

# ANCHORS IN ACTION

## THE PLUSTRUST ANCHOR DEVELOPMENT EXPERIENCE

AASTHA HARLALKA



## **I dwell on the possibility**

I dwell on the possibility  
That the world will be rid of hostility  
Of malice, injustice, and intolerable sins  
That all people will be one friendly kin

I dwell on the possibility  
That there will finally be liberty  
A day when we won't have to cover up in fear  
A day when we won't be blamed for our tears

I dwell on the possibility  
That humans will take responsibility  
And make a change, the choice to save  
Instead of extract and take and crave

I dwell on the possibility  
That we will finally see  
How petty we can be, how cruel we are  
That following childish prejudice won't take us far

I dwell on the possibility  
That we won't be shamed for our vulnerability  
But will be praised for our humanity and courage  
And will be applauded when we flourish

I dwell on the possibility  
That the suppressed will find the ability  
To scream their anger out, to make their voices heard  
And when they are, they will not be shunned for being  
"absurd"

I dwell on the possibility  
That there will be peace and equality  
That one day we won't have to hide in shame  
And that we will be able to treat each other with dignity  
Like equals and as the same

I dwell on the possibility  
That my dreams of a better world will be a reality  
And that they don't remain just possibilities  
So that the human species will reach their highest  
capabilities

Aastha Harlalka

## INTRODUCTION

As a tribute to our anchors, we quote Lailah Gifty Akita, **“Every great achiever is inspired by a great mentor.”**

The Plustrust anchor network is the foundation of our organisation, and we take pride in fostering and nurturing our anchors through the Anchor Development Programme. This programme was launched in 2019 to train potential anchors. The aim was to build their capabilities to help them envision their work and develop strategies to mentor and guide future entrepreneurs. Many of our anchors are emerging grassroots changemakers and exemplars of what our fellows can aspire to be in future.

We hope the booklet will inspire the spread of our Anchor network as we reach out to more women in rural communities and provide micro-incubation support to ignite their entrepreneurial minds.

This booklet written by Aastha Harlalka is a window into the world of Plustrust anchors. It is a sensitive narration of their journeys, struggles and challenges. The writing portrays their emotions and the intertwined lives of those whom they mentor. She has also beautifully captured the essence of the Plustrust ethos. We are indeed grateful to Aastha for her dedication and enthusiasm. I am particularly moved by her beautiful poem and her honest reflections on her own experience of doing this project.

Lalitha Iyer  
Trustee Plustrust  
Date: 30 October 2021



## MEET THE YOUNG AUTHOR AASTHA HARLALKA



Aastha Harlalka joined Plustrust as an intern in June 2021. She is a student at Oberoi International School, JVLR in Mumbai. She is an avid reader and writer and usually has her head up in the clouds when her nose isn't buried into a book. She interviewed our anchors to understand and record their incredible stories. The entire experience was very moving and exciting for her.



# THE PLUSTRUST ANCHOR DEVELOPMENT WORKSHOP



It was raining that day in Udaipur. The damp scent of the dying rain and muddy roads wafted into a room in a high-rise building. The humid, cold wind streamed in, swirling around people there as they waited for the workshop to begin. Silence hung thick amongst the awkward participants. Before them stood the Trustees, Lalitha Iyer and Smriti Kedia. As the hours unfolded, the energy in the room increased. Despite the omnipresent shyness, there was enthusiasm in the air. Over 4 days, the workshop covered the core ideas of self to community, community to society or 'I to we and we to us'. It was an experience that changed all of them, impacted their lives and shaped their future.







The workshop helps to orient potential anchors to understand the meaning of the Plustrust fellowship. “We went to Sadhna during the workshop, and it was an incredible experience.” Ashwani, an anchor, recalled. Sadhna is an NGO now led by one of the co-founders of Plustrust, Smriti Kedia. The people in the room were dreamers: people with visions for a better world, a better community, and a better version of themselves. More than being dreamers, they were doers.

