

SUPPORTING DOCUMENTS

CRITERION 2

2.3.1: Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

SUBMITTED TO

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BY



N. L. Dalmia[®]

Institute of Management Studies and Research

(A School of Excellence of N. L. Dalmia Educational Society)

N. L. DALMIA INSTITUTE OF
MANAGEMENT STUDIES AND RESEARCH

FOR

NAAC ACCREDITATION SECOND CYCLE 2022

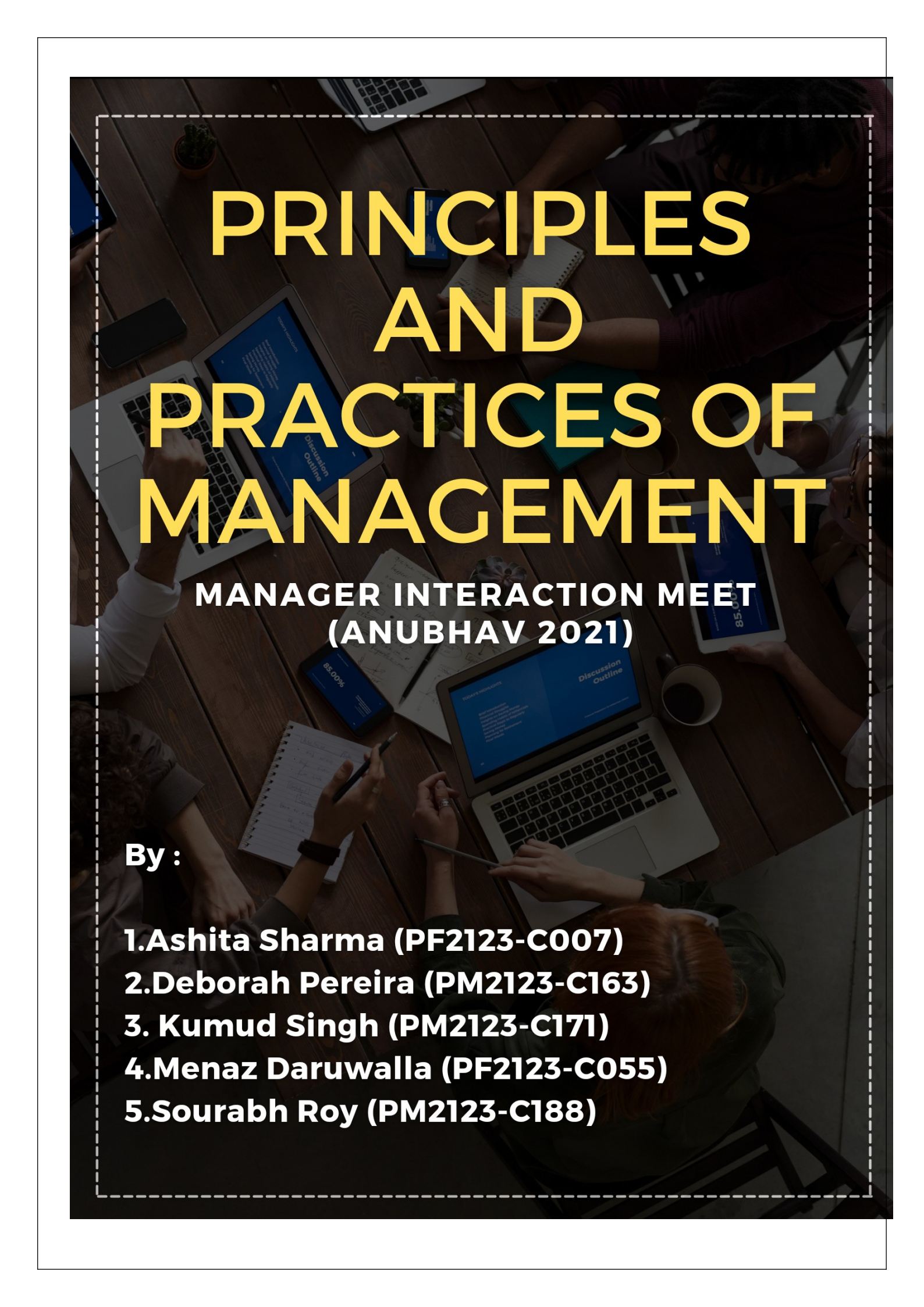


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**Experiential learning, Participative learning
and Problem solving methodologies**

A top-down view of a meeting table with laptops, notebooks, and people's hands. The background is a dark, slightly blurred image of a meeting room. The title is written in large, bold, yellow capital letters. Below the title, the subtitle is written in white capital letters. At the bottom left, the authors' names and IDs are listed in white capital letters.

PRINCIPLES AND PRACTICES OF MANAGEMENT

**MANAGER INTERACTION MEET
(ANUBHAV 2021)**

By :

- 1.Ashita Sharma (PF2123-C007)**
- 2.Deborah Pereira (PM2123-C163)**
- 3. Kumud Singh (PM2123-C171)**
- 4.Menaz Daruwalla (PF2123-C055)**
- 5.Sourabh Roy (PM2123-C188)**



Rushabh Mehta

Founder of Xplore Joy Solutions (LLP)

- **Work experience of 9 years in Marketing, Business Strategy and Alliances.**
- **Worked with companies like Coverfox Insurance, Aditya Birla Capital, TESTfunda.com, Sutra Services Pvt. Ltd. and Cactus Communications.**
- **One of the top 100 Young Leaders by Economic Times in 2013.**
- **N. L. Dalmia Alumni of 2011-2013.**

ABOUT XPLORE JOY SOULUTIONS

- **A platform to explore hobbies.**
- **Choose a hobby you like on the platform, and you take sessions for the same.**
- **Customers can pick and select multiple hobby courses at once 9 months since its inception, Xplore Joy Solutions a young LLP firm, has vibrant team of 6, with 2 business partners.**

THE INTERACTION

1. Roles and Responsibilities

According to Mr. Rushabh, his roles and responsibilities as a founder of Xplore Joy solutions are very much different, at the same time, very much the same, to him being a manager before. Earlier he had people under him to manage things. He had a marketing team and finance team under him or he had to guide the technology team. But as a founder, he has to do all the tasks by himself. He and his co-founder, Mr. Karan, they work as a team. Mostly, Mr. Rushabh handles the strategic planning of business. Mr. Karan is involved in the product and technology part. Both of them have clarity of thought as to how the business runs and will run in the upcoming years

2. What is the best part of your job?

Mr. Rushabh believes that the best part about his job is that his work is not limited by anything. He feels that he can keep on doing experiments, try new things and finally execute the idea which really works.

3. What is the worst part of your job?

Mr. Rushabh thinks the worst part about his job is that he can't blame anyone. Majority of the tasks are done by both the co-founders together. At times there are disputes and arguments, due to difference in opinion. Both of them try to understand, each other's point of view and come to an approach which is best for the business.

4. As a founder, how involved are you on all levels of planning in your organization? From Strategy to Operational?

As a start-up, unlike his previous jobs, he needs to be highly involved in strategic planning unlike the tactical level of planning he did in his previous job. The planning is divided amongst his business partner and him. His specialization is business strategy and his partner's is product development. So the one with the expertise has the final say and majority of planning for that job.

5. Any suggestions on how to be a better planner?

He suggested we become meticulous planners in whatever we do. From planning to the T and planning for errors. Eg. The colour palette used on

the company website, to the content put on the website. He also suggested we learn how “crashing” works and see how we could apply that concept at work. He said, sticking to timelines is extremely essential while we work and suggested we understand the concept and application of crashing. Project Crashing is a logistics function that helps managers plan better. It takes critical work and weighs it with the cost to the product or attain the goal. This tool helps managers plan and understand the most important aspects and aims at pumping in cash to increase the efficiency of the company. He also suggested we use “MIRO” when we start working. It’s a visual tool to help us plot the journey of consumers for every little detail. For eg. The launch of a new product, MIRO helps visually represent piece by piece what the product would look like. It will help us become planners as we make consumers the key in every process.

6. How many subordinates do you lead at present? What factors do you consider by deciding the span of control? How did you bring leadership change that change in your own company?

He has 4 employees below him. His leadership pattern hasn’t changed over the years. He has always been people oriented while leading a team. He doesn’t spoon feed his employees but tries to find best ways to make himself obsolete in the team. Meaning, he tries to raise the people in his team up so that his use in that team is not needed and he could go to the next level. He has also tried to understand the various abilities and differences his employees bring to the table and reaches out to them on that level. For eg. His employee identified an issue in her productivity, so he guided her to keep a track of her work by the hour and within a day or 2 she realised her lack of productivity.

7. What does it take to be a good decision maker? How has your decision making sharpened? How could we practice that?

He says being a reader will make a good decision maker. The ability to understand and analyse data plays a vital role for good decision making. He couldn’t stress enough on using excel sheets as he hasn’t gone a day without using excel. His decision making has improved over the years with experience.

8. How do you motivate your employees or team members? What have you identified that works best?

He answered to this question pointing out to the pandemic that during this time, his team was feeling very low or demotivated so to pull them out of that phase, he put 3 hours’ session where he gave them a platform to open up about the things that were affecting their personal lives. He told us that he started sharing his own story that how he is facing challenges at that point of time. This type of exercise actually help one make connections not only between the manager and

his team but also among employees and this in turn, causes motivation in a team.

He also pointed out to one more thing that he used to do in order to motivate his employees that he randomly picks up one of his employee for a task and backs the task with a reward which is anything from Amazon and when that employee completes the task, he orders the chosen thing and make it delivered to that employee. While concluding his answer, he mentioned one very important thing that never ever let your problems or issues affect your employees.

9. What do you think it takes to be an impactful leader?

While answering this question, he started with telling us that to be an impactful leader, it is necessary to make your teamwork or adapt to a change as it is needed so when doing it, always go with a proper reasoning or explanation to your team. He also pointed out that a leader is someone who never forgets the human aspect of his team while driving a decision. Adding more to his answer, he gave an example of one of his activities which he used to do with his team on weekends where few queries used to come which they have to meet on weekends and after that process, he wrote a mail to his team telling them about his learnings. According to him, this type of process builds a cooperative environment in a team and, trust among your team members towards you.

10. What type of control measures are applied by you to see how efficient and effective an employee is?

He answered this question telling about how benchmarking on a personal level is done in a product company to track one's efficiencies on day to day level and then, taking measures for the improvement, if needed, and Incentivizing, if the performance is at par. To explain his methods better, he also gave one example of one of his team members whose productivity was varying on different days. So he asked her to write her hourly report and send it to him and when she did so, he didn't say anything to her. She herself understood that on some days, she was doing a very good job but on other days, she was not at all working. And within two days, the numbers started picking up automatically.

At the end he also told us about how one should not lose touch with the good performers of the team, otherwise that member can lose interest in the work so if not official talks, go one with unofficial talks with that member to keep him motivated so that one's efficiency won't get hampered.

11. What's your advice on being an effective communicator?

According to Mr. Mehta, communication is very important while managing a firm. When he was in Cover fox (his last organization) he was known as a person who used to draft long emails. He said that the purpose behind sending long mails was not to show off as an articulate person but to portray absolute

clarity in the communication. He says that communication should not just be verbal, it should be in black and white. If we send a mail or a text message it stands as a proof if any issues happen in future. The first thing for an effective communicator is that he should have clarity in his thoughts and only then will he be able to communicate and put his ideas in front of the people. He believes that if the communication is in black and white, you will have something to refer to and know exactly what the idea was. While selling an idea, verbal communication is equally important. You have to make people believe in your idea or dream then only will you be able to build an organization. Communication, whether black and white or verbal, should be crisp and understandable. Once this is done everything will be taken care of.

12. How do you encourage employees to be ethical?

As seen on Mr. Mehta's LinkedIn profile, one of his recommendations stated that he is a very ethical person. On this he said that yes it is true as for him ethics is very important. He also said that ethics can't be forced on people. After explaining also if someone is unethical then you won't be able to do anything. What actually is in your control is how ethical you are in your approach. He says that when you are working, there can be situations where you do something a little differently which may not be ethical but is beneficial for the company. But for him ethics is more important than benefits because as compared to ethics, benefits are only for a short period of time and it might come and bit you at one point. He also said that you need to make sure that you shouldn't do something that you wouldn't want to be done to you. If you do something ethical make sure you tell your team about it as well, so they know what is actually expected and what is correct. He says that once you become a manager, you are more of a salesperson than a manager because now you are not selling externally but you are selling your beliefs and values internally with your team and that's what the main aspect is. If you are taking an ethical step while making a decision, then let your team know the reason behind it. Making someone ethically driven is not actually your job because if you are ethical yourself, some people around will take that in a positive way and continue working with you and also open about their situations which is a good thing and some people who are unethical might leave you team which is also a good sign. So, you will be in a win-win situation.

13. Organizational changes during pandemic?

Mr. Mehta said that the logistics of setting up the firm was very easy as everything was digitalized. He started his firm in January 2021 so everything was online. He said that there are multiple players that help you start a company like GST registrar, PAN card registration, RoC (Registrar of companies), etc and it is a fairly simple process. But when it comes to the ideation part it is completely different from what it was planned by both the partners. As XploreJoy Solutions is a hobby based platform and it digitalized, they didn't not

face any changes or challenges as such. He said that everything went on smoothly. It's just been 8-9 months since incorporating the firm so there were negligible changes in the organization of firm.

14. What Skills must be developed by us (students).

Prime skill is unlearning and relearning, process should start with learning concept and end with a student applying those concepts in real life scenario. Mr Mehta was also of the opinion that case study approach should be the way forward other than that we were also advised to develop skills of data analytics and excel.

15. What qualities to develop to be a team player?

According to Mr. Mehta being an efficient team player is all about prioritizing your tasks and follow a bucket system of task management. Bucket system means to focus on a task at hand, complete and move on to the next task this method ensures that all our tasks are accomplished within the time limit. Delegation of tasks plays an important role which is beneficial to the organization.

16. Best management advice ever received by you.

Mr. Mehta just gave us one motto which he had received i.e. 'Keep Pushing', it means to keep on working consistently without bothering too much about appraisals and promotions which will help create a proactive nature and also keep one happy and content. Mr. Mehta asked us to have a P/PC balance (production and production capacity balance) which is very necessary in the corporate for growth and development.



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“Anubhav - 2021”

Capturing Corporate Life Experiences

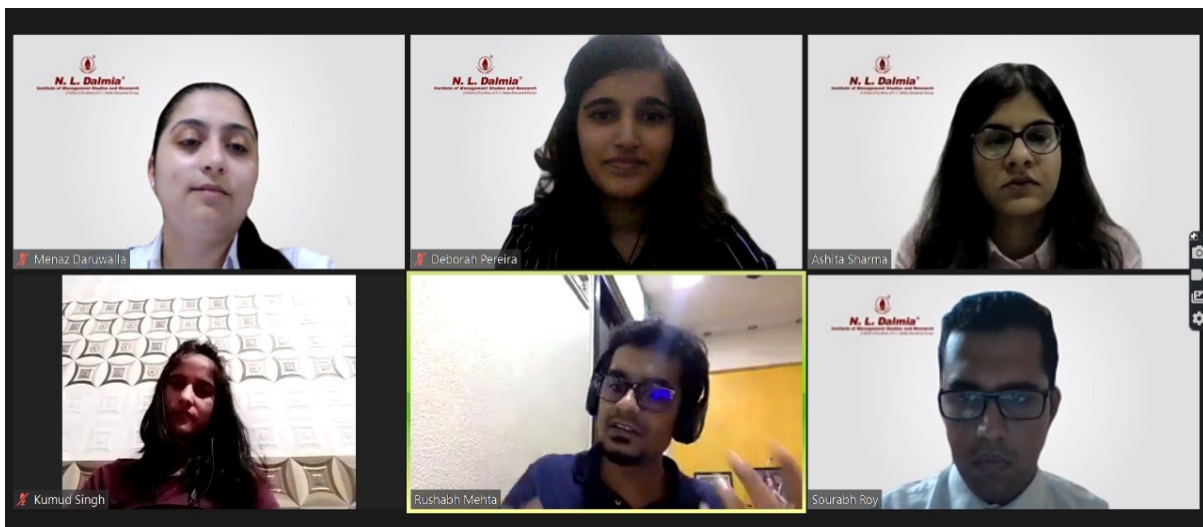
Mr. Rushabh Mehta

Founder - XploreJoy Solutions

Friday, 1st October 2021 | 6:00 – 7:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty





PRINCIPLES AND PRACTICES OF
MANAGEMENT

ANUBHAV 2021

ALUMNI AND STUDENT INTERACTION -
CAPTURING CORPORATE LIFE EXPERIENCE

By :

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ALL ABOUT XPLORE JOY SOLUTIONS

- A platform to explore hobbies.
- Choose a hobby you like on the platform and you take sessions for the same.





1.Roles and Responsibilities

- Different as well as same.
- As a manager - guided various teams.
- As a co-founder - all the tasks carried out by himself.



2. The best part of you job

- No limitations
- Experimental approach

3. The worst part of you job

- Can't point fingers
- Disputes and arguments
- Difference of opinion



4. Types of planning. Suggest how to be a good planner.

- Highly involved
- Structured planning
- Meticulous planning
- Crashing and MIRO



5. How many subordinates you supervise/lead and span of control.

- Aim to make one self obsolete
- Avoids spoon feeding
- People oriented



6. What it takes to be a good decision maker?

- Ability to analyze data
- Improved over the years
- Pro at Excel
- Avid Reader



7. How you motivate your employees or team members? What have you identified that works best?

- Special Employee Interaction activity during pandemic.
- Following task-reward process.



8. What you think it takes to be an impactful leader?

- Backing every decision with the proper reasoning.
- Always make decisions considering human aspect of the team.
- Having interactions with team members at regular intervals.



9. What types of control measures is applied by you to see how efficient & effective an employee is?

- Importance of benchmarking on an individual basis.
- Going beyond set methods to improve efficiency in an individual.
- Having some sort of interaction always with good performers.



10. Advice on being an effective communicator

- Communication is super important.
- Communication should be in black and white.
- Crisp, clear and understandable.
- Verbal communication is as important as the black and white form.
- Selling an idea - Verbal Communication is important.



11. How do you encourage employees to be ethical?

- Mr. Mehta is known to be a very ethical person.
- Ethics cannot be forced on people.
- Unethical behaviour for the benefit of the company- will bite you one day.
- Ethics over Benefits
- If you are ethical people will look up to you.

12. Organizational changes during the pandemic.

- Logistics of the firm.
- Ideation part was different than what was planned.
- No major Challenges.
- Everything was digitized.





13. What skills must be developed by us (students).

- Learn to unlearn
- Be flexible
- Develop reading habit.
- Excel can be your best friend
- Case study is best learning method



14. What qualities should be developed to be a team player?

- Along with owning it is necessary to delegate responsibilities.
- Set priorities and keep moving things out of your bucket.



15. Best management advice ever received by you.

- Keep pushing, things will get better.
- Important to maintain the P/PC balance.

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THANK YOU !





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Thank You!



ANUBHAV

CAPTURING THE CORPORATE LIFE EXPERIENCES

INTRODUCTION OF SHWETA SINGH

- Graduated in 2009.
- Having 10 years of rich Experience
- Has worked with various organizations such as Delloite, Deutsche Bank, Oracle Financial Service
- Currently working with Wipfli India as Tax Consultant
- Currently pursuing CPA



ROLES AND RESPONSIBILITIES

Prepare complex
and mid-level
returns

Manage a team of
tax associates

Train new joiners
and review their
work

Meticulous
compliances in
US taxation



CHALLENGES

BEST PART OF THE JOB



WORK PRESSURE IS
CONFINED TOWARDS THE
END OF THE TAXATION
SEASON ONLY.



ON NORMAL DAYS, WORK
FOR 8 HOURS.



A WELL PAYING AND STABLE
JOB.

WHAT IT TAKES TO BE A GOOD DECISION MAKER?

According to Shweta ma'am good decision-maker chooses actions that give the best outcome for themselves and others. They enter the decision-making process with an open mind and do not let their own biases sway them.

They make decisions rationally, after researching alternatives and understanding the consequences.

She believes that a good decision-maker involves others including their subordinate when appropriate and use knowledge, data and opinions to shape their final decisions.

Making decisions is an integral part of any job, whether you are in an entry-level position or you make important choices on behalf of your company as an executive.

SPAN OF CONTROL



CONTROLS AND MANAGES A
TEAM 6-7 PEOPLE.



CONSIDERS PEOPLE WITH
ADEQUATE WORK EXPERIENCE.

HOW YOU MOTIVATE YOUR EMPLOYEES'/TEAM MEMBERS? WHAT HAVE YOU IDENTIFIED THAT WORKS BEST ?

Shweta ma'am believes that things like respect, honesty, support, and acknowledgement of work are the main motivators. But there's a lot more you can do for your team members.

If an employee has been putting in a lot of time working on a project, or they went out of their way to help out coworker, do not hesitate to praise them.

She follows the same method to motivate her team members, She actively connects with them supports them and acknowledge their achievements and work.

WHAT TYPES OF CONTROL MEASURES IS APPLIED BY YOU TO SEE HOW EFFICIENT & EFFECTIVE AN EMPLOYEE IS?

The is an easy and straightforward way to measure employee efficiency and effectivity is by looking at the end of week productivity of the employee.

Productivity is the best way to check the efficiency and effectiveness of an employee.

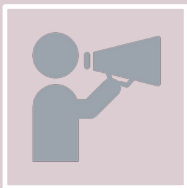
Since she is in US Taxation field there the productivity is measured by the quality of the tax return and amount of returns prepared.



Knowing your audience is the most important thing in communication, If you are communicating with professionals or business clients, a formal tone is suitable. However, you can be informal and casual when speaking to consumers and colleagues in a work setting.



To be an effective communicator, one must learn to listen actively to other people. It shows the you are genuinely interested in what they are saying.



Being an effective communicator requires speaking with clarity. Before you say anything, go over it in your mind to be sure it is the right thing.

WHAT'S YOUR
ADVICE ON BEING AN
EFFECTIVE
COMMUNICATOR ?

HOW YOU ENCOURAGE EMPLOYEES TO BE ETHICAL ?

Lead by Example

- If managers want their staff to behave ethically then they must understand that it starts with them. Employees generally follow the examples set forth for them by management.
- If managers hold themselves to a high standard of ethical behavior, then they have credibility when they expect the same thing from their employees.
- If everyone is on the same page it becomes easier for the team as a whole to adopt the same types of ethical behaviors.



ORGANIZATIONAL CHANGES DURING PANDEMIC ?

Home working has enabled more agility and flexibility in working arrangements. With employees no longer tied to an office, they may be better placed and more willing to work flexible hours such as earlier or later in the day or even at weekends.

Home working has been offered as an incentive to come and work for the company helping attract new talent to the business even if they are thousands of km away from office.

The company saves on a lot of things such as on office space, office supplies, utility bills and other facilities and the employees also save a lot on expenses such as travelling, rent etc.

KEY INTERACTIONS

We asked How do you plan and manage things?

She first off a all suggested us to open a Demat account and start investing, as this will help you in future

Secondly she suggested don't compare yourself with others and asked us to be yourself

Then we asked her how do you become a decision maker?

So, ma'am said that when you solve problems in realistic manner, will make you a good decision

WHAT QUALITIES AND SKILLS MUST BE DEVELOPED

- GOOD COMMUNICATION SKILLS
- GOOD OBSERVATIONAL SKILLS
- RESPONSIBILITIES
- PROFILE BUILDING
- TECHNICAL SKILLS



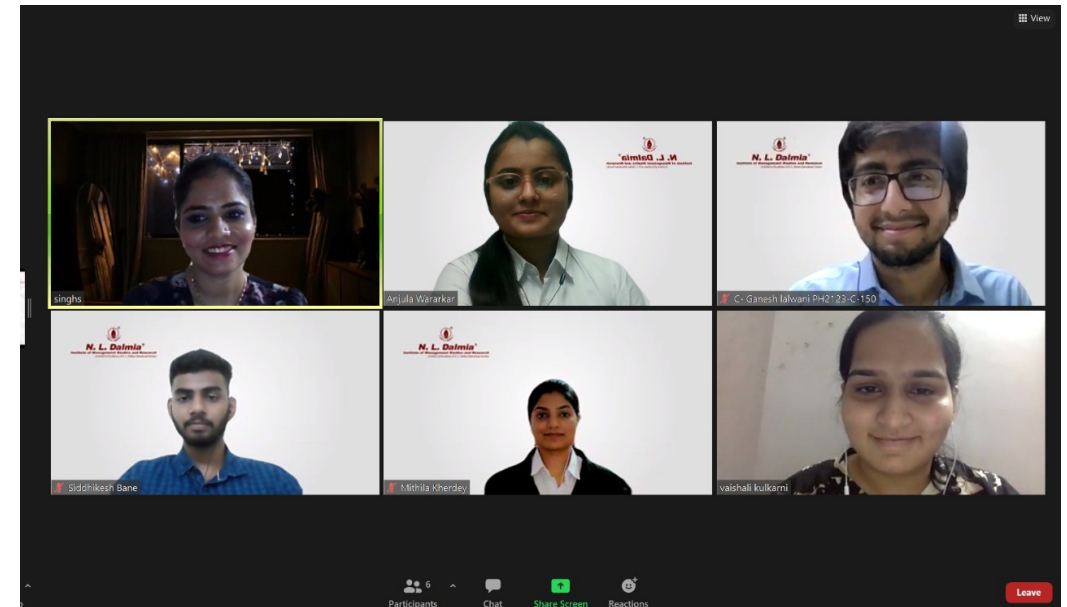
BEST MANAGEMENT ADVICE

- YOU ARE WHAT YOU SPEAK
- YOU CANNOT CHANGE PEOPLE
- NEVER QUIT



CONCLUSION

- It was a great learning experience.
- We got corporate exposure.
- We also got learn the importance of worklife balance.





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Tax Senior – Wipfli India

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ANUBHAV

Capturing corporate Life Experiences

By:

Tanvi Mitbander PF2123-C019

Anjula Wararkar PH2123-C233

Mithila Kherdey PF2123-C031

Siddhikesh Bane PM2123-C196

Ganesh Lalwani PH2123-C150



Introduction to Ms. Shweta Singh.

- Graduated in 2009.
- Having 10 years of rich Experience
- Has worked with various organizations such as Delloite, Deutsche Bank, Oracle Financial Service
- Currently working with WipFli India as Senior Tax Consultant
- Currently pursuing C.P. A

Roles and Responsibilities

- Prepare complex and medium-level returns
- Manage a team of tax associates
- Train new joinees and review their work
- Meticulous compliances in US taxation

Challenges which she faces in the job

- Long working hours during the taxation season which can extend till 12-14 hours daily.
- Mental Exhaustion due to the late working hours and an erratic lifestyle.
- Work pressure during the end of taxation season
- Adjustments in new jobs when you move from a Partnership firm to a Big 4 accounting firm.

Best part about her job

- As Taxation season is only for 6 months, work pressure is confined towards the end of the season only.
- On normal days when there are no returns to be filed or assessed then work is for 8 hours.
- A well-paying and stable job as you work along with not only the Big 4 Accounting firms, but also many US Based firms have a demand for qualified professionals.

What does it take to be a good decision maker?

- According to Shweta ma'am good decision-maker chooses actions that give the best outcome for themselves and others. They enter the decision-making process with an open mind and do not let their own biases sway them.
- They make decisions rationally, after researching alternatives and understanding the consequences
- She believes that a good decision-maker involves others including their subordinate when appropriate and use knowledge, data, and opinions to shape their final decisions.
- Making decisions is an integral part of any job, whether you are in an entry-level position or you will make important choices on behalf of your company as an executive.

Span of Control

- Controls and manages a team 6-7 people.
- Considers people with adequate work experience as US Taxation has a very complex taxation process, qualified people are mostly preferred by companies and management.

How you motivate your employees'/team members? What have you identified that works best ?

- Shweta ma'am believes that things like respect, honesty, support, and acknowledgement of work are the main motivators. But there's a lot more you can do for your team members.
- If an employee has been putting in a lot of time working on a project, or they went out of their way to help their coworker, do not hesitate to praise them.
- She follows the same method to motivate her team members, she actively connects with them supports them and acknowledge their achievements and work.

What types of control measures is applied by you to see how efficient & effective an employee is?

- There is an easy and straightforward way to measure employee efficiency and effectivity is by looking at the end of week productivity of the employee.
- Productivity is the best way to check the efficiency and effectiveness of an employee.
- Since she is in US Taxation field there the productivity is measured by the quality of the tax return and amount of returns prepared.

What's your advice on being an effective communicator ?

- Knowing your audience is the most important thing in communication, if you are communicating with professionals or business clients, a formal tone is suitable. However, you can be informal and casual when speaking to consumers and colleagues in a work setting.

- To be an effective communicator, one must learn to listen actively to other people. It shows you are genuinely interested in what they are saying.
- Being an effective communicator requires speaking with clarity. Before you say anything, go over it in your mind to be sure it is the right thing.

How you encourage employees to be ethical ?

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- If everyone is on the same page it becomes easier for the team to adopt the same types of ethical behaviors.

Organizational changes during pandemic ?

- Home working has enabled more agility and flexibility in working arrangements. With employees no longer tied to an office, they may be better placed and more willing to work flexible hours such as earlier or later in the day or even at weekends.
- Home working has been offered as an incentive to come and work for the company helping attract new talent to the business even if they are thousands of kilometers away from office.
- The company saves on a lot of things such as on office space, office supplies, utility bills and other facilities and the employees also save a lot on expenses such as travelling, rent etc.

Key Interactions

- We asked how do we plan and manage things?
- She first off, she suggested all of us to open a Demat account and start investing, as this will help you in future.
- Secondly, she suggested don't compare yourself with others and asked us to be yourself.
- Then we asked her how you become a decision maker?
- So, ma'am said that when you solve problems in realistic manner, will make you a good decision.

What qualities and skills must be developed?

- Good communication skills
- Good observational skills
- Responsibilities
- Profile building
- Technical skills

Best Management advice

- You are what you speak
- You cannot change people
- Never quit

Conclusion

- It was a great learning experience.
- We got corporate exposure.
- We also got learn the importance of work life balance.

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Mr. Rohan Lele

L&D Operations Specialist

At

Apisero

Made by :

- Rutuja Patil : PM2123-E293
- Bhavika Bhagtani : PF2123-E307
- Anshul Jain : PF2123-E290
- Inderpreet Singh : PF2123-E316
- Anurag Mali : PF2123-E299
- Atharv Renose : PM2123-E304

1. Role & Responsibilities

- Training employees in Mule software & Snow Flake.

2. What's the best part of your job?

- Opportunity for growth (400 to 1400 employees)

3. What's the worst part your job?

- No fixed working hours.

4. What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

- Resources Management.
- Pyramid form of thinking & then planning.

5. How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?

- Type of work
- Experience of Subordinates



6. What it takes to be a good decision maker?

- Understanding your Business
- Root Cause
- Data

7. How you motivate your employees'/team members?

What have you identified that works best? / What you think it takes to be an impactful leader?

- Be a Role Model

8. What you think it takes to be an impactful leader?

- We ourselves have to be perfect and be on track

9. What types of control measures is applied by you to see how efficient & effective an employee is?

- How well one understands his/her goal
- How willing & Determined one is towards achieving a goal



10. What's your advice on being an effective communicator?

- Understand target audience
- Do not spoon feed
- Should have clarity

11. How you encourage employees to be ethical?

- E.g., X & Y Manager

12. Organizational changes during pandemic?

- Switched to work from home.
- Communicating around the world regarding business using Online communication platforms.

13, 14. What skill must be developed by us (students) / What qualities to develop to be a team player?

- Adapt Growth Mindset
- Agile Methodology
- Develop clarity in Communication.



15. Best management advice ever received by you.

- Times of discomfort are times of growth
- Never overcommit and underperform
- Everything happens in the world for 2nd time, 1st time it happens in mind.

Recording

Participants: Durba Chakrabarty, Inderpreet Singh Hun..., Anurag Mali, Rohan Lele, Athary Renose, Bhavika Bhagiani

"ANUBHAV - 2021"
Capturing Corporate Life Experiences

N. L. Dalmia
Institute of Management Studies and Research
(A Unit of Excellence in U.C. Datta Education Society)

Mr. Rohan Lele
L&D Operations Specialist
At
Apisero

Friday, 1st October 2021 | 6.00 – 7.00 pm

Subject : Principles & Practices of Management

Faculty Co-Ordinator : Dr. Nazia Ansari

In Association with ALCOM

Controls: Mute, Stop Video, Participants (7), Chat, Share Screen, Reactions, Apps, Leave

Participants: Anshul Jain, Durba Chakrabarty, Inderpreet Singh Hun..., Anurag Mali, Rohan Lele, Athary Renose

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Thank You!!

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Capturing Corporate Life Experiences



N. L. Dalmia[®]

Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

Mr. Rohan Lele

L&D Operations Specialist

At

Apisero

Sunday, 3rd October 2021 | 6 pm – 7 pm

Faculty Co-Ordinator – Dr. Nazia Ansari.
(Asst. Prof General Management Department)

In Association with ALCOM

Thank You!!

The bottom of the slide features three overlapping geometric shapes: a yellow triangle on the left, a grey triangle in the center, and a red triangle on the right.

