

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

As a part of Finishing School activity, Training & Placement Office had organized a 3 day training program for final year B Tech students on “Interpersonal Effectiveness and Team Building” on 9th to 11th Jan 2020.

The pedagogy of program included group exercises, self learning activities, case studies, etc. From all 3 final year classes, around 35 students participated in this program. The faculty members for this training were as follows:

1. Ms. Mona Upadhyay, SPCE Student Counsellor
2. Mr. Anil Patil, L & T Engg (Retd.) and
3. Dr. Rahul T. Dahatonde, SPCE, Mumbai.

The first day started with an introduction to the program given by all the three trainers. The inauguration of the program was presided over by Principal Dr. P. H. Sawant, HoD Mechanical Dr. Nilesh Raykar and Dean Finance Dr. P. P. Nagrale. During this session, 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 ‘Change Management’.



Micro-lab Activity

The first day concluded with a session conducted by Dr. Rahul Dahatonde on 'Human Relations and Nature of Man'. In this session the concept was explained with the help of a group exercise. The session was followed by an interaction about learning form this session and feedback from participants.

On the second day, Ms. Mona Upadhyay conducted two consecutive sessions, respectively on 'Emotional Management' and 'Time Management & Work Life Balance'. 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. All the sessions conducted by Ms. Mona were quite useful to the students. The second day concluded with a group exercise conducted by Dr. Rahul Dahatonde on 'Conflict Management'.



Group exercise on Conflict Management

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.

On third day, Dr. Rahul Dahatonde conducted field activities to make students understand importance of team building and working in teams in professional organizations.



Team Building field activity

He also conducted another activity based on the concept of 'Prisoner's Dilemma' to teach students the inter- and intra-team decision making process

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.