

Badlao Foundation

About the organisation

Badlao Foundation has been actively working as a committed grassroots NGO in the region of Santhal Pargana of the State of Jharkhand. Badlao's mission and focus of work have been on, (i) promoting livelihoods and rights of tribal population and other underprivileged communities with a special focus on women; and (ii) strengthening the PRI institutions and Gram Sabhas for effective delivery of public services to the resident population. The approach and methodology have been to work through the forming of women 'Self Help Groups'-SHGs at the village level and federating these into 'Mahila-Sabhas' at the district and state level.

The GROW Fund's impact

Badlao Foundation's objective of applying to The GROW Fund was to strengthen the core capacity of the organization, serve as a model training institution for the PRI training in the Santhal Pargana in Jharkhand.

To achieve its vision, and mission and increase outreach and deliverables to society, the Badlao Foundation needs new technology, tools, and manpower. The organization has a complete professional restructuring planned for the next few years. It was an opportunity to stand out with clear intentions for organizational development.

Through the support of the grant, we were able to build initiatives for sustainability and future-readiness. Additionally, we also focussed on fundraising for the organization; leveraged organizational development support in the form of strategic, financial, and human resource planning, for the aim of benefitting low-income/vulnerable segments of society.

The following initiatives were implemented:

Organizational / Capacity development

- Mentoring and/or providing capital to start up the organization Proposed Activities: Increased skill, leadership, and capacity building such as finance and compliance, Human Resource Development, technical skill development, fundraising and communications, small projects proposal preparation.
- Preparing the perspective plan so that there can be a reduction of the burden of institutional cost and salary support.
- Policy upgradation
- Ensured website development and improvement of Digital Solutions leading to data-driven decision-making digitized expenditure management system.
- Activation of the social media platform so that outreach to more valued persons, and funding agencies can be ensured.
- Availability of office equipment

Key achievements under The GROW Fund are as follows:

- Badlao Foundation developed the skills and strategy for fundraising which has helped us to develop the concept and use advance tool to map potential donors. After the training we have

improved the communication style and have used different approach learned in the training to reach out to funding Agencies and potential donors.

- Developed a clear understanding on Leadership and Management focused work through leadership training as how to build team coordination and working together on our organization implementing strategies and skills.
- Developed a professional power point presentation along with a 40-year Logo of Badlao Foundation. We merged multiple Social Media accounts of Facebook into one as earlier multiple account being created has made it difficult for organization to operate and to identify the genuine page of the organization. We have now our presence in all social media platform.
- We have utilized the LinkedIn platform for recruitment and connection activities with CSR funders.
- We have utilized External Consultant for drafting two concepts note paper for fundraising and proposal writing.
- We have supported our core staff by paying the salary which has encouraged them, and we have received extra added services for the organization.
- We have Setup a new system purchasing a high-tech desktop for our secretary for attending online meetings which has now made it easier to attend multiple meetings.
- We upgraded all the desktop replacing hard disk to SSD including increasing of RAM in all systems. It also included updating of operating system and upgraded Tally EPR 9 to Tally Prime 2.0 and other small technology for office work due to which we have now started getting maximum output at minimum time as the improved and upgraded technology has smoothen the work process of our organization.
- We have recruited professional HR & Admin personnel which has enabled the functioning of the organization more smoothly with timely recruitment and other processing which we were facing the problem.
- We have improved our office environment and working structure. We have created a small documentary under small project to highlight about our organization, School and even some projects we are working on.
- The organization staff learned new techniques and skills through the training programme and started implementing it which has helped us to adopt the new technology in our working culture. We have successfully conducted the financial training Programme and implemented those suggestion and guidance received in the training.
- As we completed 40 Years of the organization in the year 2022, we organised an event to celebrate the success. Through this event, we have been able to re-establish connections with many old organizations and have highlighted and pitched our work through small documentary and other social media platform. Approximately 400 participants joined. We have utilized this opportunity to invite all our past and current funders and have demonstrated our work through an Art exhibition.
- We have some new assets which were the requirement of the organization and have purchased a laptop for our organization.
- Published the New Annual Report of the organization and have shared with various stakeholders and funders which has showed a positive impact.
- In-house staff capacity building and training has built up the confidence of our staff and we have been able to draft 5 proposals.
- We have been able to form a core team at the Head Office working toward organizational development.

- The HR training has helped in the internal HR Management and different tools are being used and implemented which has started showing positive impact in our organization. The HUB Platform has been one of the best guidance and support we have received from the GROW team.
- We have conducted an overall impact review of all the ongoing projects in our organization which helps us gain insights about our progress and impact created in the community.
- Badlao Foundation is now a member of various networks and through networking we have been able to reach out to various funders. Climate Asia, HAI, TAAC-Hub, CSA-Alumni Group are some Network we have joined. We are also connected with prestigious institution like Tata Institute of Social Science, Kalinga Institute of Technology and Management, Viswa Bharti University, Shantiniketan, Xaviers Institute of Social Science Ranchi, Azim Premji University.
- We have improved in our strategic planning and accounting process and developed our policies with an external expert.
- Internal Audit has been regularized and have received a report of satisfaction from our CA which certifies that our accounting process and documentation is up to date.
- Badlao Foundation with its continuous learning and capacity building training has improved the skills of our staff. We have made it easy for our staff to develop the skill by participating in different trainings.
- Two new projects have been approved - Access to Justice Phase-2 of Kailash Satyarthi Children Foundation and Azim Premji Foundation -On granting Project.
- Due to support from GROW, the field intervention, monitoring, and evaluation process from HO Core staff has increased and we have seen changes in the intervention areas of Project which we earlier missed out.
- We have designed the DIP of all the ongoing project and are stepping ahead with strategic plan for our organization.
- Social Media Platform is being well utilized highlighting the impact through our intervention. Our presence and branding of our organization has improved. We have a new website and we have made changes as per the suggestion received. Today our reach has expanded in social media and our work is known to people across India.
- After review and website audit report we have redeveloped our website. We have hired an external consultant to support us in this.
- We have our work expansion in Gumla and Lohardaga District and are thinking of expanding in the state of Bihar and West Bengal through our networking partners.