PPM

ANUBHAV – 2021

Manager Name :- Rohan Lele
Designation :- L & D Operations Specialist
Company :- Apisero
Academic Year :- 2014 – 2016
Location :- Thane

Made by :

- Rutuja Patil : PM2123-E293
- Bhavika Bhagtani : PF2123-E307
- Anshul Jain : PF2123-E290
- Inderpreet Singh : PF2123-E316
- Anurag Mali : PF2123-E299
- Atharv Renose : PM2123-E304

List of questions asked with responses :-

1. Role & Responsibilities

- Training employees in Mule software & Snow Flake.
- Looking after that all the resources are available for training of employees

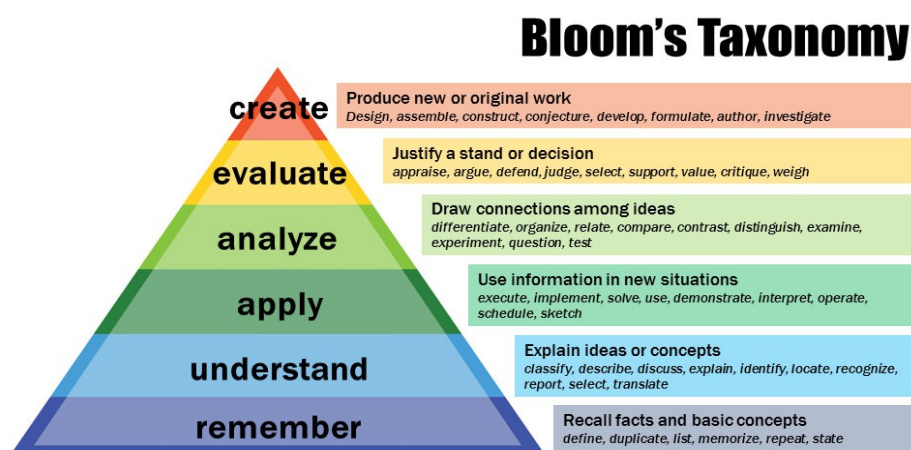
2. What's the best part of your job?

- As Apisero is a start up there is a huge opportunity for growth.
- The company has grown from 400 employees to 2100 in a span of 14 months.

3. What's the worst part your job?

- Due to pandemic and WFH he is not having any fixed working hours, login – logout time ranges from 8 in morning to 11 at night.
- What different types of planning you do on a regular basis? Suggestions on how to be a better planner?
- Resources Management.

- Pyramid form of thinking & then planning.



- How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?
 - He told that usually span of control is decided by type of work and the experience level of employees. If employees are inexperienced and the type of work is also complicated than a narrow span is required to give proper attention and vice-versa.
 - He has about 162 employees under him and he seemed to be pretty comfortable in handling them.
- What it takes to be a good decision maker?
 - Firstly we have to understand our business properly and find the root cause.
 - Secondly, is getting the right data to take right decisions.
- 7,8. How you motivate your employees'/team members? What have you identified that works best? / What you think it takes to be an impactful leader? What you think it takes to be an impactful leader?
 - Team members follow managers path, so we ourselves have to be perfect, punctual and be on track to motivate them.
 - Giving them monetary and non-monetary incentives to motivate them.
- What you think it takes to be an impactful leader?
 - How well one understands his/her goal
 - How willing & Determined one is towards achieving a goal

10. What's your advice on being an effective communicator?

- Understand target audience first, what they want to hear-what we want from them etc.
- Do not spoon feed
- Should have clarity

11. How you encourage employees to be ethical?

- He gave us the example of manager X nad Y, where in case of X we can have stringent measures and be strict to get the work down, while in case of Y we can give monetary-non monetary perks, address them for their hardwork to encourage them.

12. Organizational changes during pandemic?

- Switched to work from home, causing long working hours.
- As his clients are located in USA as well so he has to sometimes change his shifts to attend meetings with them and get the work done, which was not the case before WFH.

13, 14. What skill must be developed by us (students) / What qualities to develop to be a team player?

- We should have a growth mindset and be confident even in the times of failures as they are stepping stones to success.
- We should be adaptable and learn even from outside our field or specialisation, as the world is becoming more and more competitive day-by-day.
- In order to be a good team player, we have to be a good listener first as it makes the other one comfortable.

15. Best management advice ever received by you.

- Times of discomfort are times of growth, keeping this thing in mind we should know that tougher times only make tough people and help us to grow.
- Never overcommit and underperform, as overcommitting and underperforming can cause a negative image of yourselves in the firm.
- Everything happens in the world for 2nd time, 1st time it happens in mind. It is the will of yours, everything you do happens twice. You think about it than you do it.

Questions asked to and answered by Rohan sir apart from above 15 :-

1. How to know in what field we should do and specialisation we should work in ?
 - Rohan Sir answered this question beautifully by saying that we should know our capabilities likes and dislikes for that and should not get carried away by peoples words in which he gave the example of that, people think that HR specialisation is mostly suited for girls.
 - Here he told that we should not get carried away by peoples thought regarding HR and should go in the field irrespective of one being a boy.
 - Here if one has the talent or liking of speaking fluently and moulding a person or employee, he or she must pursue HR irrespective of his gender.

2. As we came to know that Rohan Sir likes reading books, we asked him regarding what books should we read in order to motivate ourself and have focus in life.
 - Books suggested :- 1) Mindset 2) Truth at work 3) Seven habits of highly effective people.

3. As Apisero hires 80% freshers so we asked him are there any opportunities for us?
 - Rohan sir replied that Apisero is mainly a company for IT professionals and Engineers, so there are minimal work for any other fields but he politely told that if still anyone is interested he will circulate our CV.

4. The last question we asked was related to finance specialisation, that if we get any internship or job related to financial sales so should we go for it or not?
 - Regarding that Sir recommended us to go for it as it always provides us with learning experience and helps us to grow in the initial stage.

Thank You

ANUBHAV- 2021

Capturing Cooperate Life Experience

Guided by-Madam Nazia Ansari

Akshay Joshi-Senior Manager (Corporate Coverage)

IDFC First Bank-Pune, Maharashtra, India.

PGDBM (2013-2015)

Pooja Gohil-PM2123-C207, Janvi Mehta-PM2123-C204, Tapasya Gupte-PF2123-C003,
Devendra Patil PM2123- C180, Sreesh PF2123-E300, Subham Shah PF2123-C125

Q.1 Role and Responsibilities as a senior manager in IDFC First Bank?

Before answering the question sir provided some information regarding his career background, he started working in Kotak Mahindra bank as a manager trainee he works there for 1 ½ years then he joined ICICI Bank and work there for around 5 years and recently in the month of august he has joined IDFC First bank where he is working as a credit analyst. Sir told us that there are two roles for credit analyst one in retail banking another one is under the corporate banking sir is working under corporate banking the role of credit analyst involves interacting with clients to keep it simple and interesting while approaching the clients the role also involves understanding the business of the company like what company does, what are their top suppliers. sir told us that whatever concepts you are going to learn in this two-year program come in to implication they use 5 force model, BCG Matrix which help them to understand the position of the company whether it's a cash cow or there is any concentration risk if company is focusing on 1 client than there is concentration risk. What are the financial risks a company has whether they are having a lot of debts or loans? so, the main job of a credit analyst is to do a 360-degree analysis of the company. After the analysis is done, they make appraisal notes in which they appraised the company. What is appraisal of the company's ability to pay and willingness to repay the debts. Sir also told us that his role also includes working as relationship manager. They are responsible to pitch to the

company, understand what the company requires, and know all the pinpoints of the company. The main job of RM is to get the client on board. sir also suggested that if you are interested in a role which include pure finance then you can consider the role of risk analyst who act as a bridge between the relationship manager and clients, they have deep knowledge regarding the financial position of the company as they do analysis of company balance sheet, cash flow and P/L which help them to find out the problems whether company doing fine or not.

Q.2 What is the best part about his job?

As he mentioned earlier, his role involves working as a relationship manager which gives him an opportunity to interact with clients which help me to build networks. This is the best part about his job.

Q.3 What is the worst part about his job?

Sir told us that if you are doing the right job which suits you then there is nothing bad about your job. And sir advise us to have a clear picture regarding what you don't want to do and give importance to what you want to do.

Q4. What different types of planning do you do on a regular basis? Suggestions on how to be a better planner?

Ans Sir has worked as a Relationship manager where he had to interact with a lot of corporate clients and as a Credit analyst where he had to crunch through balance sheets and Profit and loss Statements, which requires rigorous Strategic Planning.

Steps to be better Planner:

1. Prioritize things
2. Be committed to your job
3. Try to keep up with the deadline
4. Reverse Mechanism: Divide your task, divide your time and allocate time accordingly
5. Be Honest, be committed and Be on your Toes.

Q5. How many subordinates you supervise/lead at present? What factors do you consider before deciding the span of control?

Ans Sir is a senior manager but his role does not demand subordination. He mentioned that in the banking sector you get subordinates only if your job demands subordination.

But every year he gets 3-4 management trainees to work under him. Sir calls them “Buddy” as they are more like friends to him than subordinates. Sir mentors them, helping them understand the nitty gritty of work.

There is a narrow span control.

Q.6. What does it take to be a good decision maker?

He advised us to always trust your gut or conscience. He said whenever he has gone against his gut, something wrong has happened. And trusting your gut will always help in making a good decision.

Q.7 How do you motivate your employees'/team members? What have you identified that works best?

Sir said he did not have direct employees working under him but he had a team of management trainees under him. He gave us advice to be helpful and supportive which will ultimately boost their morale and they will work efficiently.

Q.8 What do you think it takes to be an impactful leader?

He told us to be honest with our work, to be helpful and supportive and encourage happiness wherever we're working. He also advised us to work on communication skills because that is something which is going to help ultimately in networking and making good relations.

Q.9 What types of control measures are applied by you to see how efficient & effective an employee is?

He said he checks on three parameters. First one is focused towards the job. Second is the dedication of the employee. And lastly, how much he or she is interested in learning.

Q.10 What's your advice on being an effective communicator?

He advised us to communicate more and more. That's how we'll learn. Basically, he suggested that we need to practice and interact with people. And also, to listen, the more we listen the more we'll learn.

Q.11 How do you encourage employees to be ethical?

He emphasized on two important things honesty and stick to deadlines

Honesty- Wherever we work honesty is important, no matter your designation or your seniority in the organization

Deadlines- Stick to your deadlines. No matter what happens, stick to your deadlines as it builds a good reputation for yourself in the company.

Q.12 Organizational changes during pandemic?

Due to the pandemic, banks are flushed with liquid funds and people are not willing to take loans from the bank which leads to decrease in the interest rate of fixed deposits in the bank.

He also mentioned the economy of our country, and said that many sectors have taken a hit except the pharma and IT sector. The country is going through a V shaped recovery and may take at least more a year to reach the pre pandemic level.

Q.13 What skills must be developed by us (students).

Do as many certification courses in your domain which will help you build your CV, and be clear in whatever job profile you're seeking in the future.

Q.14 What qualities can we develop to be a team player?

Akshay sir mentioned about the Qualities needed in a team player are:

1. They should understand their role in the company
2. Good communication skills are mandatory
3. One should not shy away from holding themselves accountable
4. To be committed to team and motivate other team players if needed
5. One should always be flexible to work and have a positive attitude towards work
6. To always have optimistic and future focus attitude

7. Always prepare backup plans with action and implement them as and when needed

Sir also shared a small anecdote with us

When he was working with ICICI bank people used to be so helpful that they used to leave their work in between to help sir whereas in IDFC bank the things were not the same, people first finished their work and then helped him. This shows us how team players are so important to build trust and effective brand of the company.

Q.15 Best management advice ever received by you?

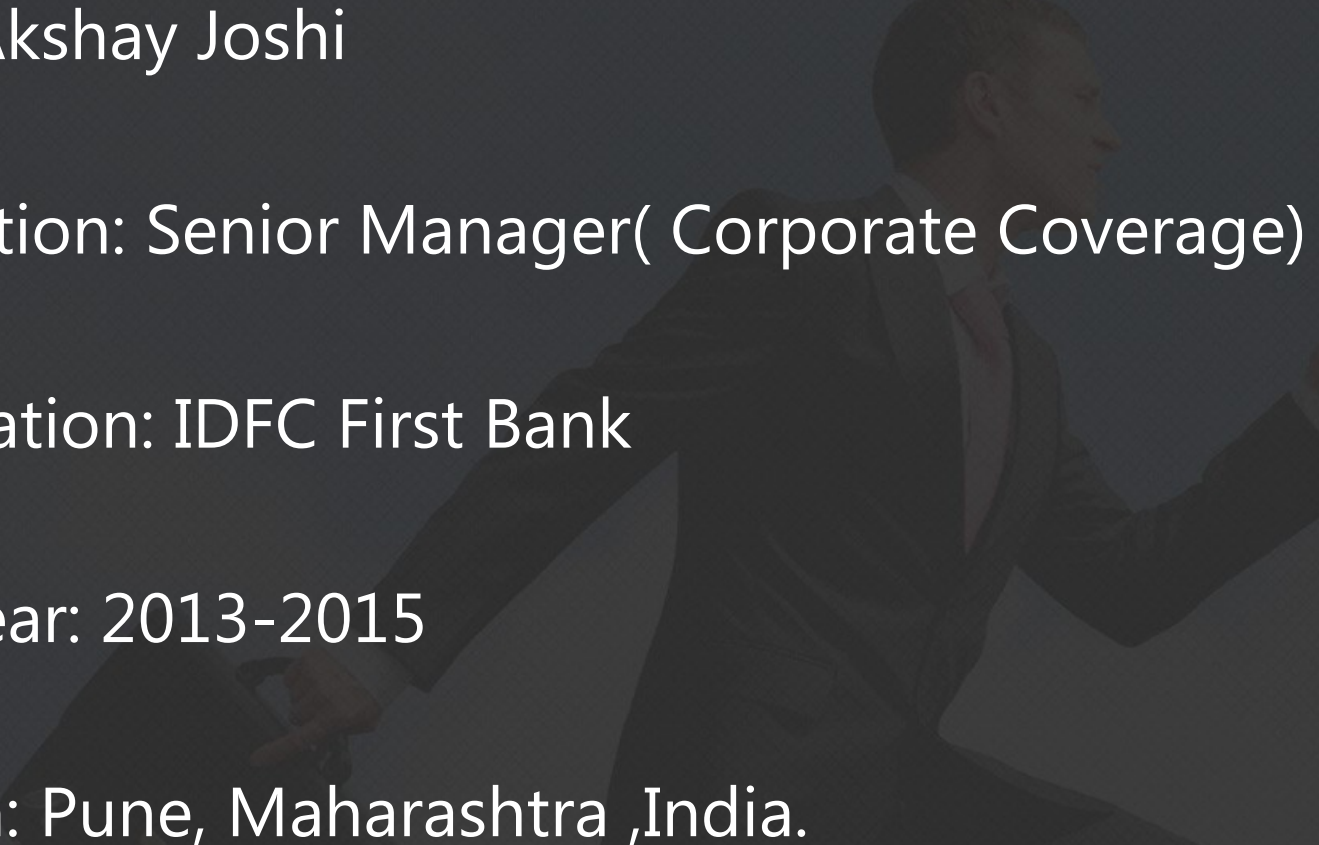
Best management advice received by Akshay sir was to always be honest, passionate about his work, be ethical, focus on building trust of your manager and team members, set your priorities straight and be clear in your mind as to **What you don't want in your life.**



Anubhav - 2021

Capturing Corporate Life Experiences

Guided By: Madam Nazia Ansari

- 
- A man in a dark suit and light-colored shirt is running towards the right. He is carrying a black briefcase in his right hand. The background is a dark, slightly blurred grey. The overall image has a professional and energetic feel.
- ❖ Name: Akshay Joshi
 - ❖ Designation: Senior Manager(Corporate Coverage)
 - ❖ Organization: IDFC First Bank
 - ❖ Batch Year: 2013-2015
 - ❖ Location: Pune, Maharashtra ,India.

1) Roles & Responsibilities?

- credit analyst
- relationship manager
- risk analyst

2) What's the best part of your job?

- Networking

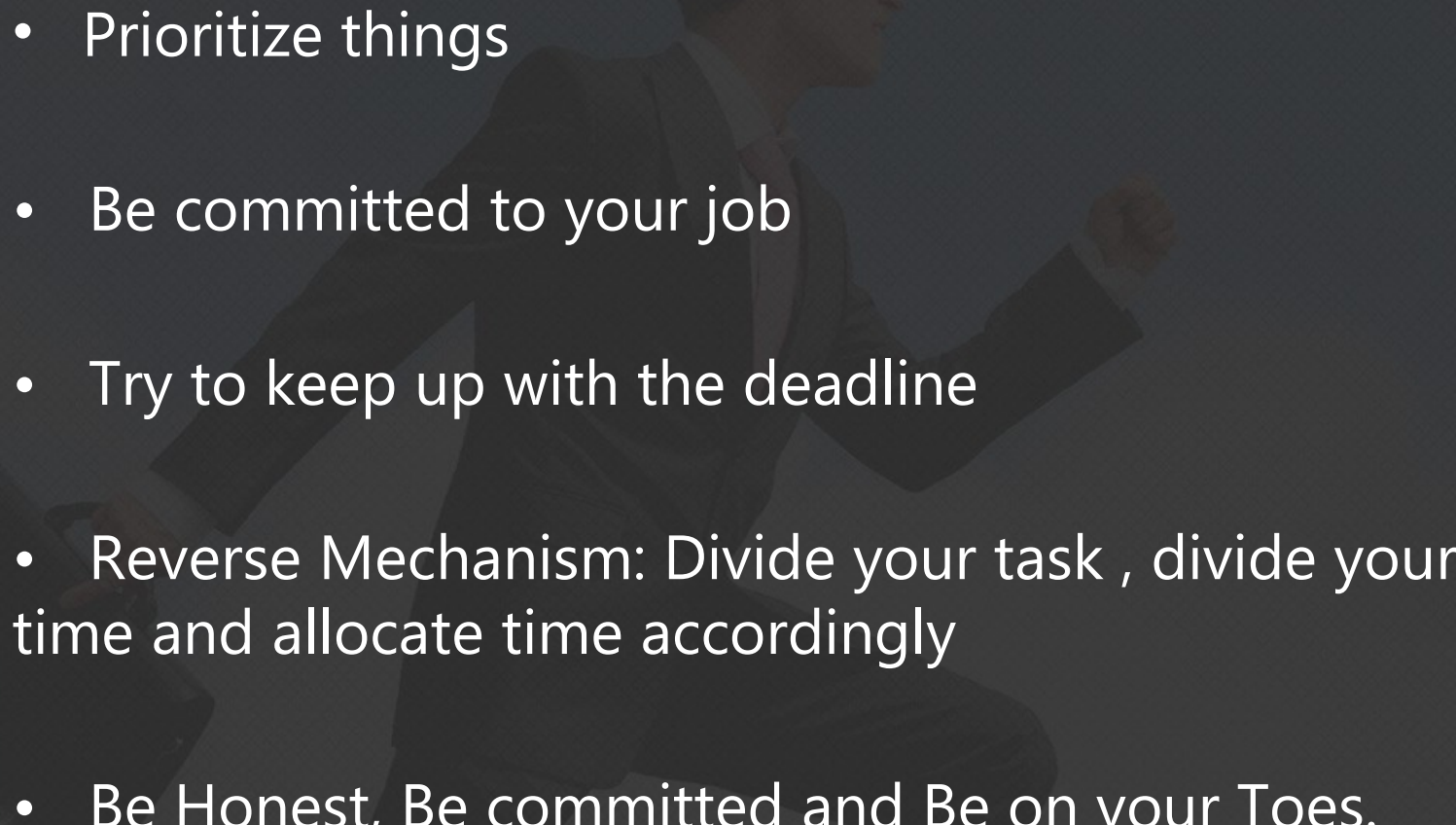
3) What's the worst part your job?

- If you do the right job there is nothing bad regarding your job.

4) What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

- Sir has worked as a Relationship manager and as a Credit analyst, which requires rigorous Strategic Planning.

5) How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?

- Prioritize things
 - Be committed to your job
 - Try to keep up with the deadline
 - Reverse Mechanism: Divide your task , divide your time and allocate time accordingly
 - Be Honest, Be committed and Be on your Toes.
- 
- A faint, grayscale background image of a man in a business suit running. He is carrying a laptop bag and has a determined expression. The image is semi-transparent and serves as a visual metaphor for speed and commitment.

6) What it takes to be a good decision maker?

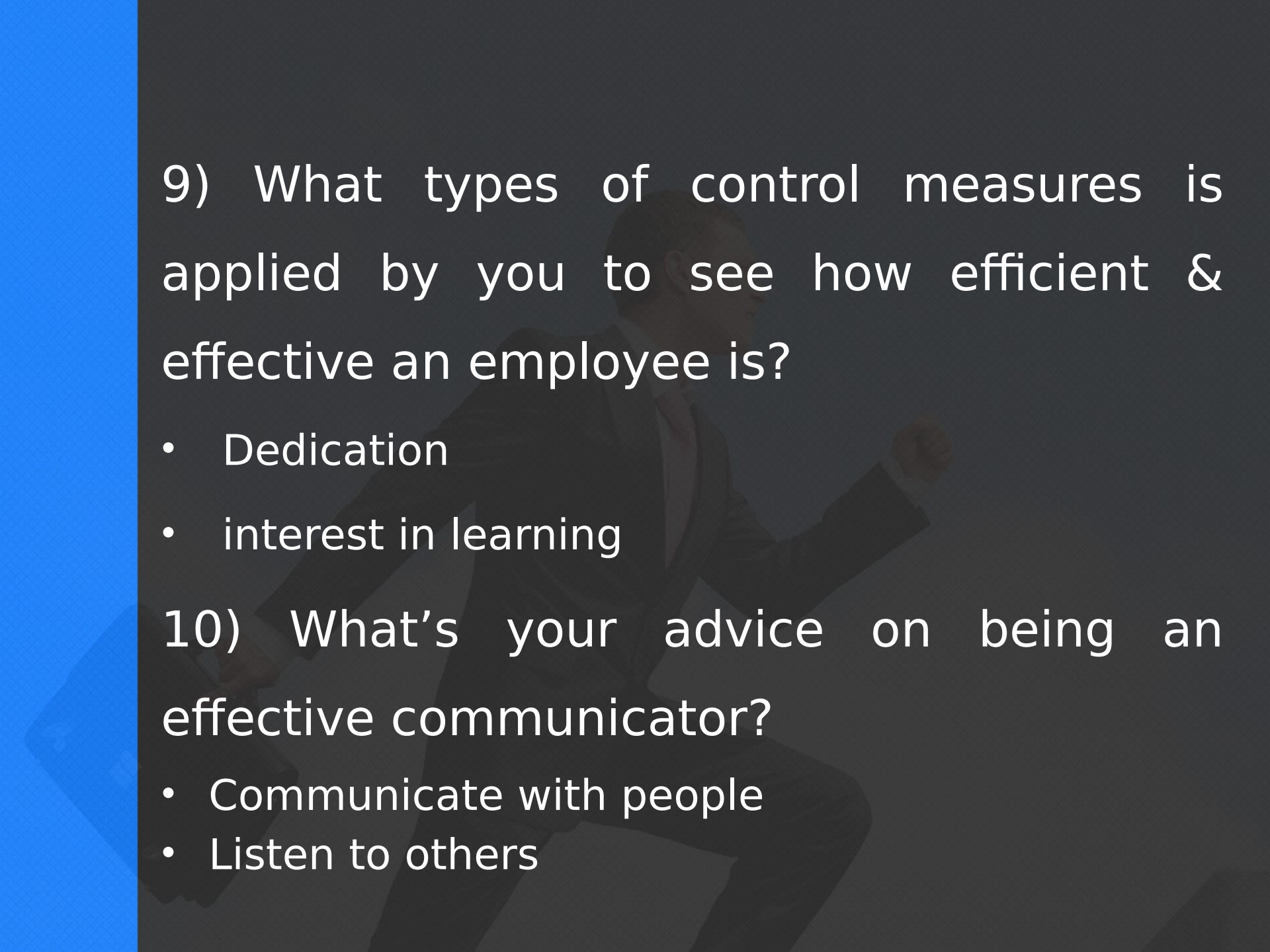
- Trusting own gut/ conscience

7) How you motivate your employees'/team members? What have you identified that works best?

- Honesty
- Being helpful

8) What you think it takes to be an impactful leader?

- Communication skills
- Honesty

A man in a dark suit and white shirt is running towards the right. He is carrying a laptop under his left arm. The background is a dark grey gradient with a faint, larger image of the same man running. On the far left, there is a vertical blue bar.

9) What types of control measures is applied by you to see how efficient & effective an employee is?

- Dedication
- interest in learning

10) What's your advice on being an effective communicator?

- Communicate with people
- Listen to others

11) How you encourage employees to be ethical?

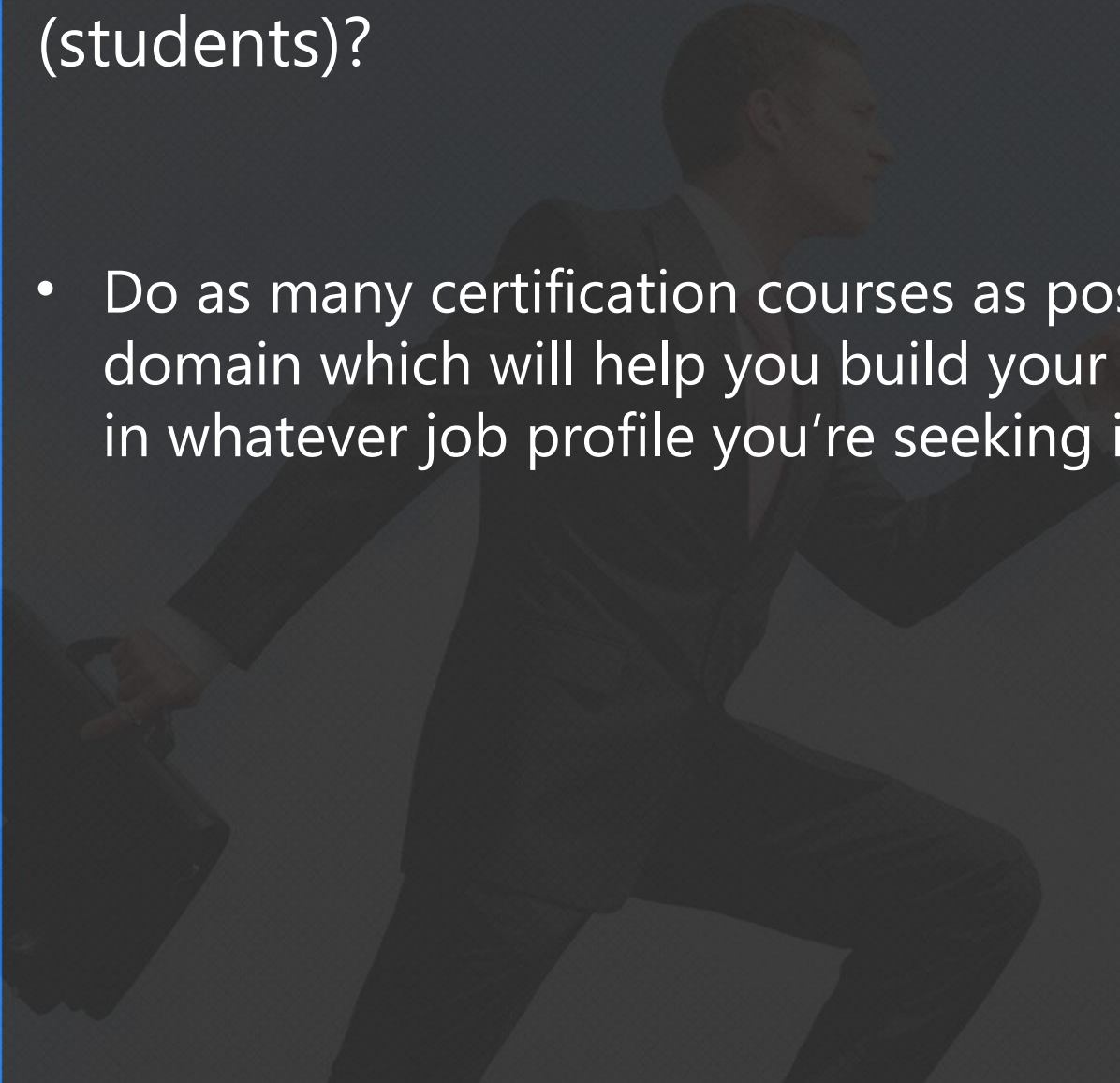
- He emphasized on two important things honesty and stick to deadlines. Honesty- Wherever we work honesty is important, no matter your designation or your seniority in the organization. Deadlines- Stick to your deadlines. No matter what happens stick to your deadlines as it builds a good reputation of yourself in the company.

12) Organizational changes during pandemic?

- Due to the pandemic, banks are flushed with liquid funds and people are not willing to take loans from the bank which lead to decrease in the interest rate of fixed deposits in the bank. He also mentioned about the economy of our country, and said that many sectors have taken a hit except the pharma and IT sector. The country is going through a V shaped recovery and may take at least more a year to reach the pre pandemic level.

13) What skill must be developed by us (students)?

- Do as many certification courses as possible in your domain which will help you build your CV and be clear in whatever job profile you're seeking in the future.



14) What qualities to develop to be a team player?

Akshay sir mentioned about the Qualities needed in a team player are:

- Good communication skills are mandatory
- To be committed to team and motivate other team players if needed
- Always prepare backup plans with action and implement them as and when needed

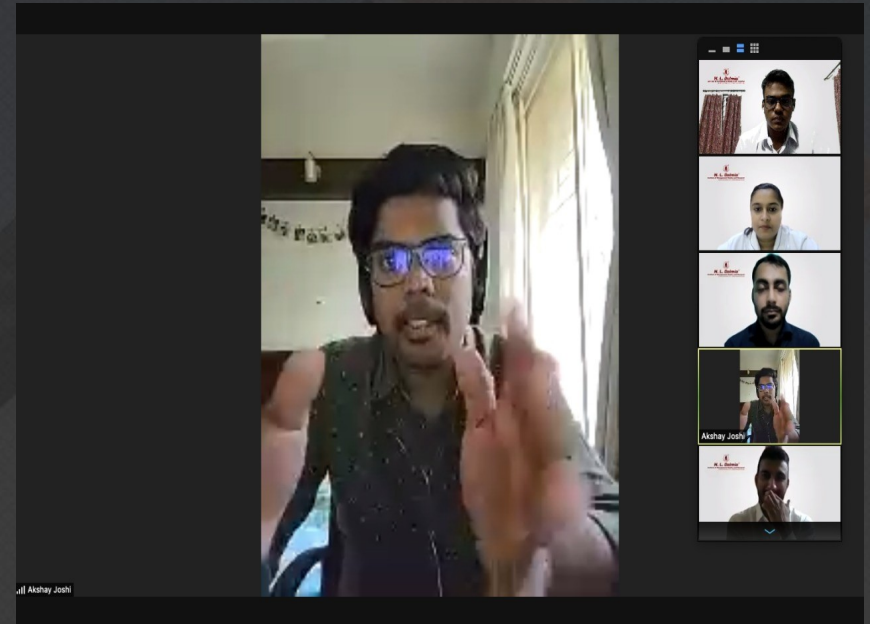
Sir also shared a small anecdote with us :

When he was working with ICICI bank people used to be so helpful that they used to leave their work in between to help sir whereas in IDFC bank the things were not the same, people first finished their work and then helped him. This shows us how team players are so important to build trust and effective brand of the company.

15) Best management advice ever received by you?

- Best management advice received by Akshay sir was to always be honest, passionate about his work, be ethical, focus on building trust of your manager and team members, set your priorities straight and be clear in your mind as to **What you don't want in your life.**

Thank You



PRESENTATION BY,
TAPASYA GUPTA C-003, POOJA GOHIL C-207, SUBHAM KUMAR
C-125, JANVI MEHTA C-204, DEVENDRA PATIL C-180, Sreesh E-
300



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“Anubhav - 2021”

Capturing Corporate Life Experiences

Mr. Akshay Joshi

Senior Manager - Corporate Coverage

Friday, 1st October 2021 | 6:00 – 7:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty



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ANUBHAV

Capturing corporate life experiences

Manager: **Suparn Kuer**

Working in: Biostadt India Limited

Designation: Manager – Market Research and business Analytics

Worked at: Avalon global Research, Deloitte and Brenntag

Batch : 2014-2017 (Part time MBA)



Guided By : **Dr. Nazai Ansari**

Made By : GROUP No.: 5

Bharath B.P	PF2123-C074
Pari Rajput	PF2123-C285
Nirali Khant	PF2123-C011
Zeel Nayak	PF2123-C043
Tushar Ghonge	PF2123-C118
Ankit Panchal	PF2123-C082

Questions which were asked to sir:

Q1. ROLE & RESPONSIBILITIES

Mr. Suparn is currently working in Biostadt India limited which is an agro chemical based company. He is a research and business analytics manager. He is working in 6-7 projects simultaneously and has 3-4 people in each project working under his supervision. He was to coordinate all the activities, communicate with them on daily basis, help with whenever needed, and check that everything is going as planned.

Q2. WHAT'S THE BEST PART OF YOUR JOB?

Knowledge gaining points

what we study is different from what we experience in reality. Practical exposure gives a lot of current insights which increases our knowledge.

Exposure to career

Once we have proper knowledge and skillset we have many career options open, we can opt for any in which we have special interest

Skill development

During the first 3-4 years sir came across many new things which he didn't know , he learnt them which were an add on to his skill sets and knowledge.

Global connect

Sir had few clients from the UK, USA as well which helped him connect globally and also came to know about their ethics and work culture

Q3. WHAT'S THE WORST PART YOUR JOB?

