

Convergence for Nutritional Security

Lessons from the journey!

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Breakthroughs

- **Sundargarh**
 - Convergence
- **Nagaland**
 - Normalization of District Administration & Communitization
- **Tamil Nadu**
 - Health
 - Education
 - Water
 - Social Welfare



Convergence ... lessons from the field

Shared concern

commitment

complementarity

Creating Collegiality

Breaking silos / compartments

Replacing competition



What convergence is ...

Convergence cannot be donor driven or
program thrust.

It is ... part of the governance system
as a shared
organisational culture
valued behaviour
high levels of voluntarism



Convergence Pioneers of Sundargarh



Chhabi Mahanti – Eliminating infant deaths



Pradeep Dang – Reaching the unreachable



Convergence Pioneers of Sundargarh



Dr. Panda,

School as centres of well
being!

Sanjib Mahanty – Food and
Livelihood Security



Key Challenge

- Rural
- Agrarian
- Princely States
- Rigid Hierarchies
- Feudal Systems

*Traditionally
Evolved and stable
idea of self and
Role*



- Urban
- Industrial
- Nation States
- Equity
- Democratic Systems

*Aspirationally
defined but,
actually confused*



Key Shifts

- **Redefinition of self**
 - Public servant
 - Citizen
- **Redefinition of Role**
 - From Sarkari Kam to Apna Kam
 - From Servitude to Participation



The Process

redefine public self as a marker of identity *vis-a-vis* colleagues and citizens.

reorder their spaces of engagement as spaces of inclusion of both colleagues and marginal communities.

reorient organizational relations and culture to sustain empowered collegiality and community grounded governance

Of individuals and institutions too



The Process....

The challenge ... amongst district officials + PRI Leaders

The change process begins by

- **‘Breaking Barriers’** - between officials, PRI leaders, community representatives and the community
- **‘Building Bridges’** - inter se and with the citizen from the context of redefined perspectives, reformed mindsets, recalibrated attitudes and reordered priorities as the first face of change.



The Process....

The change process then engages in

- **‘Confronting Challenges’** of practised conviviality
- **‘& Creating Convergences’** as a collateral exercise with inter and intra department colleagues to enable converged capabilities and competencies while simultaneously negotiating citizen relations grounded in equality and equity.



The Process....

The change process thereafter evolves into

- ***'Synergising Strengths'*** of multiple collectivities of the individual, team and community while at the same time
- ***'Strategising Success'*** in a maturing developmental interface between the public servant and the citizen.



Koodam/ Sangha

the metaphor

A traditional social space - recognised diversity and difference, was a non-hierarchical, collective, consensus seeking, voluntary compliance based institutional process...

A non-threatening, caring space to

- Examine – individually and collectively
- Explore – values, ethics, visions
- Empathise – care for, feel with, concerned

Meanings of collegiality, conviviality and consensus



Koodam/ Sangha

the space

Triad of change projects..

Home space – reordering relations in the home related to family / domestic matters.

Work space - reordering relations with superiors, colleagues and subordinates, introducing changes in work systems

Work place - ‘democratisation and governance’: improving service delivery, ensuring equity, participation citizenship



Impacts

- ***Self and Role***
 - Re-examine roles and effectiveness
 - Broaden sense of purpose and impact
 - Trigger sense of idealism
- ***Work Group***
 - Examining relations between departments
 - Exploring ethical basis of functioning
 - Evolving openness, cordiality, transparency
 - Creating common platforms– ethics & vision
 - Common Concern areas – Officials and PRI
- ***Community***
 - Creating partnerships: complementary roles
 - Building social contract towards equity,
 - inclusion & sustainability



**The future belongs to those who believe in the
beauty of their dreams.**

... Eleanor Roosevelt

