneurship development programme is possible. He is the missionary of socio-economic change and a cadre of professional who, through his ability to comprehend, conceptualise, communicate and convince, transforms the potential identified entrepreneurs into the real ones.

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Director, EDI-I motivating trainers on career prospects and opportunities in Entrepreneurship Development



Trainer-Motivator sharing his anxiety and problems during the 'Meet'

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An entrepreneur trainer-motivator does not enjoy any holiday, week-end at the centre when the programme is in progress. For this reason, there is a need for a special organisation for entrepreneurship development activities with a very specialised set-up and tailor made system to suit the requirement. This is required more so in the case of field trainers.

All EDP conducting organisations suffer from this inherent limitation of set-up and systems. In the wake of the spread of EDP throughout the country and the developing countries, it is high time that organisational needs to carry out such developmental activities, a proper set up and system were evolved and implemented so that EDPs could be carried out with full utility of purpose and quantum of support and facilities required.

WORKSHOPS, MEETS AND SEMINARS

EDP Appreciation Seminar for IDBI Officers

A 4-day seminar was organised at IDBI Training Centre, Delhi in the first week of January 1987 for IDBI officers to help them appreciate entrepreneurship development activities in general and the required involvement of the support system in particular. The seminar was attended by twenty two IDBI Officers from regional as well as

head offices. Some valuable suggestions were put forth by the participants.

that IDBI should recruit trainers at each branch to monitor and co-ordinate ED activities and a senior trainer should be placed in a regional office of IDBI or TCO to coordinate EDP efforts.

that similar orientation programme for officers of other all India institutions should be organised as they are joint sponsors of EDPs. Special programme on opportunity identification and guidance and selection techniques should be organised on a regular basis.

EDP Appreciation Seminar for Senior Executives of SFCs

'Appreciation of EDPs' was the main theme of the 5-day seminar conducted for the Senior Executives of State Financial Corporations at the National Institute of Bank Management Campus, Pune from Feb. 2-5, 1987. The programme was sponsored by IDBI. The sessions covered EDP approach and model selection of entrepreneurs, identification of opportunities development of entrepreneurial motivation and the role of a trainer-motivator and financial institutions in the whole process. The objective was to expose the officers to the comprehensive EDP process and discuss the pre-conditions of success in these efforts so that they in turn can get involved with more confidence.

'A Handbook for New Entrepreneurs'

'A Handbook for New Entrepreneurs published by the Institute and fully funded by the Department of Science and Technology, Govt. of India was officially released by Shri S. S. Nadkarni President EDI-I Governing Board and Chairman of IDBI.

The book provides in-depth information, guidance and counselling to first generation entrepreneurs in their efforts to set up their own business ventures.

The various aspects of entrepreneurial activities have been written by practitioners with enriched experiences and real life situation of existing entrepreneurs, managers, chartered accountants, counsellors and decision makers.

The book is down-to-earth, easily understandable and can be used by all new entrepreneurs disregarding their educational and experience background.'



EDI-I PRESIDENT WITH OTHER DIRECTORS OF THE BOARD VISITS THE INSTITUTE'S CAMPUS

EDI-I President along with other Directors of the Board visited the Institute's Campus coming up in Bhat near Gandhinagar. Apart from the separate sprawling Activity Wings, Campus has facilities like air-conditioned hostel, seminar/lecture rooms equipped with provisions for simultaneous interpretation.

WORKSHOPS, MEETS AND SEMINARS

"Mr. S. S. Nadkarni, President EDI-I Governing Board and Chairman of IDBI having a close look at the campus model of the Institute. Looking on is Dr. S. A. Dave, Executive Director, IDBI."



The Directors of the Governing Board of EDI-I taking a round of the construction site.