

## DRAFT LOGFRAME ON EXCENOMICS

Sl. No.	Project Concept (What, Where, Why, How?)	Expected Outcomes	Deliverables	Gains/Advantages	Costs	Assumptions	Risks	How to Manage the Risks?
1.	It is a new global discipline which seeks to integrate economics, management sciences and education in to a harmonic, dynamic and workable model of human development.	Achievement of sustained individual excellence in all human efforts - It has more to do with attitudinal aspects of such efforts rather than their quantum aspects.	An education system that imparts life skills to students such that they could better cope with the challenges of life. -Such life skills would again be based upon excellence in performance. - By logic, this would mean that the teaching system should also strive for excellence	Pursuit of the subjects of study/tasks in work situation relentlessly to their logical end, which often times may result in path-breaking <b>innovations</b> .	Reflected in total estimated costs for a pilot – indicated below.	That the foundation for striving for and achieving excellence in whatever one does is laid strongly from childhood such that it would be easy to sustain the motivation through one's adult life and in all situations – work place, community, family, polity and in fact in any congregation or assembly. -That means that such a	- Such a foundation MAY NOT be laid strongly in childhood - it MAY NOT therefore be easy to sustain the motivation through one's adult life and in all situations – work place, community, polity and in	By developing suitable training modules to train all the key people concerned as trainers to impart such training and for providing the needed stimuli - by designing and implementing a pilot first.

			<p>e in what it seeks to achieve.</p> <p>- An important implication of this is that if all of humanity are taught to pursue excellence in the altered paradigm of priorities, namely, attitudes, skills and knowledge (ASK), the 'nomics' or numbers or quantitative results in terms of production, productivity, profitability and income would automati</p>			<p>momentum will be maintained at all such places by providing the needed stimuli.</p> <p>- In all such places, the needed stimuli would be provided by means of effective communication and training.</p>	<p>fact in any congregation or assembly.</p> <p>- that means such a momentum MAY NOT be maintained - that means that the needed stimuli MAY NOT also be provided in all such places for want of suitable training programmes.</p>	
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			cally rise to their highest level. -So would human values.					
2.	Capacity building at the different levels – for teachers, for trainers, for professors, for lecturers, for work supervisors, managers, government officials, local body functionaries, civil society functionaries, captains or leaders of groups or teams,	Capacity achieved by the trainees mentioned.	Executives trained executive s/leaders/ teachers to be made available in the economy .	Human Development Indicators (HDI) get enhanced, thereby taking the country’s ranking many places UP in the scale.	-do-	Capacity building needs careful planning – such as, doing a scientific and systematic training needs assessment (TNA), curriculum development, development of training materials and methods and - Implementation of actual training by means of competent management of the training activities and - -	Such a TNA Circuit idea may not get the needed approvals, encouragement and the needed budget provisions.	Can be solved via effective ADVOCACY for Policy Change by demonstrating the impact of this idea by providing evidence in its favour from a ‘pilot project’.

	group level communicators, interpersonal communicators, mass media professionals and, in fact, for all those who need to interact with others.					Continuous assessment of impact through a dynamic TNA Circuit in place, right from the beginning.		
3.	<p>- This Concept of EXCENOMICS is something which has to be done by every sector of the economy. –</p> <p>- Therefore, the best way of doing this would</p>	<p>- The concept may get integrated as a scaled up Implementation Plan well meshed in to the functioning of the various sectors of the</p>	<p>Several capacity building exercises would have been undertaken and completed in the different sectors of the economy.</p>	<p>There would be in evidence palpable ambience of excellence in practically every stage and every walk of life, making life a better and more harmonious experience.</p>	<p>Needs to be worked out for the Economy as a whole as part of the National Planning Exercise.</p> <p>- Such an exercise could be attempted</p>	<p>It is expected that all the sectors – public, private, civil societies – would find this idea welcome.</p> <p>- It is also assumed that all these sectors and the individual organizations within them would be willing to implement such a</p>	<p>All sectors may not agree with the idea of making special provisions for such capacity building exercises.</p> <p>- Some may agree; but many</p>	<p>These risks may be managed by designing and putting in place an effective ADVOCACY programme for bringing about the needed policy changes.</p>

