

Report: Training program for students on “Interpersonal Effectiveness and Team Building”

As a part of Finishing School activity, Training & Placement Office had organized a 4 day training program for final year B Tech students on “Interpersonal Effectiveness and Team Building” on 11 to 14 June 2019.

The pedagogy of program included group exercises, self learning activities, case studies, etc. From all 5 M Tech classes, around 39 students participated in this program. The faculty members for this training were as follows:

1. Mr. Anil Patil, L & T Engg (Retd.) and
2. Dr. Rahul T. Dahatonde, SPCE, Mumbai.

The first day started with an introduction which was presided over by Vice- Principal of the college and the faculty of the day Mr. Anil Patil. During the inauguration, students shared their expectations from training.



Inaugural Function

The inaugural session was followed by an outdoor activity ‘Micro-lab’ where the participants got an opportunity to interact and understand each other. Post this introductory activity, Mr. Anil Patil conducted two sessions respectively, on ‘Enhancing Personal Effectiveness’ and ‘Time Management’.

This session was followed up by a session on ‘Human Relations and Nature of Man’ conducted by Dr. Dahatonde. In this session the concept was explained with the help of a group exercise. The session was followed by an interaction about learning from this session and feedback from participants.

The first day concluded with a session on Time Management conducted by Mr. Anil Patil. In this session he discussed the concepts and importance of Time Management.

The second day started with a session on “Leadership: The Lagaan Way!” conducted by Dr. Dahatonde. In this session, Dr. Dahatonde discussed how movies can also offer learning experiences. With the help of some clips from Movie Lagaan, he presented the leadership concepts. The students liked this session very much since This session was followed up by a session on “Change Management” conducted by Mr. Anil Patil. In this session, Mr. Patil explained importance of adapting to change in industry. He explained that Change is the only constant thing in life and it is necessary to adapt to the change to survive.

This session was followed up by a session on “Conflict Management” conducted by Dr. Rahul Dahatonde. In this session, various aspects, reasons for conflict were discussed. Students worked on a task to understand two different, modern and traditional view of conflict. They also studied various methods to resolve conflict. This session gave an important insight to students about conflict management.



Micro-lab Activity

The second day concluded with an activity conducted by Dr. Dahatonde on “A Simple Analytical Project!” This was an activity based on Project Management Concepts. During this activity importance of proper flow of communication in an organization was explained. The participants understood roles of sponsor, portfolio manager, project manager, and team members in a project team.

On third day, Dr. Rahul Dahatonde conducted field activities to make students understand importance of team building and working in teams in professional organizations. The day started with “Team Building Effectiveness”. This was an activity based learning session. In this session, participants were given an egg. This egg was to be saved using waste material available for sale. Four teams were formed and the teams were to procure the available material by the method of bidding. The team which saves the egg by spending minimum amount was going to be winner. The teams were also allotted virtual amount of Rs. 25,000/-. During this activity, the participants learnt the skills of negotiation, innovation and use of waste for the best.



Group exercise on Conflict Management

The participants also understood importance of decision making in groups and team work. This session was followed up by another session of Dr. Dahatonde on “Intra and Inter-team Decision Making”. During this session participants were divided into 4 teams and a group activity was conducted. During this session participants learnt the procedure and importance of Inter-team and intra-team decision making. He also conducted another activity based on the concept of ‘Prisoner’s Dilemma’ to teach students the inter- and intra-team decision making process.

Post lunch on third day, Mr. Patil conducted a session on Transactional Analysis. He explained various relations between different individuals and the importance of the concept of “I am Ok! You are Ok!”. He also conducted a session on “Emotional Management”. Mr. Patil explained that the ability to realize, readily accept, as well as successfully **control** feelings in oneself (and sometimes others) is known as the **emotion management** skill. This is important because the change in your thoughts and feelings is what helps change your **emotions**, preventing from reactive outbursts.



Team Building field activity

The fourth day started with a session by Mr. Patil on, “**Work-life balance**”. He explained that the Work-life Balance is a **concept** that describes **the ideal** of splitting one’s time and energy between **work** and other important aspects of **their life**. And happy employees, whose needs for **work-life balance** are achieved, tend to stay with **their** employer and are more productive. His session offered participants an insight to importance maintaining balance between work-life and personal-life.

In these sessions she highlighted why it is important to manage individual’s emotions to be a successful leader and a manager in corporate ladder. Ms. Mona also guided students about how to achieve the balance between professional and personal life after their transition from campus to corporate. He also discussed the differences between personal life and professional life with focus on building a long term career.

At the end of the training, the participants had to answer a questionnaire on change in their attitude and mindset after the training. In this attitude survey questionnaire almost all the students could find drastic change in their thought process. The feedback from participants was also very encouraging. Throughout the training days, participants followed self discipline of not using mobile phones during the sessions.

Each participant was awarded certificate of participation after successful completion of the training. Overall, this was a value adding, memorable and rewarding experience for the participants.



Some of the sample feedback forms are attached with this report.