Testimonial 1

By- Arvind, Secretary Badlao Foundation

Our journey has been Incredible with GROW and the support we received has enabled us to dive into a continuous learning process and each experience has enriched our knowledge and expertise. We will do more of what has worked well, we will correct what hasn't, and we will set ourselves new challenges. Finally, the success of the Foundation can be attributed to a singular source - the contributions of our energetic, and dedicated team.

We equally appreciate the support of the community members, CBOs, and all partner organization for the achievement of our goal. We look forward to continuing this journey together for many more years to come.

I Arvind Secretary of Badlao Foundation would like to extent my sincere thanks to Nagma Ji, CEO EdelGive Foundation, Vidya Shah Ji, Executive Chairperson at Edel Give Foundation, Atul Gandhi Ji, COO at Edel Give Foundation and the entire GROW Team for their trust and belief in Badlao Foundation and for supporting our staff as and when required. Without your support we have not been able to Grow with the current challenges being an implementing organization. We have best utilized the Fund with all Transparency and our staff has enriched the skill and capacity which we look forward for our organizational Development.

Our journey as a partner organization has not only added value but have also created a Close relation working for good cause. Badlao Foundation has completed its 41 years Journey and the last two years being associated as partner with Edel Give Foundation has given us an opportunity to strengthening our organization and develop the skill required meeting the current challenges.

Badlao Foundation has been able to expand the work area in the state of Jharkhand, enhance the skill of staff through various trainings, improved the Program implementation through Monitoring and Evaluation, Infrastructural Improvement, Technical Skill etc. We have also been able to pitch our work at various platform and develop networking. We have raised fund for our organization by applying for projects. The best thing which we have been able to do is to support other grassroots organization with much required support providing training and other skills which we have been able to learn under GROW.

The various Training and Module provided by GROW team has helped our organization and we have kept all the resource material in our Library for future reference as well.

Support like GROW is an innovative thought as no funders supports for Organization Development. Being one among the 100 is really a moment pf Proud for us and we look forward being associated with EdelGive Foundation throughout. We have been working in Integrated Rural Development approach in the aspirational Districts of Santhal Pargana and look forward for any other opportunity to work together for the Tribal and PVTG's Community.

Testimonial 2

Ritesh Tripathi – Core Team Member

Leadership is what defines your quality in an organization and is an important management function that helps to direct an organization's resources for improved efficiency and the achievement of goals. Thanks to GROW Fund as it helped not only to overcome the crisis situation but also developed organization to stand still and keep the good work going.

Badlao Foundation was one among the 100 Organization receiving support for organizational Development and I feel honored to be associated with this OD program under GROW fund since the beginning. My journey has some valuable insights which has not only developed my skills but have also enabled me to scale up the Best Practices we adopted with other small grassroots organization working in and around us.

The baseline study report shared with us was the benchmark which showed us the mirror for our scope of improvement. We have throughout these Two years engaged our Core staff, Board Members, Finance Team, Project Team and field staff to help them develop the required skills and learnings enhancing their efficiency working in social development sector and for overall development of the organization.

I have personally attended many trainings made available by GROW Team and some utilizing the GROW Fund on different topics which has given me a clear understanding on Leadership and Management focused work, Proposal and Concept Note Preparation, Communication Skills etc. The ripple effects of their newfound proficiency were palpable. Reports that once languished in offline obscurity now took on a structured and professional demeanor. Proposals were crafted with precision and submitted within tight deadlines. The once-daunting task of reporting to funders became a seamless process, facilitating timely communication and accountability.

It's been 2 Years journey and I would like to thank Nagma Mam and Entire GROW team letting them know that we have utilized every aspect of the training in our organization and the training is helping us not only in Improving our work atmosphere but also in team coordination and other implementing strategies. Beyond Training we have also been able to develop network and raise fund for our organization from Miracle Foundation, Azim Premji Foundation, etc.

We practiced what we learnt, in our organization which is why we are seeing changes helping us in every aspect. Good leadership qualities, social Art of leading people, understanding of personal values, CREDO, Conflict Management, Escalation levels of Conflict, Decision making, Organizational leadership etc. has been some essential elements

The shared documents of presentation after each day's session by GROW team was something which helped me to revise what we discussed and has improved my thought process and working style which has helped me in many ways. I would also like to mention that the training has also widened the scope for me to dive in depth and study more on concept and aspect of leadership, Management etc. Through the training and OD program I have also learned the skill of presenting and keeping our views after listening and understanding the context of various topics. The AVENGER Event organized in Delhi has also given us the opportunity to get connected with all the 100 organization under one umbrella and we look forward to engage together for creating Impact.

I would like to extend my sincere thanks to Naghma Mam, the GROW Team, Social Lens Team and all others associated Organization for your incredible effort, support, guidance and time which has helped me in particular to develop the essential qualities and step ahead with positive result in life. Hope to learn more from your team and the HUB Platform which has been developed for all the 100 Organization.

- **Snapshots**

Celebration of 40th Glorious Year of Badlao Foundation giving us the opportunity to reunite with all the present and current partners and old People associated with the organization