	<p>be to introduce something like a <b>Sub-Plan</b> within each sectoral Plan with provision for the needed resources for carrying out such capacity building exercises.</p> <p>- Such a sectoral plan approach would include the <b>private sector</b> and the <b>civil societies</b>.</p>	<p>economy - hence its outcome of generating and sustaining excellence will be in evidence.</p>			<p>later.</p>	<p>Sub-Plan for Capacity Building for achieving Human Excellence - That they would draw up suitable sectoral Sub-Plans for the purpose and earmark special budget provisions for the same.</p>	<p>may not agree - Even if the general management agrees, Finance Sections/Dep'ts. may not agree to make special earmarked budgetary provisions for this purpose.</p>	
4.	<p>The main burden is on the Education and Employment Market</p>	<p>Would help permeation of the idea of excellence</p>	<p>An economy and a society wherein excellence pervades every</p>	<p>Excellent opportunities for human development - both in quantum and in quality aspects of life.</p>	<p>To be included in the overall budget.</p>	<p>The concept of combination of quality of development with the quantum measurement</p>	<p>Chances are that many MAY NOT accept the concep</p>	<p>Special advocacy programmes may be designed just to sell the</p>

	Sectors of the Economy.	at all stages and in all activities of human existence.	activity in every sector and in every section.			ents of growth should be accepted by those in charge of human development.	t.	quality aspects of human development to all those concerned.
5.	The Experiment may be kick-started with a Pilot Project.	It can bring up evidence in support of the concept of capacity building for achieving excellence.	To start with, two batches of training in an eminent institution - To select batches of trainees from a cross-section of the economy .	The trainees so trained would go back to their respective stations and their performance in terms of excellence would be apparent –  - Would be measured using special tools to be developed for the same.	Has been tentatively worked out as INR 3 crores for the first year of implementation as a “pilot” in one institution.	Some suitable institution should come forward to experiment this. - Such an institution should be willing to find the needed initial resources for carrying this out; i.e., resources in terms of human, physical infrastructure and finances.	No such institution may be found. - Even if found, it may not be able to mobilize the needed resources.	This risk may be managed by: i. identification and motivation of a suitable institution and - ii. suitable fund-raising effort.
6.	Develop and Implement a Pilot Project to kick-start the Process.	Evidence will be generated in support of	A Pilot Project gets implemented.	The proof of its results will trigger a process of scaling up of the effort on to the whole economy.	INR 3 Cr. in the first year for running two batches	The main assumptions are: i. that a suitable academic institution would come	That a suitable institution MAY NOT come	These risks could be managed by proper motivation, planning

		the Conce pt of Excen omics .			s of 40 trainee s each. - INR 1.5 Cr. on non- recurri ng items and anothe r INR 1.5 Cr. on recurri ng items.	forward to do this pilot ii. that it would be able to generate the needed resources for the first year and iii. if successful, it would be able to generate its own resources for running further batches in the following years. iv.that it would have separate staff – both academic and administra tive v.that initially it would run trg. courses and later on it could take up holding of workshops	forwar d or MAY NOT be identif ied to run a pilot - That the trg. progra mme MAY NOT be succes sful - That the Trg. Proces s MAY NOT be contin ued in the follow ing years.	, impleme ntation and evaluati on of the pilot.
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						, seminars etc., depending upon emerging needs. vi. initially, the courses would be offered on subsidized rates and later on charges would be raised depending upon the response and the demand.		
7.	A Training Needs Assessment Circuit (TNA Circuit) should be developed and put in place from the beginning.	This would provide an in-built mechanism for ensuring quality of trg., for monitoring implementation and for evaluation	A TNA Circuit developed and put in place.	It would facilitate: i. assessing scientifically the training needs of the trainees who may come from different educational, industrial and occupational backgrounds ii. it would provide for holding a curriculum development workshop of experts to identify gaps in the existing ASK levels of	Included in the above pilot costs.	-That a TNA Circuit would be implemented; and ii. That there would be an effective Management of Training Mechanism put in place.	i. The TNA Circuit idea may not be acceptable to the pilot implementers ii. The idea of a separate Trg. Management Mechanism may	This risk may be managed by explaining to the implementers the real advantages of such a system in terms of: i. ensuring quality of training ii. effective monitoring



		<p>ting the impact of the programme, using a Rating Scale to be developed for the purpose.</p>		<p>trainees and to develop a suitable trg. curriculum to address such gaps  iii. it would also assist the process of developing suitable training materials and  iv. devise suitable training methods  v. the process would be a continuous one; hence it would be called a Circuit.</p>			<p>not find acceptance of the implementers.</p>	<p>ng  iii. equally effective assessment of impact in measurable terms  iv. facility of constantly updating trg. curricula, trg. materials and trg. methods to suit the changing field level work situations.</p>
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