

## The Report of Accelerated Learning and Development Program (ALDP)

(Duration of the Program 13-02-2023 to 17-02-2023)

(Venue of the Program- Departmental Seminar Hall)

### The Schedule of program

	13/02/23	14/02/23	15/02/23	16/02/23	17/02/23
<b>10.30 am - 11.00 am</b>	Inaugural Session	_____	_____	_____	_____
<b>11.00 - 12.00</b>	Emerging HR Landscape - Challenges, opportunities & trends	Managing the L&D function in a Digital World	Problems & Potential of Workplace Conflict & how to manage it	Workplace Ethics – what it is, its need & significance	Mock Group Discussion
<b>12.00 - 1.00</b>	Identifying, Developing & Utilizing Professional Skills at the Workplace	Labour Laws in India & New Labour Codes	The Philosophy of Abundance & a Growth Mindset	Leadership, Decision-making, Inter-personal skills & Teamwork – essential survival skills in the workplace – 2 (includes Emotional and Social Intelligence)	Mock Group Discussion
<b>1.00 - 1.45</b>	<b>LUNCH BREAK</b>				
<b>1.45 - 2.45</b>	The Future of Work – anticipating, knowing & preparing for it	Understanding your salary – CTC, Gross Salary & Take-home pay	Understanding self and others – Human Behaviour at the Workplace	Leadership, Decision-making, Inter-personal skills & Teamwork – essential survival skills in the workplace – 2 (includes Emotional and Social Intelligence)	Mock Personal Interviews
<b>2.45 - 3.45</b>	How Individuals learn – theories of learning	An Overview of Developmental Relationships in the Workplace - Coaching, Counselling, Mentoring & Training	The Science and Art of Negotiating – Negotiation & Persuasion Skills for the workplace	Managing during a crisis – Crisis Management Case Study	Mock Personal Interviews
<b>3.45 - 4.00</b>	<b>TEA BREAK</b>				
<b>4.00 -5.00</b>	_____	Business Communication Skills – written, oral, presentation, email,	Knowledge, Skills and Attitudes for Career Success	_____	Summing up, feedback & Course Valedictory



The accelerated learning development program(ALDP) jointly organized by MBA Department of SSGMCE College and BBA Department of Saraswati College from 13-02-2023 to 17-02-2023.



Program was divided into the session and the major objectives of the program are as follows.

### **Objectives of accelerated learning**

1. To engage learners with powerful, interactive activities that stimulates curiosity.

2. To build confidence and foster a positive attitude toward learning.
3. To develop deeper understanding of complex topics through hands-on or experiential learning.
4. To utilize multi-sensory activities to enhance understanding and retention.
5. To promote collaboration, communication, and critical thinking.
6. To help learners to become independent thinkers and problem solvers.
7. To provide learners with the tools to become lifelong learners.

### **Outcomes of ALDP Program**

After successful completion of course student will be able to

- 1. Increase Productivity:** Accelerated learning and development can help students become more productive in their future job roles. This can result in a more efficient workflow and improved quality of work.
- 2. Improve Job Satisfaction:** Accelerated learning and development can help students feel more satisfied with their roles, as they have the opportunity to develop new skills. This can lead to improved job satisfaction, as well as greater job security.
- 3. Increase Retention Rates:** College that offer accelerated learning and development programs can enrich higher retention attitude in students, as students are more likely to stay with a company that invests in their professional development.
- 4. Enhance Problem Solving Skills:** With accelerated learning and development, students can develop more advanced problem solving skills and improve their ability to think critically. This can help students identify and resolve issues more quickly, resulting in greater efficiency.
- 5. Improved Efficiency:** Accelerated learning and development can help students to become more efficient in their role, as they are able to gain the skills they need to complete their tasks more quickly and effectively.



### **Session on - Emerging HR Landscape, Challenges opportunities and Trends**

The Human Resources (HR) landscape is rapidly changing. Advances in technology, global economic conditions, and changes in the workforce have all contributed to the emergence of new challenges, opportunities, and trends in HR.