“I was inclined to pursue my dreams,” said Pramod Kumar, an anchor since 2019. “When I saw poverty, a child working as a construction worker or read articles in the newspapers, I became deeply reflective. I realised that a lot of people have the desire and the courage to take a project forward but are worried about financial support and lack of a platform to conduct an experiment that makes society just and equal. Plustrust has a unique programme that addresses these problems. It’s about giving an individual the opportunity and support to pursue their dreams which is very important.” Pramod Kumar added. Poonam, who has been an edupreneur for the past 25 years spoke about how Plustrust gave her a platform to realise her dreams, pursue her ideology and develop her (feminine) strength.





# THE PLUSTRUST ANCHOR DEVELOPMENT MODEL



Plustrust was founded in 2009 by Lalitha Iyer, Smriti Kedia and Shanti Yechuri. “Our 2 main themes are helping women and aiding animals,” Lalitha says. “We started with a few fellows and mentored them personally on an individual level.” As Plustrust grew, the Trustees alone could not keep up the personalised interactions with the fellows. “We started the anchor programme so that we would have more people to work closely with the fellows. We wanted to keep the quality of the fellowship intact while our numbers increased,” she adds.

The role of an anchor is to identify and guide a group of fellows through a 6-month fellowship programme. The fellows have the opportunity to plan and execute a project of their own as per their dreams and ideas. The anchors help them by providing financial, technical and personal support. Anchors are selected based on their previous experience in the field of edupreneurship and social entrepreneurship. They must have a good understanding of the field so that they can guide fellows in their journey. “We have several past fellows as anchors,” says Lalitha.

To become suitable mentors, the anchors go through a 3–4-day workshop. Organised by Plustrust, the workshop acquaints them with the work they aspire to do. By the end of the workshop, the participants know what their roles as anchors would be.

## INITIAL SPADEWORK

After the initial orientation, the anchors planned and designed a pre-incubation workshop after identifying 15 to 20 potential candidates from their immediate vicinity. They were required to write proposals detailing the ideas on replicating the fellowship model in our communities. Once the proposals were reviewed and accepted by the Trustees, the next stage followed.

The weeks before the pre-incubation workshop for the fellows, the anchors had to plan the cost, training venue, field visit and resources. They were given a list of activities to conduct during the 4 days of the workshop. "It was difficult to communicate the idea of Plustrust to others. Plustrust is a unique and different idea, a new concept for many people and NGOs. It was very enriching speaking to them and was a great learning experience," Pramod Kumar said. The anchors also had to advertise and gather eligible women for the workshop.

"We had to advertise everywhere," Afaq recalled. "We did it the traditional way through Instagram, Twitter and Facebook." I grinned at the fact that advertising through social media had become 'traditional'. "We also placed posters in and around villages, post offices, bus stops, schools, public places and colleges, where people with restricted access to the internet could see the message." Along with the advertisements, they also sent out sign-in forms. The only requirement was that the women had to fill out the forms themselves. They had to be able to read and write in their mother tongue and/or Hindi. "We got quite a few applications from several areas, even small villages 7 km away," said Simmi. "In all, we got 30 applications from which we interviewed 16 people through phone calls and got in touch with people who couldn't write Hindi."

Finding candidates for the workshop proved difficult. It took the anchors approximately 3 months to find suitable candidates for the fellowship pre-incubation workshop, instead of the 2 months they had anticipated. Sign-ups started coming in, some physical copies, others via WhatsApp.

The team then began to talk to the women and identified the ones who sounded the most enthusiastic about attending the workshop. “We gather women who want to do something with their dreams. We identify these women and help them to pursue their dreams,” Poonam said while talking about her work. Pramila talked about the process, adding that the face-to-face conversations helped to give them an idea about the candidates. “I had to follow-up with my participants several times,” Afaq recalled. He, along with his partner Simmi, had women coming in from different states of India. He had to confirm with them many times, tracking their travels and ensuring accommodation.

## PLANNING FOR THE WORKSHOP

It was the night before the fellowship workshop. Pramod Kumar was still working, hours after sunset, ensuring everything was ready. “I worked till 8 at night, and then woke up at 6 am and worked again.” He recalled that he was very nervous since 2 candidates had dropped out at the last moment. There were now 11 participants left, and he was afraid that if the number decreased any further, he wouldn’t be able to conduct the activities as planned.