According to sir there is nothing such as worst part, there are only challenges which we have to face and overcome. Few of the challenges faced by him when he entered the corporate were as follows:-

Primary research

Had to do the ground level research which is a tedious job.

Tele-calling

Had to interact with clients and customers to get their feedback or know about the problems

E-mail interaction

Had to communicate whatever he comes to know to the team leader in a formal way

Report writing

At the end of the project had to prepare a detailed report.

**Q4. WHAT DIFFERENT TYPES OF PLANNING YOU DO ON A REGULAR BASIS?
SUGGESTIONS ON HOW TO BE A BETTER PLANNER?**

For Planning a person needs to list down all the task and start segregating it according to the need and level of importance, later on he shared his known experience, Mr. Suparn Sir has worked on multiple projects at a single time so according to him-

Prepare agenda for the day:

List down all the task and task needs to be completed as well as conveyed

Follow up with Teammates:

Ask them whether they have completed their previous task and then allot of them new task
Check whether they have any difficulties.

Execution of plan:

The plan should be communicated with the teammates clearly and make them start the work

Report taking:

A report should be asked from the teammates in order to check their performance and whether there are any deviations and correct them with a proper action.

Guiding juniors:

Juniors like us who are new to the company should be guided properly and clearly. Try to make them comfortable so that they can ask doubts and plan is executed correctly.

Q5. WHAT IT TAKES TO BE A GOOD DECISION MAKER?

Decision should be made by having proper and complete knowledge of the information. Along with having knowledge of the information one should give logical reason to the decision made.

As decision is taken, a leader should be clear with his communication in order to implement and execute the plan or the decision successfully. With no clear information the plan may not be understood by the teammates and the results may not be in our favor.

If the decision goes wrong then consider it to be an experience which is going to bring good in you as we know- we learn from our mistakes.

Q6. WHAT YOU THINK IT TAKES TO BE AN IMPACTFUL LEADER?

Nobody is born as a leader, one becomes a leader eventually. For becoming a leader it is necessary to have the knowledge, skill sets and positive attitude towards life but sir suggested us that we should not think about becoming a leader now as we are still in the learning phase and should focus on gaining knowledge and improving skills which are required the most in the corporate's

Urge to learn more

we should always be open to learning, be it at whatever post we are. As we are willing to earn more similarly, we should be eager to learn more. This reflects our positive side. This is also the way of getting an opportunity to interact more with the seniors as well as juniors.

Accept mistakes

Even if you make mistakes, accept them instead of blaming them on others. If u do so even other team members will follow the same practice and the important point is learn from your mistakes and also from the mistakes done by others and make sure not to repeat them again

Key skills

The basic skill sets which is expected from a MBA student is that he/she should have basic knowledge on MS WORD, POWER POINT, MS EXCEL.

Belonging to the finance specialization, we should also gain knowledge on financial modeling with the help of various courses available online.

Understand own potential

It is very important to know what our own potential is, where do we stand, what are our future goals, what have we achieved till date. One should know his/her strength & areas of Improvement. The expectation we have from ourself as well as others should be realistic and achievable.

Q7. HOW YOU MOTIVATE YOUR EMPLOYEES'/TEAM MEMBERS? WHAT HAVE YOU IDENTIFIED THAT WORKS BEST?

Feel Free to come my office anytime:

If your employees know they have unfettered access to their superiors, they'll have a greater sense of belonging. They'll feel more confident taking on challenges and demonstrating initiative, knowing they have guaranteed guidance from their superiors

You can ask me any question:

This motivates the employees to commit to work, knowing they have all the resources and support they need to succeed.

The statement also brandishes the transparency and trustworthiness of your leadership.

I will look in to that and give you an update:

Rather than shut them down when they ask you for something at an inopportune moment, you can use this phrase to buy yourself more time to resolve their query. Also, it's important to mean it and follow through with it when you say it. Otherwise, you might be breeding mistrust in your workplace.

Here is your area of weakness that you need to work on:

You need to be tactful when criticising your team members to minimize the friction and resistance to change. You can start by acknowledging their efforts and the achievements so far, and then tell them how they can achieve even better results by improving on certain aspects of their performances.

Can you give me opinion on this:

In many instances, you can gain valuable insights from your employee's inputs. It's crucial for you to show your appreciation for their inputs, even though it might make you appear less-knowledgeable. With this statement, you can widen your intellect while also boosting your employee's sense of belonging.

I trust your sense of judgement:

Another tactful way to elicit valuable information from your employees without feeling awkward. Using this approach also helps strengthen the trust between you and your employees, indicating the tremendous significance of their contributions. And with an enhanced sense of trust among employees, collaboration and cooperation becomes supercharged.

You will do great:

Your employee's performances are significantly affected by how much you believe in them. Let them know that rather than breathing down their neck, you want to ensure that they have the

guidance and resources they need to succeed in their roles. If you don't have faith in your employees, their level of confidence and their team morale will be subdued

Its 'We' not 'I':

Your employees will perform better if they believe they're members of a closely knit team that looks out for one another. This phrase is highly inspiring in the sense that it speaks of guaranteed support from other team members who can complement each other's strengths and weaknesses.

Many Thanks:

The importance of making your team members feel appreciated cannot be overemphasized. Several studies show that recognition and appreciation are highly powerful motivators. A great sense of belonging can even have an impact on your employee's morale and engagement than financial incentives. You should make it a point of call to say "Thank you" to your employees regularly.

Q8. WHAT IS YOUR ADVICE ON BEING AN EFFECTIVE COMMUNICATOR?

Communication Skill is one of the important key skills set as it helps in establishing a formal as well as informal relation with seniors and team members.

Communicate with your team-mates & be informal

We meet our team members on daily basis so we need to establish an informal relation with them so that there is understanding, we get to know what's going in their life and in case they are in any difficulty the team leader can help resolve that.

Use Meet-Up app

Sir suggested "Meet up" app in which there are people from various regions whom we don't know, through this app we can get in touch with likeminded people who share similar interests.

Participate in Inter-college events

This is also one of the ways in which one can improve his / her communication skills. Sir advised us to participate in as many activities an event we can. This will help boost our confidence.

Paper presentation competition

One can also take part in various group discussions and events going in the college as well as outside the college. Sir even recommended that we can do group discussions among 4-5 people whom we know and take any one article (zeroth insights or from anywhere relating to our specialization) and have a meaningful and formal discussion – this will not only improve our communication skill but also increase our knowledge

Q9. WHAT TYPES OF CONTROL MEASURES IS APPLIED BY YOU TO SEE HOW EFFICIENT & EFFECTIVE AN EMPLOYEE IS?

KRA Method:

KRA i.e. Key Result Area It should include the employee's name, the department and supervisor's name, and a description of some of the most important duties of the employee's role and how it serves the organization's strategic objectives. Then, you should include details on several areas of expected performance. Those details should include metrics that can and will be measured to assess the employee's performance in those areas.

Periodic check:

Mr. Suparn used the methods of periodic check which helped him to estimate the progress in work and projects done by every member of the team.

Analyze their performance:

Comparison of work by estimated goals and actual work helped him to analyze the performance of every team member the way he liked to call them. He never denotes them as employees or workers but team members. So, by analyzing the performance of every team member he guides them to take clear directive measures for attaining organizational goals.

Take corrective measures for deviations:

A corrective action is a measure that eliminates the root cause of the problem. Mr. Suparn followed the strategies of being a team leader very efficiently and tried to solve the problems of his employees and guide them to follow the right path to avoid any deviations in work.

Q10. ORGANIZATIONAL CHANGES DURING PANDEMIC?

Biodstat was not affected by Pandemic:

Being an agro-chemical company Biodstat was a need-based product producing company hence it did not face any problem in functioning or any kind of stoppages in work.

Revenue increased by 20%:

Being an agriculture produced based company. The demand for these products was more in times of Covid as people demanded more of it for consumption and saving purpose.

Incentives decreased but work was same:

Due to a reduced cash flow in the economy, it was difficult for the company to generate extra incentives for the team-mates however the work was same as demand for the product was more in the Pandemic period.

Attrition rate was NIL:

Due to the same workload and agro-chemical company Biodstat not being affected by Pandemic there were no attrition i.e., no removal of any employee from their job.

Wants-Affected & Needs-Not Affected:

Want based product producing company such as cars, mobiles, etc. were affected in the Pandemic period as they were not a necessity but a want required for certain period.

Price of Product:

An increase in the price of the product was seen due to:

1. Shortage of raw material and supplies
2. Hoarding of goods
3. Higher Demand but Lesser Supply

These factors caused an increase in the price of the product and reduction in the quantity demanded of the product which caused that specific industry to get affected.

Q11. HOW TO MANAGE TEAM EFFECTIVELY?

Maintain good communication:

Employees want to be kept in the loop about ongoing projects, goals, and deadlines, so it's essential that you communicate well with them and inform them about goings-on within the organisation. It's also essential that you encourage feedback and that your staff feel that they can

approach you with any questions or issues they want to address, so making yourself accessible to your staff is critical.

Build positive working relationships:

It's important to get to know members of your team individually, not only on a professional level but on a more personal level too. When you put the effort in to get to know a bit more about how your colleagues are doing and what they are interested in, it will build a much better rapport among the team.

Be real:

Your team doesn't expect you to be superhuman, so if you're feeling the pressure and need a helping hand, don't be afraid to admit it and if you make a mistake, own up! By showing the human side of yourself and allowing your staff to get to know you a bit better, your team will feel more relaxed and comfortable approaching you.

Be decisive:

A good leader needs to be able to assert their authority and make important decisions for the team. There is no space for flakiness in a leadership role, so it's crucial that you stick to your guns and go with what you feel is best for the business.

Delegate jobs to the right people:

Part of why it is vital that you establish a relationship with your team and get to know them individually is so you can assess what their strengths are. People perform better and are more engaged in roles where they feel they are employing their best skills, so delegating proper functions that suit each will have a significant impact on the productivity of the team.

Q12. BEST MANAGEMENT ADVICE EVER RECEIVED BY YOU?

Learning is more important than incentives

it's necessary that when we join the corporate, we don't switch your job for atleast 4-5 years and learn as much as possible. Once we get all the knowledge ad required skillset then we can think for incentives and other factors

One cannot be an asset from the beginning of his/her career

What he said was you directly don't become the manager, it takes time, and we have to learn that. When we enter the corporate, we don't have the required knowledge and skills, which we gain eventually and then become an asset for the company as we will then we able to guide and help out juniors.

Be sure where and why you want to work

Don't switch your job every 1.5-2 years, explore yourself first, know your interests and desires, then select the industry or the area to work into.

Never switch your job in the beginning 2-3 years of work. These years are very essential as we learn a lot during this period. So do not switch, get as much as experience possible and learn until you become expert in that field.

Never switch your job in the beginning 2-3 years of your work

Suparn sir believes in teach what you preach. He himself worked at Avalon Global Research for 4 years 5 months as a market research analyst and learnt everything and become an expert in his field.

Q13. HOW DO YOU MAINTAIN WORK LIFE BALANCE?

First Ten years of your career focus on learning

He said that the first 10 years we should not look for the factors such as promotion, hike increment in salary etc. Rather we should focus on learning first, apart from all these. We should grab and learn as much as possible, get required knowledge of each and every domain and then we can focus on promotions and various other factors. e.g.: we are unmarried right now and can give more time to work and can be more dedicated and focused. We should not think about the work life balance now, things will go in flow and everything will be automatically be balanced.

Preferably work in service industry

His advice to us was if get an opportunity try working in the service industry as there are various opportunities to learn

Settle at a comfortable position

After 10 years when we have achieved all what we wanted, have overall knowledge, good salary and then we have to settle at a comfortable position and a profile which we like. So it's time now to think of the work life balance and give time to family.

For ex: Working as an Investment Banker you have to spend minimum of 12 to 15 a day and there is no work life balance as more focus is on work rather than personal life.

For example:

Working as an Investment Banker –High risk High returns job, no work life balance.

Work as much as possible and don't think now of the work life balance- for ex: you are unmarried now so you have time to utilize it in a proper way, work more and eventually with time your time will reduce, then you can think of work life balance.

Settle at a comfortable position -

CONCLUSION:

We learnt a lot, he not only answered our formal set of questions but also learnt about what we are planning to do in our career ahead and guided us for the same.

He told us to develop the skills of:

MS Office skill

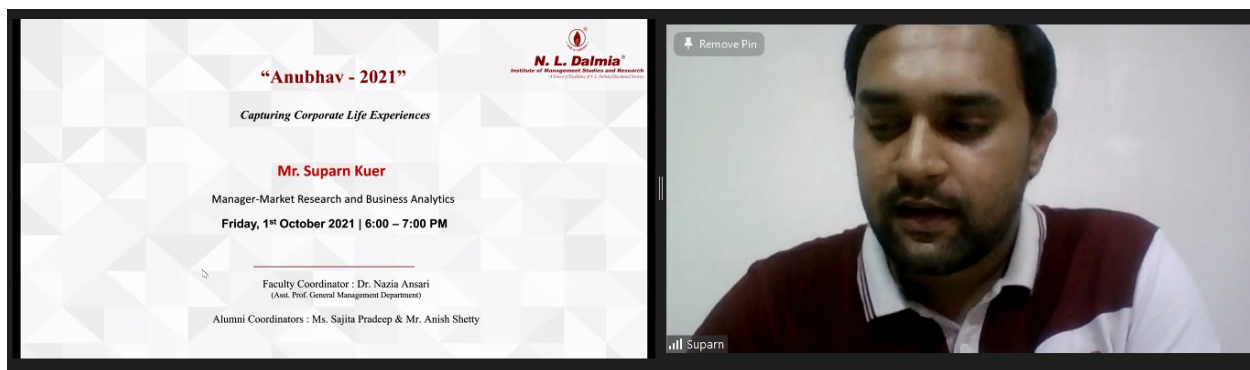
Financial modeling

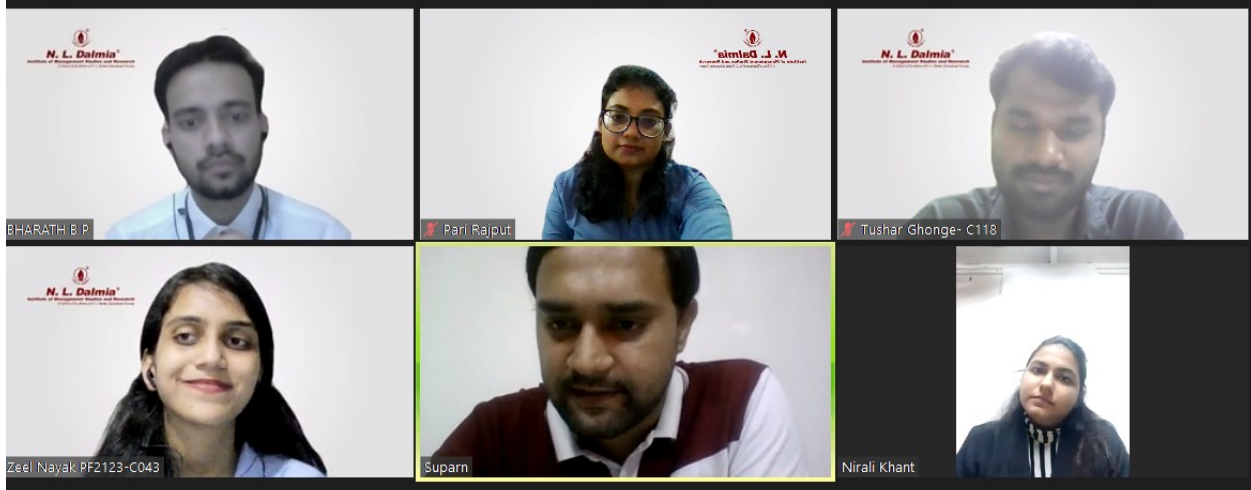
Valuation

The skills required for **Equity Analyst** and **Investment Banking**

Story telling Story telling u can do only when you have knowledge. Mr. Suparn shared his experiences based on his knowledge and past work.

The interaction was very insightful. Overall, the session was conducted really well and we are very grateful to Nazia ma'am for giving us this opportunity to interact with Suparn Sir and gain knowledge from managerial perspective as well!





Recording...

View

“Anubhav - 2021”
N. L. Dalmia
Institute of Management Studies and Research
Established in 1973 (Autonomous Institute)

Capturing Corporate Life Experiences

Mr. Suparn Kuer
Manager-Market Research and Business Analytics
Friday, 1st October 2021 | 6:00 – 7:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty

A grid of six video call participants from N. L. Dalmia Institute of Management Studies and Research. The participants are: Bharath B.P., Pari Rajput, Tushar Ghonge-C118, Nirali Khant, Zeel Nayak-PF2123-C043, and Suparn.

Ankit Panchal
Ankit Panchal

Unmute Stop Video Security Participants 7 Chat Share Screen Breakout Rooms Reactions Apps Leave

ANUBHAV

Capturing corporate life
experiences

Suparn Kuer

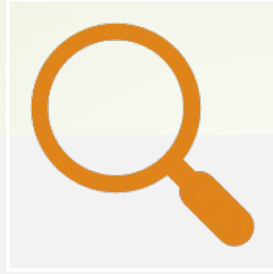


**Worked at Avalon global research,
Deloitte, Brenntag**

AMCAT certified data processing specialist



Role & Responsibilities



Market research



Business analytics



Best part of your job

- ▶ Knowledge gaining points
- ▶ Exposure to career
- ▶ Skill development
- ▶ Global connect

Worst part of your job

- ▶ Primary research
- ▶ Tele-calling
- ▶ E-mail interaction
- ▶ Report writing



How to plan a project?

Simultaneously handling 4-5 projects

Prepare an agenda

Follow up with team-mates

Execution of plans

Report taking

Guiding juniors



Decision making



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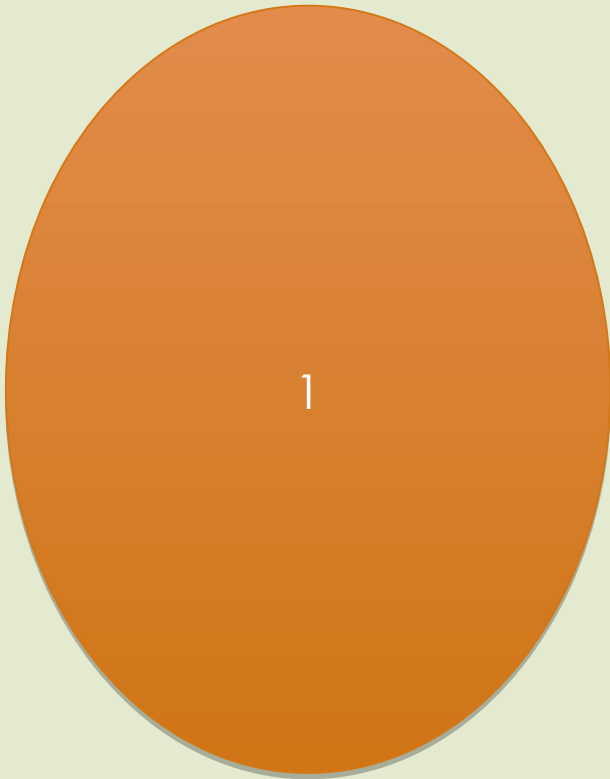
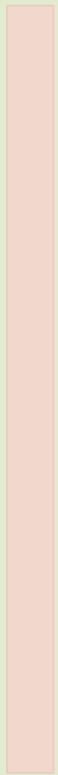




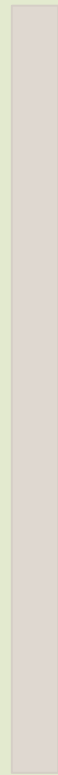
How to have effective communication



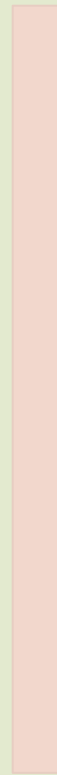
Impactful Leader



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How to handle Team mates



BE INFORMAL WITH TEAM MEMBERS



MAKE THEM COMFORTABLE



OBSERVE WHERE TEAM MATES ARE GOOD



UNDERSTAND THEIR PROBLEMS AND SOLVE IT



KNOW THEIR AREA OF IMPROVEMENT

Motivation



Establish a friendly environment



Suggest solutions for their problems



Be a team leader not a manager



Balanced work pressure



Controlling




KRA setting procedure

Periodic check

Analyze their performance

Take corrective measures for deviations



Organizational changes during Pandemic

Biodstat was not affected by pandemic as it was an agro-chemical company

Revenue increased by 20%

Incentives decreased but same work

Attrition rate was nil



Work Life Balance

First Ten years of your career focus on learning

Preferably work in service industry

Work as much as possible

Settle at a comfortable position

For example: Working as an Investment Banker –High risk High returns job

No work life balance



Best Management Advice

Learning is more important than incentives

One cannot be an asset from the beginning of his/her career

Be sure where and why you want to work

Never switch your job in the beginning 2-3 years of your work

Suparn sir worked at Avalon Global Research for 4 years 5 months as a market research analyst

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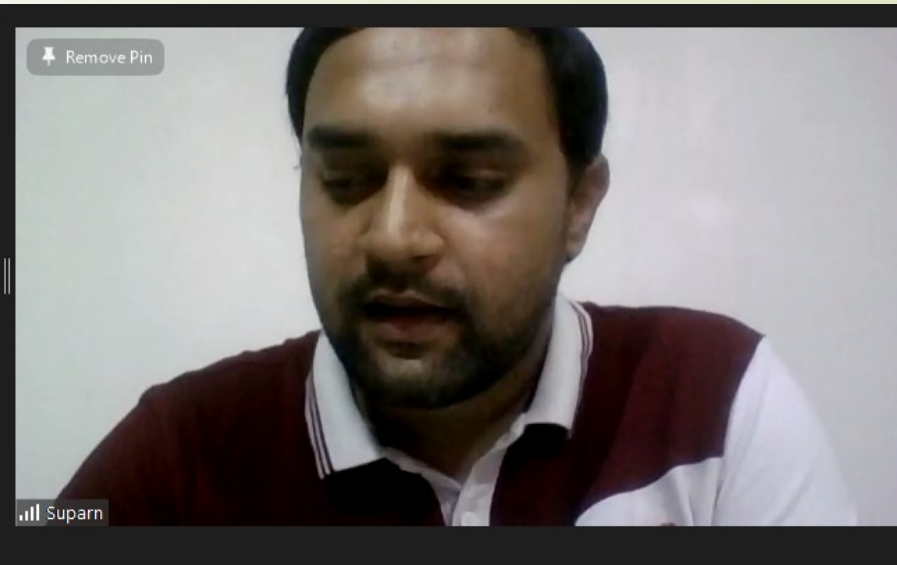
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Recording...

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Unmute Stop Video Security Participants 7 Chat Share Screen Breakout Rooms Reactions Apps Leave



*Thank
You*

Guided By : Nazia Ansari

Made By: Group 5

Ankit Panchal

PF2123-C082

B P Bharath

PF2123-C074

Nirali Khant

PF2123-C011

Pari Rajput

PF2123-C285

Tushar Ghonge

PF2123-C118

Zeel Nayak

PF2123-C043



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Thank You!

Group no. 6

Karan Dholakia

Jay Shah

Mohita Sahay

Samruddhi Sonkusale

Shambhavi Pradyumna



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ANUBHAV'2021

Div: C

Company: Skills and Jobs Australia
Manager: Mrs. Ankita Shah

Dr. Nazia Ansari
Subject: PPM

Skills and jobs Australia

● Skill Training for job seekers

Their service delivery model is based on skill training to assure the correct match in recruitment or labour hire assignments, as well as to facilitate job seekers' transition to employment.

● Job segregation for various kinds of people

Their Recruitment Services focus on temporary and permanent roles within the Disability, Aged and Healthcare Sectors. We provide on hired staff to organisations, service providers, families and individuals. This includes Personal Care Assistants, Allied Health Professionals, Administrative staff, Cleaning and Catering staff, Carers, Therapy Assistants and Disability Support Workers.

Industries they work with: <ul style="list-style-type: none">■ Healthcare■ Disability■ Aged Care	<ul style="list-style-type: none">■ Cleaning assistants■ Catering assistants■ Support workers■ Allied Health Staff
Roles include: <ul style="list-style-type: none">■ Contact centres operators	<ul style="list-style-type: none">■ PCA's■ Educational Support Staff■ Carers

● NDIS approved

As an NDIS approved provider, they can work with participants who have funding to support their needs. The National Disability Insurance Scheme is a scheme of the Australian Government that funds costs associated with disability. Mostl

Mrs. Ankita Shah, Finance
Manager,
Skills and Jobs Australia

The interaction

Q1). What are your Roles and responsibilities at the job?

- Financial Management

Everything related to finance, be it budgeting, forecasting, management reporting and payroll management is taken care of by Ankita ma'am.

- Leading a team

As all the above-mentioned activities cannot be done by her alone, she had a couple of subordinates working directly under her to take care of it. She decides their payroll as well.

Q2). What is the best Part of the job?

- Complete autonomy.

Being a finance manager, ma'am is the whole and sole financial decision maker, she creates new processes, and conducts all finance activities. Carrying out her own strategies helps in building self confidence and flexibility.

Q3). What Is the Worst Part of your job?

- Excessive Responsibility

The best part of her job is also worst part, as with no authority over head, it is usually difficult to make tough financial decisions on feet. As if there is an issue in the company, everyone comes to the leader, who can also be in a tough spot at times

Q4). What different types of planning you do on a regular basis? Suggestions on how to be a better planner.

3 PHASES OF PLANNING

- Subordination of tasks

Break down jobs and allocate to subordinates, out of 1 bigger job, it is divided into 10 smaller jobs. For e.g., 2 small jobs of Marketing, 3 of IT, etc) Getting experts involved as one person can't do all the things.

- Involve the work done by all the teams

i.e., IT Team, Marketing or Finance Team related to all the small jobs.) and collate everything together.

- Trial & Error

Testing, approving, testing, approving and it goes on and on

Q5). How many subordinates you supervise/lead at present? What factors you consider before deciding the span of control?

She is supervising 3 SUBORDINATES at present.

NO Span of Control. (She likes to give clear cut instructions to her subordinates that what is expected of them and what they are supposed to do. This is the task, and this is the deadline, that's all. She even doesn't care how they do the task i.e., be it doing the job along with taking care of children at home, or doing late night shifts, or early morning, she doesn't care any other aspects of the employee's life.

She just wants the work to be completed on time.

Q6). What it takes to be a good decision maker?

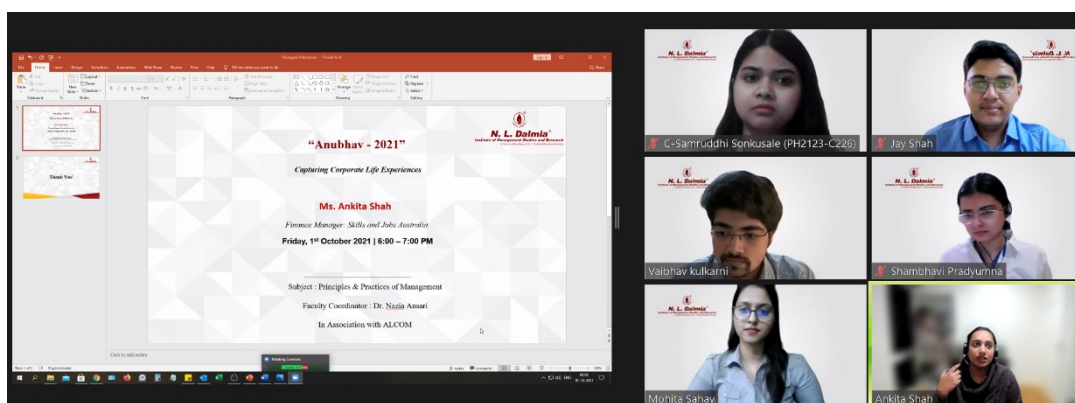
- Correct data is of utmost importance.

The Decision is as good as your data. So, if you have the correct data, and you know how to interpret or use your data correctly then you can make a good decision. If your data is wrong or it is compromised in any way, then it will affect your decision. So, if you have the right data and right business mind to make sure that what you are deriving from the data is correct, that all will come from experience. But to start with, the main thing which we can do is getting the right data and learning how to analyse.

Therefore, while making any decision, DATA is very important.

- Prediction of Outcome

It is important that prediction of outcome should be precise and correct which will only come with experience.



Q7). How you motivate your employees'/team members? What have you identified that works best?

- Appreciate for efforts

A good appreciation for the efforts and for executing a work exceptionally well, whether monetary or non-monetary, plays a significant part in motivating the team.

- Constructive feedback for improvement

Even if a team member fails to complete a task satisfactorily, the manager should be present to provide constructive comments that encourages the individual to grow.

- Be a backbone to the subordinates

Mrs. Ankita, very well put up the fact that how important it is to have someone in an organization as a backbone. As a manager, she ensures that she never overburdens anyone and that she tries to empathise with them. She also ensures that she gives her subordinates a space where they can work effectively by striking a work-life balance and where they can afford to make minor mistakes because they can always be corrected. Any employee will be motivated if all areas of his life appear to be in order to some degree.

Q8). What you think it takes to be an impactful leader?

- Dual roleplay

A leader always plays dual roles. As stated by Mrs Ankita that one should know how to switch roles according to the situation. When one has to talk to the manager then the leader is someone who is representing the employees, while interacting with the employees, a leader should know how to get the job done by being a little authoritative.

- Ready to take responsibilities

A leader when lead subordinates, must manifest the quality of responsible behaviour and willingness to take charge. The responsible manager ensures the group successfully drives for results. It means staying on top of problems and not assuming someone else will step in. Acts as a buffer from pressures that come from above, and fends off unreasonable demands from others.

- Proper delegation of work

Mrs. Ankita emphasised the need of properly delegating responsibilities among team members, not only to avoid overburdening anyone, but also to ensure that the tasks are completed with maximum efficiency.

- Contribute to the organization

Because Mrs. Ankita is also the organization's representative, as a leader, she is not only accountable for motivating his team members to work, but also for working to improve the organisation.

- Fore- sightedness

A leader should know where they want their organization or team to be in the future. It is important to achieve the goals successfully.

Q9). What types of control measures is applied by you to see how efficient & effective an employee is?

- Observe and Analyse KPIs of employee
- Identify strength and weakness of employees
- Assign tasks according to capabilities of employees
- Team performance

Q10). What is your advice on being an effective communicator?

- Communicate according to the person you are talking to
- Avoid technical jargons with people who do not belong to the same specialisation
- Simplify the conversation and be precise about your point
- Have a command on your language

Exp: Ankita's view on being an effective communicator is that One should avoid too many technical words and slangs for better understanding. Being a good communicator is all about how in a simplified way one can make the other people understand their point. Fluency in language is definitely the key factor.

Q11). I want to know how do you encourage your employees to be ethical?

- Treat your employees well
- Provide them a friendly work environment.
- Ensure they are getting facilities like sick leaves, holidays etc.

Exp: One should maintain a healthy and respectful relationship with the top level as well as the bottom level staff. Inculcating a factor that they're valuable to the company by the means of good behaviour and additional perks will always help them to maintain organisational ethics. This is Ankita's mantra for an inculcating ethical behaviour in her employees

Q12). Lastly, were there any organisational changes you made during the pandemic?

- Due to pandemic people are working from home. So, high level of trust is built amongst the employees due to exchange of sensitive data.
- Work timings and settings have changed

Exp: People suffered from professional as well as emotional challenges. To carry out the entire official work from a home-space was big organisational change itself. There was a shift in meeting and working times. Due to sharing of sensitive data, a sense of trust was built. Ankita told that her employees faced a problem in focusing during the work time because they had to handle their kids

Q13). What skills must be developed by us?

EFFECTIVE COMMUNICATION: KEY TO THE DIRECT FUNCTION OF MANAGEMENT:

Ma'am really focused on the importance of effective communication. According to her, it's really important to deliver our work effectively. In case we are not able to communicate how a specific task was completed, what were the challenges faced during the process or in case we are not able to communicate our ideas the end result stands zero.

CONFIDENCE IS AN ESSENTIAL ELEMENT

Ma'am also talked about how being confident is so important. Confidence is not only gained through knowledge and experience but also by owning up our mistakes and our willingness to learn.

PRESERVING PROFESSIONAL RELATIONSHIPS

In any corporate setting, to excel in maintaining our relations is really important as it takes time, work and strategy. To avoid any possible fights, one has to stay positive and one also has to be a good listener. In case of complete dislike towards the management you can try to switch jobs but don't spoil your relationships.

Q14). What qualities should we develop to be a team player?

FULL FREEDOM OF EXPRESSION

To make our subordinates or team members comfortable we have to give them full freedom of expression to put forth their views and disagreements. It not only creates a sense of belongingness in the team but also helps strengthen confidence in their views.

A GOOD COMMUNICATOR

A lot of times team members have different thought process and working styles which could lead to clashes and communication barriers. So, it's really important to be a good communicator. We need to have clarity while delegating responsibility's the mode of communication style should not be rigid. The way we communicate with different team members has to be rigid according to the situation and according to the person.

AGREEMENT TO A COMMON CONCLUSION

After all the subordinates come up with their arguments, it's important to discuss the points and come to a common conclusion. It's really important to consider the conclusion as final regardless of the fact that you might be for or against it. The decision of the team as a whole remains ultimate.

Q15). What were the best management advice ever received by ma'am?

AVOID THE INFLUENCE OF OFFICE GRAPEVINE

It's important to focus on our job and grasp as much knowledge and experience as possible from the work. One needs to avoid getting influenced by gossips and unnecessary petty drama.