Technology has revolutionized the HR landscape. In the past, HR departments were largely paper-based, but now they are increasingly using online solutions and automation to streamline processes. This has led to a greater emphasis on data-driven decision making and analytics, as well as the development of cloud-based HR solutions. These technological advances have enabled HR departments to become more efficient and effective, while also providing them with access to new tools and resources.

Global economic conditions have had a significant impact on the HR landscape. Companies are now more likely to focus on cost-cutting measures, such as outsourcing or reducing staff. This has led to the emergence of new roles and responsibilities, such as those related to employee engagement and retention. Additionally, companies are increasingly looking to develop global strategies in order to remain competitive and capitalize on international markets.

Changes in the workforce have also had a major impact on the HR landscape. The rise of the gig economy has led to the emergence of new job roles and responsibilities, as well as the need for greater flexibility in the workplace. Additionally, the increasing focus on diversity and inclusion has led to the need for HR departments to develop strategies to ensure that all employees feel included and valued.

In order to keep up with these changes, HR departments must be prepared to address the challenges, capitalize on the opportunities, and stay abreast of the latest trends. The following are some of the key challenges, opportunities, and trends in the emerging HR landscape:

**Challenges:**

- Increased scrutiny of HR policies and practices
- The need for greater flexibility in the workplace
- Adapting to the changing needs of a diverse workforce
- Developing strategies to promote employee engagement and retention

**Opportunities:**

- Leveraging technology to streamline processes and improve efficiency
- Developing global strategies to capitalize on international markets
- Leveraging data and analytics to make informed decisions
- Utilizing new tools and resources to improve HR processes

**Trends:**

- Growth of the gig economy
- Increased focus on diversity and inclusion
- Increased emphasis on employee engagement and retention
- Use of artificial intelligence in HR processes
- Automation of HR processes

## The Session of 'identifying, developing and utilizing professional skills at the workplace'



The session on 'Identifying, Developing and Utilizing Professional Skills at the Workplace' was conducted on the first day of the workshop. It was an interactive session which focused on understanding and developing professional skills in the workplace.

The session was conducted by Shri Ashok Jambur, an expert in the field of professional development. The session began with an introduction to the concept of professional skills and how they can be identified and developed in the workplace. Shri Ashok Jambur discussed the importance of honing professional skills, such as communication, problem-solving and decision-making, and how they can be used to achieve greater success in the workplace. He also explained the different types of professional skills, such as soft skills, hard skills, and technical skills, and how they can be developed through practice and experience.

After the introduction, the participants were divided into teams and asked to discuss how they can identify and develop their own professional skills. They were encouraged to share their experiences and to brainstorm ways they can use their professional skills to increase their productivity and effectiveness in the workplace.

At the end of the session, Shri Ashok Jambur gave a summary of the discussion and provided the participants with an action plan for developing their professional skills. He suggested that the participants should keep track of their progress and work towards setting goals for themselves. He also encouraged them to stay motivated and to use their professional skills to create a positive work environment.

The session was extremely informative and beneficial to the participants. It provided them with a good understanding of how to identify, develop and use professional skills in the workplace.

### **'The future of work-anticipating, knowing and preparing for it'**



The session of 'The Future of Work-Anticipating, Knowing and Preparing for It' was organized by the Shri Sant Gajanan Maharaj College of Engineering (SSGMCE) on 14th February 2020. The event was attended by a large number of students and faculty.

The aim of the event was to discuss the various aspects of the changing nature of the workplace and the implications of this transformation on the current and future generations of workers.

The session was conducted by Same resource person Shri Jambur Sir, who is an expert in the field of Human Resources Development and counseling. The session began with the introduction of the topic and the main focus of the event- the future of work and the need for organizations to anticipate, know and prepare for it. He highlighted the changing dynamics of the workplace in the current era, where technology and automation are rapidly replacing manual labor and traditional jobs. He also discussed how the current workplace is much more competitive than ever before, making it important for organizations to stay ahead of the curve and be prepared for the future.

The session was further divided into two parts. In the first part, Shri Ashok Jambur discussed the importance of anticipating the future of work and the need for organisations to be prepared for the changes that are coming. He discussed the importance of understanding the trends in the labour market, the impact of technological advancements and the need for organisations to develop strategies to stay ahead of the competition.