For most, the planning part was nerve-racking. There is this natural anxiety that comes with doing something that you’ve never tried before. The tension of failing dominates your thoughts like an omnipresent cloud. “I was nervous throughout the planning stage,” remarked Pramod Kumar. “It was scary because we weren’t sure whether the participants would sign up or not,” Afaq reflected mentioning that this was the most challenging part of the journey. “To me, it seemed like very few people were coming, only 14?” he continued, “I have done workshops, talks, and programmes previously with hundreds of people, much larger groups.” He paused and then mused, “But when the participants started to come, he was elated.”



## FELLOWSHIP WORKSHOPS

Participants started to come into the training venue, wide-eyed, nervous, and shy. Women of all ages streamed in, seating themselves at a respectable distance from each other. Standing in front of them were the anchors, nervous, yet excited. “There was a rich diversity of backgrounds amongst the participants with women from all stages of life with varying degrees of experience and education. This was enriching,” said Pramod Kumar

The days unfolded, with several activities that explored self, community, and the fellowship programme. One activity that several anchors praised was the ‘River of Life’.

In this activity, the members at the workshop depicted their lives as a river, showing the highs and lows in whatever ways they wanted. “It helped these women to reflect on their lives creatively,” Simmi said. She described the different ways in which the women portrayed emotions and obstacles. Some put flowers in places to show success, joy and happiness, and boulders for struggles and challenges.



The fellows expressed themselves through the activities and became very reflective about everything that had happened to them. It was also a way to share their life stories without fear of being judged or speaking about it. “In a woman’s life, especially after marriage, there are a lot of things that are suppressed but by the end of the workshop, they were able to open up about these issues. The River of Life activity took them back to their pasts and there were a lot of emotions as they shared their stories,” Simmi recalled.





On the 3rd day of the workshop, the anchors organised a field trip to an NGO and schools. For many, they were leaving their villages for the first time. The purpose of the field trip was to meet new people, gain knowledge and gather new perspectives and ideas that would help the women in their fellowship. They focused on a range of topics from child-friendly education to child trafficking prevention, circular economies to social entrepreneurship and philanthropic work. Throughout the 4 days, the participants got to reflect deeply about themselves, their strengths and weaknesses, their lives, and their dreams.







By the third and fourth day, they were able to relate to the topics talked about and to each other. Even participants who didn't become fellows were very grateful for the opportunity to be in the workshop," Pramod Kumar said. "It filled me with great joy as the women began to thank me for the experience by the end of the fourth day. It made me feel wow, I did this" and was glad that it turned out well in the end. "I was so happy that I can't even describe it. The people who didn't talk much in the beginning, neither participated much, began to open up and ask questions towards the end of the workshop," said Simmi.





Pramila also felt a sense of great joy that people were getting to know each other and were able to relate to the others. “They talked about their struggles and the challenges they faced from the community, and they were able to express themselves through the activities,” said Pramila. “For a short time, they were able to go back to their past and reflect on it.” “The memory of the first workshop will remain with me forever. Every woman shared vulnerable things about her life. The trust and the faith that the women had in us was something phenomenal. We will remember it forever. It is a relationship of a lifetime,” Ashwini reflected. Even those who didn’t get the fellowship felt a new awakening in them.





It is said, “Only you can write the story you want to tell.” Everything that has happened in your life, all the emotions you have felt, all that you went through and had to overcome, makes you uniquely equipped to write the story you want to tell. This applies perfectly to the Plustrust fellowship programme. In the workshop, the participants unlocked their selves through several activities. They discovered what they wanted to do and how they were uniquely qualified to complete their fellowship in the way they wanted to do it.

The bonding that was built amongst the participants by the end of the workshop was something that all the anchors unanimously agreed upon as “magical”. The women opened up about their vulnerabilities, sharing things that were intimate and personal to each other. The bonding that bloomed was like family. All the anchors talked about how special it felt, how wonderful it was that the quiet, nervous group from the first day had become a joyful and collaborative one by the end. Their experiences became an intertwined web of knowledge, which became stronger like the bonding between them.