MAINTAINING THE WORK-LIFE BALANCE

Maintaining work-life balance is really important. One's health and family life shouldn't be sacrificed for the sake of extra hours. Working for long hours won't necessarily confirm your promotion however taking care of you of mental well-being would definitely affect your productivity and future.

DON'T LIMIT YOUR FIELD

One needs to keep on exploring. Our current choices might not be our final destination.

RECTIFYING MISTAKES

Any mistake can be rectified. Life is all about learning from our mistakes, so we shouldn't stress about the petty things.



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- **KARAN DHOLAKIA**
- **JAY SHAH**
- **MOHITA SAHAY**
- **SAMRUDDHI SONKUSALE**
- **SHAMBHAVI PRADYUMNA**

ANUBHAV'2021

DIV:C
SUBJECT:PPM
DR. NAZIA

SKILLS AND JOBS
AUSTRALIA

Let's Get Working!

- Recruitment and Labor Hire Services
- Skill Training for job seekers
- Job segregation for various kinds of people
- Multiple Industries and various job roles
- NDIS Approved



ROLES AND RESPONSIBILITIES

- Overall financial management
- Team leading



BEST PART OF THE JOB

- Complete Autonomy



WORST PART OF THE JOB

- Excessive Responsibility



DIFFERENT PLANNING STRATEGIES AND SUGGESTIONS

- **Subordination of tasks**
- **Involve the work done by all the teams**
- **Trial and Error**



SUPERVISION AND SPAN OF CONTROL

- **3 subordinates at present.**
- **Complete freedom to them**



DECISION MAKING

- **Correct data is of utmost importance.**
- **Prediction of outcome**



MOTIVATION

- Appreciate for efforts
- Constructive feedback for improvement
- Be a backbone to the subordinates



IMPACTFUL LEADERSHIP

- Dual roleplay
- Ready to take responsibilities
- Be a guide to the subordinates
- Proper delegation of work
- Contribute to the organization
- Fore- sightedness



IDENTIFICATION OF EMPLOYEE - EFFICIENCY

- Observe and Analyse KPIs of employee
- Identify strength and weakness of employees
- Assign tasks according to capabilities of employees
- Team performance



EFFECTIVE COMMUNICATION

- **Communicate according to the person you are talking to**
- **Avoid technical jargons with people who do not belong to the same specialisation**
- **Simplify the conversation and be precise about**



ENCOURAGING ETHICS

- **Treat your employees well**
- **Provide them a friendly work environment.**
- **Ensure they are getting facilities like**



COVID 19 AND ORGANIZATIONAL CHANGES

- **Due to pandemic people are working from home. So, high level of trust is built amongst the employees due to exchange of sensitive data.**
- **Work timings and settings have changed**



REQUIRED SKILLS

- Effective communication: key to the Directing function of management.
- Confidence
- Preserving professional relationships



QUALITIES OF A GOOD TEAM PLAYER

- Full freedom of expression
- A good communicator
- Agreeing to the final conclusion

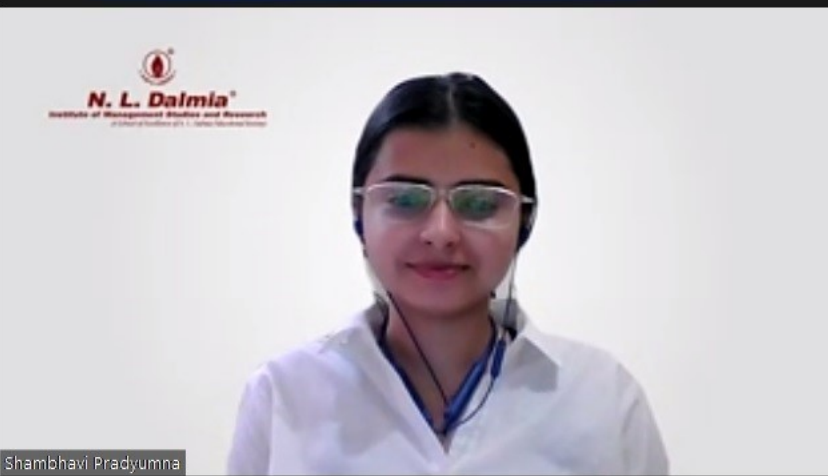


BEST MANAGEMENT ADVICE

- Office grapevine
- Work-life balance
- Don't limit your field
- Rectifying mistakes



THANK YOU





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“Anubhav - 2021”

Capturing Corporate Life Experiences

Ms. Ankita Shah

Finance Manager: Skills and Jobs Australia

Friday, 1st October 2021 | 6:00 – 7:00 PM

Subject : Principles & Practices of Management

Faculty Coordinator : Dr. Nazia Ansari

In Association with ALCOM



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Thank You!

Introduction

Mr Burhanuddin Ratlamwala is an alumni of NL Dalmia Institute from the MMS batch of 2015 - 2017. He did his internships in companies like Sony and Zee. After which he joined Brandarms a Marketing and Advertisement company as an accounts manager. Spending two years over there and serving the company he is now currently placed at SWISStours as a Marketing and Business Development Officer which is a subsidiary of the famous Swiss Airlines. Burhanuddin turns out to be a ideal client-facing man who is highly charged and driven by motivation.



Burhanuddin Ratlamwala
Marketing Officer at [SWISStours](#)

1 Role and Responsibilities in SWISStours

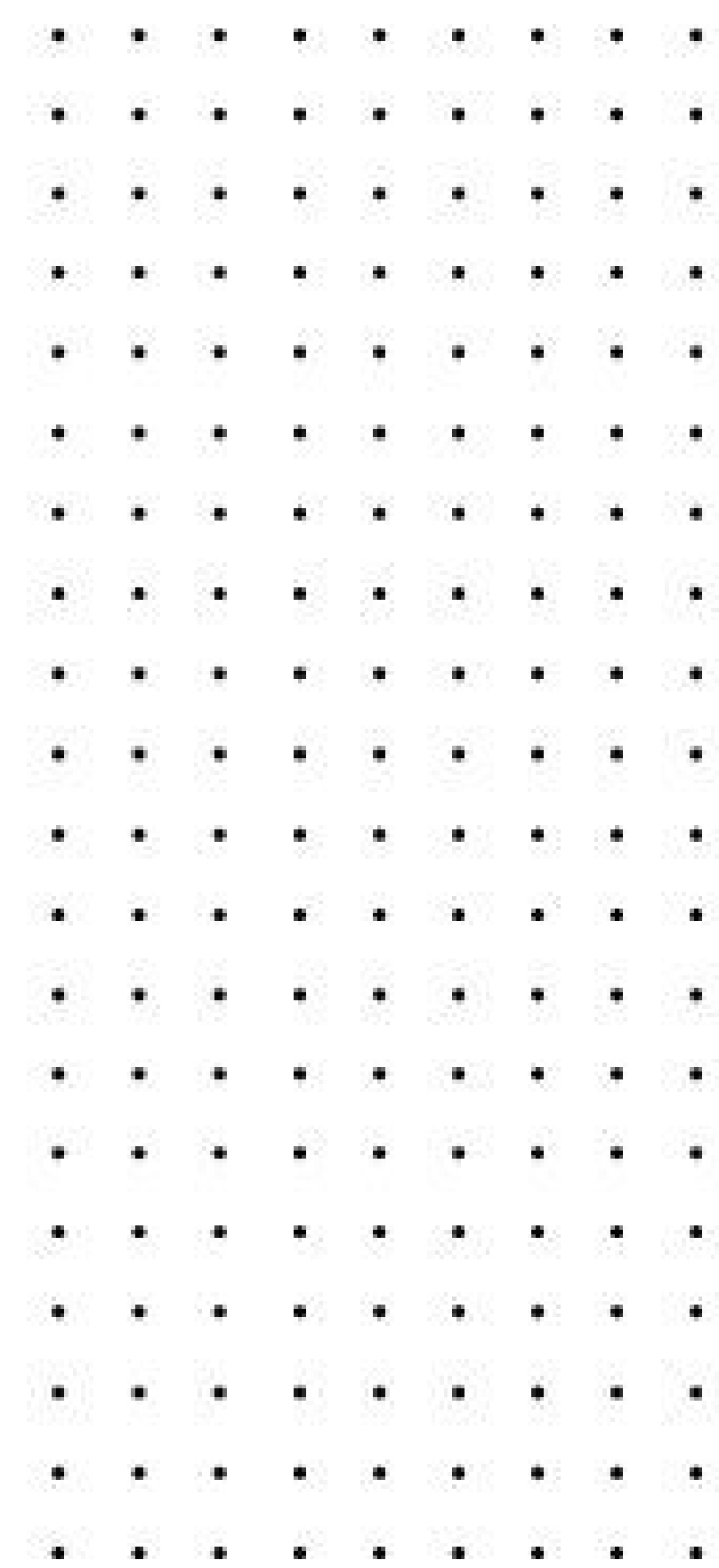
- Global Analysis regarding the services demand
- Advertisement
- Outlining sales channels
- Business Development

2 Best part about the job

- Getting a good boss
- A good team to work with
- Cooperative cross departments
- Interactive communication channel in the firm.

3 Worst part of the job

- Nothing worst part about the job
- Suggested to work, analyze and try to be fit at least for a year even if you don't like the company



4 What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

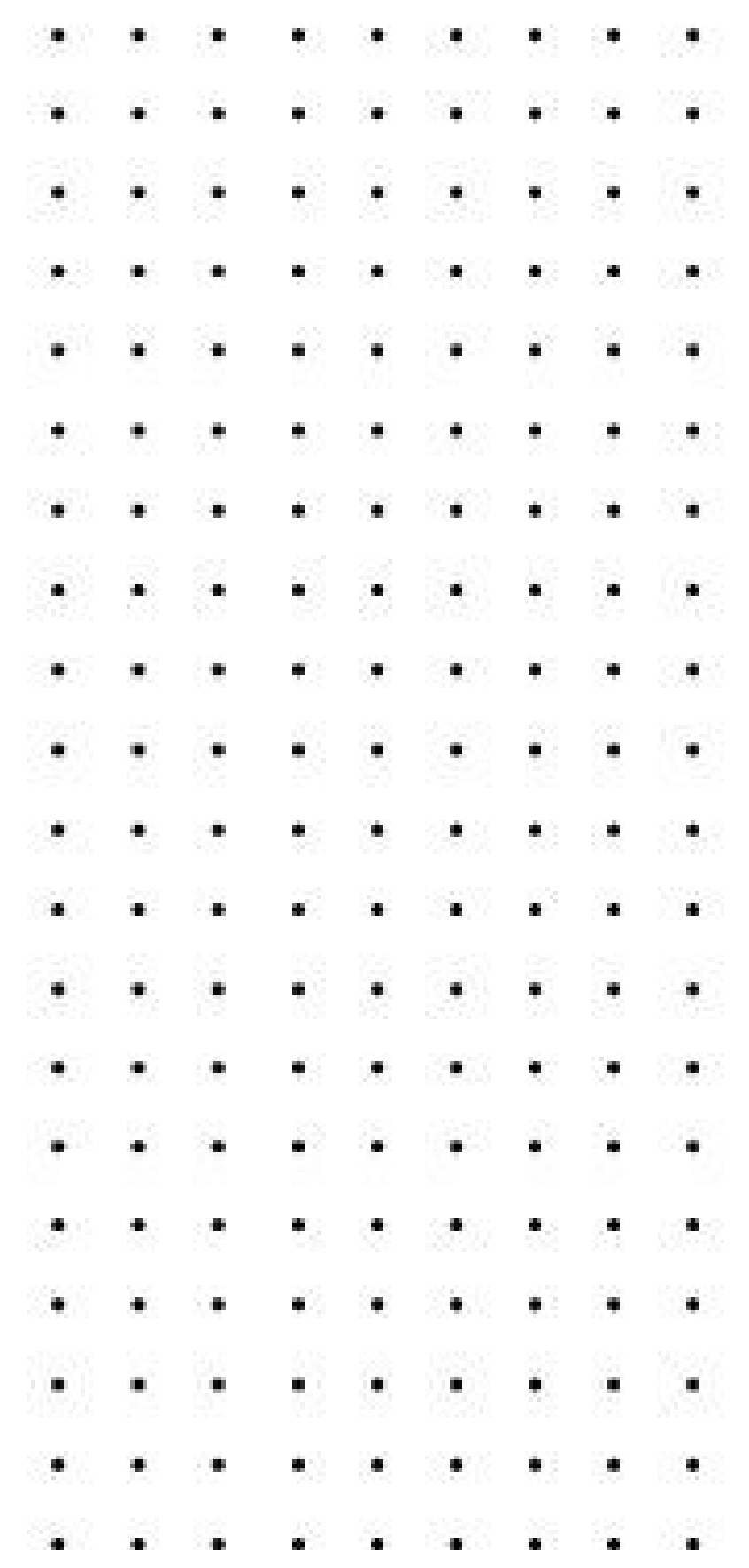
- Daily operational plans
- Make 2 lists – Important and Urgent
- Work as per your state of mind
- Aim to finish before deadline

5 How many subordinates you supervise/lead at present? What factors you consider before deciding the span of control?

- Earlier 2 subordinates
- Factors:
 - Abilities and skills of the subordinates
 - Degree of decentralization

6 What it takes to be a good decision maker?

- Consider everybody’s opinions
- Ensure that there is no bias
- Take time before reaching to conclusions
- Learn from mistakes



7 **How you motivate your employees'/team members ?**

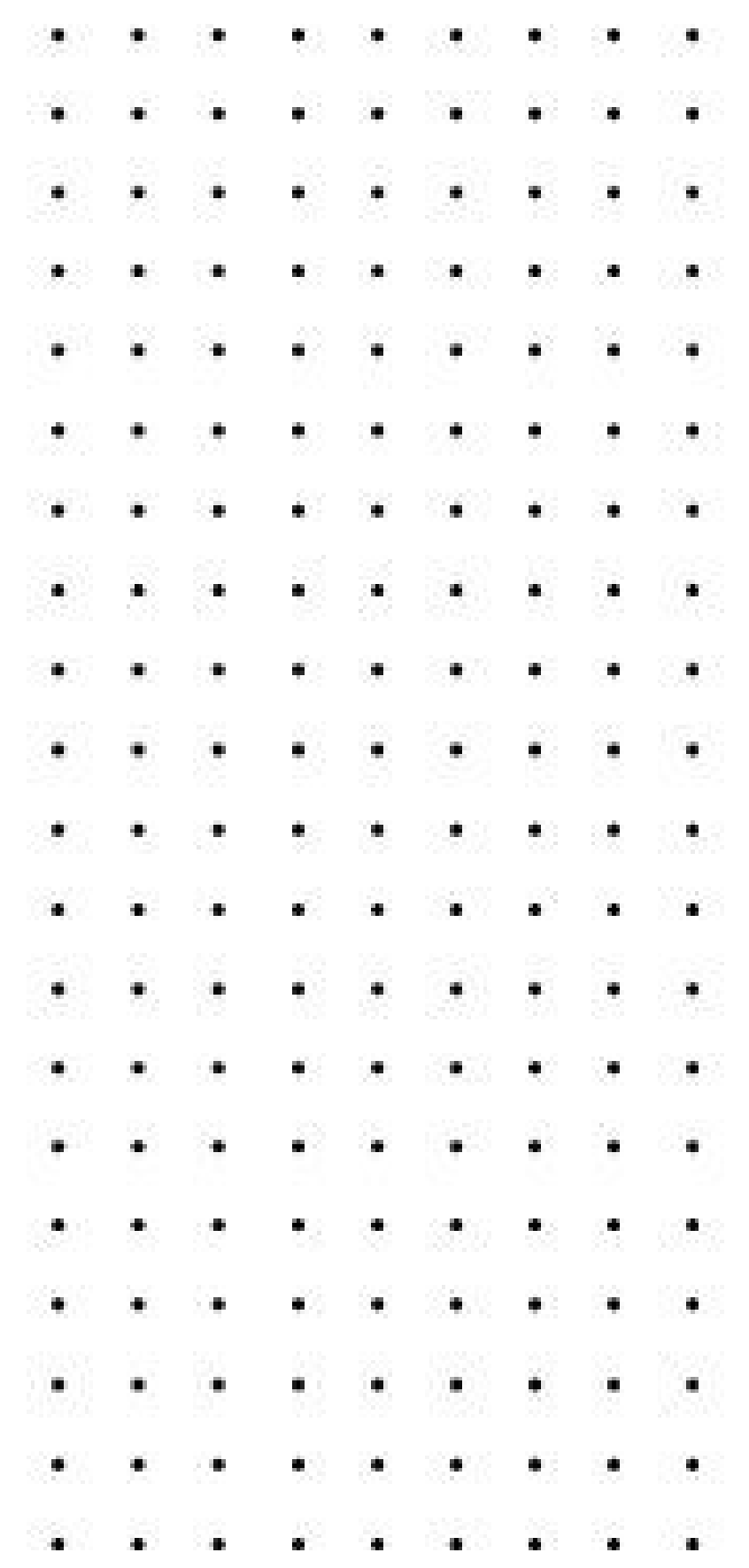
- Support as a friend
- Being as mentor
- Some personal space and time

8 **What you think it takes to be an impactful leader?**

- Compassion
- Attitude
- Be first person to do
- Hard work

9 **What types of control measures to see how efficient & effective an employee is?**

- Adhere the deadline
- Keeping track of work and measuring the performance with standard



10 **What's your advice on being an effective communicator?**

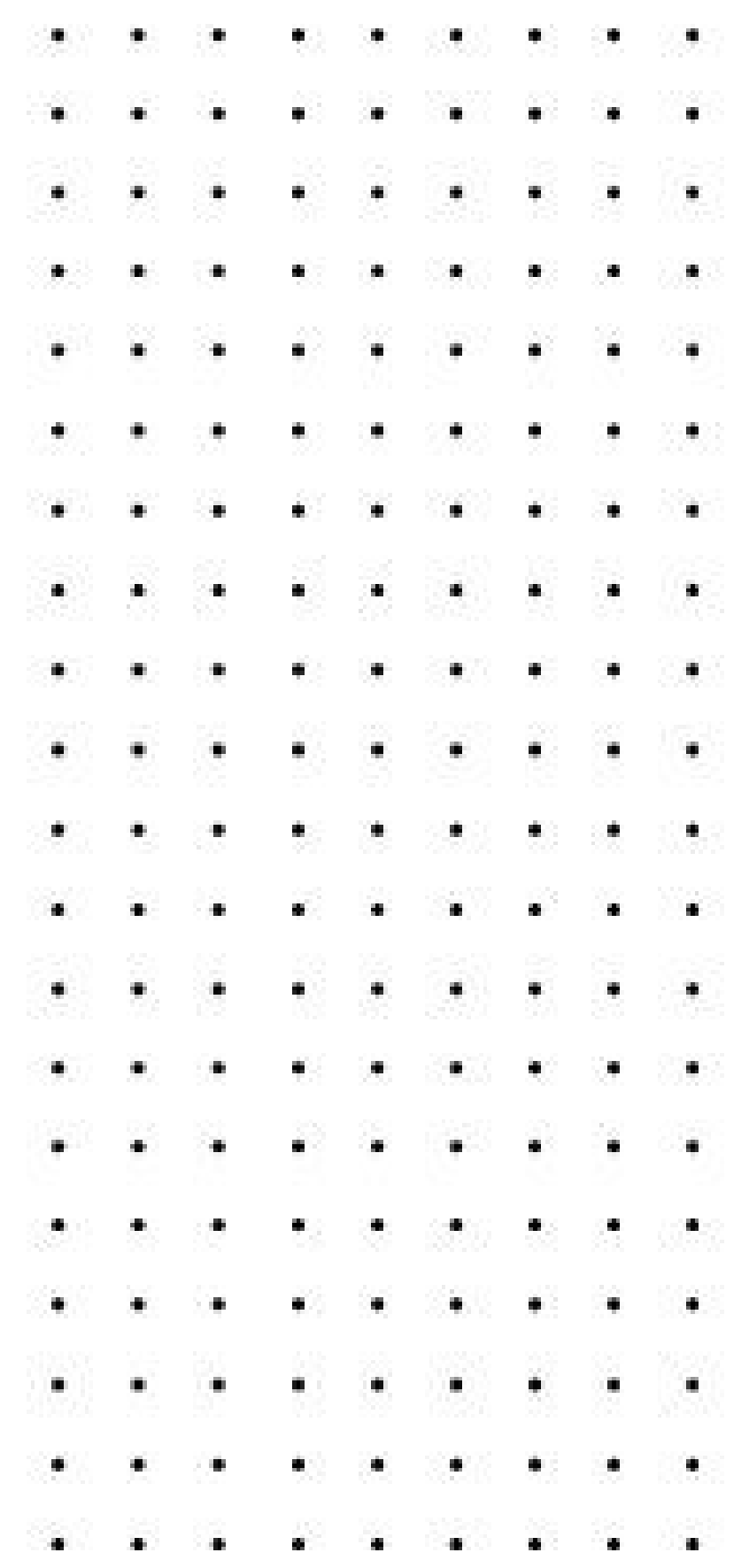
- Give practical reasons.
- Be polite.
- Keep up the confidence.

11 **How you encourage employees to be ethical?**

- Keep your principles strong.
- Stick to your values.
- You know what is wrong and what is not.

12 **Were there any Organizational changes during pandemic?**

- Employee termination
- Salary cut
- Early retirement



1 **What skill must be developed by us students?**

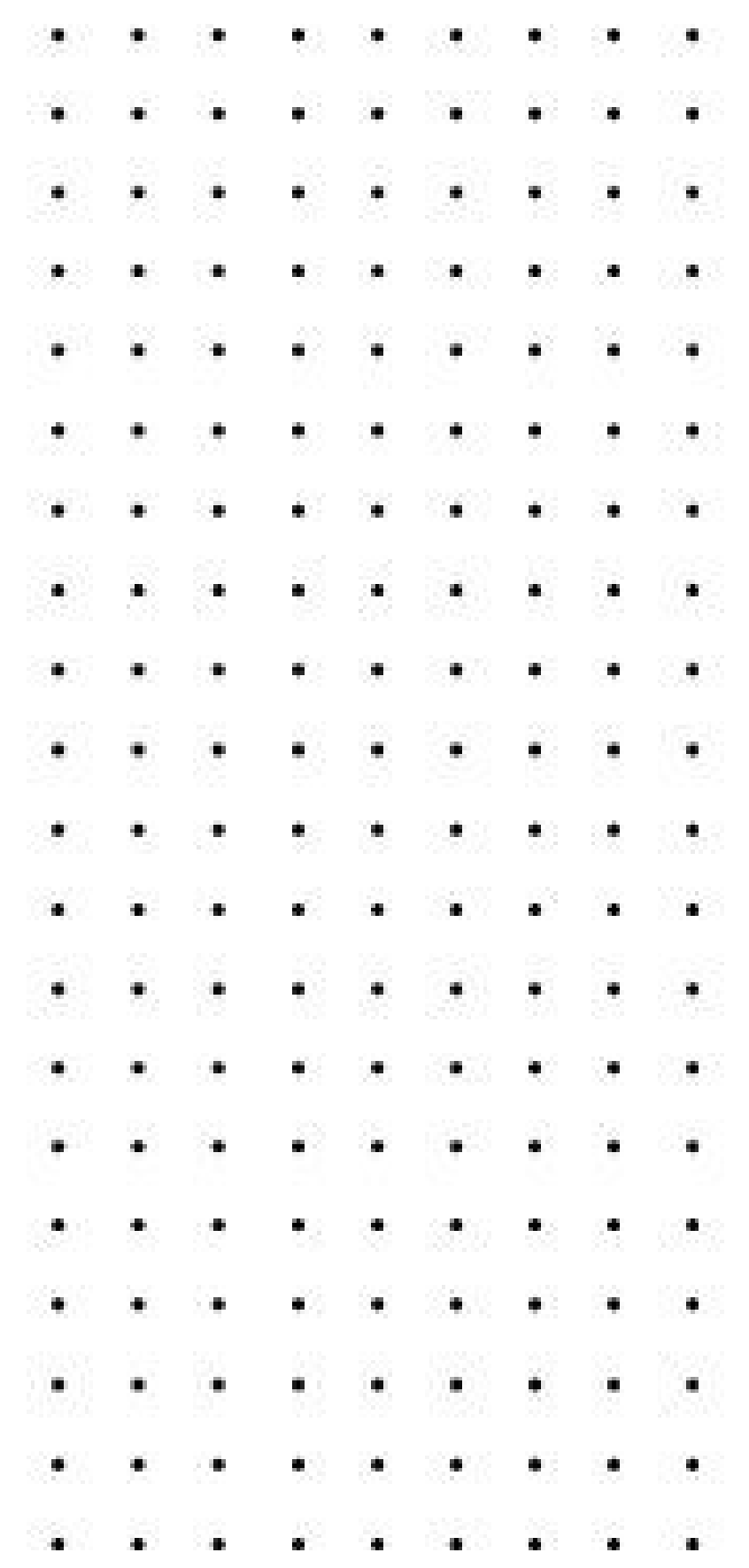
- 3**
- Interpersonal skills
 - Communication skills
 - Proper grooming and hygiene

14 **What qualities to develop to be a team player?**

- Be honest and faithful
- Put ideas in first and positive attitude
- You know what is wrong and what is not.

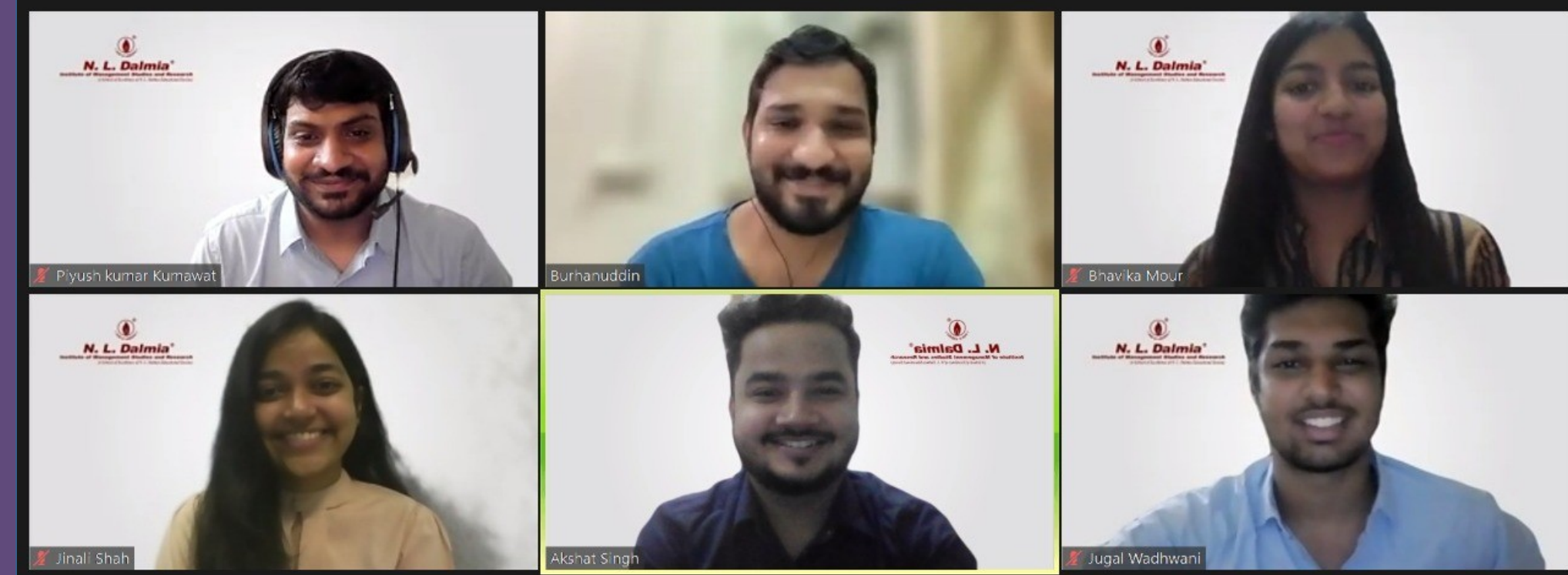
15 **What is the best management advice ever received by you?**

- Be humble and polite
- Work hard and honestly
- Don't go for money as a priority



CONCLUSION

- Situational Leadership
- Corporate Leadership
- Wonderful Insights



Jugal Wadhvani	PF2123-C102
Piyush Kumar Kumawat	PF2123-C098
Akshat Kumar Singh	PM2123-C215
Bhavika Mour	PF2123-C051
Jinali Shah	PF2123-C039

“Anubhav 2021”

Capturing Corporate Life Experiences

Guest for the day

Mr. Burhanuddin Ratlamwala

Marketing And Business Development

Officer – SWISStours

Presented by

Akshat Kumar Singh- PM2123-C215

Bhavika Mour -PF2123-C051

Jinali Shah- PF2123-C039

Jugal Wadhvani -PF2123-C102

Piyush Kumar Kumawat- PF2123-C098

Introduction

“Mr. Burhanuddin Ratlamwala is an alumni of NL Dalmia Institute from the MMS batch of 2015 - 2017. He did his internships in companies like Sony and Zee. After which he joined Brand arms a Marketing and Advertisement company as an accounts manager. Spending two years over there and serving the company he is now currently placed at SWISSStours which is a subsidiary of the famous Swiss Airlines. Burhanuddin turns out to be an ideal client-facing man who is highly charged and driven by motivation”

Question Asked:

1. Roles and Responsibilities in SWISSStours:

- Mr. Burhanuddin is assigned the job role of doing global analysis of its companies services in terms of consumer demand, being in a travel and leisure company it was his first duty to study the consumer demand of his company in the global market.
- He is also involve into the advertisement and promotion part, by running different media and non-media campaigns across different communication channels.
- As he was managing two subordinates under him, it is his duty to streamline the ongoing process in terms of sales. And keep a check on the no of sales record made by the subordinates under him.
- Being promoted to the position of Business development manager, now he is also handling the part of business development and growth, and is into market expansion of the company globally.

2. What's the best part of your job?

- The best part he told about his job was his present work environment and the kind of work culture that is developed in the company. His boss is very much cooperative and supports him since he has joined the company.

- He is also working into a good and a dynamic team, who always stand together with him and feels the workplace as his second home
- He also mentioned about the cross department in the organization and the kind of camaraderie that is maintained between them, there is never any sort of any conflict that has happened so far since he joined.
- Lastly, he spoke about the kind of interactive communication channel that has been developed in the firm, which allows him to work calmly without any internal disturbance or chaos.

3. What's the worst part your job?

- As per his experience so far in SWISStours, he mentioned that there was no as such worst part about the job, as he was really liking the job profile in which he was working and also due to the friendly and cooperative work environment, he never felt the same.
- He suggested at the end that one should always stick to a job atleast for some time be it one year or two as if its his/her first job, as one cannot quickly come to a conclusion of judging a job as worst or good. So, he insisted us to try to find good things from the bad part also.

4. What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

- When asked about planning, Mr. Burhanuddin mentioned that he makes daily operational plans which includes what he has to do in the entire day as well as within what time he has to complete the task which ensures that all his tasks are completed on time.
- He suggested that for being a better planner, we should make two types of list - Urgent and Important. We should also make sure that we work as per our state of mind. This means that there are times when there are certain issues going on around us so during that time we should not take up any important task which requires our intelligence or analytical skills.

- And lastly, he suggested that we should make sure that we plan to finish all our tasks well before deadline so that there's no last minute stress and all the work is completed smoothly.

5. How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?

On asking Mr. Burhanuddin about the number of subordinates under him, he mentioned that currently he does not have any subordinates. The reason behind this was Covid, as there was a lot of inter-departmental shifting as well as voluntary resignations due to Covid. But earlier he supervised 2 subordinates. The factors that he used to consider before deciding the span of control were-

- **Skills and abilities of the subordinates:** As to how much skills and knowledge do the employees possess and depending on that he used to decide whether they need personal attention or not.
- **Degree of Decentralisation:** The span of control is also decided depending on whether the subordinates are given any power to take certain decisions on their own or whether the decision making process is completely centralised.

6. What it takes to be a good decision maker?

- Mr. Burhanuddin said that the most important thing that one should remember to become a good decision maker is to respect and give equal consideration to everybody's opinions as they can come from any level.
- He also said that one should make sure that they're not being biased while taking any decisions. He/she should enter the decision making process with a free mind without any prior judgements.
- Another important thing for being a good decision maker is to give appropriate time for the decisions rather than taking decisions in a haste. As the saying goes - "Sleep over it" which will help us to analyse the decision from all the perspectives and help us to take a well thought and an informed decision.
- Lastly, he said that it is okay to make mistakes but at the same time one should always learn something from them. The main aim of a good decision maker should always be constant betterment.

7. How you motivate your employees'/team members?

Already His subordinate and team members are highly motivated. But whenever they feel low due to some reason like personal too, that time he give some time and personal space to them and be a mentor and support as a friend whenever required.

8. What you think it takes to be an impactful leader?

First of all whatever position you would hold in any respective field show compassion and be an example the way you speaking and performing any task, means be first person to do. you should carry a good attitude and respect towards everyone. Always work hard and given an example of IIMs guy are very hardworking.

9. What types of control measures is applied by you to see how efficient & effective an employee is?

Whatever the task is given, the main bottom-line is adhere the deadline and stick to it. Keeping track of work and measuring the performance with standard.

10. What's your advice on being an effective communicator?

He said that while communicating our opinion and stand on a situation, we should ensure the explanation and justifications are practical and logical. To add to this, he also said that we should be polite to everyone no matter if the other person is our junior or senior, politeness is a must have quality while communicating. He advised us to read articles and watch and listen Hollywood movies and music so that we are comfortable with the language and it also enhances our vocabulary.