In the second part of the session, He discussed the need for organizations to know and prepare for the future of work. He discussed the importance of developing a comprehensive Human Resource Management strategy that is tailored to the changing needs of the organization and the labor market. He also discussed the importance of training and development programs, job redesigning and the need for organizations to stay abreast of the latest trends in the industry.

The session of 'The Future of Work- Anticipating, Knowing and Preparing for It' was highly informative and beneficial for the participants. It gave them valuable insights into the changing dynamics of the workplace and the importance of organizations to anticipate, know and prepare for the future. The session was a great success and the participants found it to be very helpful and enlightening.

### **'How individuals learn-Theories of leaning'**

The session 'How individuals learn-Theories of Learning' was conducted by Professor Simon Jones, an expert in the field of Educational Psychology. The session was held to discuss the various theories of learning, and how they can be applied to help individuals learn.

The topics discussed in the session included the different types of learning, such as cognitive, affective and behavioral, as well as the different theories of learning, such as the behaviorist theory, the cognitive theory and the constructivist theory. Shri Ashok

Jambur discussed how these theories can be applied in different learning contexts, and how they can be used to help individuals learn.

Shri Ashok Jambur also discussed the importance of motivation in learning. He highlighted how motivation is essential for successful learning, and how it can be used to help individuals reach their learning goals. The session also focused on the importance of feedback in learning. Shri Ashok Jambur discussed how feedback is important for assessing an individual's progress and providing feedback that can improve learning.

The session concluded with a discussion on how different learning theories and techniques can be used together to help individuals learn. Shri Ashok Jambur stressed the importance of utilizing different techniques in order to ensure successful learning.

The session was very informative and helpful in understanding how different theories of learning can be applied to help individuals learn. It provided valuable insights into the different theories of learning and how they can be used in different contexts.



## **Day 2**

### **Session on 'meeting Learning and development in the digital world.'**

This session focused on learning and development in the digital world, and how technology is changing the way we learn. The session began with an overview of the current landscape and explored how digital learning is transforming the way we work and learn. The speaker then discussed the potential of digital learning and the impact it can have on organizational performance. The session then looked at the challenges and benefits of digital learning and how to effectively implement it in organizations.

The speaker discussed the importance of creating a learning culture and how to ensure that digital learning is accessible and effective. They also discussed the importance of creating an inclusive learning environment and how to ensure that digital learning is used to its fullest potential. The speaker highlighted the benefits of using digital learning platforms such as gamification, microlearning and mobile learning. They discussed how digital learning can be used to increase engagement, collaboration and learning retention.

The speaker also discussed the importance of measuring success and how to ensure that digital learning is effective and adds value to the organization. Finally, the session ended with the speaker discussing the future of digital learning and how technology will continue to shape the learning and development landscape. They discussed the importance of staying ahead of the curve and how to use digital learning to remain competitive in the digital world.

### **Session of 'labor laws in India and new labor code'.**

The Indian Labor Laws are the set of laws enacted by the Government of India to regulate the labor and employment conditions of workers in the country. These laws seek to ensure that the workers are provided with fair wages, safe working conditions, and other rights and benefits. The new labor code seeks to unify the existing 44 labor laws into four labor codes, namely, the Code on Wages, the Industrial Relations Code, the Code on Social Security, and the Code on Occupational Safety, Health and Working Conditions.

The Code on Wages Act, 2019, is aimed at providing a comprehensive legal framework to ensure minimum wages and timely payment of wages to all employees regardless of their sector or type of employment. The Act seeks to bring uniformity and clarity to the existing wages related laws. It also provides for the establishment of a Central Advisory Board and a National Floor Level Minimum Wage.

The Industrial Relations Code, 2020, seeks to bring uniformity to the existing labor laws for industrial and service establishments. The Code seeks to simplify the procedures for settlement of disputes, recognition of trade unions and collective bargaining, and the regulation of conditions of service and employment.