## IDEAS FOR CHANGE

Lalitha described the fellowship as a ‘make or break’ programme. It was made very clear from day one that the fellowship only lasted for 6 months. According to her, this pressure brings out the entrepreneurial qualities and the creativity in people. Some people cannot handle the pressure, needing more stability in their lives with jobs. It is a leap of faith. Simmi mentioned that some people weren’t ready to be fellows. The anchors understood those who weren’t prepared to take up such an undertaking in the workshop. “Getting people to understand that the meaning of the fellowships is about doing your work, thinking about yourself, the people around you and doing something for them, took time. The fellowship is for change in us and change in others around us. We work to grow and help others to grow,” Pramila said.

She also spoke about how some of the women didn’t change their mindsets. She said that she found this painful. “Some of the women said that rather than a fellowship, having a job would be better. When I heard these words, I was a little hurt.” She was sad that even though these women were getting the opportunity, they weren’t embracing it. “According to them, since the fellowship ends in 6 months, getting a job is more permanent. They don’t understand the importance, even after getting incredible insights, learning something different, and meeting new people,” she said. “It speaks a lot about the society we live in and how the need for financial stability prevents women from doing what they want to do.” This made her feel slightly disheartened.

## THE SELECTION

The workshop came to an end. Although for some, the possibility of following their dreams still seemed distant and unreachable, for others, there were things to be done before the fellowship commenced. For most, it was time to pull up their socks and start thinking about their fellowships. For them, the end meant a new beginning. Now, they had to think deeply about the workshop and write proposals within a fortnight.

Not long after, emails and proposals began to stream into the anchors' inboxes. They read each of them, making detailed notes, sometimes sending them back to the fellows to review and rewrite. Choosing participants wasn't an easy task. The anchors cross-referenced the proposals with the notes and guidelines given to them by the Trustees. Before finalising the fellows, the anchors visited each shortlisted applicant.

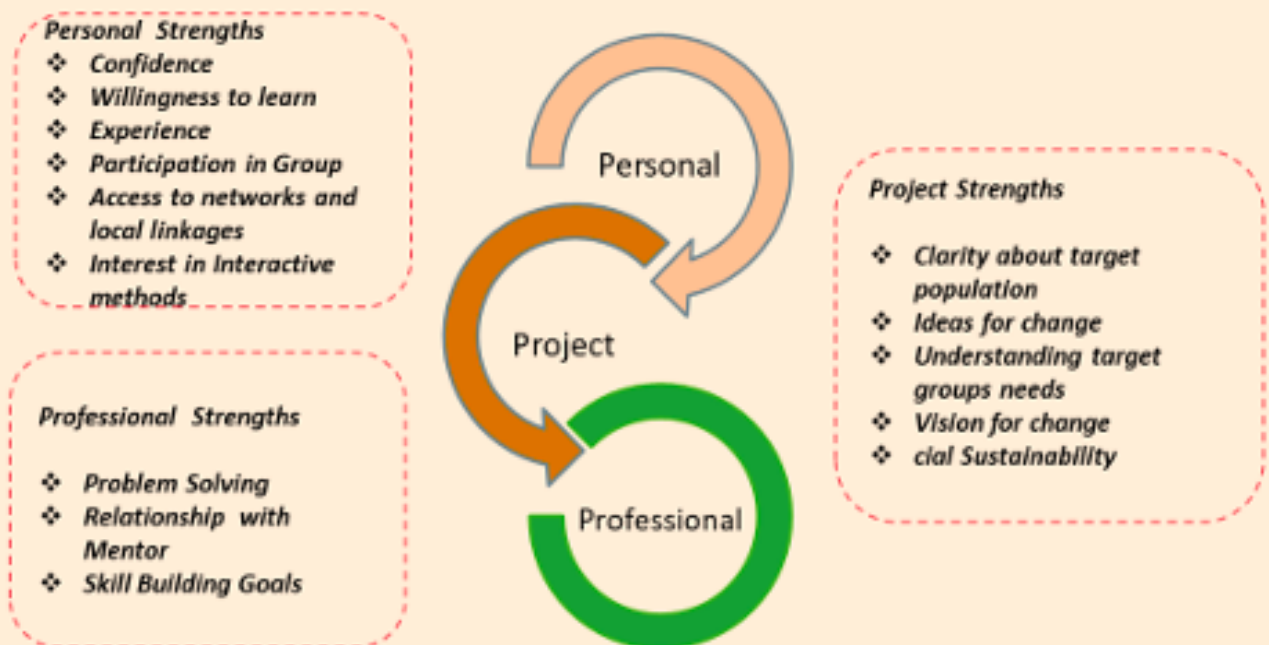
During the field visit week, anchors visited each applicant and took notes about the social environment around them. The applicants warmly welcomed them into their humble abodes. One of the anchors remembers how she clutched her clipboard, scanning the checklist and sheets of paper to write on. Another anchor made notes while her partner talked to the applicant. She scribbled away about the several topics of discussion, the applicant's community, finances, family, competition and challenges, and the social environment around the applicant.