11. How you encourage employees to be ethical?

He responded saying if you have strong ethics and principles you will never have to face ethical dilemma. Just stick strong to your values. He also gave his example of how his friends smokes and drinks when they go out but he never chose to do either of them because he knows what is wrong and what is right.

12. Were there any Organizational changes during pandemic?

To this he replied that there was employee termination in huge numbers and how he has no subordinates left in the company until now. Also, employee's remuneration was cut short owing to the pandemic due to which a lot of people left the company because they could not

support their families financially with the pay, they were receiving in the pandemic. Also, a lot of people took early retirement and left the organization.

One important statement he made in this question was that people say that jobs are secured but covid has proved all of us wrong. So, make sure you save money for a rainy days like these.

13. What skill must be developed by us (students)?

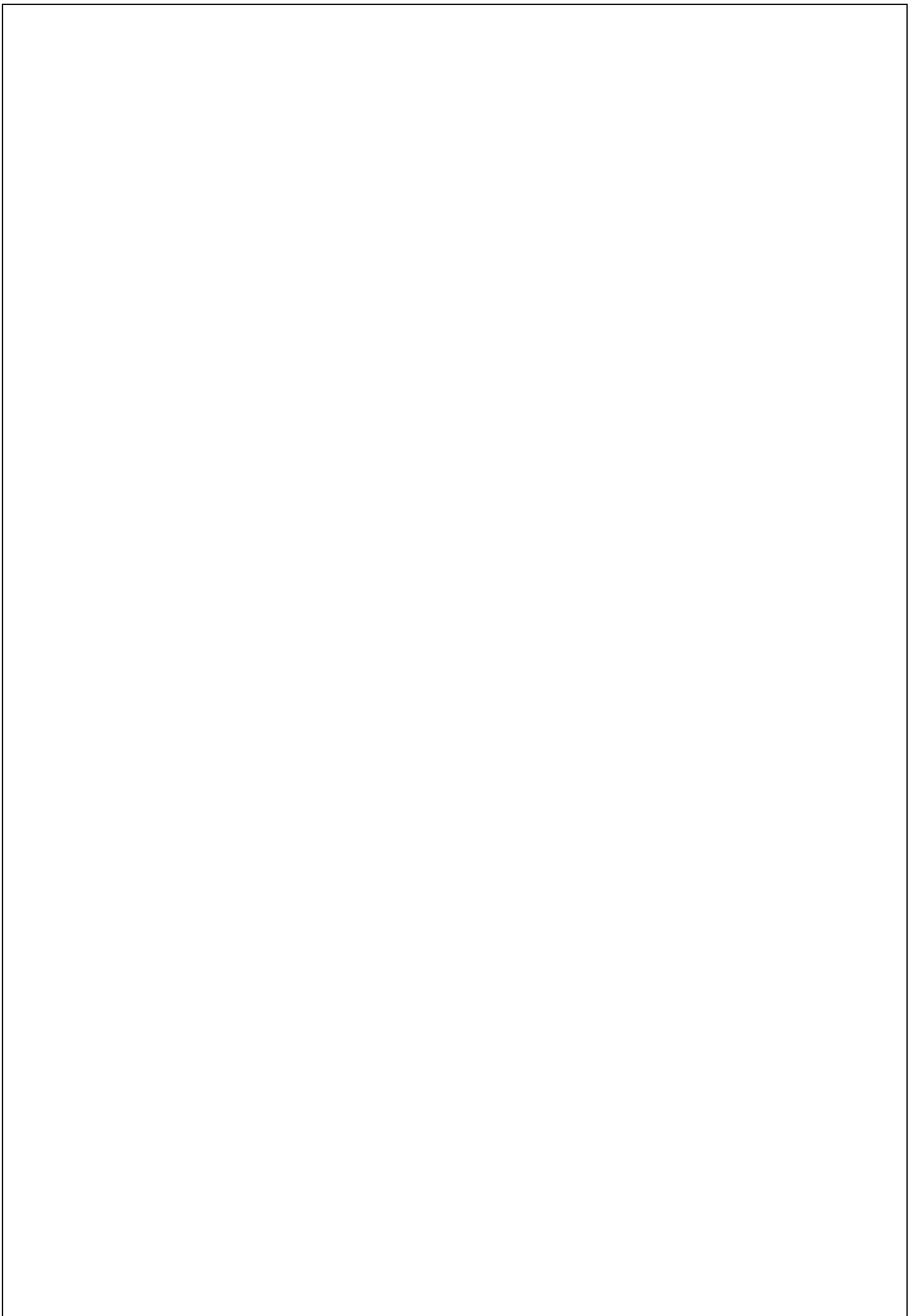
- Interpersonal skills such as communication, politeness, humbleness and respect towards others profession.
- Don't compare your salary and post with other colleagues, just be confident about your job.
- Always be well groomed and carry proper colour combinations with clothes. Always be presentable.

14. What qualities to develop to be a team player?

- Always take initiative in putting your ideas and always be a leader in all the things to grow on a potential level.
- Carry a positive attitude and respect towards others in terms of listening and implementing it.
- Keep proper delegation of work to the juniors and always act like a friend with them in terms of coordination and any personal problems.

15. Best management advice ever received by you.

- Always be humble and polite towards the employees, seniors and clients and always respect them and carry a positive attitude.
- Always work hard in your growth years and do not ignore the work if any
- Make exposure and learning your priority, don't go after money until the initial growth years. Focus on growth and exposure.



“Anubhav - 2021”

Capturing Corporate Life Experiences



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Mr. Burhanuddin Ratlamwala

Marketing And Business Development Officer - SWISStours



Friday, 1st October 2021 | 6:00 – 7:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty



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Thank You!

ANUBHAV 2021

MINUTES

Date: 01/10/2021

Time: 6:00 PM – 7:00 PM

Facilitator: Dr. Nazia Ansari

In Attendance(Group 8)

Yash Vanka(leader) - C090,

Vanshika Agrawal - C271,

Arshad Vahora – C242,

Shubham Khandelwal – C267.

Guest – Ruchika Gupta – CEO Blue Duck Holidays

- A student of N.L.Dalmia Institute of Management and Research for 2005-07 Batch.
- Assistant Professor with N.L.Dalmia Institute of Management and Research from 2011-13.
- Founder of Shineup.life
- Founder of Blue Duck Holidays- Mumbai

Roles And Responsibilities

- Integration of all the management task.
- Handling operations.
- Marketing-CRM.
- Managing Accounts- Compliance with GST.
- Building Team.
- Future Projections.

Best Part of the Job

- Client Conversion.

Worst Part of the Job

- Cost comparison by clients.
- Free Advice/Information.

Business Model

- Value Pricing – Price conscious customers.
- Online Travel Agency (OTA) follows huge discount models.
- Eg. Make my Trip, Yatra.com

Marketing Strategies

- Rely on word of mouth by existing customers.

Types of Planning done on regular basis

- Proper documentation.
- Centralized data for clients.
- Customized packages for clients.
- Maintaining Google Sheets.

How to be a better Planner

- Define core competency of your business.
- Decision maker.
- Learn to talk the language of person/client.

Span of Control

- One Employee.
- Covid Impact.

Factors considered for deciding span of control

- Work Load.

How to be a better Decision Maker

- Be true to yourself.
- Vision of one step ahead.
- Situation based judgements.
- Thought Process.

How do you motivate employees

- Group based incentives in relation to individual incentives.

Impactful Leader

- Ethical implementation.
- Thin line between ego and self-respect.

Control measures applied to see how effective and efficient an employee is

- Client conversion by the employee.
- Knowledge and attitude while talking to clients.

How to be an effective communicator

- Learn to speak the language of the person.
- Speak with clarity.

Encourage Employees to be Ethical

- Customizing according to client demands.
- Listening and Meeting client's requirements.

Organizational Changes during pandemic

- Lay off 3-4 Employees.
- Travel industry has been badly hit.

Qualities and Skills to be developed

- Good communication skills.
- Profile Building.
- Core Competency in your role.

Management Advice

- Be true to yourself.
- Be open to Learn.
- Learn to say NO.

Conclusion

- Great Corporate Exposure.
- Learning Experience was very profound.







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“Anubhav - 2021”

Capturing Corporate Life Experiences

Ms. Ruchika Gupta

Blue Duck Holidays – Founder and CEO

Friday, 1st October 2021 | 6:00 – 7:00 PM

Subject : Principles & Practices of Management

Faculty Coordinator : Dr. Nazia Ansari

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“Anubhav - 2021”

Capturing Corporate Life Experiences

Ms. Ruchika Gupta

Blue Duck Holidays – Founder and CEO

Subject : Principles & Practices of Management

Faculty Coordinator : Dr. Nazia Ansari

Presentation By-

Yash Vanka – PF2123-C090

Vanshika Agrawal – PF2123-C271

Arshad Vahora-PF2123-C242

Shubham Khandelwal-PF2123-C267

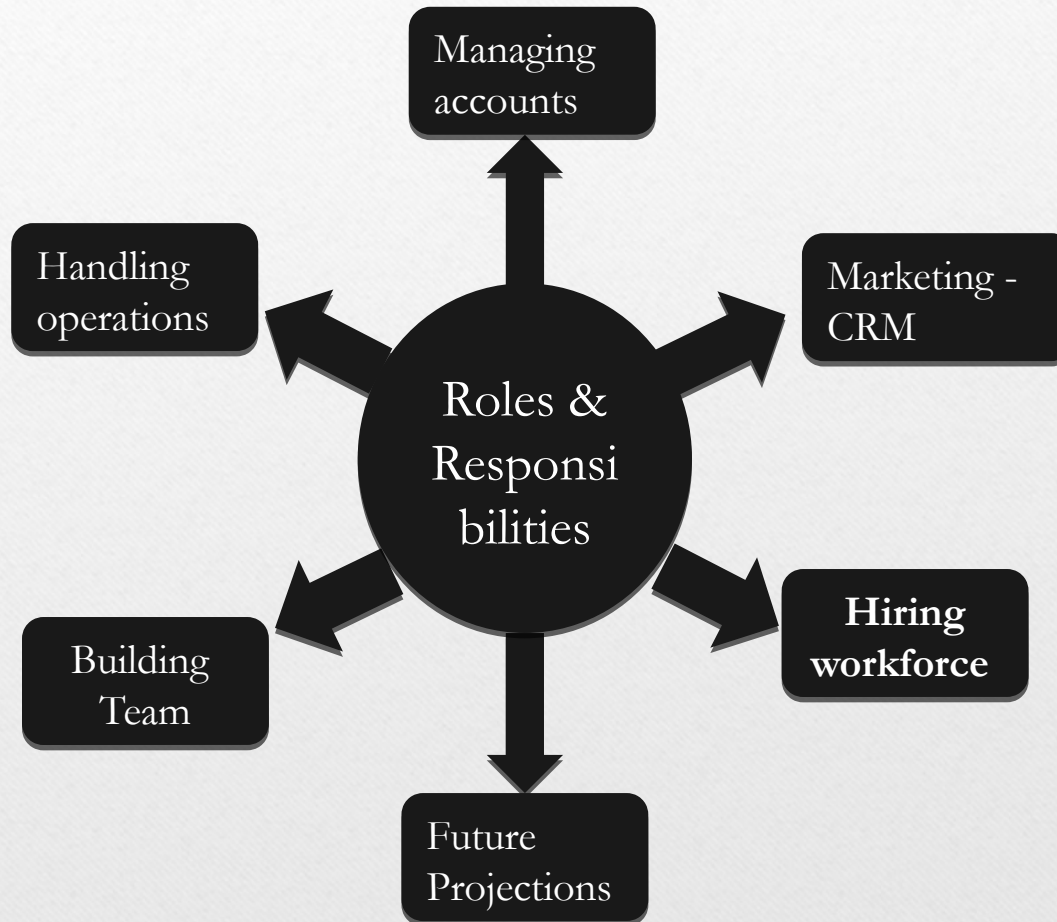
**FOUNDER & CEO -
RUCHIKA GUPTA**



Blue Duck Holidays

- A student of NL Dalmia Institute of Management and Research for 2005-07 Batch
- Assistant Professor with NL Dalmia Institute of Management and Research 2011-13
- Founder of Shineup.life
- Founder of Blue Duck Holidays







Best Part

Client
Conversion

Worst Part

Cost Comparison
by Clients

Business Model

Value Pricing

Marketing Strategies

Rely on Word of Mouth
Marketing and Advertising

• Types of Planning done on regular basis

1. Proper documentation
2. Centralised data for clients
3. Customised packages for clients
4. Maintaining google sheets
5. Pitching the customers

• How to be a Better Planner

1. Define core competency for your business
2. Decisions maker
3. Learn to talk the language of person

Span of
Control
ONE

Covid
Impact

Factors
WORK
LOAD

Be true to
yourself

Vision of one
Step Ahead

Situation
based
Judgements

Thought
Process

Better Decision Maker

Motivate Team Members

1. Collaborative atmosphere
 2. Informal atmosphere
-

How do you Identify what Works Best

Sincerity

Knowledge

Attitude

How to be an Impactful Leader

- Ethical Implementation
- Thin line between ego and self respect

Organizational changes during Pandemic

- Lay off employees

Management Advice

Be true to
yourself

Be open to
learn

Learn to say NO

THANKYOU





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“Anubhav - 2021”

Capturing Corporate Life Experiences

Mr. Anuj Garg

Research Manager – The Great Indian Shipping Company

Friday, 1st October 2021 | 6:00 – 7:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty



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Thank You!



Anubhav 2021

Capturing
Corporate life Experience



Mr. Anuj Garg

Research Manager at The Great Eastern Shipping Company Limited.

With an overall experience of 11 Years

Expertise

Strategic planning

Capital Allocations

Equity and commodity research

Candidate of CFA Level 3

We welcomed Mr. Anuj Garg.

Me and my team Cordially welcomes you to N.L. Dalmia's Alumni Meet. First of all, thank you so much sir for sparing time to us for this interactive session and I hope you and your kin are healthy and happy.

I would like to have a quick introduction of my Group

After that we had a great introduction of Mr. Anuj Garg

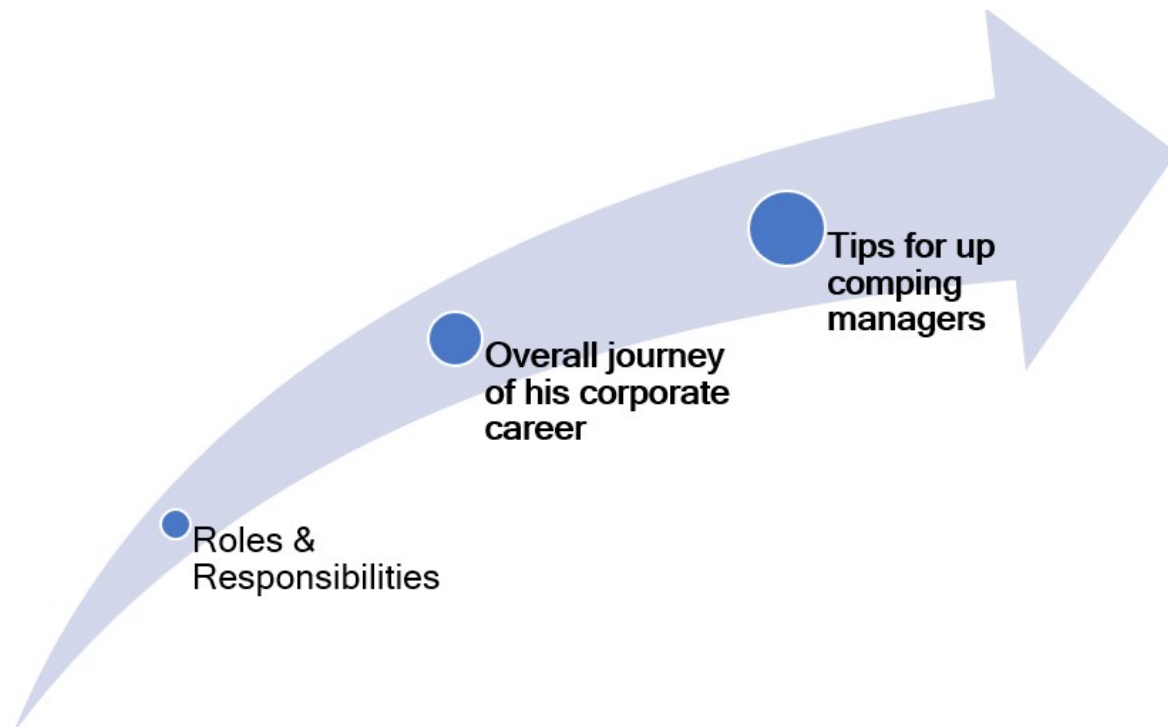
Where he Introduced himself and his entire professional and personal life experiences.

So, he got recruited with subsidiary and I group The Great Eastern Shipping Company Limited in 2011 for about five years

He worked in corporate finance and treasury team in which he looked at activities related to funding long-term funding international funding he also did treasury transactions and derivative deal in futures and forwards we also had some cross currency exposure we traded in cross currency as well. He joined the corporate finance and treasury team so during our time we had a specialization in derivatives and the other was corporate finance irrespective of you doing MMS and PGDM you have to choose only one specialization so I was part of the derivative class which was mainly under one professor **Navin Bhatia**

This was my 10 and half year after me passing out from college Before MBA I was an engineer, I was an IT Engineer and worked as a software engineer in a company for one year in Gurgaon I did java.net so fortunately both my financial and technical skills are put used in my today's work. It's been a decent fulfilling learning journey so far.

After this we started a Q&A session



Q.1 Roles and Responsibilities

Advise on capital allocation, Strategy, Peer analysis, Equity research, Statistical modelling (as in deploying our funds), Process Transformation (Functions that are being carried out in terms of moving into new technology which is the increase in the amount of data you are handling, the additional sources that you need to do your strategy research so transformation certain process in terms of more automation and more data analytics), Scenario Analysis, Financial analysis.

My primary role is capital allocation strategy peer analysis equity research statistical modelling that is deploying our fund I am also part of transformation function that is in terms of moving into a new technology function.

Q.2 Best part of the job

The best part of my job other than it's giving me decent money is that there are a lot of new things coming my way I am somebody who gets bored easily and that does not go around well when we are stuck all these years with the same group, but then again there are changes in responsibilities and tasks.

I also like that we in our organization are given a forum, you are allowed to openly discuss and refute the seniors as long as you're logical in your approach.

People are open to change and listening to what you have to say and we also have a very open culture in our company.

Q.3 Worst part of the job

Worst part in job is a strong statement there are no worst part of jobs there is only tough days there are just good days and bad days.

Obstacles would be the challenges of overcoming resistance because something that has worked for your Boss for 30-40 years, he is not going to change it so quickly just because you are saying. You need to test it then prove it and undergo a lot of discussion to bring that change.

so, the challenge to overcome this resistance of change. In my profile you are trying to become someone new, it's not operational its very open ended and change oriented.

Overall Journey Of His Corporate Career

Q.4 What different types of planning you do on a regular basis? **Suggestions on how to be a better planner?**

Planning is one of the most important things in everyone's life but you should plan your learning and always be eager to learn new things you should make a plan in such a way that it is flexible so that you can customize it as per the situation.

For example, during my MBA most important and trending job profile was of treasurer so my classmate was focusing on that profile but at the time of placement we came to know that there was only one company that was offering a treasurer job profile so you should always be flexible and concentrate on learning new things.

Q.5 What it takes to be good decision maker?

1. Try to limit your pre conceive notion
2. Always be available with a data in order to show what you are doing and how
3. Try and speak to as many people as you can

Q.6 How many subordinates you supervise at present?

There is total 6 member in my team and each of them quite focused and motivated they are kind of people you always ready to take responsibility and always have a passion to learn new things and develop them self.



Q.7 Motivational factors

That was not a problem with the group of people he worked with a small team of 6 people. Everyone in the team is responsible for their own task and there was not a single one who needs to be pushed to work. In the Pandemic a lot of people have lost their job everywhere and in every company. Able to earn and make the living out of it was a big motivation and you start respecting your company when you see your peers or your friends with similar profile losing their job for no fault of their that shows the company being respectful of you. This are the things that really motivates you in the longer term.

Personally, for Sir when the company send him to International Trips (work related most of the times) to U.S.A, China, Europe or Norwegian Countries etc. act as an additional motivation. Sir's perception towards it is that the company values him more than everyone else.

All though in the prevailing times one can't travel to office regularly and then have to work for long hours. But Anurag Sir enjoyed working long hours all though he travelled so much in his life he hates the local travelling; sir happen to mention that travelling in Mumbai is cumbersome. If given a choice between Working for Long Hours and Travelling to Office He would choose working for long hours every time.

Q.8 What you think it takes to be an impactful leader?

The quality and skill set required to be an impactful leader is not learned it's the thing that you develop gradually while working and when you attend some greater heights at your profile. Being humble is the quality he happens to mention it needed to be an Impactful Leader but it's a personality trait that you don't learn but you develop it gradually. As per him leader shouldn't ask anyone if the leader can't perform that task himself. For him, he would never ask his colleagues or his sub-ordinates to work at night or work for long hours without taking break if he hasn't done it. Leader is a person who never says you to do anything that will put you in an uncomfortable spot but will expect from you to perform the task and when the sub-ordinate see's the effort that their Leader is putting, they automatically tend to put the same efforts.

Q.9 What are the measure you have taken in order to check efficiency and effectiveness of employee's or your team members?

A project has contributions from many employees it's not just a summation it's more over like a process. Particularly no task is performed by a single person its always given to set of peoples for performing a task if for example he and his colleague is given 3 tasks to be performed so they won't distribute the tasks among them but they will contribute/ work on all of the 3 tasks jointly. Because many a times not everyone has good days sometimes you have your good days and sometimes bad days. But when an employee is continuously failing to match the deadline or can't match the pace then a red flag is risen but that kind of stuff happens very rarely because of the recruitment process one has to go through to get in the company. If you are not motivated, skilled enough you won't be able to make a cut.

Q.10 What's your take on that? How a leader can be an effective communicator?

He replied

- 1) That primary task of leader is to communicate with his/her subordinates.
- 2) You can do it by understanding that what is required from employees in depth like there are some superficial leaders. These leaders try and push the other person without having the exact knowledge of what is expected from person. So having exact knowledge of it is mandatory.
- 3) Be patient with your team and subordinates.

Q.11 A leader is a person who is known for following the ethics. Many leaders even in the time of pre-independence and post-independence not only follow it but also encourage other people to do it, so how do you encourage your staff to follow it?

He replied that in his organization any kind of unethical behavior is not negotiable and to encourage

The staff we need to follow following steps:

- 1) Define right system.
- 2) Lead by setting a benchmark.

Put integrity as company as first priority.

Q.12 What were organizational changes in pandemic and how are you keeping track on employees?

He replied:

- 1) Employees just need to meet the deadlines.
- 2) He doesn't disturb their personal life.
- 3) He doesn't put any extra pressure on them.

Tips for becoming Managers

Q.13 What skills must be developed by us (students)?

whatever you are learning practice it in your daily lives, we all experience it in our group as well as individual tasks so **Practice and Implement** what you are learning and then select one thing that you are best at. whatever you are taught in college don't limit it there.

be open and unorthodox - get advices from people, sometimes you learn a lot more about yourself by listening to the people around you and be open to **Every challenge**

the first word was excelled, every finance student in specific must knee excel you cannot expect anyone to teach you all the basic stuff once you are in the company, you must know how to **practice and implement these skills are basic for analysis and our day-to-day work** coming from engineering background he didn't know what DR and Cr. is he had to learn it the hard way in a very short span of time and thus practice and implementation is what you are supposed to do also. In terms of other skills in academic career you have different things you like and that becomes your prime focus so that you can build a career out of it, and be **PATIENT**.

Q.14 What qualities to develop to be a team player?

Don't be monotonous and try new things, motivate your team to do new things, **be unconventional**, and know that everyone is different but somewhere you all have one goal and that's why you are all working together this attitude will make you want to **listen, be patient** and the by product will be **innovation**.

Q.15 Best management advice ever received by you?

There is no such mantra but there is one thing Mr. Anuj Garg's father said that has helped him in personal and managerial life both that **"However sad you are consider it as a part of life "**

one most important thing was that WHATEVER MOTIVATES YOU, YOU SHOULD DO THAT, we are ethical but we tend to compare ourselves with others, in their batch there were people who were placed with 5 lac P.A.

A job but there were also who were placed at 10 lacs so if you create this a point of discussion, but neo after 10 years people are doing extremely well in terms of work, personal life and money, **BUT everybody has found their WAY.** It will take time but you'll get at good positions in life. He was an ordinary student but he says we all found our way and are at really good places.

Q.16 What was your operational growth in these 11 Years, can you share your day-to-day experiences in The Great Eastern Co Shipping with us?

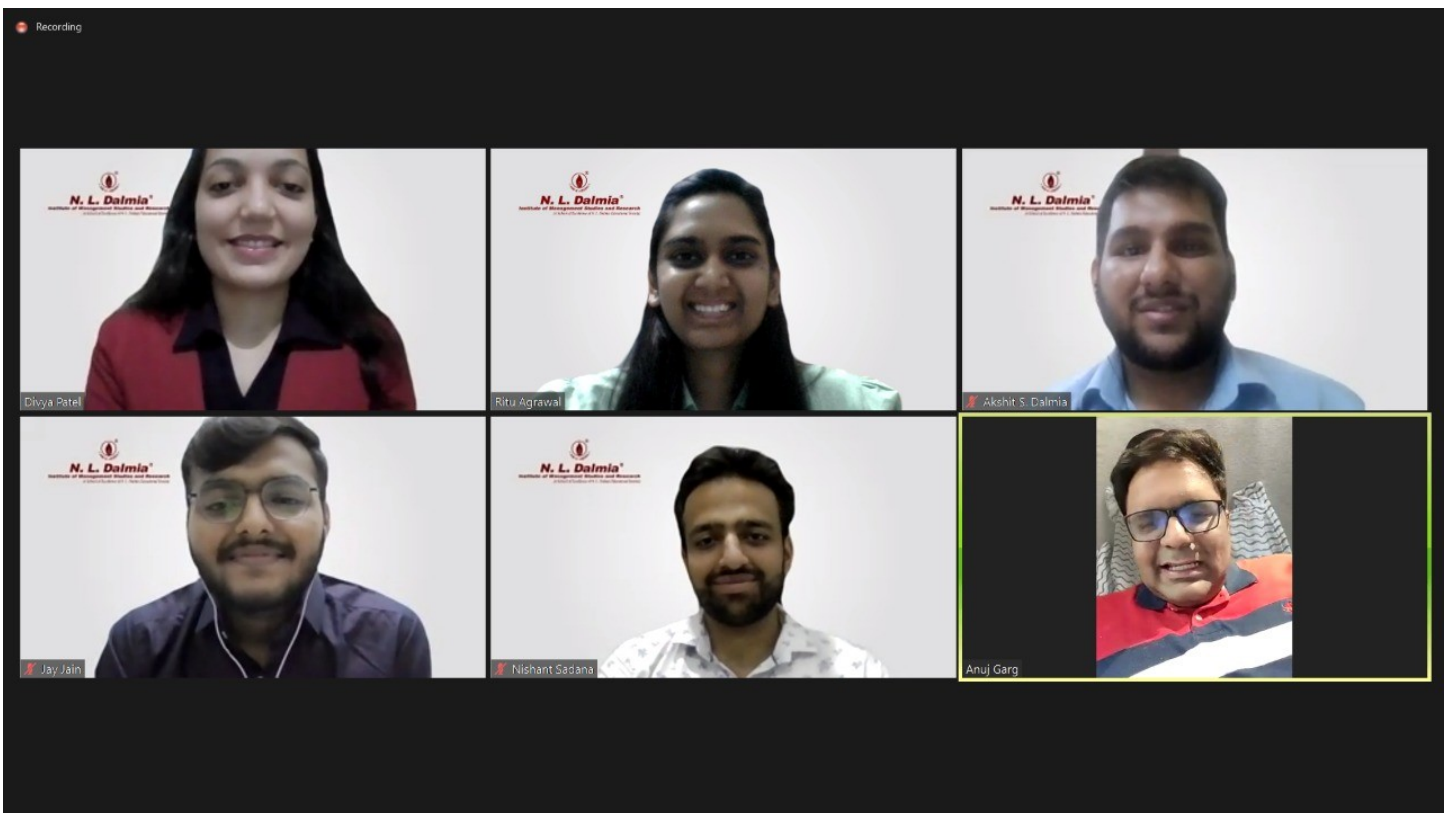
That's the fun part being largest Co. in South Asia. the big boys in the industry are based out of Europe or China and this has gotten him opportunities to travel to numerous countries what he loved a lot was the exposure he gets not just discussing practicalities of work but also knowing people and how every country has different ways of performing their work, how they manage and run their business, their point of views is vast and beyond, so you get to interact with such people and master yourself. he said he had travelled Brazil, Norway, London, USA, Europe, China, Germany, Singapore.

KEY TAKEAWAY

KNOW that what you are enjoying now and what you'll enjoy doing later are two different poles. he shared that he thought the person learning Derivatives is GOD to him while he was in N.L. Dalmia so it was a notion that this is the best job out there but when I learned from the people around me doing that work, I found it very operational,

NEVER STOP EDUCATING YOURSELF no matter what your age is I am till date on my toes, I want to learn the new things in life so be mentally open and expand your boundaries there is so much we can do and we only realize it once we start doing it. **BE UNCONVENTIONAL**

THANK YOU





Anubhav 2021

capturing corporate life
experience

Mr. Anuj Garg

The Great Eastern Shipping
Company



A brief introduction of Mr. Anuj Garg



Past experiences - His entire journey



Roles and responsibilities –
Process transformation system,
Statistical Modeling, Scenario analysis.



Best and Worst part of his job -
open culture, There are Good days as
well as Bad days.

Exposure of his professional work



His view toward planning for personal as well as professional Career - Defined, Clear Mindset, Always keep learning.



His take on how one should excel in decision making - Be clear, Limit your pre conceived notion.



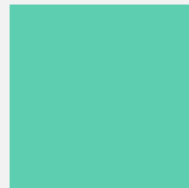
Motivational factors



How he motivates his Team member – Team member's themselves are responsible and enthusiastic.



What does it take to be an impactful leader - Try things first and then ask other's to apply, Be Humble.



How does he measure effectiveness and efficiency of an employee - By observation in the quality of work done.

Communication skills and challenges



Advice on how to be an effective Communicator -

Understand the depth and have clear understanding of the task.



How he encourages his team members to be Ethical - Making them realize about their responsibility.



Organizational changes during pandemic – Very minor changes.



Overall development



Skills that we must develop as a student - Financial Matrix, MS-Excel.



Qualities we need to develop as a team player - Define System rightly.



Best management advice ever received by you – No matter how tough the days are, you should accept it as a part of life.



His experience on Global exposure and interaction with Industry experts.

Thankyou
Dr. Nazia Ansari



Presented By

- Divya Patel PF2123-C275
- Ritu Agrawal PF2123-C230
 - Jay Jain PF2123-C110
- Akshit Dalmia PM2123-C279
- Nishant Sadana PF2123-C246

Anubhav-2021

Capturing Corporate Life Experiences



Presented by:

Atul Pandey

Ishanq Dugar

Mayank Yadav

Parul Mittal

Pranjal Gupta

Manager Introduction

Amruta Deshmukh- BrowserStack

Batch 2013-15



Zomato

Times of
India

Info edge

BrowserStack

Roles and Responsibilities

1. Account Manager- Handling UK clients
2. Deals in SaaS Sales
3. B2B services

Best
part of
job
VS
Worst
part of
job

Best Part of Job

- Learning
everyday
- Amazing team
- Working hours
- Exposure

Worst Part of Job

- Work from
home



Strategies for Planning

- 01 ——— Having a to-do list for the day
- 02 ——— Closing 45 minutes early to plan for the day ahead
- 03 ——— Using 2-3-5 approach

Team Management

- Team of 10 people
- Teams to POD
- Bell curve in a Team
- Lifting the average performer

Good Decision Making

What it looks like:

1
•

Clear
Understanding of
Problem
Statement

2
•

Avoiding
any
assumptions

3
•

Getting
hard facts
and figures

4
•

Decision
Making

Leader

VS

Manager

1. Enabling to get things done

2. Takes work as project

3. Collaboration

1. Just get things done

2. Takes work as task

3. Negotiate

Organizational Changes during pandemics

- Work from Home
- Gave appraisal instead of pay cuts

Advice to Young minds

- 1 Be firm about what you want
- 2 Avoid being a corporate nomad
- 3 Be aware of the environment around you
- 4 Prioritize work over incentives

Best Management Advice Received →

- Do not celebrate success in advance
- Be comfortable with silence

Key takeaways

- 1 People first
- 2 Do not be a corporate nomad
- 3 Know the next big thing
- 4 Shift from Package based to Value based
- 5 Believe in yourself

Snapshot





Thank you!



**N. L. Dalmia Institute of Management Studies and Research
Mira Road (East), Thane, Maharashtra**

Principles and Practices of Management

Course Code: PGC101

Group Project

On

“Anubhav-2021”-Capturing Corporate Life Experiences

Submitted to:

Dr. Nazia Ansari

Faculty of Principles and Practices of Management

Submitted by:

Atul Pandey PF2123-C121

Ishanq Dugar PF2123-C094

Mayank Yadav PF2123-C133

Parul Mittal PF2123-C035

Pranjal Gupta PF2123-C129

PGDM 2021-23

Ist Year, Ist Trimester

Submitted on: 7th October 2021

Manager's Introduction



Amruta Deshmukh

Account Manager-Browserstack

Batch of 2013-15

Started career as an executive in Zomato in 2015. After that worked in Times of India for 6 month in Digital Marketing. She then switched to Info Edge where she worked for 4 years handling 2 different clients Shiksha.com and Naukri.com. Currently she is working in Browserstack as an Account Manager.

