

Interaction between Theories of Management & Development

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Early Journey (1972 – 79)

- B.Tech. Electronics (IIT, Kanpur, 1972), MBA (IIM, Calcutta, 1974), Lecturer at IIM, Calcutta
- PhD program in Organisational Behaviour at Case Western Reserve University (1978), Cleveland (Dr. Kamla Choudhury encouraged)
- Field Work in rural Rajasthan (1977) through Sewa Mandir, based at National Labour Institute (Delhi)
- Joined PECEE for support to Public Enterprises in Rural Development (1979-80)
- PRIA founding began (1981-82)

Initial Interventions (1980 – 86)

- Training in participatory methodology...rural women learning literacy
- NAEP Training of Functionaries modules
- Training of Literacy Coordinators, DW CRA functionaries, NIPCCD faculty
- Training of Trainers in voluntary development agencies

Integrating Theory of Experimental Learning in Development Training

- Experiential Learning model adapted in designing above
- Structured learning exercises introduced...role plays, simulations, self-reflections & understanding
- Learning as foundational for personal and social change
- Facilitation competencies can be developed

Small Groups Process in Building CBOs (1983 – 93)

- Understanding small group processes...communication, participation, conflict resolution, leadership
- Collective strength through effectively functioning community teams
- Inter-group relations to negotiate with delivery system
- Understanding & using power to influence others

Organisational Development of Civil Society (1987 – 97)

- Theory of under-organised social systems.....community associations
- Understanding a framework of organisations & its inter-related sub-systems.....management of volags 1985
- Renewing organisational vision, mission & strategy: strategic planning for social change organisations
- Tools for OD & organisational renewals for civil society
- Training OD facilitators

Thank You