

Shri. Pradeep Garole

Name: Shri. Pradeep Dnyandeo Garole

Designation: Director, CCTR, YASHADA, Pune

Academic Qualification: M. Sc., M. Phil., M. S. W., B. Ed., SET

Telephone Number: 020-25608139 (Office), 020-25608224 (Direct)

Professional Experience / Previous Postings: He worked as -

- Jr. Lecturer, Government of Maharashtra's I. Y. College, Jogeshwari (E), Mumbai for one year.
- Sr. Lecturer, R. A. Art, Commerce & Science College at Washim for two years.
- Principal, National Watershed Development Training Centre, Ralegan-Siddhi for seven years.

Association with YASHADA: He has been associated with YASHADA since Year 2007, working as-

- Assistant Professor, Administrative Training Institute (ATI) for four years.
- Director, State Training Planning & Evaluation Agency (STPEA) for five years.
- Director, Centre for Cooperative Training & Research (CCTR) currently.

Academic / Professional Achievements: Successfully completed following Trainer Development Programmes (TDP) & Human Recourse (HR) Courses, Designed & Developed by Department of Personnel & Training (DoPT), Government of India & Themes Valley University (UK) -

- Systematic Approach to Training (SAT)
- Direct Trainer Skills (DTS)
- Experiential Learning Tools (ELT)
- Design of Training (DoT)
- Training Needs Analysis (TNA)
- Evaluation of Training (EoT)
- Management of Training (MoT)
- Mentoring Skill
- Facilitation Skill

Participation at National Level:

- He is a Recognized/Master Trainer of Department of Personnel & Training (DoPT), Government of India in some modules listed under the TDP/HR Courses.
- Participated in framing of "Model State Training Policy" for all the states of India, It is an initiative of Department of Personnel & Training (DoPT), Government of India.
- As Director STPEA, he had immense contribution in winning the "National Award for Excellence in Training" for YASHADA, given by the Department of Personnel & Training (DoPT), Government of India.
- He is a Monitor cum Evaluator of "Council for Advancement of People's Action & Rural Technology" (CAPART) New Delhi, a funding agency of Rural Development Department (RDD), Govt. of India.

Participation at International Level:

- Participated in Long Term Training Programme on "Evaluation & Developing of Training Functions" at Royal Institute of Public Administration (RIPA), London, United Kingdom (UK).

Areas of Expertise:

- **Training** – Organizing training programmes for Class- I officers of various Government Departments viz; Induction/Foundation Training, Refresher Training, Post-promotion Training, Post-transfer Training, Orientation Training, Training of Trainers, Trainer Development Programme, TNA, IQ, EQ, NLP, Competency Mapping, Watershed Development & Rural Development, Drought & Flood Management, Disaster Management, PRI Management, Urban Management, Town Planning, JNNURM, RTI, RTS, MGNERGA/MREGS, Social Audit, Office Management, Six Bundle System, Record Management, SMART/Good Governance, Citizen Charter, Change Management, Soft skills, Administrative Functions, Administrative Audit, Labour Welfare Administration, Personnel Management, Social Welfare Administration, Community Development/Organization Co-operative Management, Micro Finance/Self Help Groups, Entrepreneurship Development, NGO Management, PRA, Project Management, TQM, BPR, Monitoring & Evaluation, Software Designing and Research Methodology.
- **Policy Advocacy** - Conducting Workshops & Preparing Draft of Government Policies, Laws, Rules, and Government Resolutions as well as Various Scheme/Programme/Project Guidelines e.g. – Draft of State Training Policy (STP), RTI Act, Government of Maharashtra's Servants Transfer & Prevention of Delay in Discharge of Official Duty Rules, STP GRs & Watershed Guidelines etc.
- **Research** - Undertaking Applied Research on functional Issues related to various Government Departments.
- **Documentation** – Writing Case Studies on Functioning of various Government Departments & Non-government organizations.
- **Transfer of Technologies** – Transferring the Administration Supporting Technologies such as: Document Journey Management System (DJMS), e-Office, MS-Project/Other Software, MIS/PMIS, GIS and GPS as well as Website/Service Delivery Portal etc.
- **Consultancy Services** - Providing Consultancy Services on -
Training Need Analysis, Design of Training & Competency Mapping – (*Reports & Modules*)
Watershed & Rural Development - (*Survey, Planning, Implementation, Mentoring & Evaluation*)
Scheme/Programme/Project Monitoring & Evaluation - (*Pre-funding Appraisal, Evaluation of Project on Probation, Periodic Evaluation, Mid-term Evaluation & Terminal Evaluation*)
Government/Business Process Re-engineering - (*Good/SMART Governance, Standardization of Service Delivery, Citizen Charter & Charter Mark as well as Administrative Audit*)
Quality Management for Corporate & Other Sectors - (*TQM, Six-Sigma, ISO & BIS Mark*)
NGOs/Cooperative Management – (*Proposal Writing, Net /Micro-Planning / PRA, DPR Preparation, Project Management, Co-Op Management & Entrepreneurship Development*)

Award / Felicitations: –

International Association for Human Values (IAHV) felicitated him for Providing Technical Guidance to Watershed Development Project of the following Ideal Villages -

- Village Jaigaon, Ta: Koregaon, Dist: Satara (MS)
- Village Pimpalgaon-turk, Ta: Parner, Dist: Ahemadanagar (MS)
- Village Nada & Dharul, Ta Athaner, Dist: Baitul, (MP)
- Village Dhanora, Taroda & Chincholi-gavali, Ta: Morshi, Dist: Amravati (MS)
- Village Kanadgaon, Lamangaon & Viramgaon, Ta: Khultabad, Dist: Aurangabad (MS)