Q1. Describe roles & responsibilities.

- Ms Amruta Deshmukh is currently working as an account manager in Browserstack which is an Indian cloud web and mobile testing platform that provides developers with the ability to test their websites and mobile applications across on-demand browsers, operating systems and real mobile devices.
- Her major responsibilities include dealing in SaaS i.e., Software as a service. She looks after B2B services to the foreign clients especially in UK and Finland.
- She is also leading a team of 10 members in the company. She is responsible for the projects assigned to her team and has to ensure that deadlines are met on time.

Q2. What is the best part about your job?

The best part of her job is:

- **Learning everyday:** Ms Amruta enjoys her work as she gets to learn something new every day. As she deals with foreign clients she believes there is a lot to learn.
- **Amazing team:** She manages a team of 10 people. This team is referred to as POD. She really enjoys working with her team members as everyone is very cooperative and committed to their work.
- **Working hours:** She deals with foreign clients especially UK clients so her working hours are 12-9 pm. She is very comfortable with the timing.
- **Exposure:** Working with foreign clients gives her a lot of scope of exposure. Also it provides ample opportunities to take advantage of global networking opportunities.

Q3. What is the worst part about your job?

This job is her dream job and she hates nothing about it. The only thing she does not like currently is the work from home due to COVID-19.

- **Work from home:** Ms Amruta is a person who loves going to the office, meeting people as she thinks it improves her productivity. She isn't enjoying the remote working and is eagerly waiting to be back to office.

Q4. What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

Her strategies for planning is:

- **Always have a to-do list for the day:** She believes having a to-do list for the day helps meet deadlines on time. Also it sets a timeline for the day.
- **Closing 45 minutes early to plan for the day ahead:** This is something she learnt from her foreign clients. Closing the day 45 minutes prior to give that time to plan for the next day helps her a lot. This helps her prepare a mental plan for the next day.
- **Using a 2-3-5 approach:** This is basically dividing the overall tasks based on the priorities. She divides the total work into 10 parts i.e., 2 most important one, 3 important and 5 least important ones. Knowing priorities ensures that she spends maximum time on the most important tasks.

Q5. How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?

She is currently leading a team of 10 people. This team is referred to as POD. She looks after different factors within her team members ranging from:

- Technical Skills
- Communication Skills
- Ability to perform tasks independently
- Mutual respect for members
- Growth mindset

Q6. What it takes to be a good decision maker?

For her good decision making is about taking the following steps:

- I. **Clear Understanding of Problem Statement:** The decision to be made is regarding the problem. Hence, it is important to question until you don't have a clear understanding of what the problem actually is.
- II. **Avoiding any assumptions:** Try to avoid assumptions and validate your solution based on facts and figures.
- III. **Getting hard facts and figures:** It is important to collect all the necessary facts and figures related to the problem.

IV. **Decision Making:** Finally decision is made by comparing different alternatives and identifying which works best for the problem.

Q7. How you motivate your employees'/team members? What have you identified that works best?

This was answered by providing an example that if one of the team member is not able to contribute as expected then it is the team leaders duty to lift up his/her performance by motivating him/her. She also quoted that **“The strength of any team lies in its weakest corner and not the strongest one.”** The team excels by motivating and lifting the average and low performer.

Motivating other employees by actually giving them the autonomy to take decisions is what she thinks works the best. The employees get a sense of responsibility when they are able to take decisions and that drives their performance.

Q8. What you think it takes to be an impactful leader?

- An impactful leader is someone who is able to make an impact in the lives of others. According to her this can be done by understanding what is lacking.
- Leadership is all about enabling to get things done by providing the right resources. Also an impactful leader takes work as a project which requires collaboration of various partners.
- She further advised to be a game player rather than taking up everything on your own. It is essential to give importance to each and every person. She believes this is exactly what differentiates a leader from a manager.

Q9. What types of control measures is applied by you to see how efficient and effective and employee is?

- Using rating scales
- Comparing employee performance with other peers
- Feedback forms

Q10. What's your advice on being an effective communicator?

Communication is the most important of all the skills. It is important for the survival of the organization. An effective communicator is the one who is:

- Clear, concise and express things freely
- Makes complex things simpler for others
- Is considerate about others viewpoints

Q11. How you encourage employees to be ethical?

Ms Amruta believes that ethics plays a very vital role in an organization. It guides in decision making and helps maintain integrity and honesty among the employees.

In order to encourage employees to be ethical she thinks it is important to set standards by being ethical in the first place. They will eventually follow.

Q12. What organizational changes during pandemic?

- Major organizational change that took place during the pandemic was the **Work from home** culture that was introduced in almost all the organizations.
- Other than that an interesting change in Browerstack was that it **increased the salaries** of its employees unlike others who fired or implemented pay cuts. This was majorly done to motivate the employees as it was an unprecedented situation which caused a lot of inconvenience.

Q13. What skills must be developed by students?

Her advice to today's young minds is:

- **Be a good communicator:** Communication is the most important skill companies are looking for today.
- **Avoid being a corporate nomad:** Corporate nomad is a person who regularly switches his/her job i.e., stays in one particular job no longer than 6-18 months. Companies today do not value corporate nomad.
- **Aware of the surrounding:** One must know what is happening in the industry/sector he/she is working. Be aware of the new innovations, change in job requirements and learn new skills as per the requirement.
- **Be a forever learner:** Learn new courses on platforms like coursera and get different certifications. Make reading a habit.

Q14. What qualities to be developed to be a good team player?

To be a good team player one must be:

- Has a positive attitude
- Considerate about others feelings
- Develop other team members to their fullest potential
- Motivate and Inspire team members
- Stand up for others

Q15. Best management advice ever received by you?

Best management advice received by her is:

- I. **Never celebrate success too early:** This was received by her from one of her managers. She explained it using an example that a lot of times even after u receive a cheque from the client it does mean that you can close the deal as the cheque may not clear in bank. So don't celebrate success which is not yet guaranteed to you.
- II. **Be comfortable with silence:** It is not important to speak up all the time. Maybe someone else can break the silence. So speak up only when it is required.



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“Anubhav - 2021”

Capturing Corporate Life Experiences

Ms. Amruta Deshmukh

Account Manager - BrowserStack

Sunday, 3rd October 2021 | 1:00 – 2:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty



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Thank You!

ANUBHAV 2021

An experience for:

- Anisha Jambhale – PF2123-C023
- Debosmita Ganguly – PF2123-C027
- Rishi Dhawan – PF2123-C062
- Sagar Patro – PF2123-C238
- Prasad Nikumbh – PF2123-C066

Presented To:
Ms Nazia Ansari
On: Principles and Practices of
Management

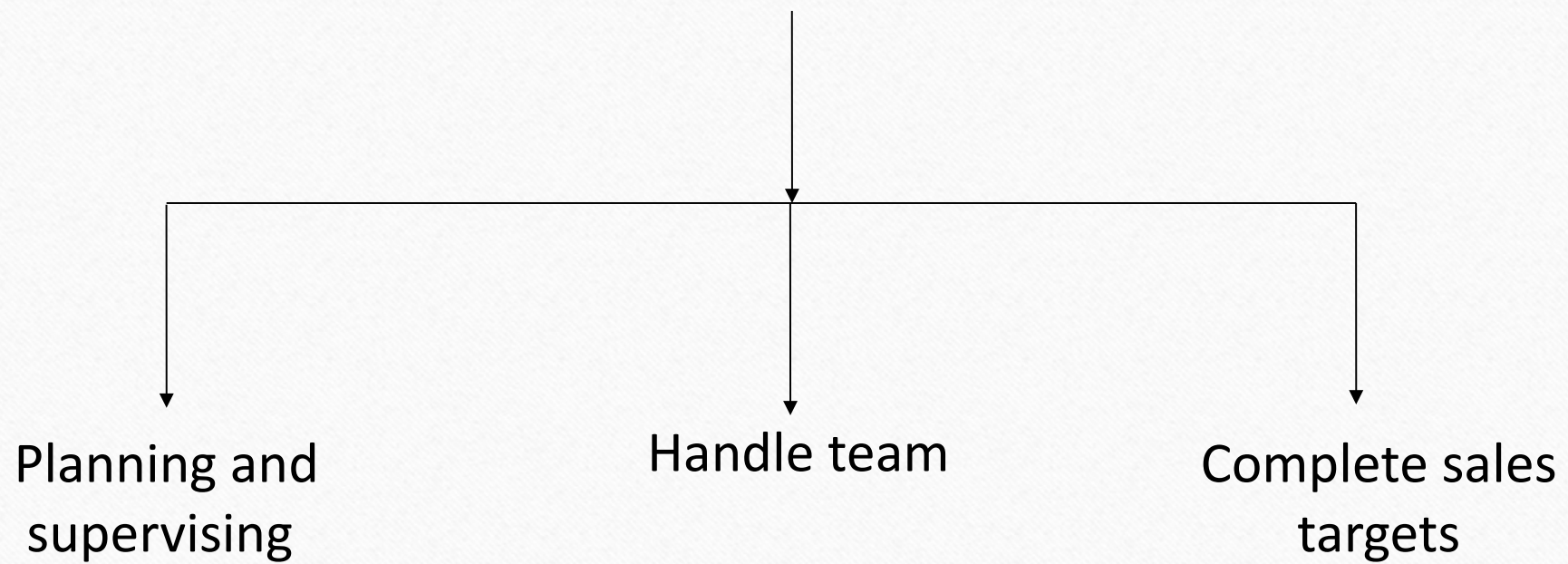


Akshaykumar Gupta



- Assistant manager in Shaze Luxury
- Handled a portfolio of 30 clients
- Revenue of INR 15 million and onboarded 5 large corporate clients with a revenue potential of INR 10 million
- Converted 20 new corporate leads

Role & Responsibilities



BEST PART VS WORST PART OF YOUR JOB

- **Best Part**

- Exposure across various platforms.
- Making connections across the world.
- Understanding cultural differences and accepting them

- **Worst Part**

- Monotonous work
- Frequent Deadlines

What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

- Plan your day well in advance
- Note down the task.
- Break it down smaller tasks
- Completing the tasks at the of the day gives motivation

How many subordinates you supervise/lead at present? What factors you consider before deciding the span of control?

- Team of 5
- Find different areas of growth
- Increase your impact via research

What it takes to be a good decision maker

- Clarity
- Plan and organize
- be simple in your thought process

How you motivate your team members? What have you identified that works best?

- Multiple skills
- Practical knowledge
- Empathy: To empathies the subordinates
- Proper planning and division of task

What you think it takes to be an impactful leader?

- Planning: Key characteristics
- Be ethical
- Switching jobs

What types of control measures is applied by you to see how efficient & effective an employee is?

- Target oriented tasks
- Day to day interaction

What's your advice on being an effective communicator

- Read books
- Gain diverse experience
- Communicate more and more and gain confidence via communicating with yourself in the mirror

How you encourage employees to be ethical?

- Align yourself with the company's motto.
- Build principles and don't lose on it.
- Be Professional with your work

Organizational changes during pandemic?

- Connecting to clients via virtual communication modes.
- Skill development.
- Adapting to the changing demand.

What skill must be developed by us (students)

- Try to focus on the specialization –
 - Do on finance market
 - Read books
 - Keep day to day information
 - Digital marketing

What qualities to develop to be a team player?

- Planning
- Implementation
- Team work
- Organizing

Best management advice ever received by you

- Don't focus on package
- Join the company where diverse options are available
- Always plan your day to day work



Thank
you





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“Anubhav - 2021”

Capturing Corporate Life Experiences

Mr. Akshay Kumar Gupta

Assistant Manager – Shaze Luxury Retail Pvt. Ltd

Saturday, 2nd October 2021 | 11:00 – 12:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

Alumni Coordinators : Ms. Sajita Pradeep & Mr. Anish Shetty



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Thank You!

ANUBHAV' 2021

“AN ALUMNI-STUDENT MEET”

Guest:

Mr. Akshay Kumar Gupta

Assistant Manager - Corporate Sales in Shaze Luxury Pvt. Ltd.



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Project Guide	Submitted by
Dr. Nazia Ansari	Anisha Jambhale PF2123-C023
	Prasad Nikumbh PF2123-C066
	Debosmita Ganguly PF2123-C027
	Rishi Dhawan PF2123-C062
	Sagar Patro PF2123-C238

Mr. Akshay Kumar Gupta

About:

He has handled a portfolio of 30 clients thus, generating a revenue of INR 15 million and onboarded 5 large corporate clients with a revenue potential of INR 10 million. Moreover, he has successfully converted 20 new corporate leads and closed sales across National and International Markets.

He has also worked closely with the procurement and merchandising team to ensure efficient order fulfillment. Furthermore, provided key inputs on new product development and customer complaint management in co-ordination with the quality department.

1. Role & Responsibilities as an assistant manager

- Planning and supervising marketing operations to achieve revenue target.
- Handle team of 3 to 5 people.
- Complete sales targets.
 - Group 50 lakh
 - Individual 3-5 Cr

2. What's the best part of your job?

- Exposure across various platforms.
- Making connections across the world.
- Understanding cultural differences and accepting them.

3. What's the worst part your job?

- Monotonous work.
- Frequent Deadlines

4. What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

- Plan your day well in advance
- Note down the tasks.
- Further, break it down into much smaller tasks.
- Completing the tasks at the start of the day gives motivation to work more efficiently the next time.

5. How many subordinates you supervise/lead at present? What factors you consider before deciding the span of control?

- Team of 5
- Find different areas of growth
- Increase your impact via research.

6. What it takes to be a good decision maker?

- Clarity of the tasks and related decisions.
- Plan and organize tasks beforehand.
- Simple thought process.

7. How you motivate your employees'/team members? What have you identified that works best?

- Multiple skills
- Practical knowledge
- Empathy: To empathise with the subordinates.
- Proper planning and division of task

8. What you think it takes to be an impactful leader?

- Planning: Key characteristics
- Be ethical
- Switching jobs

9. What types of control measures is applied by you to see how efficient & effective an employee is?

- Set target-oriented tasks.
- Day-to-day interactions with the employees.

10. What's your advice on being an effective communicator?

- Read books.
- Gain diverse experience.
- Communicate more and more and gain confidence via communicating with yourself in the mirror.

11. How you encourage employees to be ethical?

- Align yourself with the company's motto.
- Build principles and don't lose on it.
- Be Professional with your work

12. Organizational changes during pandemic?

- Connecting to clients via virtual communication modes.
- Skill development.
- Adapting to the changing demand.

13. What skill must be developed by us (students).

- Try to focus on your specialization and the skills which you require for your dream job.
- Do a skill development course of financial markets.
- Read novels, books, journals, news articles etc.
- Keeping note of all the day-to-day things which were learnt by us.

14. What qualities to develop to be a team player?

- Planning.
- Implementation of the planned work.
- Team work and managing differences.
- Organizing the work.

15. Best management advice ever received by you.

- "Don't focus on your package focus on the work profile".
- Join the company where diverse options are available.
Always plan your day-to-day work.



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“Anubhav - 2021”

Capturing Corporate Life Experiences

Miss. Swati Singh

*Organization – Microsoft
(Data & AI Specialist)*

Saturday, 2nd October 2021 | 11:00 AM – 12:00 PM

Faculty Coordinator : Dr. Nazia Ansari
(Asst. Prof. General Management Department)

In Association with ALCOM



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Thank You!

ANUBHAV

DIVISION –C

PGDM- (2021-23)

PRESENTED BY:

NAME	ROLL NO.
Anshul Dhoundiyal	PM2123 – C184
Ankit Mishra	PM2123 – C200
Jigar Zala	PF2123 – C106
Riya Vora	PF2123 – E320
Yash Mukhiya	PM2123 – C219

PRESENTED TO:

Dr. Nazia Ansari

Assistant Professor-General Management

***N. L. Dalmia Institute of
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Mentality & Trust

Before start any conversation with a foreigner or any person we need to understand their mentality. Here we are not talking about general conversation we are talking about professional conversation with people. Somehow, we are not agreeing with mentality of any person do not cut relationship with them directly. Because every person has unique personality and unique way to think this will help us to improve communication. If we understand the mentality of people or an organization this will help to build trust. Basic requirement of friendship is trust. To build such kind of trust in an organization we need to always think development of the organization and always accept your mistake. When a person has trust on you the communication being easy. So here we conclude that Mentality & Trust is essential part to communicate with someone and its basic requirement for any individual to grow in his career.

Simplicity and Culture

Culture is the characteristics & knowledge of a particular group of people, encompassing, language, religion, cuisine, social habits, arts and music.

Here we are talking about simplicity of country, organization and individual, but simplicity also based on culture. Some of the countries have huge amount of wealth but due to culture still their infrastructure is based on simplicity. Not only countries culture derived simplicity but also organizational culture derived simplicity for the organization. Organization always focuses on working environment rather than high infrastructure if infrastructure is high but working environment is not proper than its effect final goal. Culture plays important role in communication. It is based on cross-culture concept. Cross culture communication is a field study that looks at how people from differing cultural backgrounds communicate, in similar and different ways among themselves, and how they endeavor to communicate across cultures.

Target Market

A target market is a group of people with some shared characteristics that a company has identified as potential customers for its products. Identifying the target market informs the decision-making process as a company design, packages, and markets its product.

For a sales department target the right market for the right product is very important.

Personal Experience

My interaction with one of the many esteemed alumni of N.L Dalmia was off the charts. Our alumni Ms. Swati Singh is currently working at Microsoft as a Data and AI specialist. She was a wonderful personality to talk to and she offered us a great deal of insight on how to progress and flourish in the corporate. We had a friendly interaction where I got to know the importance of how to plan out activities in order to flourish within an organization and manners and Etiquette of a good manager. She also told a great deal about her past experiences leading back towards how she chose finance first as her major and then switched to marketing which led her to find new opportunities was really inspiring.

I also found her cent on the importance of relationships and how you should maintain them and never sabotage any of them. The part which I enjoyed the most was where she asked us to introduce ourselves and ed on our answers, she gave us tips and tricks which we should use during our interviews or while networking with new people. She also discussed and asked us our personal regrets on which she gave us her opinions which made us understand how we unknowingly burden ourselves with trivial issues. In the end, this meet was very insightful and knowledgeable where we got to learn from scratch about ourselves and how we should plan our future ahead us, I would also like to thank our faculty, Dr. Nazia Ansari for giving us such an amazing opportunity.

Planning for the future within an organization.

Once we start off on our careers, we will have some goals that we have to achieve and if we do not have them, we should approach our respective managers or seniors they will always have some goals for us which they expect us to complete quarterly or yearly depending on the organization. These goals can be quantifiable and non-quantifiable and we should always have these things because for e.g., clear in case if we are looking for a promotion and our manager asks us what did we do in the last year for you to get that promotion or appraisal.

Set of Clients.

She emphasized on the fact that we should not hesitate to reach out to new clients if the existing ones are exhausted and we are in a stage where if we proactively reach out to new clients, we might be rejected 80% of the time but for that 20% we will be able to close the gap towards our desired target of the company. And one more tip which she gave us was always keep good relationships with the

people you work with or the people you know never say that you don't like them in their face it's a small world and we never know when a person might come in handy.

Focus towards your goals.

Our alumni helped us understand the importance of focusing on our own goals by giving us an insight into her job role of increasing the sale of data and analytic products. She already has a list of accounts in which the organization is already mining revenues and then they also have new accounts where she must go and make pitches to them and make them invest in their products. She puts together a list of things that are to be sold and the list of accounts as well she maps them in a systematic manner so that she always knows the gap which she must cover to achieve her target. with this example She also made us realize the significance of planning

How decision making should be incorporated?

Swati Singh ma'am wanted to focus on decision making process in any managers life. She tried to explain how you can think something other than bookish definition or decision-making process. So, she showed that with the help of below 3 process one can easily make tough decisions.

1. Challenge the constraints:

Here, she gave us example of how if a company wants to switch from one software to another can be very crucial. One has to take into consideration the employees' point of view, the cost factor also many technical factors. So, always try to think out of the box, but also make sure to understand what are the constraints and how one can challenge them and then make decision.

2. Embrace Pre-Mortem:

We all are aware of the term called post-mortem which is examination of a body after death. But here its talked about Pre-mortem, which simply means doing the examination before the decision making. She gave us example of a character from the show 'Two and a Half Men' who makes this pros and cons list to make decisions. So, similarly make sure you know the positive and the negative impacts that can happen because of your decisions and then make one. Try to reason out why is it important to do this particular thing.

3. Check basics:

Never forget your basics. You should always remember that. A lot of time we may feel that this thing might have a negligible impact but it might bite

you big time. So be careful, make sure you are considering even those small detail. Maybe then you will be good to go.

Questions:

1. Organisational Changes:

When asked about the organisational changes, she said the work doesn't really change, you were careful then and you have to be ready now too. Just the mode of communication and the way of doing things change, rest everything remains same.

2. Best Advice:

Never self-doubt yourself. People doubt themselves for taking a break and not performing well, but believe in your own self and try to work on yourself and things might actually start to improve.

She casted light on deeper aspects of corporate with great perspicacity and her good exposure of the corporate world. she was one of the most inspiring and motivating people I have met. she articulated every topic she explained. She is not just Top-notch in her field which is AI and Data science but she is also a phenomenal public speaker. Her talks were intellectual, logical, and deep. she asked us about our previous exposure and then she told us about her experiences in the European corporate world and her perception of Indian corporate. she also guided me about how I can develop my business intellect for my future entrepreneurial journey. it was a great learning experience for me.

ANUBHAV

DIVISION -C

PGDM- (2021-23)

PRESENTED BY:

NAME	ROLL NO.
Anshul Dhoundiyal	PM2123 - C184
Ankit Mishra	PM2123 - C200
Jigar Zala	PF2123 - C106
Riya Vora	PF2123 - E320
Yash Mukhiya	PM2123 - C219

PRESENTED TO:

Dr. Nazia Ansari

Assistant Professor-General Management


**N. L. Dalmia Institute of
Management Studies and Research**



N. L. Dalmia
Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

Introduction



Miss. Swati Singh
(Data and AI Specialist)
Microsoft. 



A grid of six video call windows from N. L. Dalmia Institute of Management Studies and Research. Each window shows a different participant. The top row includes Riya Vora, Anshul Dhoundiyal, and Jigar Zala. The bottom row includes Yash Mukhiya, Ankit Mishra, and Swati Singh. The N. L. Dalmia logo is visible in the top left corner of each window. A timestamp '021-10-02 10-55-01' is visible in the bottom left corner of the first window in the bottom row.

Roles & Responsibility



Planning



Communication



Challenges



Organization Structure

Decision Making



Decision Making



To
share our
biggest
decision

How Decision
Making
Should be
Incorporated

Experiences



To share our Biggest Decision



How Decision making Should be Incorporated?



Experiences

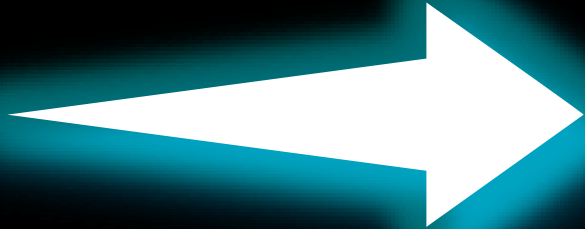


Almost everything.

Roles & Responsibility



**Self Driving
AI – CLINIC**



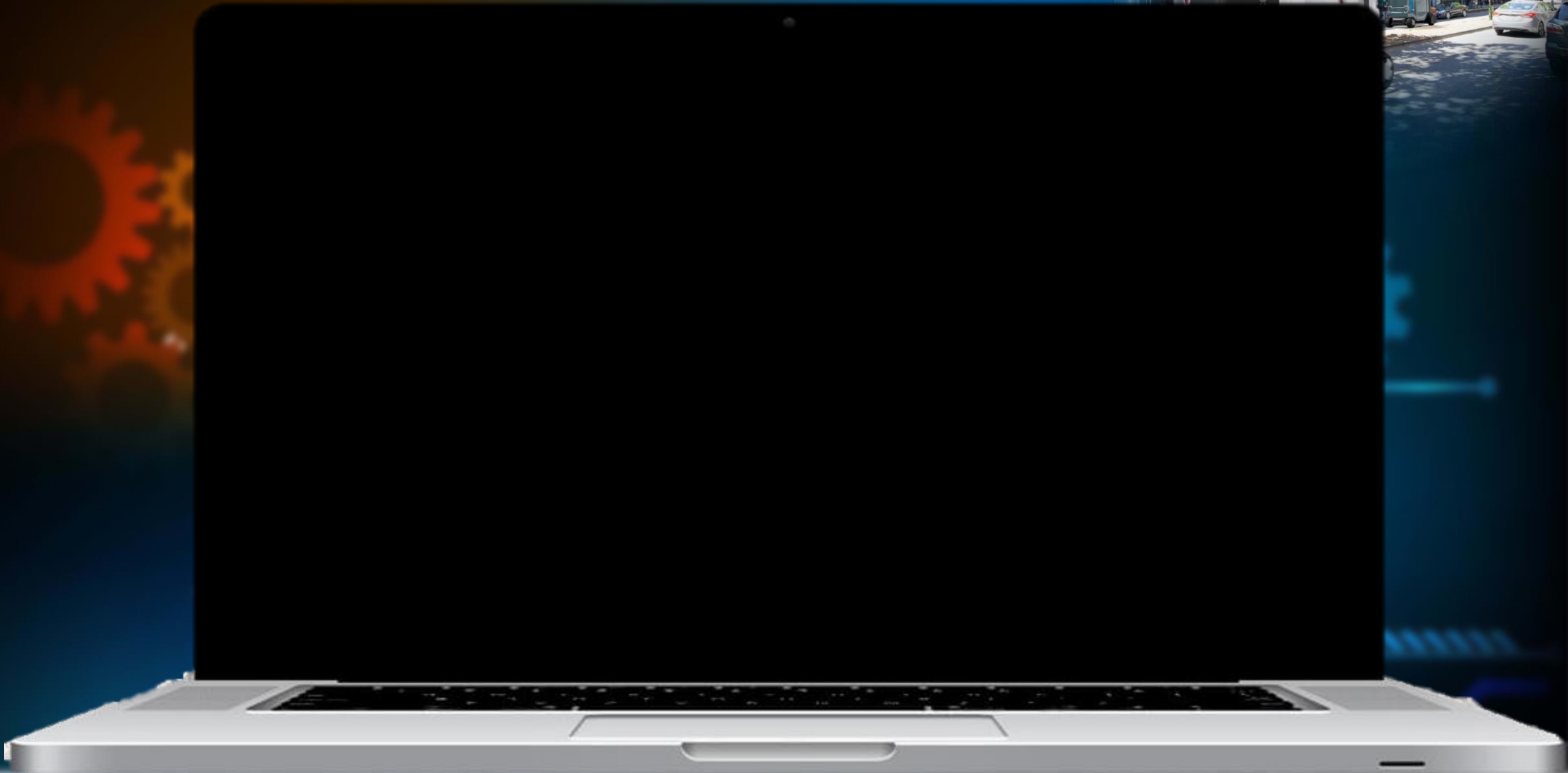
**Smart
Elevators**



Seeing - AI



Self-Driving (AI-Clinic)



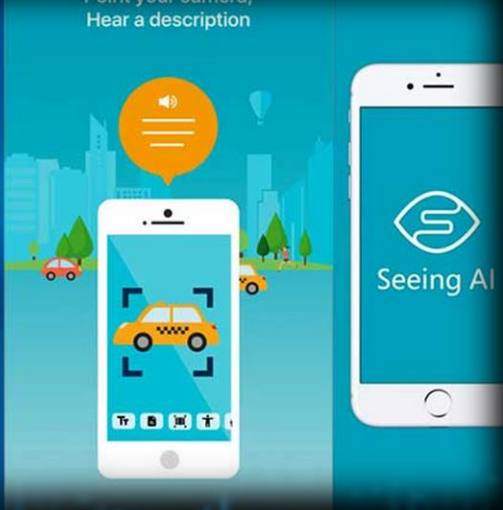
Smart – Elevators



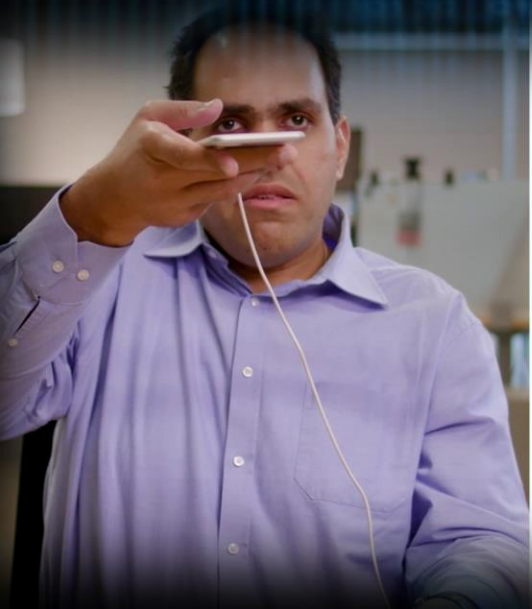
Use to give Business Solutions



Seeing - AI



For the blind and low vision community



Seeing AI is a free app that narrates the world around you

Planning



**Set
of
Clients**

**Planning
For the future
Within the
organization**

**Focus
Towards
your
Goals**

A group of four business professionals in a modern office setting. A man in a dark blue suit and striped tie is shaking hands with a woman in a light-colored blazer. In the background, a man in a grey suit and red tie and a woman in a light blue blazer are smiling. A semi-transparent teal banner with the text 'Set of Clients' is overlaid on the image.

Set of Clients

A stylized graphic of two hands shaking, overlaid with a cityscape and a blue network diagram. The cityscape is rendered in a glowing, semi-transparent style, and the network diagram consists of interconnected nodes and lines.

CLIENTS

Planning for the future



Within the Organization



ONE GOAL

Focus
TOWARDS
your
GOAL

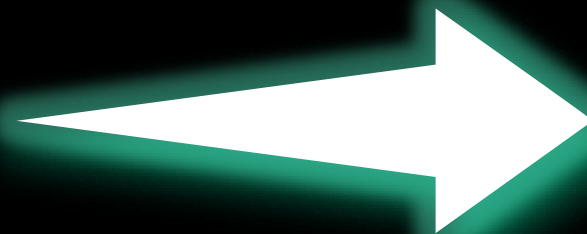


Communication

**Mentality
&
Trust**

**Simplicity
&
Culture**

**Target
Market**





**Building trust
with the Clients
&
Never Lie**

point of view.
Simplicity [si-
being simple
uncompound



CULTURE

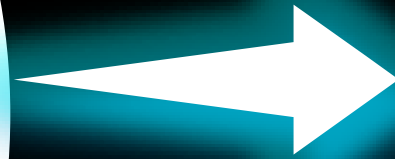


Target Market

TARGET MARKET



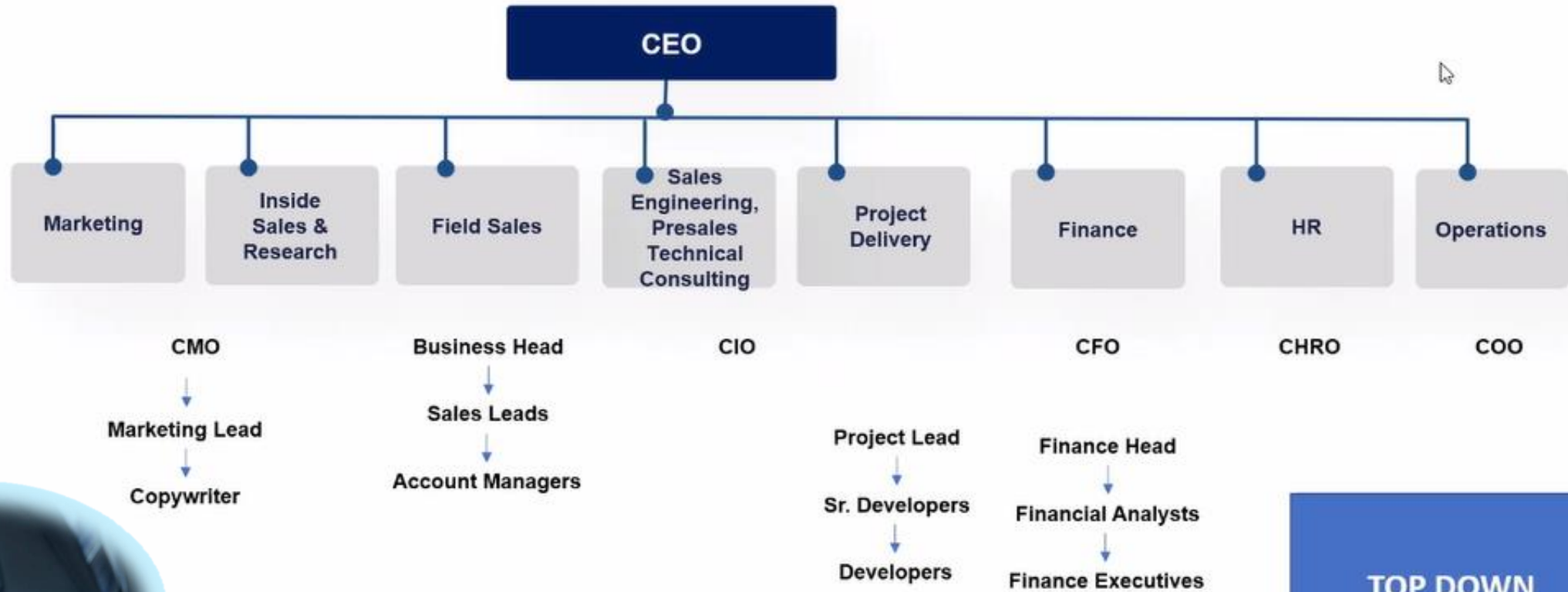
Organization Structure



Explanation of
Organization
Structure

EXPLANATION

A typical organization structure looks like this...