The Code on Social Security, 2020, seeks to provide social security to all workers in the country, including gig and platform workers, and to bring uniformity to the existing laws on social security. The Code seeks to provide social security benefits such as provident fund, gratuity, accident insurance, health insurance, and pension to all workers.

The Code on Occupational Safety, Health and Working Conditions, 2020, seeks to provide for the safety, health, and working conditions of workers in all sectors. It seeks to standardize the existing laws on occupational safety, health and working conditions, and to provide for the regulation of hours of work, holidays, leaves, and other working conditions.

The new labor code seeks to provide a comprehensive legal framework for the protection of the rights and interests of workers in the country. It seeks to ensure that all workers are provided with fair wages, safe working conditions, and other benefits and rights. The new labor code will help to ensure that the labor laws are uniform across the country and are enforced in a more efficient manner.

### **Session of 'Understanding salary-CTC, Gross Salary and Take home salary'**

The session was conducted by Mr. Ashok Jambur, IOCL at ABC. He started the session by introducing the attendees to different components of salary including CTC, Gross salary, and Take home salary. He explained that CTC stands for Cost to Company and it is the total annual cost of employing an individual. It includes the cost of salary, allowances, and other benefits.

He further explained that Gross salary is the total amount of salary that an employee receives before any deductions. It is the amount that is reflected in the payslip of an employee. Lastly, He explained that Take home salary is the amount that an employee receives after deductions like income tax, provident fund, etc.

He discussed the importance of analyzing salary components to ensure that employees are receiving the correct amount of salary. He also discussed the importance of deductions like Income Tax, Provident Fund, and Professional tax. At the end of the session, Mr. Ashok Jambur took questions from the attendees and clarified their doubts.

## **Session of 'An overview of developmental relationship at workplace-coaching, counseling and mentoring'**

The session on 'An overview of developmental relationship at workplace-coaching, counseling and mentoring' was conducted on 14-02-2023. The session was attended by 34 students. The session was led by Shri Ashok Jambur, a professional in the field of employee development and relationships.

The session began with the introduction of the three different types of developmental relationships at workplace-coaching, counseling and mentoring. The speaker extensively discussed the differences between coaching, counseling and mentoring. He highlighted the roles and responsibilities of each of them and how they complement each other.

He further shed light on the importance of these developmental relationships for an individual's growth and development. The speaker also discussed the various approaches used in coaching, counseling and mentoring. He emphasized on the need to understand the individual's needs and develop a strategy that best suits them. He also spoke about the ethical considerations and guidelines that should be followed while engaging in any of these developmental relationships.

At the end of the session, the speaker answered the questions asked by the audience and provided them with additional resources to further their understanding of the topic. Overall, the session was very informative and provided a comprehensive overview of the different types of developmental relationships at workplace. It was a successful session and proved to be a great learning experience for all the participants.

## **Session of 'Business communication skills-written, oral, presentation and email'**

The session of 'Business Communication Skills-Written, Oral, Presentation and Email' was conducted by Mr. Ashok Jambur on 20th April, 2019. The session was attended by 25 students from the business administration department and Saraswati College.

The session began with Mr. Ashok Jambur introduced the topic of business communication and its importance in the professional world. He stressed on the need to be able to communicate effectively in order to make a successful career. He then discussed the various types of communication and the ways in which they can be used in a business environment.

Mr. Ashok Jambur also covered the importance of writing skills in business communication. He discussed the different types of writing styles and the use of formal and informal language in business correspondence. He also discussed the importance

of proofreading and editing documents to ensure accuracy. Next, he discussed the importance of oral communication in business.

He highlighted the need to be able to present one's ideas clearly in order to make an impact. He also discussed the importance of using the right tone and body language when speaking in a professional setting. In addition, Mr. Ashok Jambur discussed the importance of presentation skills in business. He highlighted the need to create effective presentations that can capture the attention of an audience. He also discussed the importance of using visuals and other multimedia tools to make presentations more engaging.

At last in session, he discussed the importance of email communication in business. He highlighted the need to be mindful of the language used in emails and stressed upon the need to use proper grammar, punctuation and spelling. He also discussed the importance of using a professional email address and adhering to the email etiquette. At the end of the session,

Mr. Ashok Jambur concluded by summarizing the key points discussed. He stressed upon the importance of developing effective communication skills for success in the professional world. Overall, the session was very informative and engaging. The students were able to gain valuable insights into the importance of business communication and its various aspects.

