



Creating leaders

To create a sense of leadership among Anganwadi workers by motivating them to take ownership of their duties.

Leader Name : Leela Parihar

Leader Designation: Supervisor

School Name: Dariyaganj Sector

Location : District Udham Singh
Nagar, Block Rudrapur City
Uttarakhand, India

Testimonial

“Pre-school education is necessary for a child’s brain development. Most people who come to our centres are underprivileged and don’t provide the environment necessary for a child’s development. So, at least in an Anganwadi centre a child can get a learning environment to strengthen their foundations. I believe that every Anganwadi worker is and should be considered a leader. It is essential to give them knowledge and strengthen their skills.”

**- Leela Parihar
Supervisor**



The Challenge

The lack of human resources and delay in replacement in the department makes it hard for a Supervisor to fully manage and fulfill their responsibilities. The burden falls on them to take care of more sectors during those times.



The Change

The twenty Anganwadi leaders created by the Supervisor are still efficiently working and taking ownership of their duties. This has helped reach more caregivers and implement Programmes more efficiently.



Project Steps

1. When the Supervisor found out that other supervisors in the department were getting transferred and there was a delay in recruiting new hires, she created a work team with the other supervisor left in the department (to bring solutions towards meeting their goals).
2. The duo created twenty groups of 15-20 Anganwadi workers each. For each group they appointed a leader. These leaders would help them in the field supervision regularly.
3. They held an internal meeting with the 20 Anganwadi Leaders and shared the problem of the shortage of staff. They also motivated the Anganwadi workers by saying they would be recognised for their efforts and created an atmosphere of healthy competition.
4. The Anganwadi Leaders sent timely reports and rigorously completed all the assigned activities. All the communications that the Supervisors sent were delivered faster down the cascade.
5. The supervisors regularly conducted meetings with the Anganwadi Leaders twice a month and followed up with them through regular calls. They ensured that the communication was more friendly than authoritative.

Project Steps (Contd.)

6. The Supervisors allotted different tasks to each Anganwadi Leader so that the burden doesn't fall on only one. She also convinced other workers to listen and support Anganwadi Leaders in completing the tasks.

7. The Supervisors started seeing the Anganwadi Leaders taking ownership of their work and solving the problems independently. For instance, The Anganwadi workers took support from the community, corporates and individual funders to buy chairs for children to sit (in 100 out of 171 centres).

8. On 7th March, a day before women's day, the Supervisor (with DPO's permission) conducted a small event to recognise each of the twenty Anganwadi leaders and fifty other helpers. The Supervisor asked the workers to come in colour code based on their ward and gave everyone a memento sponsored by her and a corporate.

9. After an year, the department recruited the needed staff to take care of the duties. The twenty Anganwadi leaders continue to take ownership of their tasks even after that. From then on, regularly on women's day, the department conducts events to recognise the efforts of the Anganwadi workers.



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