TOP DOWN

BOTTOM UP

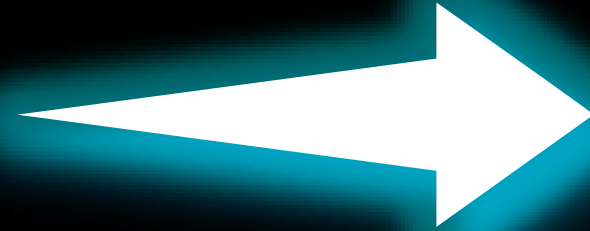
Challenges



Decision Making
During
Challenging
Times

Organization
Changes

Best
Advice



Decision Making During Challenging Times



Challenge the Constraint



Embrace Pre-Mortem



Check basics



Organizational Change

TIME FOR CHANGE



Work doesn't really change

CHANGE MANAGEMENT

ARE YOU READY?

Be ready

MEASURE

PLAN

STRATEGY

IMPROVE

EXECUTE

ENGAGE

Best Advice

**We should
never have
Self Doubt**

**Believe in
yourself**

Thank
you



**N. L. Dalmia Institute of Management Studies and Research
Mira Road (East), Thane, Maharashtra**

**Principles and Practices of Management
Group Project – ‘ANUBHAV-2021’**

Alumni (Batch -2002-04)

Mr. Prashant Chandak

Head Sourcing Business Partnering- Mahindra & Mahindra

Submitted to:

Dr. Nazia Ansari

Faculty of Principles and Practices of Management

Submitted by:

Chandrika Malpani PF2123-C234

Durlov Kumar Gohain PM2123-C176

Paridhi Sodhani PH2123-C141

Vedant Wankhade PF2123-C070

Abhishek Sharma PF2123-C078

PGDM 2021-23

Ist Year, Ist Trimester

Submitted on: 7th October 2021

Questions we discuss with Sir as follows:

Q1. Roles and Responsibilities of Managers?

Sir told us that his roles and responsibilities is to managing people who are working under him so to have a proper controlled over their activities, to check whether they are working according to the plan or not. He is reporting directly to more than one senior manager to him as different senior manager giving different task to him, as Mahindra and Mahindra they follow Matrix system. He provides Manager`s training to new employees so that those new employees have a clear picture how Mahindra & Mahindra works. He also act as a problem solver in his organization.

Q2. What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

Sir told us that he do different types of planning at different level in Mahindra & Mahindra. At organizational level, he planned related to what kind of product they want to launch in the market, how can be there product differentiate with competitors product in market, what will be design of the product, what will be the price of the product, etc. At functional level, he do planning related to marketing strategies, production strategies, financing strategies related to product.

Sir also gave us some suggestions on how to be a better planner. He told us to plan early so that if there problem in future, you can timely improve or do changes in plan to get proper result, create daily plans, always value time, have discipline while making plan as it shows you are serious about that plan, and the most important to be a better planner is to do regular review mechanism.

Q3. What's the best part of your job?

The most important aspect of the job is to respect the work you perform; it is more vital to consider how you view the work than how others view it. Be open to all new experiences and things that come your way. Do anything you're given, whether it's a task, a job, or a role, with zeal and enthusiasm.

Q4. What do you think it takes to be an impactful leader?

The most important thing is to be a good listener and to have empathy for others. After you've grasped the problem and its implications, you'll need to develop solutions. Always make decisions as a group instead of individually, and keep everyone informed of the situation. Making decisions is a skill that you can learn over time.

Q5. What's your advice on being an effective communicator?

Invest a lot of time on stuff that will help you grow yourself, such as reading books and listening to podcasts. If you've made a promise, follow through on it. Be an encouragement to everyone around you and stand out from the crowd. Obtain feedback from others and act on it.

Q6. What it takes to be a good decision maker?

To be a good decision maker it's really important for an individual to have Functional & Organizational expertise in order to perform the organizational and functional processes in a well described manner, also one should not involve emotions while taking any decision and must focus on the future outcome of that decision on the organization and its progress. It's also important to take advice from others as it opens the doors to various solutions that exist and the optimal can be selected from the available options. Considering stakeholders while taking any decision will help to give a feel of belongingness and helps to enhance organization's image.

Q7. What qualities to develop to be a team player?

The qualities to be developed for being a good team player are flexibility i.e. one should be flexible to play the role or to work according to the requirement also it's very important to understand the role to be played in the group and one should be dedicated as well as committed towards his/her job and must be responsible for all the actions taken by them and must contribute for the welfare of the team. It's also important to communicate, respect and collaborate with other team members in order to keep a healthy environment in the team and treat every member of the team in the same manner with humility and politeness.

Q8. How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?

Being in a matrix type of organization Sir, had to report to multiple bosses and had to delegate work to multiple people and groups. Hence, he did not have a particular set of people or team to report or to manage.

With multiple projects happening parallelly he delegates a mix of new and experienced people on particular tasks in accordance of their functional and organizational expertise.

For the control over projects and for keeping the tab on the proceedings he keeps record of their history and has weekly review and also follows informal one to one review mechanism.

Q9. Best Management Advice ever received by you?

The best management advice received by Sir and which he wanted us to imbibe and implement in our personal and professional life was to respect every job and task at hand. Have mentors in all aspects of life with whom you can share your problems and can get valuable advice from their expertise and experience. Sir also spoke a lot about behavioural science and was very persuasive on being humble to everyone. Being humble creates a better persona in others eyes and subsequently a better image. This opens up better opportunities and keeps many doors open at time of need. Sir also focused on being a lifelong learner and life is not about just being successful but also being happy and to have a proper work life balance.

Q10. Organizational changes during pandemic?

When we asked this question sir said, there was not that much difference in their organization during covid time as compared to pre-covid time, however there were certain significant changes occurred. He mentioned that Balance Sheet of the company improved, change in delivery system of products (especially in Tier-2 cities) were observed, organization became linear and fitter, however no recruitment was there, and people went online from offline.

Q11. What skill must be developed by us (students)?

According to sir, students should have domain expertise as well as functional expertise, they should also have knowledge of all other domains, there should be a habit of reading books, also they should create a network so that in future they are able to utilize it in full potential, also sir suggested that students should listen to podcasts to gain more knowledge.

Q12. What types of control measures is applied by you to see how efficient & effective an employee is?

Sir said, in their organization they observe an employee's efficiency and effectiveness by looking at his/her planning skills and planning efficiency, they also consider review mechanism at every level, they expect their employees to have entrepreneurial mind-set as well as delegation and finally they consider their previous track record.

Q13. How you motivate your employees'/team members? What have you identified that works best?

Sir said showing right direction and giving constructive feedback helps to motivate employees, also keeping sharing important aspects and updates of their work is equally important. Sir also mentioned that team bonding is important and for that one-to-one conversation is done periodically, and at the acknowledging them even in small success works the best way to motivate them.

“Anubhav - 2021”

Capturing Corporate Life Experiences

Mr. Prashant Chandak

Head Sourcing Business Partnering – Mahindra & Mahindra

Sunday, 3rd October 2021 | 11:00 AM – 12:15 PM

Subject : Principles & Practices of Management

Faculty Coordinator : Dr. Nazia Ansari

In Association with ALCOM





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Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

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Subject : Principles & Practices of Management
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Abhishek Sharma	PF2123-C078

Mr. Prashant Chandak

Mahindra & Mahindra Ltd. – Head Sourcing Business Partnering



- A student of NL Dalmia Institute of Management and Research from 2002-04 Batch (Marketing)
- Head Sourcing Business Partnering at Mahindra & Mahindra Ltd.(Automotive and Farm Equipment Business)
- Was a Senior Manager Strategic Sourcing at Mahindra and Mahindra.

❑ Roles & Responsibilities?

- Managing people
- Reporting to multiple leads
- Manager's training
- Problem solver

❑ What different types of planning you do on a regular basis? Suggestions on how to be a better planner?

- Organizational level
- Functional level
- Personal level for daily basis
- Always value time, have discipline, develop review mechanism.





❑ Organizational changes during pandemic?

- Balance sheet improved
- Change in delivery system. (Specially in Tier-2 cities)
- Organization became linear and fitter
- Online presentation of vehicles to customers
- No recruitment
- People went online from offline

❑ What skill must be developed by us (students)?

- Domain and functional expertise
- Knowledge of all other domains as well
- Reading books
- Listening to podcasts
- Create network



❑ What's the best part of your job?

- Respect in job
- Looking at the things in own way rather than how others look
- Exposure
- Various parrallels & different roles

❑ What you think it takes to be an impactful leader?

- Empathetic
- Good Listener
- Humble
- Supportive
- Problem Solver



❑ What's your advice on being an effective communicator?

- Consistent adherence to commitment
- Good human being
- Listening to others
- Inspiration to people

❑ What it takes to be a good decision maker?

- Functional expertise
- Organizational expertise
- Open to take advice from others & respect their views
- Connecting to relevant stakeholders for decision making process



❑ What qualities to develop to be a team player?

- Understand your role
- Be flexible
- Positive attitude
- Commit to the team
- Communicate, Respect others, Collaboration
- Celebrate teammates' successes
- Empathy

❑ How many subordinates you supervise/lead at present. What factors you consider before deciding the span of control?

- Multiple work going on
- It's not about the team size, but the members and the work assigned simultaneously
- Track record of the subordinates with their compatibility with the job is studied

❑ Best management advice ever received by you.

- Respect your job
- Have mentor with whom you can share your problems, experiences, etc.
- Learn from mistakes
- Lifelong learner
- Not just be successful but also be happy in life





📌 Prashant Chandak



Shikha Ghosh PH2123-D224



🔇 Durlov Kumar Gohain



🔇 Chandrika Malpani



🔇 Kashish Hadpawat



🔇 Saibal Ray



🔇 D-Tejas Mhatre PF2123-E314



vedant wankhade



🔇 Paridhi Sodhani



🔇 Manasi Kulkarni



THANK YOU





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Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

“Anubhav - 2021”

Capturing Corporate Life Experiences

Mr. Prashant Chandak

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Thank You!

"Anubhav - 2021" Capturing Corporate Life Experiences

An innovative pedagogy was introduced for Principles & Practices of Management subject in Trimester - I PGDM students. The activity was based on interaction with alumni with drafted questions to be asked. All the questions were based on decision-making, planning, strategies, controlling methods, motivational techniques & ethical business practices. Our valued alumni shared their experiences with the students and the session went on for more than 1 hr duration.

The objective of Anubhav is:

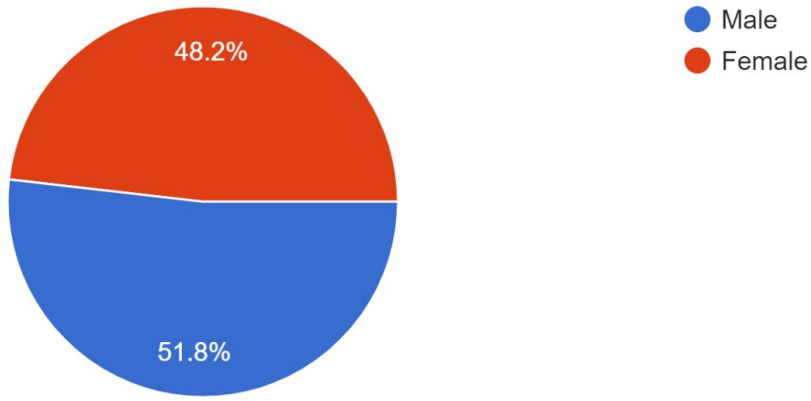
- To make the students understand the concepts of management with practical application
- To identify and understand various functions of management and managers.
- To provide an opportunity for alumni and the students interaction.

The activity highlighted the importance of Experiential Learning and was appreciated by all the alumni who participated. The following were the key take aways of Anubhav - 2021

- Provided learning opportunity about how managers react to a given situation.
- Enabled students to apply managerial concepts during class discussion and case study discussion.
- Made the students understand about the significance of Add-on and certificate courses which can be pursued by them during the PGDM programme, for better placements.
- Insights regarding changes during pandemic and what strategies to develop during crisis.
- Provided an opportunity for Alumni Students' Connect.

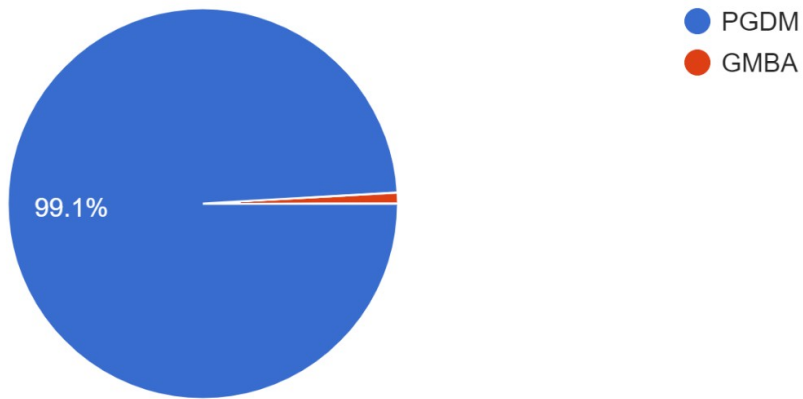
Gender

110 responses



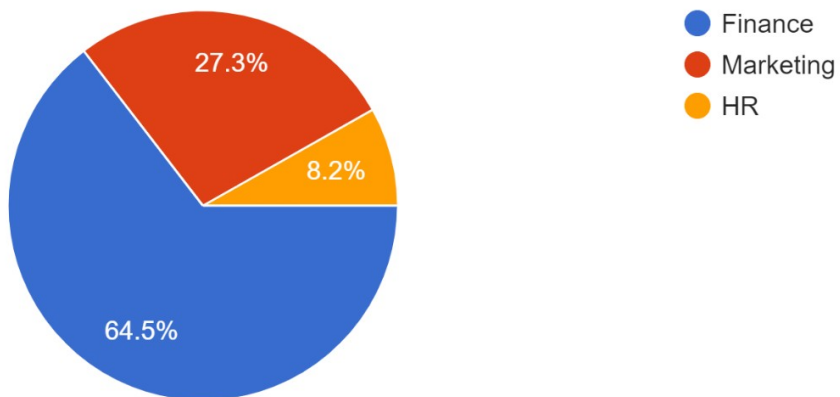
Course

110 responses



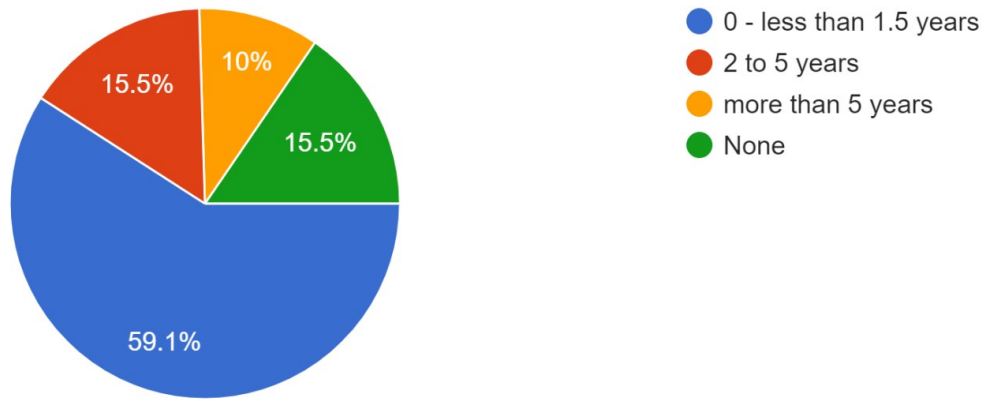
Specialization

110 responses



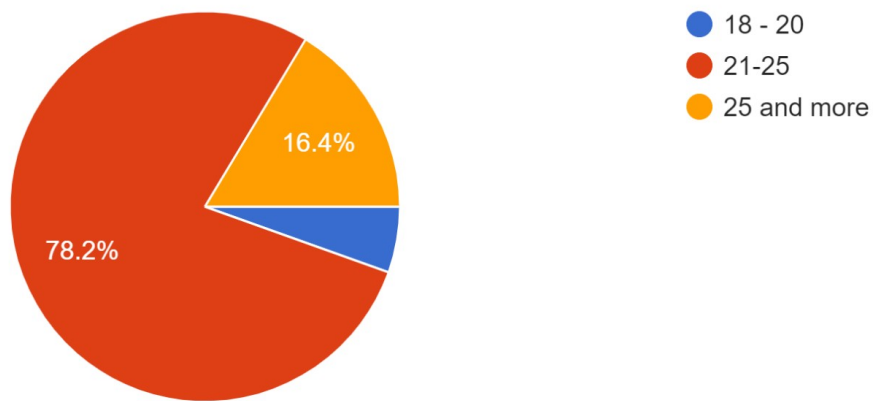
Your Work Experience?

110 responses



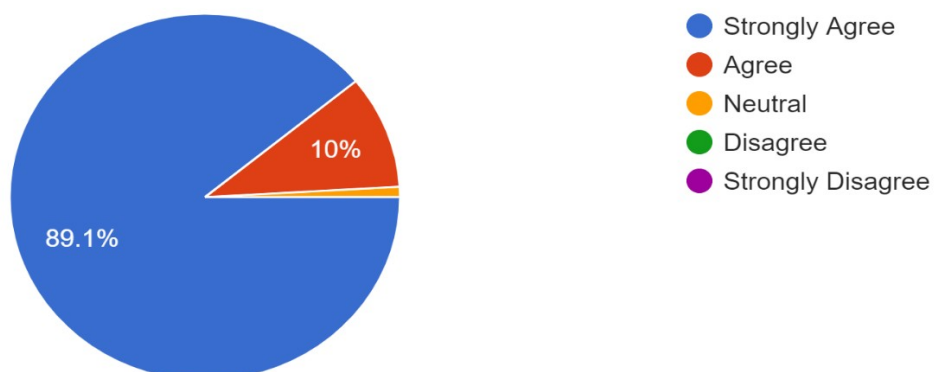
Age

110 responses



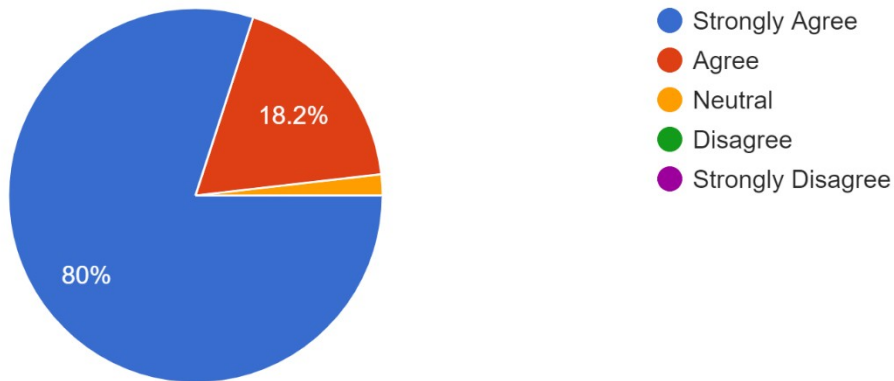
"ANUBHAV" - Capturing the corporate life experiences have given me a chance to interact with the managers?

110 responses



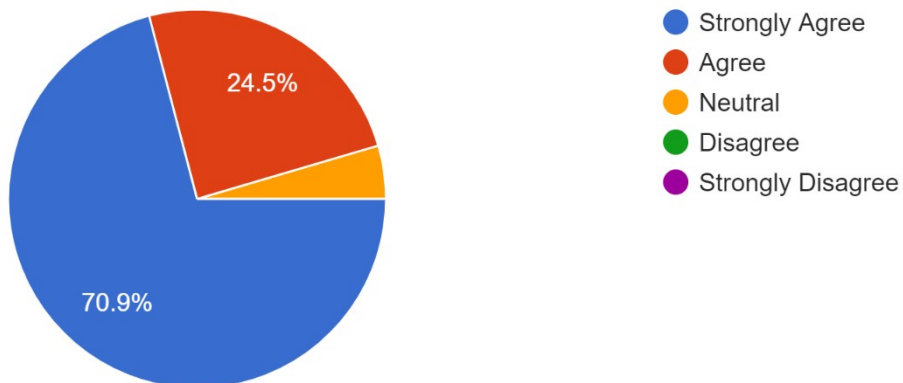
The Practical experience was a great opportunity to learn about how we may react to the real life situations and to business problems.

110 responses



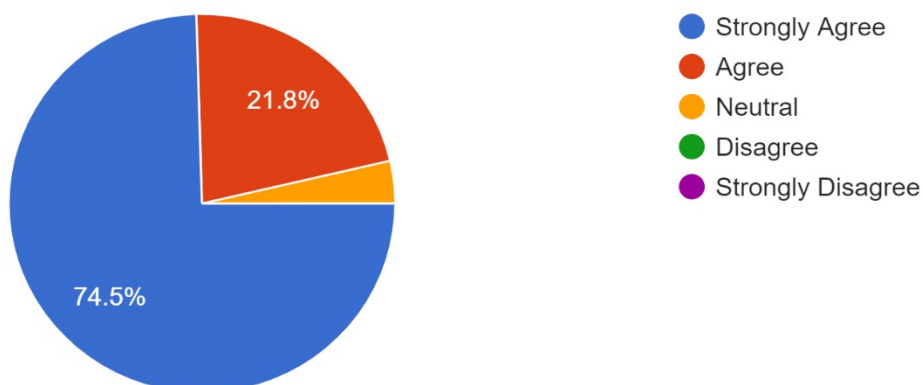
This experience enabled me to apply the skills and knowledge acquired in the class as well as to conceptualize them in real situations.

110 responses



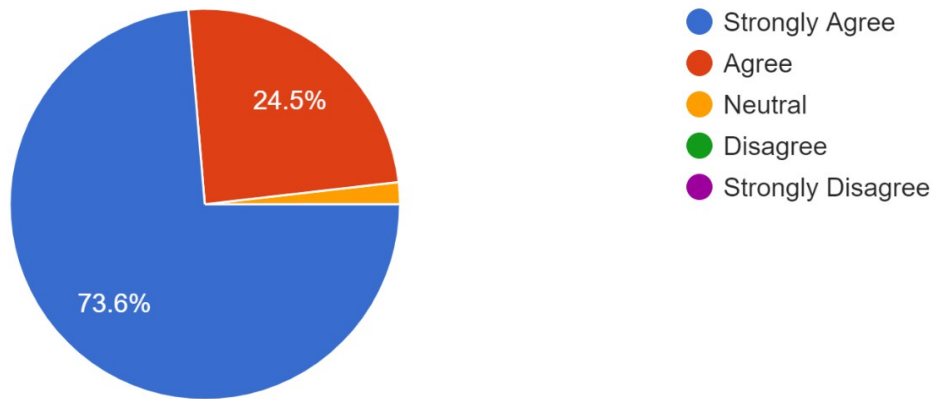
"ANUBHAV " - made me aware of connections between theoretical concepts that were delivered during the course & real managerial problems.

110 responses



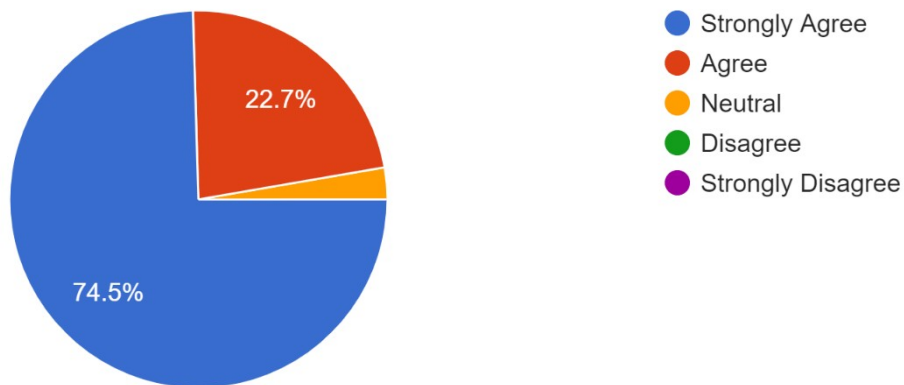
"ANUBHAV" has helped me to acquire better understanding of "Principles and Practices of Management" (PPM)

110 responses



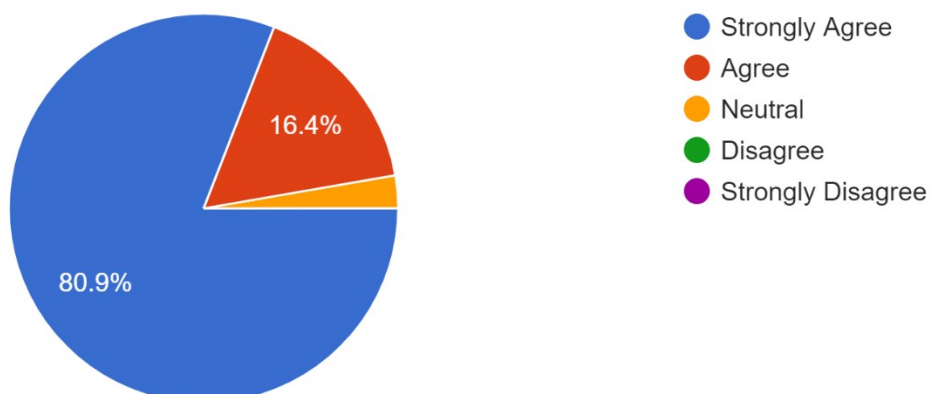
The interaction with alumni played a vital role in understanding the functions of management?

110 responses



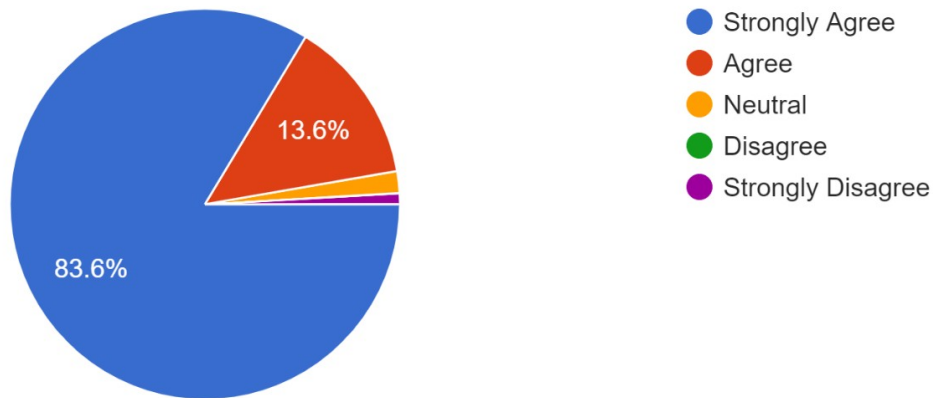
This activity has made me realize the importance of skills (Communication & Certificate courses) for better placement.

110 responses



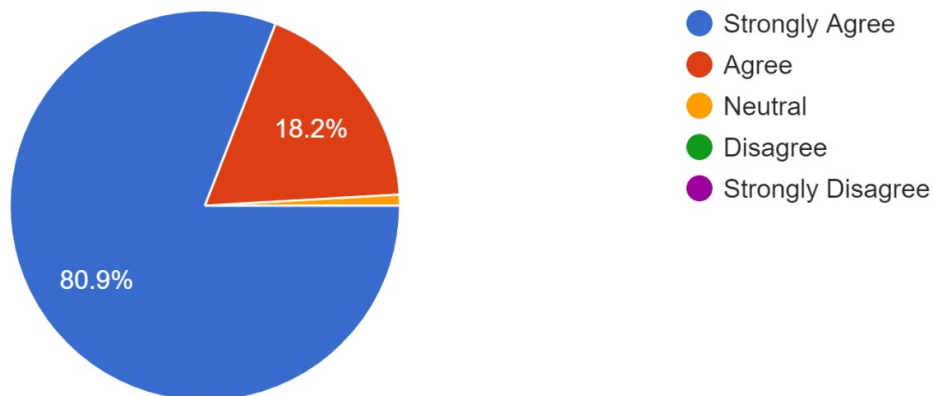
"ANUBHAV" - 2021 must be conducted in the future, to bridge the gap between theory and practical knowledge.

110 responses



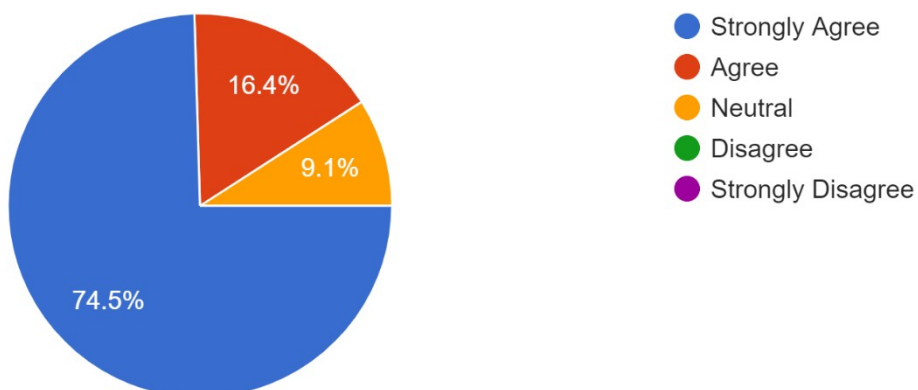
I learned a lot from this interaction with the alumni

110 responses



"ANUBHAV" - 2021 helped me in understanding Organizational changes during pandemic (Covid - 19)

110 responses



Suggestions / Remarks

- wonderful & insightful experience
- It should be done in every trimester
- It would be better if the groups were made according to similar specializations so we can match with an alumni who's job role is similar to what we are approaching.
- Learned a lot from this interaction
- Nice experience
- Keep conducting such sessions which will help us to develop our skills and help us to grow in Real Corporate world.
- Would like to have more such sessions in the future. Loved every bit of it.
- These types of interactions should happen often, and for all subjects
- It was all good
- Overall experience of this activity was good.
- It was a great learning experience! Thank you for this session... looking forward to more sessions like this.
- It was a great interactive session. You learn a lot apart from textbook knowledge.
- Thanks to nazia ma'am
- More such events can be done as it was great interaction with the alumni.
- The session was quite insightful. We got to know the real picture of the corporate. Ma'am also gave us assurance and a positive outlook towards the work life. A lot of real-life experiences and advice that she shared will be forever noted by me and applied.
- We got alot of insights and practical knowledge about the industry from the alumnus. We learned a lot because of this interaction. Looking forward for more such interactions.
- We can do such interactions frequently
- Overall, a good experience
- More sessions should be conducted like this at least 1 in each trimester.
- Great Initiative, would like to be a part of such more informative activities.
- Very good experience
- The session was great. Just there were some time constraints. Else everything was great!
- There should be more such interactions.
- Great Experience
- It was a good experience. Gave a new perspective
- It was a great experience and thanks to Nazia Ma'am and the Alcom team to make this event possible. Learnt a lot out of this interaction.
- Great Experience.
- It was a great learning experience
- Hoping for other activities like this in future
- looking forward to many such events in future.

- The initiative helped to great extent. I would like to advice the team to conduct the activity where students and alumni are from the same specialization. It will add to the benefits.
- Would like to have similar events in the future, looking forward for more interaction.
- Good experience
- Good initiative
- More sessions like this should be conducted to understand the real picture of corporate world.
- It was a great experience
- No suggestion
- Thank you Nazia maam
- Nothing
- It was an insightful session that gave us a picture of what actually happens in the corporate world. Looking forward to have more such sessions in future.
- Nice initiative
- It was a great session.
- Alumni meet are quite a morale boost to the current MBA pursuing students, as they meet someone who's studied under the same roof and more or less gone through same activities and hence, we could relate to them on another level and plus their corporate experiences are insightful and spark a curiosity withing us and help us shape our present so that we can be ready to face the work life. So more such interactions should be conducted throughout these two years to learn more.
- Should be conducted regularly
- Mam, please conduct such insightful sessions many more
- It should be conducted more often and in all subject areas.
- More interaction with different segments managers to know broadly about the different workplace and uses of principles and practices of management
- It was really helpful session.
- It was an amazing interaction. I would request the authority to conduct more such interactions as these will be beneficial for particularly those students who don't have work experience. Looking forward to attend more such interactions. It was a Great learning.
- Great initiative of better learning
- It was quite a good experience and help us to know about current market requirements and would like to have some more session.
- Should organise more often.
- It was a unique and great experience
- Anubhav should be conducted every year to gain knowledge as well as build rapo with the alumnis
- The interaction was quite insightful, the manager was comfortable answering all our questions and queries. The questions provided by Nazia ma'am were really helpful personally, as they helped us in getting a better understanding of the manager's approach to daily operations.