The anchors also got to talk to the parents and close family. It was important for the applicant's family to understand what their daughter had signed up for because familial support would help her to continue the project after 6 months. After the meeting, the applicants took them on a brief tour around the village while the anchors made notes of the scope for change in the community. An important factor was how enthusiastic the applicant seemed, regardless of whether she had familial support or not. Later, the anchors typed their reports for submission. This process was repeated for each applicant.



Once the candidates were shortlisted, the anchors used a 3-dimensional - the 3P strengths Personal, Professional and Project model to assess the applicants. Through this, they could identify the applicants with potential over the others. “After the workshop, we got an idea as to whom we should choose for the fellowship. We understood who wanted to join us and who was capable,” said Pramila. Although sometimes, it wasn’t so easy to judge.

## THE PLUSTRUST 3P STRENGTHS MODEL



A finalised list of fellows sat on Ashwani’s desk. Each crossed out name had been a difficult choice. Now came the part where all the anchors had to write the rejection letters. For many, it was tough to say no. In his interview, Ashwani expressed that it was one of the most challenging parts of the process and he talked about how he found rejecting applicants difficult. He felt that they were taking decisions too soon. They could be saying no to someone who had hidden potential. As he described it, it took months to get to know a person, not days or weeks. “The anchors learnt how to say no to people,” Lalitha later told me, “and yes to people that they weren’t sure would succeed or not. You have to say no sometimes.” The rejection letters, despite the guilt, were written and sent.

## THE CHANGE PROJECTS

The acceptance letters were sent out too, and the fellows started to work on their 6-month fellowship journey. Plustrust offers 3 types of fellowship programmes: Changemaker, Return to Roots (RTR) and Rural Women Edupreneurs (RWE). RTR fellowship help women pilot service enterprises to improve basic services in their community. The RWE fellowship focuses on education and Changemaker fellowship for inclusive education and animal welfare. These programmes provide the women with some finances during their fellowship, allowing them to start an enterprise of their own. Fellows are also encouraged to build a community around them that could help them in their endeavours even after completing the fellowship.

But things didn't always go as planned.

Ashwani, who guided eight fellows, mentioned that half the fellows 'failed' in the first 3 months. "They came to me and said, 'Sir, I have planned this, but the project hasn't gone the way I planned.' It was terrifying and frustrating when things didn't go as they had foreseen, especially when this was fairly new territory. So, we sat down to discuss and talked about how the next 3 months could be more productive. After the meeting, something phenomenal happened. Two of the women were able to get back to their enterprise."

According to him, marketing the fellows' ideas was the most difficult part. Reading and writing English were skills most fellows didn't have, and even writing Hindi was tough for many. There was a need for the anchors to 'hold the fellows' hands' sometimes, but in the end, "How much hand-holding can you do?" Anchors instead help the fellows to become self-sufficient when they face challenges.

To change the people around you, you need strength.



Pramila spoke about how her fellows were scared to talk about their ideas in their community. Many people around these women or even their parents couldn't see the fellow's potential. "They would say, 'We've seen her grow up, what can she do?' But then it's about changing yourself and the people around you to show that, yes, you can do it." Pramila helped her fellows to share their ideas by encouraging them to overcome their fears. Fellows are also encouraged to build a community around them that could help them in their endeavours even after completing the fellowship.