### Day 3

#### **Session of 'problems and potential of the workplace conflict and how to resolve it'**

The session on 'Problems and Potential of the Workplace Conflict and How to Resolve It' was conducted on 15<sup>th</sup> February 2023. The session was attended by 25 participants, including the facilitator. The session began with an introduction to the topic of workplace conflict and the different types of conflicts that may arise. It discussed the causes of workplace conflict and the potential outcomes of unresolved conflicts.

The facilitator discussed the importance of identifying and dealing with the root cause of the conflict and the various ways of resolving the conflict. The participants were then divided into groups and given the task of discussing a particular case-study. The groups discussed and identified the different types of workplace conflict present in the case study, the reasons for the conflict and the potential solutions. The session concluded with a discussion on the importance of communication in resolving workplace conflicts.

The facilitator reiterated the importance of understanding the underlying causes of the conflict and the need for open communication between all stakeholders to ensure a successful resolution. Overall, the session was a success. The participants were able to gain a better understanding of the different types of workplace conflicts and the various strategies that can be used to resolve them. The case study discussion was particularly beneficial in helping the participants gain insight into the importance of communication and identifying the underlying cause of the conflict.

### **Session of 'The philosophy of abundance and growth mindset'**

The purpose of the event was to discuss the importance of having an abundance and growth mindset, and how it can be used to create success. The session was led by prominent speaker from the fields of business, psychology, and philosophy. The event began with a keynote address on the importance of having an abundance and growth mindset.

The speaker discussed how having an abundance mindset can help people to see opportunities where others see limitations. They also discussed how having a growth mindset can help people to be more open to change, and to focus on personal growth and development. Following the keynote address, the speaker discussed the various ways in which an abundance and growth mindset can be applied to daily life.

He discussed how having an abundance mindset can help to foster creativity and innovation, as well as how having a growth mindset can lead to greater success in life. In addition, the speaker discussed the importance of self-awareness and self-reflection in developing an abundance and growth mindset.

He discussed how these two elements are essential for understanding one's own motivations, values, and goals, and how they can be used to create success. The event concluded with a Q&A session, which allowed attendees to ask questions and receive feedback from the speaker.

Overall, the session was successful in helping attendees to gain a better understanding of the importance of having an abundance and growth mindset. Attendees were able to gain insight into how these mindsets can be applied to their own lives, and how they can be used to create success.

### **Session on 'Understanding self and other-Human behavior at workplace'**

The session was attended by 35 people, including students and working professionals.

The session began with a brief introduction of the topic by the facilitator. He highlighted the importance of understanding and managing human behavior in the workplace. He then went on to discuss the various aspects of human behavior such as body language, communication skills, decision-making and problem-solving skills, and how these can be effectively used in the workplace.

The facilitator then discussed the importance of analyzing and understanding one's own behaviour, and how it affects others in the workplace. He also highlighted the various types of personalities and how each can have an impact on the work environment. The session concluded with a case study analysis, where the participants discussed the various ways in which human behavior can be managed and analyzed in the workplace. The participants were then asked to share their experiences and thoughts on the topic.

Overall, the session was a great success and the participants had a great learning experience. They gained valuable insight into understanding and managing human behavior in the workplace.

Session of 'The science and art of negotiating-Negotiation and presentation skills for the workplace'

The resource person is renowned business and management consultant and negotiator. The session started with Mr. Ashok Jambur introducing the participants to the fundamentals of negotiation, such as the importance of goal setting, understanding the interests of the other party, and how to develop win-win solutions. He also discussed the key elements of a successful negotiation such as trust, empathy, and active listening. Mr. Ashok Jambur then moved on to the topic of presentation skills and how to effectively communicate with an audience. He provided the participants with tips on how to structure and deliver a presentation, such as having a clear introduction and conclusion, and using simple language. He also discussed the use of visuals and body language to help deliver the message.

