



FORUM FOR SOCIAL INITIATIVES (FSI)

Regional Training Report Strategic Planning and Visioning

Dates: October 8-10, 2025

Venue: Sewa Kendra, Patna

Participants: 65+ development practitioners from 54 partner organizations

Coverage: All 38 districts of Bihar

This three-day regional training strengthened the collective ability of participants to Dream, Plan, and Act with heightened purpose and accountability. The programme utilized a highly participatory methodology, progressing through the entire strategic management cycle—from Vision and Mission alignment to rigorous Situational Analysis (SWOT), SMART Goal formulation, and development of a comprehensive Logical Framework (Log Frame).

Day 1 established the strategic foundation through five interconnected pillars: Diagnosis (honest self-assessment), Vision (the "North Star"), Mission (core purpose), Values (guiding principles), and Goals (measurable objectives). The "Strategic Planning Wall" exercise helped participants identify strengths (100% enrollment, immunization drives), weaknesses (bureaucratic hurdles, villager resistance), and aspirations (anemia-free villages, 100% literacy) for future planning.

Day 2 focused on Mission alignment and SWOT analysis through a real-world case study—addressing 54% anemia prevalence in Saharsa District. Participants identified internal strengths (community trust, SHG networks) and weaknesses (limited nutrition expertise), alongside external opportunities (Anemia Mukh Bharat alignment) and threats (cultural food taboos, migration). This analysis led to SMART goal formulation—reducing anemia by 15% by March 2026.

Day 3 operationalized strategy through the Logical Framework, translating vision into measurable action. Participants designed a complete project plan integrating supply-side (service delivery) and demand-side (behavior change) strategies, addressing cultural barriers through targeted IEC campaigns. Pre-posttest analysis showed significant improvement in strategic planning understanding. Participants now possess practical tools to translate grassroots aspirations into sustainable, measurable development initiatives across Bihar.

"Vision without Action is merely a Dream; Strategy is the Bridge to Reality."