Being an anchor is also about knowing how to help the fellows in the best way possible, by teaching rather than preaching. No path is without its bumps and potholes, without the obstacles that bring in self-doubt. When the fellows would get stuck, they would come to their anchors and say: What now? It was much easier to tell the fellows what to do and get them out of the situation. But in the end, that didn't help the fellows learn to solve problems. The role of an anchor isn't to give solutions and answers, it is to help the fellows find the answer themselves. It allowed the fellows to find solutions that were uniquely their own, most of the time different from that of their anchor's, but something that worked equally well. "That is the beauty of Plustrust," a member of the team said. It is entirely the fellow's journey and their idea. "We can walk with you in certain parts of the journey. But in the end, our role is to guide, not to tell."

The 6 months came to an end with success and failure. But the failures, just like the successes, were all part of a learning journey. Those whose projects did not launch well still learnt something. The fellows reflected on their journey and discussed the future with the trustees. Once again, the fellows were assessed through the 3Ps strength model.

## PROJECT BENEFITS

In 2020-21, the fellows executed several projects, from education on menstrual hygiene to educating school drop-out girls from bridging gender inequality by teaching children, to helping first-generation learners in low-income families. One fellow set up a canteen service during the pandemic while another made a kitchen garden project to address malnourishment. The anchors all spoke highly about how creative the different fellowship projects were. It was incredible how these women gave back to the community in their own way.



The central focus of Plustrust, besides change-making, is ensuring personal growth. Have the fellows learnt from the experience? Did it help them to grow? Have the anchors learnt something? In the end, what matters more than success is if the journey taught the fellow and the anchor something. In the words of an anchor, Plustrust is 'a journey of reflection.'







## THE OVERALL EXPERIENCE

According to the anchors, working with fellows was ‘an incredibly enriching experience.’ Their entire journey was one where they constantly learnt from each other. As Ashwani described it, “The anchors, trustees, and fellows learn from each other’s experiences. It’s a 3-layered learning process.” and Pramod Kumar talked about how much he had learnt from Lalitha and Smriti throughout his journey as an anchor. We all learnt from the shortcomings of the experience,” he said. Not only was it learning for the fellows, but it also taught the anchors and trustees about social entrepreneurship. “Being part of Plustrust is like being part of a family. The social engagement is sometimes more than professional”. He continued.

“My emotions from this journey are indescribable. I don’t think I can fully articulate it,” said Ashwani. The anchor batch consisted of many past fellows. It is a beautiful thing, to pass on what helped you. “It isn’t just 6 months of the fellowship, it’s more than that. It’s a journey after the fellowship. The entire journey was one of reflection.” He also talked about how it was painful seeing people face obstacles or being put down by things like casteism. It was painful to see fellows break because of the world around them, seeing them being insulted in their village. “Those were the emotional lows for me. I don’t think I will ever be able to forget this.” He said it was a journey of self-discovery. “It is about doing what you never thought you could do until you realise you always had it within you,” he added.

Pramila talked about how Plustrust helped her to become more confident. “I used to do a lot of work in the field, but I didn’t know how to talk about it and how to present it. I didn’t have that understanding. Now I can talk about my work and convince others of the work I do confidently.” She also spoke about how she had changed a lot. “I got a platform to meet and talk to new people and the opportunity to talk about the work I do for the community,”



Plustrust ensures that it stays in touch with fellows and does all it can to help them on their journey forward and is approachable in times of emergency. With this enriching experience, the anchors are now ready to go further.

“We are excited to anchor the next batch. I have already got several requests and phone calls from people asking me about the next workshop.” Simmi also said, “We are waiting because the COVID-19 situation makes it difficult for us to do a residential workshop to start the fellowship process.” COVID-19 has been a challenge for all of us, more for some people than others. It was one for Plustrust too “It has been difficult to do a lot of work during this time. A lot of the energy dissipated due to the online scenario,” said Pramod Kumar who was only able to mentor 2 fellows because of the current situation. But this didn’t stop anchors, instead, it drove some to work harder to face the problem at hand.

Pramila, an anchor at Plustrust since 2019, spoke about her work outside of the NGO, in these testing times. One of the biggest problems during the pandemic is people’s mindsets, not just in India but all over the world. Pramila took it upon herself to change that. By talking to rural people across several villages, she helped to convince them to get vaccinated, use masks, and accept scientific advice.

Change making goes beyond Plustrust for these unsung heroes.