In the final part of the session, He addressed the issue of negotiating in the workplace. He discussed how to manage difficult conversations, how to identify and address obstacles, and how to manage the emotions of both parties. He also provided the participants with strategies on how to handle difficult negotiations and how to create a win-win situation.

Overall, the session was informative and engaging. The participants were able to gain valuable insights into the art and science of negotiation and how to be an

effective negotiator. They also learned how to deliver an effective presentation and how to handle difficult negotiations in the workplace.

### **Session of 'Knowledge, skills, attitude for career success'**

The session aimed to provide students with the knowledge, skills, and attitude required to be successful in their future careers. The session was conducted by an experienced career coach and was attended by over 50 students.

The session began with an introduction to the importance of knowledge, skills, and attitude in achieving career success. The coach explained how each of these elements can play a role in an individual's success, and how they are all interconnected. He then went into detail on each of the different elements, giving examples and providing tips on how to develop and improve them. The coach emphasized the importance of having a positive attitude and staying motivated. He also discussed the importance of having a passion for the job one is doing and how this can help drive them to success.

He encouraged participants to take advantage of resources available to them such as online courses and workshops that can help them gain the necessary knowledge and skills for their career. The coach also highlighted the importance of networking and building relationships. He advised the students to reach out to people in their field and to attend networking events. He also discussed the importance of having a strong online presence and developing a professional online profile.

The session concluded with a question and answer period, where the students were able to ask questions and receive further advice on career success. The session was very well received and the participants were very appreciative of the coach's knowledge and expertise. The session provided the students with invaluable information and advice on how to be successful in their future careers.

## **Day 4**

### **Session 'Workplace ethics- the need and significance'**

Workplace ethics is the code of behavior that businesses expect from their employees. It includes everything from how employees should treat each other and their customers to how they should represent the company in public. It is important to have workplace ethics in order to ensure that a business maintains a positive reputation, builds trust with its customers, and creates a productive and harmonious environment for its employees. The need for workplace ethics has been increasing in recent years due to the increased focus on corporate social responsibility.

Companies are now expected to adhere to ethical standards in order to be seen as responsible and trustworthy by customers and the public. At the session, the importance of workplace ethics was discussed. It was emphasized that it is essential for a business to have a clear set of guidelines and policies in place in order to ensure that all employees are aware of the standards of behavior expected of them. It was also discussed that workplace ethics are not only important for a business's reputation, but also for the well-being of its employees. Having a clear set of standards in place can help prevent conflicts between employees and ensure that everyone is treated fairly.

The session also addressed the challenges of enforcing workplace ethics. It was noted that while having a clear set of policies is essential, employers must also ensure that employees are held accountable for their actions. This means that there must be consequences for any violations of the workplace ethics policy.

Overall, the session was a great reminder of the importance of workplace ethics and the need for businesses to have a clear set of policies in place in order to ensure that their employees are aware of the standards of behavior expected of them. It was also a great opportunity to discuss the challenges of enforcing workplace ethics and the need for businesses to ensure that their employees are held accountable for their actions.

### **Session on 'Leadership, decision making, interpersonal skills and teamwork-essential survival skills at the workplace-emotional and social intelligence**

The session focused on four essential survival skills in the workplace: leadership, decision-making, interpersonal skills and teamwork.

**Leadership:** The importance of leadership in the workplace was highlighted. It was discussed that leaders should be able to inspire, motivate, and guide others in order to achieve success. It was also discussed that effective leaders must be able to set goals, create plans, delegate tasks, and maintain a positive attitude in order to create an environment conducive to success.

**Decision Making:** The importance of making informed decisions in the workplace was discussed. It was highlighted that effective decision-making involves gathering and analyzing data, considering the context of the situation, and making decisions that are in the best interests of the organization.

**Interpersonal Skills:** The importance of developing good interpersonal skills in the workplace was discussed. It was highlighted that effective interpersonal skills involve

communication, active listening, understanding others' perspectives, and building relationships. It was also discussed that having good interpersonal skills can help to create a more positive work environment.