## WRITER'S REFLECTION

I first heard about Plustrust while looking for an NGO internship. I was required to volunteer for three months to achieve a bronze level in my IAYP (International Award for Young People) project. I contacted Smriti Kedia, my mausi, about what I needed to do. Having already read my writing, mausi thought I should take up that skill. She redirected me to Lalitha. After meeting with her, and then with Priyanshi Sharma and Madhur Murti, I set to work on my project. The first few weeks consisted of making an action plan, preparing interview questions, and planning the booklet.

In my first meeting, I contacted the first anchor, Pramod Kumar. We had decided to meet at 6, but Pramod Kumar postponed it to 6:30 since he had another call. I waited along with Priyanshi but the fact that she also loved my favourite band didn't calm my nerves. I remember how relieved I was after the meeting, feeling glad that everything had gone as planned. What lay ahead of me were more anxiety-filled times. The commencing interviews would be in Hindi. Despite Hindi being my mother tongue, it was always a second language for me since I had spent most of my outside India. My Hindi was usually filled with errors, especially when I was nervous.

Looking back now, I got through all of it very well. It was an incredible experience speaking to the anchors and then writing their stories. Their stories showed me that heroes can be found in unexpected places, and unfortunately, these heroes go unsung.

Writing this booklet showed me how disciplined writing is. It made me realise how much effort I needed for short pieces of work. Despite all this, working at Plustrust has been an unforgettable experience. I have reaped several lessons out of this journey. I have realised that being at Plustrust, either as a fellow or an anchor, is a journey of self-discovery. It feels magical and sometimes painful to unlock and see yourself and to realise who you are and what you want. It's like opening your eyes for the first time.



Reality can be challenging for everyone, especially for women in rural India. It can be tough to see the light, to see beyond the prejudices that push them down. Ashwani said that seeing women go through it, his fellows go through it, is something he could never forget. The workshop helped these strong women to see who they truly are — maybe for the first time. Plustrust fills me with the joy of a hopeful future. A future in which we can bridge the gap between genders in our country. Plustrust ignites the dreams in ambitious change-makers, but it also yearns to close the disparity that rots our society. For that, I can't help but feel sheer respect.

Bringing about change seems challenging. But in the end, it's about being a leader. "Leadership is not an exercise or training," Ashwani said, "Leadership is a moment. The moment in which you take someone else's problem, and you help them face it. It's the moment when you have the courage to deal with the problem, solving is another thing."

These people have made a difference against several odds. The small changes that add up to make an impact. It's easy to say that everything is going wrong and that others should change (in this, I confess to being guilty). In the face of the looming climate crisis, it seems that our small parts don't add up. The real change lies in the hands of "powerful" people, people in multinational corporations, the government, etc., and that we can't make a significant difference. But the truth is, our small parts do add up, especially if we encourage others to do the same. To bring out the best of our nation, we must include everyone in the strife for a developed country. Men, women, others, and youth must come together to make a significant impact.

I had a humanities teacher who changed my view of the world. Once, when we were talking about poverty and education, she told me "The little things people do, against the problem is putting a bandage on the wound. It isn't healing it. It's covering it up. But, in the end, our small parts add up. If everyone placed a bandage on the wound, it would solve the problem."

We all have dreams, but some of us act on them. Braving the unknown is tough but going forward is tougher. It never is impossible if you focus on the result and the goal you would like to achieve. The sheer will to move forward, to achieve something, can work wonders. It's easier said than done. But these people have done it. They are just ordinary people with extraordinary dreams and the will to achieve them. You aren't born with that will, you have to develop it.

Mahatma Gandhi once said: "Men often become what they believe themselves to be. If I believe I cannot do something, it makes me incapable of doing it. But when I believe that I can, then I acquire the ability to do it even if I didn't have it in the beginning."

I will end with a few more words of wisdom from the Father of the Nation.

"Be the change you wish to see in the world."

Thank you.



## GET IN TOUCH

**To know more about our Anchor Development Programme, feel free to write to us at: [plustrustudaipur@gmail.com](mailto:plustrustudaipur@gmail.com)/[plustrust21@gmail.com](mailto:plustrust21@gmail.com).**

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