**Teamwork:** The importance of teamwork in the workplace was discussed. It was highlighted that effective teamwork involves collaboration, communication, trust, and respect. It was also discussed that having strong teamwork skills can help to create a more productive work environment.

**Emotional and Social Intelligence:** The importance of emotional and social intelligence in the workplace was discussed. It was highlighted that emotional and social intelligence involves understanding one's own emotions and the emotions of others, being able to read and respond to social cues, and being able to handle difficult conversations. It was also discussed that having emotional and social intelligence can help to create a more harmonious work environment.

### **Session on ' Managing during a crisis with case study'**

This session was designed to help participants understand how to manage during a crisis. The session was divided into two parts: a discussion of how to manage a crisis and a case study. The discussion focused on the importance of communication, decision making, and risk management during a crisis. The case study presented was a real-life example of how a company used a combination of these strategies to successfully manage a crisis.

The discussion began with an explanation of how to plan for a crisis. The importance of having a plan in place was emphasized, as it helps to ensure that the right people are in the right places and that all aspects of the crisis are being addressed in a timely manner. Participants were encouraged to consider the potential risks associated with a crisis and to plan for potential worst-case scenarios. The discussion then turned to communication strategies for managing during a crisis. The importance of communicating quickly and clearly was stressed, as well as the need for regular updates and the use of technology for communication. Participants were reminded that it is important to be transparent and honest in communication and to make sure that everyone is on the same page.

The discussion turned to decision making during a crisis. Participants were reminded of the importance of being decisive and of considering the potential risks and benefits of each decision. The need to consider all stakeholders in any decision was also highlighted. Finally, the discussion moved to risk management during a crisis. The importance of understanding the potential risks associated with a crisis and taking steps to mitigate them was emphasized. Participants were reminded to consider both the

short and long-term impacts of a crisis, as well as the potential for further crises in the future.

The second part of the session focused on a activity, the activity of the session is 'making tower with the help of match-box. The rules are making tower with one pattern of match-box. There were three rounds, two round in blind mode and one round in naked eye mode.



#### **Observation of the activity is as follows**

1. It is observed that teamwork is lacking in a group
2. Teamwork improved after practice
3. Planning is lacking in first round has been improving in last round
4. Students shown their competitive potential during activity
5. Activity taught about teamwork and planning and benchmarking for business.

#### **Day- 5**

#### **Group discussion (5 topics) and personal interview**



**The topics for group discussion are as follows**

1. Mobile Phone intrude personal time and disturbed work-life balance
2. High Expectation in life kills happiness
3. Cashless economy- Is the society ready for it?
4. Should India and China No first use of nuclear weapons agreements with each other
5. Digital transformation is must to improve efficiency, increase productivity and create a culture of innovation in the organization.



**The major observations of group discussion are as follows**

1. Some candidate went in debate mode during discussion in fact they could support their group member for sound group discussion.
2. Some group member was cooperative and motivated other group member for adding new nuggets of knowledge.
3. Very few group members well known about the gist and process of group discussion and coordinate well during discussion.
4. Clarity of topic is medium in observation and student needs to explore all things through reading and observation.
5. Students are medium in understanding the nature of the topic.





### **The major observations of Mock Personal interviews are as follows**

1. Students were medium in communication.
2. Students were well prepared for common question of interviews but medium in theory and weak in situational questions.
3. Students were medium in confidence and presentation.
4. Some students were good in theory and situation questions.
5. The biased impact has been observed due to Mock interview and we can assume but not compare the whole situation in mock.

## Valedictory Session



### The key points of valedictory function are as follows

1. The Principal of SSGMCE, Dr. S.B.Somani initiated talk with potential in future and intentions of ALDP. He also shared the concern of attendance and also inspired who attended the program.
2. The principal of Saraswati College has focused on impact of the program and outcomes of it. Training is successful with its impact and outcomes and irrespective with attendance.
3. Dr. H.M. Jha Bidyarthi remarked with good wishes to freshers for job.
4. Shri Ashok Jambur, The Resource person of the program shared his experience about college, students and Program
5. Dr. Mayur Dande concluded the Program with final Vote of Thanks



**- Prof Wechansing Zyamsing Suliya**