- Should do more such interaction
- It was great
- It was a very informative session.
- Good experience overall.
- .
- Looking forward more such interactions.
- No suggestions. The event was conducted really well and I am thankful to Nazia ma'am for providing such a wonderful opportunity for interacting with alumni and enriching my knowledge.
- More sessions like this should be organized
- Constructive session
- It was really good experience as coming from marketing background I learnt that there are many roles for marketing people in the banking sector aslo we can plan our career in this sector also .
- Thankyou for Conducting Anubhav 2021, we hope for many more interactions with Alumni before getting placed in the corporate world.
- Such interaction should be kept frequently
- Continue this session for upcoming batch as well
- Finance students to get interaction with finance managers
- No suggestions
- It was an overall great experience and learnt about the important of networking in corporate world.
- It was a great learning Session. More future projects should be like this.
- It was great interacting with Sir. Got to know how actual corporate world works. Their was a little time constraint at the time of interacting with the Sir
- Need more such initiative
- Interacting with Anuj sir was really great all tho he talked about Finance alot but he has few insights fir the marketing student as well which help me in my career
- Captured and learnt real life corporate experience
- It was a very helpful and informative session.
- Overall great experience
- Very nice initiative
- Not required
- Would love to see such more alumni meet sessions coming up in the two-year journey
- More interactions like this would be appreciated

Group No. Sr no.	Name	Background	Specialization
1	1 Ashita Sharma	Commerce	Finance
	2 Deborah Pereira	Commerce	Marketing
	3 Kumud Singh	Mass Communication	Marketing
	4 Menaz Daruwalla	Hotel Management	Finance
	5 Sourabh Roy	Engineering	Marketing
2	1 Tanvi Mitbander	Finance	Finance
	2 Mithila Kherdey	Finance	Finance
	3 Anjula Wararkar	Non- Finance	HR
	4 Ganesh Lalwani	Finance	HR
	5 Siddhikesh Bane	Finance	Marketing
3	1 Rutuja Patil	Non commerce	Marketing
	2 Inderpreet Singh Hundal	Commerce	Finance
	3 Anurag Mali	Commerce	HR
	4 Anshul Jain	Commerce	Finance
	5 Atharv Renose	Non commerce	Marketing
	6 Bhavika Bhagtani	Commerce	Finance
4	1 Pooja Gohil	commerce	Marketing
	2 Janvi Mehta	Commerce	Marketing
	3 Subham Kumar	commerce	Finance
	4 Devendra Patil	Non- Commerce	Marketing
	5 A.Sreesh	Non- Commerce	Finance
	6 Tapasya Gupte	Non commerce	Finance
5	1 Pari Rajput	Commerce	Finance
	2 Nirali Khant	Commerce	Finance
	3 Tushar Gopal Ghonge	Non- Commerce	Finance
	4 Ankit Panchal	Non- Commerce	Finance
	5 Zeel Nayak	Commerce	Finance
	6 Bharat B.P.	Non- Commerce	Finance
6	1 Karan Dholakia	Commerce	Marketing
	2 Mohita Sahay	Non-Commerce	HR
	3 Jay Shah	Commerce	Finance
	4 Shambhavi Pradyumna	Commerce	Finance
	5 Samruddhi Sonkusale	Commerce	HR
7	1 Bhavika Mour	Finance	Finance
	2 Jinali Shah	Finance	Finance
	3 Akshat Kumar Singh	Finance	Marketing
	4 Jugal Wadhwani	Finance	Finance
	5 Piyush Kumar Kumawat	Finance	Finance
	6		
8	1 Arshad Vahora	Commerce	Finance
	2 Yash Vanka	Commerce	Finance

3	Shubham khandelwal	Non-commerce	Finance
4	Tanvi nandha	Non-commerce	HR
5	Vanshika Agrawal	Commerce	Finance
6			

9	1 Nishant Sadana	Commerce	Finance
	2 Divya Patel		
	3 Ritu Agrawal	Commerce	Finance
	4 Akshit Dalmia	Commerce	Marketing
	5 Jay Jain	Commerce	Finance

10	1 Atul Pandey	Commerce	Finance
	2 Ishanq Dugar	Commerce	Finance
	3 Pranjal Gupta	NonCommerce	Finance
	4 Mayank Yadav	NonCommerce	Finance
	5 Parul Mittal	Commerce	Finance
	6		

11	1 Prasad Nikumb	Non- Commerce	Finance
	2 Sagar	Commerce	Finance
	3 Rishi Dhawan	Non-Commerce	Finance
	4 Anisha Jambhale	Commerce	Finance
	5 Debosmita Ganguly	Commerce	Finance

12	1	Ankit Mishra	Commerce	Marketing
	2	Anshul Dhoundiyal	Non-commerce	Marketing
	3	Jigar Zala	Commerce	Finance
	4	Riya Vora	Commerce	Finance
	5	Yash Mukhiya	Commerce	Marketing

13	Vedant Wankhade	Non- Commerce	Finance
	Durlav Kumar Gohain	Non- Finance	Marketing
	Chandrika Malpani	Commerce	Finance
	Paridhi sodhani	Commerce	HR
	Abhishek Sharma	Non - Finance	Finance

14

"Anubhav - 2021" (C

Group	Sr. NO	Enrol. No	Name	Manager	Organisation
Group - 1	1	PF2123-C007	Ashita Sharma	Rushabh Mehta	XploreJoy Solutions
	2	PM2123-C163	Deborah Pereira		
	3	PM2123-C171	Kumud Singh		
	4	PF2123-C055	Menaz Daruwalla		
	5	PM2123-C188	Sourabh Roy		
Group - 2		PF2123-C019	Tanvi Mitbander	Ms. Shweta Singh	Wipfli india
	7	PF2123-C031	Mithila Kherdey		
	8	PH2123-C223	Anjula Wararkar		
	9	PH2123-C150	Ganesh Lalwani		
	10	PM2123-C196	Siddhikesh Bane		
Group - 3		PM2123-E293	Rutuja Patil	Rohan Lele	Apsiro
	12	PF2123-E316	Inderpreet Singh Hundal		
	13	PH2123-E299	Anurag Mali		
	14	PF2123-E290	Anshul Jain		
	15	PM2123-E304	Atharv Renose		
	16	PF2123-E307	Bhavika Bhagtani		
Group - 4	17	PM2123-C207	Pooja Gohil	Akshay Joshi	IDFC First Bank
		PM2123-C204	Janvi Mehta		
	19	PF2123-C125	Subham Kumar		
	20	PM2123-C180	Devendra Patil		

21	PF2123-E300	A.Sreesh
22	PF2123-C003	Tapasya Gupte

Group - 5

23	PF2123-C285	Pari Rajput	Suparn	Biostadt india limited
	PF2123-C011	Nirali Khant		
25	PF2123-C118	Tushar Gopal Ghonge		
26	PF2123-C082	Ankit Panchal		
27	PF2123-C043	Zeel Nayak		
	PF2123-C074	Bharat B.P.		

Group - 6

28	PM2123-C192	Karan Dholakia	Ankita Shah	Skills and Jobs Australia
29	PH2123-C137	Mohita Sahay		
	PF2123-C114	Jay Shah		
31	PF2123-C264	Shambhavi Pradyumna		
32	PH2123-C226	Samruddhi Sonkusale		

Group - 7

33	PF2123-C051	Bhavika Mour	Burhanuddin Ratlamw	Swiss International Air Lines
34	PF2123-C039	Jinali Shah		
	PM2123-C215	Akshat Kumar Singh		
36	PF2123-C102	Jugal Wadhvani		
37	PF2123-C098	Piyush Kumar Kumawat		

Group - 8

38	PF2123-C242	Arshad Vahora	Parin Pandya	Star TV
	PF2123-C090	Yash Vanka		
40	PF2123-C267	Shubham khandelwal		
41	PH2123-C145	Tanvi nandha		
42	PF2123-C271	Vanshika Agrawal		

Group - 9	43	PF2123-C246	Nishant Sadana	Anuj Garg	GE SHIPPING
		PF2123-C275	Divya Patel		
	45	PF2123-C230	Ritu Agrawal		
	46	PM2123-C279	Akshit Dalmia		
	47	PF2123-C110	Jay Jain		

Group - 10	48	PF2123-C121	Atul Pandey	Amruta Deshmukh	BrowserStack
	49	PF2123-C094	Ishanq Dugar		
		PF2123-C129	Pranjal Gupta		
	51	PF2123-C133	Mayank Yadav		
	52	PF2123-C035	Parul Mittal		

Group - 11	53	PF2123-C066	Prasad Nikumb	AkshayKumar Gupta	Shaze Luxury Pvt Ltd
	54	PF2123-C238	Sagar		
		PF2123-C062	Rishi Dhawan		
	56	PF2123-C023	Anisha Jambhale		
	57	PF2123-C027	Debosmita Ganguly		

Group - 12	58	PM2123-C200	Ankit Mishra	Swati Singh	Microsoft
	59	PM2123-C184	Anshul Dhoundiyal		
		PF2123-C106	Jigar Zala		
	61	PF2123-E320	Riya Vora		
	62	PM2123-C219	Yash Mukhiya		

Group - 13	63	PF2123-C070	Vedant Wankhade	Aatur Bakliwal	Mastek India
	64	PM2123-C176	Durlov Kumar Gohain		
	65	PF2123-C234	Chandrika Malpani		

66	<i>PH2123-C141</i>	Paridhi sodhani
67	<i>PF2123-C078</i>	Abhishek Sharma

Capturing Corporate life experiences) PGDM 'C' Div Trimester I 2021

Designation	Email ID	Contact Details	Date of Meeting	Time
Founder	rushabh2901@gmail.com	9819722107	10/1/2021	6:00 pm - 7:00 pm
Tax senior	reachshwetasingh143@gmail.com	9703687098	10/1/2021	6:00 pm - 7:00 pm
L&D Operations Specialist	lele.rohan8@gmail.com	9699910010	10/1/2021	6:00 pm - 7:00 pm
Senior Manager- Corporate Banking	akshay.joshi07@gmail.com	8088203492	10/1/2021	6:00 pm - 7:00 pm

Manager-research and business analytics	suparn1988@yahoo.co.in	8898729770
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10/1/2021 6:00 pm - 7:00 pm

Finance Manager	ankita.s.123@gmail.com	+61 481826548
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10/1/2021 6:00 pm - 7:00 pm

Marketing Officer - Leisure Division	burhanuddinratlamwala72@	9833943422
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10/1/2021 6:00 pm - 7:00 pm

Content & Strategy Head	Parin26@gmail.com	9819192922
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10/1/2021 6:00 pm - 7:00 pm

MANAGER - RESEARCH	garg.anuj0504@gmail.com	9930188808
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10/1/2021 6:00 pm - 7:00 pm

Account Manager	amruta.u.deshmukh@gmail.	9773744469
-----------------	--------------------------	------------

10/2/2021 4:00 pm - 5:00 pm

Assistant Manager	AkshayGupta.00500@gmail	9930001709
-------------------	-------------------------	------------

10/2/2021 | 11am - 12 pm

Data and AI specialist	swati25_singh@yahoo.co.in	9773795520
------------------------	---------------------------	------------

10/2/2021 | 11am - 12 pm

Senior Consultant Finance Functional	aaturbakliwal24@gmail.com	9406869891
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10/2/2021 | 11am - 12 pm

Zoom Link

Group List for PPM

Sr No	Group No	Name	Background
1		Bhushan Nikam	Engineering
2		Supriya Sant	BAF
3	1	Karan Jodhani	BBA
4		Sayali Tambe	Engineering
5		Smruti Maladkar	BMS
6			
7		Rahul Vichare	Engineering
8		Riya Pandit	B.Sc.
9	2	Susmit Newgi	Commerce
10		Kavish Sahni	Commerce
11		Mahek Parekh	Commerce
12			
13		Tanish Jain	Engineering
14		Hemant Singh	Engineering
15	3	Akansha Gusain	Commerce
16		Namrata Ranjan	Commerce
17		Yash Gupta	Commerce
18			
19		Vishwa Solanki	Engineering
20		Prince Shubham	BBA
21	4	Sanika Itagi	Engineering
22		Aditi Pawar	Science
23		Kraya Shah	Commerce
24			
25		Harshit Varshney	Engineering
26		Sumedh Lambhade	Commerce
27		Asavari Nirgude	BMS
28	5	Muskaan Jain	Commerce
29		Raj Pandya	BMS
		Tanya Shivhare	BMS
30			
31		Siddhesh Raut	Engineering
32		Rukkaiya Bhadsorawala	Commerce
33	6	Rachana Walavalkar	BAF
34		Farhan Abbas	Commerce
35		Aanchal Shah	Commerce
36			
37		Swapnil Deshpande	Engineering
38		Himani Kavidayal	Commerce
39	7	Ayushi Shukla	Commerce
40		Ashish	Commerce
41		Ishita Gupta	Commerce
42			
43		Tejas Mhatre	Engineering
44		Manasi Kulkarni	Science

45	8	Saibal Ray	Agriculture
46		Shubham Agarwal	Commerce
47		Shikha Ghosh	Economics
48		Kashish Hadpawat	Commerce
49		Rohan Gandhi	BMS
50		Aagam Tongya	Commerce
51	9		
52		Vedanshi Agrawal	Commerce
53		Anshita Agrawal	Commerce
54		Shivray Deshpande	Engineering
55		Ayushi Patel	Commerce
56		Nandita Jain	Commerce
57	10	Shrey Bansal	Commerce
58		Mohit Nikam	Commerce
59		Atharva Kantode	Engineering
60			
61		Divya Budhrani	Commerce
62		Divya Oswal	Commerce
63		Azra Qureshi	Commerce
64	11	Saurabh Tijare	Law
65		Ishit Bhushan Singh	Engineering
66		Priyanshu Singh	Commerce
67			

Akash Jagtap	BBA
Prathmesh Salunkhe	Commerce
Shania Fernandes	Commerce
Mihir Kubadia	BMS
Swati Joshi	Engineering

Saahil Chaudhary	BMS
Mihir Garg	Commerce
Suril Kamdar	Commerce
Depenti Paul	Engineering
Anirudh Rath	Commerce

	Group No - 1		
	(Roll Numbers)		
1	PF2123-D075	Bhushan Nikam	Manager
2	PF2123-E296	Supriya Sant	Shankar Rajpurohit
3	PF2123-D239	Karan Jodhani	
4	PM2123-D156	Sayali Tambe	
5	PM2123-D265	Smruti Maladkar	
	Group - 2		
	(Roll Numbers)		
6	PF2123-D067	Rahul Vichare	
7	PF2123-D044	Riya Pandit	Ronak Sanghvi
8			
9	PF2123-D111	Kavish Sahni	
10	PF2123-D020	Mahek Parekh	
	Group - 3		
	(Roll Numbers)		
11	PF2123-D083	Tanish Jain	
12	PF2123-E301	Hemant Singh	Akshay Jain
13	PF2123-D040	Akansha Gusain	
14	PH2123-D138	Namrata Ranjan	
15	PM2123-D201	Yash Gupta	
	Group - 4		
	(Roll Numbers)		
16	PF2123-D071	Vishwa Solanki	
17	PF2123-D107	Prince Shubham	Prateet M Champawat
18	PM2123-D160	Sanika Itagi	
19	PH2123-D142	Aditi Pawar	
20	PM2123-D168	Kraya Shah	
	Group - 5		
	(Roll Numbers)		
21	PF2123-D258	Harshit Varshney	
22	PM2123-D274	Sumedh Lambhade	Jugal shah
23	PF2123-D024	Asavari Nirgude	
24	PF2123-D231	Muskaan Jain	
25	PM2123-D266	Raj Pandya	
26	PM2123-E324	Tanya Shivhare	

	Group - 6		
	(Roll Numbers)		
27	PF2123-D079	Siddhesh Raut	
28	PF2123-D036	Rukkaiya Bhadsorawala	PUNIT MITTAL
29	PF2123-D032	Rachana Walavalkar	
30	PF2123-D280	Farhan Abbas	
31	PF2123-D048	Aanchal Shah	
	Group - 7		
	(Roll Numbers)		
32	PF2123-D087	Swapnil Deshpande	
33	PM2123-D172	Himani Kavidayal	Vinod Raisinghani
34	PF2123-D012	Ayushi Shukla	
35	PF2123-D126	Ashish	
36	PF2123-D056	Ishita Gupta	
	Group - 8 & 12 (Combined)		
	(Roll Numbers)		
37	PF2123-E315	Rohan Gandhi	
38	PF2123-D115	Aagam Tongya	Jateen solanki
39	PF2123-D028	Vedanshi Agrawal	
40	PF2123-D016	Anshita Agrawal	
41	PF2123-D063	Shivray Deshpande	
42	PF2123-D247	Aakash Jagtap	
43	PF2123-D103	Prathmesh Salunkhe	
44	PH2123-D270	Shania Fernandes	
45	PF2123-D099	Mihir Kubadia	
46	PF2123-D227	Swati Joshi	
	Group - 9 & C Divison (Group 13)		
	(Roll Numbers)		
47	PF2123-E314	Tejas Mhatre	
48	PH2123-D276	Manasi Kulkarni	Prashant Chandak
49	PF2123-D122	Saibal Ray	
50	PM2123-D220	Shubham Agarwal	
51	PH2123-D224	Shikha Ghosh	
52	PF2123-D268	Kashish Hadpawat	
		Vedant Wankhade	
		Durlov Kumar Gohain	
		Chandrika Malpani	
		Paridhi sodhani	
	C Divison (Group 13)	Abhishek Sharma	

	Group - 10		
	(Roll Numbers)		
51	PM2123-D205	Ayushi Patel	Tajouddin Ansari
52	PF2123-D235	Nandita Jain	
53	PM2123-D197	Shrey Bansal	
54	PM2123-D221	Mohit Nikam	
55	PM2123-D185	Atharva Kantode	
	Group - 11		
	(Roll Numbers)		
56	PM2123-D261	Divya Budhrani	
57	PF2123-D008	Divya Oswal	Pratyush
58	PM2123-D208	Azra Qureshi	
59	PH2123- D151	Saurabh Tijare	
60	PM2123-D181	Ishit Bhushan Singh	
61	PM2123 - E294	Priyanshu Singh	
	Group - 13		
	(Roll Numbers)		
62	PF2123-D248	Saahil Chaudhari	Ishaan Agarwal
63	PF2123-D243	Mihir Garg	
64	PM2123-E308	Suril Kamdar	
65	PH2123-E306	Depenti Paul	
66	PF2123-D130	Anirudh Rath	
67	PF2123-E322	Naman Agarwal	

PGDM 'D' Div Trimester I 2021

Organisation	Designation	Email ID
Omniactive Healthcare technologies	Brand manager	rajpurohit.shankar92@gmail.com
Amazon (Video)	L5 Manager	ronaksanghvi@gmail.com
Indusind bank	AVP	aj200988@gmail.com
Hdfc ltd	AGM	prateet111@gmail.com
Nielsen	Manager	jugalshah18@gmail.com

Kilitch Drugs India Ltd	VP marketing and operations	taj@kilitch.com
L&T Financial Services	Process Manager	pratyushjha2015@gmail.com
DCB Bank Limited	Product Manager-Insurance	ishaanag88@gmail.com

9004086483	10/3/2021	11:00 am - 12:00 pm
8789244913	10/3/2021	2:00 pm - 5:00 pm
9819610451	10/3/2021	6:30 pm - 7:30 pm

Zoom link
https://nldalmia-in.zoom.us/j/3701279993
https://nldalmia-in.zoom.us/j/9888009945
https://nldalmia-in.zoom.us/j/3160291216
https://nldalmia-in.zoom.us/j/3378595452
https://nldalmia-in.zoom.us/j/7289833309

https://nldalmia-in.zoom.us/j/7289833309
https://nldalmia-in.zoom.us/j/3160291216
https://nldalmia-in.zoom.us/j/5180715042

Faculty Zoom link for Interaction with Managers

Sr. No	Zoom ID	Password
1	nazia.ansari@nldalmia.edu.in	Arsh@143
2	vaishali.kulkarni@nldalmia.edu.in	Bunny@123
3	durba.chakrabarty@nldalmia.edu.in	Riju@12345
4	khushboo.vora@nldalmia.edu.in	Finance@123
5	sourav.choudhary@nldalmia.edu.in	Mahindra@7990
6	vaibhav.kulkarni@nldalmia.edu.in	Vihaan2010)
7	sachin.mittal@nldalmia.edu.in	Sachin@1
8	rupesh.siyodia@nldalmia.edu.in	Aym@2020
9	jayanta.sengupta@nldalmia.edu.in	bRid@jaY7%3
10	chitra.gounder@nldalmia.edu.in	Chitra@123
11	jai.kotecha@nldalmia.edu.in	Aakarshan\$7

Zoom link

<https://nldalmia-in.zoom.us/j/9888009945>

<https://nldalmia-in.zoom.us/j/2662880486>

<https://nldalmia-in.zoom.us/j/6547189385>

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<https://nldalmia-in.zoom.us/j/3701279993>

<https://nldalmia-in.zoom.us/j/7289833309>

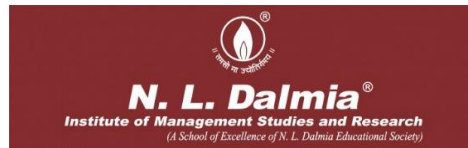
<https://nldalmia-in.zoom.us/j/3160291216>

Group Number	Roll Numbers	Names	Slot	Timings
Group - 2	PF2123-D067	Rahul Vichare	1	9:30
	PF2123-D044	Riya Pandit		
	PF2123-D111	Kavish Sahni		
	PF2123-D020	Mahek Parekh		
Group 4	PF2123-D071	Vishwa Solanki	2	9:45
	PF2123-D107	Prince Shubham		
	PM2123-D160	Sanika Itagi		
	PH2123-D142	Aditi Pawar		
	PM2123-D168	Kraya Shah		
Group 8	PF2123-E315	Rohan Gandhi	3	10:00
Group 12	PF2123-D115	Aagam Tongya		
	PF2123-D028	Vedanshi Agrawal		
	PF2123-D016	Anshita Agrawal		
	PF2123-D063	Shivray Deshpande		
	PF2123-D247	Aakash Jagtap		
	PF2123-D103	Prathmesh Salunkhe		
	PH2123-D270	Shania Fernandes		
	PF2123-D099	Mihir Kubadia		
	PF2123-D227	Swati Joshi		
Group 11	PM2123-D261	Divya Budhrani	4	10:15
	PF2123-D008	Divya Oswal		
	PM2123-D208	Azra Qureshi		
	PH2123- D151	Saurabh Tijare		
	PM2123-D181	Ishit Bhushan Singh		
	PM2123 - E294	Priyanshu Singh		
Group 1	PF2123-D075	Bhushan Nikam	5	10:30
	PF2123-E296	Supriya Sant		
	PF2123-D239	Karan Jodhani		
	PM2123-D156	Sayali Tambe		
	PM2123-D265	Smruti Maladkar		
		Afternoon Slots (2:30)		
Group 3	PF2123-D083	Tanish Jain	6	2:30
	PF2123-E301	Hemant Singh		
	PF2123-D040	Akansha Gusain		
	PH2123-D138	Namrata Ranjan		
	PM2123-D201	Yash Gupta		

Group 5	PF2123-D258	Harshit Varshney	7	2:45
	PM2123-D274	Sumedh Lambhade		
	PF2123-D024	Asavari Nirgude		
	PF2123-D231	Muskaan Jain		
	PM2123-D266	Raj Pandya		
	PM2123-E324	Tanya Shivhare		
Group 7	PF2123-D087	Swapnil Deshpande	8	3:00
	PM2123-D172	Himani Kavidayal		
	PF2123-D012	Ayushi Shukla		
	PF2123-D126	Ashish		
	PF2123-D056	Ishita Gupta		
Group 10	PM2123-D205	Ayushi Patel	9	3:15
	PF2123-D235	Nandita Jain		
	PM2123-D197	Shrey Bansal		
	PM2123-D221	Mohit Nikam		
	PM2123-D185	Atharva Kantode		
Group 13	PF2123-D248	Saahil Chaudhari	10	3:30
	PF2123-D243	Mihir Garg		
	PM2123-E308	Suril Kamdar		
	PH2123-E306	Depenti Paul		
	PF2123-D130	Anirudh Rath		
	PF2123-E322	Naman Agarwal		
Group 6	PF2123-D079	Siddhesh Raut	11	3:45
	PF2123-D036	Rukkaiya Bhadsorawala		
	PF2123-D032	Rachana Walavalkar		
	PF2123-D280	Farhan Abbas		
	PF2123-D048	Aanchal Shah		
Group 9	PF2123-E314	Tejas Mhatre	12	4:00
	PH2123-D276	Manasi Kulkarni		
	PF2123-D122	Saibal Ray		
	PM2123-D220	Shubham Agarwal		
	PH2123-D224	Shikha Ghosh		
	PF2123-D268	Kashish Hadpawat		

UNNATI

KONDGAON VILLAGE: PROBLEMS & PROSPECTS



Presented By: -

TEAM ALPHA

Parth Patel

Roopal Dhody

HEALTH AND HYGIENE

PROBLEMS: -

- ✓ Not enough hygienic washrooms and toilets. Majority use poorly maintained washrooms.
- ✓ Unavailability of medical resources.

SOLUTIONS: -

- MSR Team can come in contact with **Sulabh International**. Sulabh International can work as their **cooperation partner**. It's India's largest NGO, which works on promoting open defecation-free habits.
- Those villagers who keep themselves **dirty** or **don't use toilets** can be penalized. For **strict action** they can also be **denied ration from ration shops**.
- **Second hand rental cars can be converted into ambulances** and appointed in the villages. So, in case of a medical emergency, villagers can be rushed to hospital which is around 40 km from the village.
- **Few villagers** can also be **appointed for cleaning public toilets** and school toilets on regular basis. Few can also be given **duty for cleaning streets once or twice a day**. This will also provide them **employment**. **Participation model** can be adopted in which 5%-10 % of the cost of toilet can be contributed by the recipients.
- Villagers can be encouraged for **constructing their own personal toilets at home**.
- With the help of NGO's MSR Team can also set up **sanitary napkin making machine** (made by **Arunachalam Muruganantham**, which costs around **Rs. 80,000/-**). **Jayaashree Industries sanitary napkin machine** is powered by **electricity and foot pedals and can make 1,000 napkins a day**. A small group of women/men can also be given employment. They can be given duty for the production of sanitary napkins by using this machine. These napkins can be distributed to the females of the villages at very minimal cost and if possible, can also be provided for free.
- **MSR team can Goonj (not just a piece of cloth) sanitary napkins** can be provided to the **females of the villagers**. They are making sanitary pads from waste cloth pieces. In the last few years, Goonj has been able to create over 2.5 million environment friendly, re-usable, economic cloth sanitary pads.

EDUCATION

PROBLEMS: -

- ✓ Students reported to be unserved and neglected by official school (inadequate communication, small habitation size, teacher absenteeism).
- ✓ School lacks computers, stationaries and books on regular basis.
- ✓ Children not engaging in school.

SOLUTIONS: -

- **NL Dalmia school teachers** can also contribute to the MSR team. They can be appointed to visit the village school on regular basis. **Subjects can be decided prior and teams can be formed on regular basis that will be visiting there.** We can consider those children as part of our NL Dalmia family and take a little more initiative for them.
- **Teach For India (NGO that works for children's education)** can be contacted. The **volunteers can help to improve the situation when the MSR team is not able to visit** there. As the team consists of students who sometimes can also be occupied by their own work. **We believe education camps are not that beneficial as they do not impart consistent knowledge.** We have to focus to the fact that going school on regular basis becomes a habit there.
- NL Dalmia Institute can also start **door - door donation campaign for collection of old books.** These books can be provided to the children of the Kondgaon village.
- Different **education competitions** can be organised for villagers. Which will include basic topics like simple calculations. **Monetary rewards** can be given to the winners. This move will **increase their interest in studies. This will motivate the children, women and even men to incline themselves towards education.**

SKILL DEVELOPMENT

PROBLEMS: -

- ✓ Majority of the population is engaged in agriculture. Hence, there is less diversity among the working population.
- ✓ Less diversity leads to less alternative income-generating options.
- ✓ Farmers use age-old conventional farming methods which give less output.
- ✓ Women are highly enthusiastic and skilled in departments like Warli art, ceramics, torans, needlework, and other crafts, but they lack the resources and opportunities to market their products.

SOLUTIONS: -

- With **modernisation of agriculture**, we can increase the agricultural output and hence farmers can earn more profit. Even in traditional farming there are few things like crop rotation technique, improved seeds, insecticides and pesticides spraying methods that can be altered for a better output. But all these things have to be taught to farmers and especially their future generations because there are chances, they will take over this occupation in near future and follow their elders. Also, **we have observed that the older generation generally don't accept the newer ideas so with the help of their children or grandchildren we can convince them.**
- In today's world it is of utmost importance to make **women self-independent** so that during extreme situations she can be the bread earner of the family. Financially also it **stabilises the risk when there are more than one person earning in the house and earnings are coming from a more diversified source.**
- All these basic **financial risk averting things can be explained to the locals** who are reluctant to the idea of changing their source of income and also do not support women.
- Look for **industries in the neighbourhood where the people of Kondgaon can work.**
- Develop **hydroponic farming in Kondgaon along with private investors and there on we can also mobilise the population into hydroponics.**
- Villagers can also be provided **employment in tourists camps near Kondgaon Dam.** Stalls can also be setup in that area where **villagers can sell their art work or handicrafts as well as vegetables, fresh from farm directly to the tourists visiting there.**

Below, we have **derived a 5-year plan keeping** in mind the population of Kondgaon Village and simultaneously We have **tried to allocate skills which can be relevant for the people of Kondgaon:**

Sr. No	Sector	Name of the QP	Annual Target for 5 yrs.					No. of the youth to be trained
1	Agriculture	Beekeeper	5	5	5	5	5	25
		Broiler Poultry	5	5	5	5	5	25
		farm worker	3	3	3	3	3	15
		Floriculturist	3	3	3	3	3	15
		Organic grower	2	2	2	2	2	10
		Hydroponic Technique						
2	Apparel Made-ups & Home furnishing	Hand Weaving	2	2	2	2	2	100
		(Puan tah)	0	0	0	0	0	100
		Self Employed	2	2	2	2	2	
		Tailor	0	0	0	0	0	
3	Automotive	Automotive Service Technician	2	2	2	2	2	10
4	Beauty & Wellness	Assistant Beauty Therapist	2	2	2	2	2	10
		Beauty Therapist	1	1	1	1	1	5
		Beauty Therapist						
5	Construction	Mason General	5	5	5	5	5	25
		Mason Concrete	5	5	5	5	5	25
		Shuttering	5	5	5	5	5	25
		Carpenter System	5	5	5	5	5	25
		Assistant	5	5	5	5	5	25
		Electrician						

		Construction painter and decorator						
6	Electronics & Hardware	DTH Set Top Box Installation & Service Technician	1	1	1	1	1	5
		Field Technician- Other Home Appliance Field Technician	2	2	2	2	2	10
		UPS & Inverter Installation Technician - Computing & Peripherals Mobile Phone Hardware Repair Technician	2	2	2	2	2	10
			1	1	1	1	1	5
			1	1	1	1	1	5
7	Plumbing	Plumber (General)	2	2	2	2	2	10
8	Power	Electrician Domestic Solution Lineman Distribution (Multiskilled)	4	4	4	4	4	20
			2	2	2	2	2	10
9	Tourism & Hospitality	Multi- Cuisine Cook	2	2	2	2	2	10
			5	5	5	5	5	25

		Street Vendor Standalone	Food						
10	Sanitation	Dry and wet waste management Manure formation		5	5	5	5	5	25

ENVIRONMENT AND SANITATION

PROBLEMS: -

- ✓ Poor infrastructure and sewage planning.
- ✓ No specific waste disposal system.
- ✓ Few habits like burning of waste which can be harmful for environment should be restricted.

SOLUTIONS: -

- People can be engaged in **dry and wet management of waste** which can be further **processed into manure**. Manure produced can be sold out in the outside market and can also be an **extra source of income for the people of Kondgaon**.
- By **managing waste, we can solve a ton of their problems like waste flowing on roads during rainy seasons, spread of illnesses** and can also improve the efficiency of the sewage systems which are not so well developed and face blockage because of garbage thrown here and there.
- By **improving the skills of people** living in the Kondgaon village in fields like sanitation, plumbing and construction we can expect better planning of their homes. **Maybe not in the near future but slowly and gradually we can surely see the change.**
- Our aim should be sustainable development and not quick turnaround which lasts hardly for a few months.
- **Cycle -rickshaws and bullock carts** can be assigned for everyday **door to door garbage collection**.
- **Dustbins** can be arranged and kept on **streets** and on **road side**.

FUND RAISING STRATEGIES

- College can organise a **fair**, in which students will perform. We can have dance, singing and drama shows. **The tickets to the fair have to be sold by the students only. The money collected through selling of the tickets can be used in Kondgaon village.**

- **One percent** of the **student's fees and professor's salary** can be allotted for the development work of Kondgaon. This can be informed to the students during the time of the admission itself.
EX: If student's fees is **10,00,000/-**. 1% of his fees makes it 10,000/-. Let us also assume college has around **160 students**. So, the total comes up to be around **16 lakhs**. This is the contribution from only the student's side. If we also add the contribution from teachers' side, we can expect the total funds raised to be around **30 lakhs**.

- We can organise **food festival**. In which teams can be formed. These teams can make **home cooked food. By selling their food in a stall, they have to raise funds**. Students can also apply **their business strategies to make as much profit as they can**. These funds can be used for development activities of the village.

KONDGAON VILLAGE

Solutions & Prospects



Presented by :-

Team Name : 22

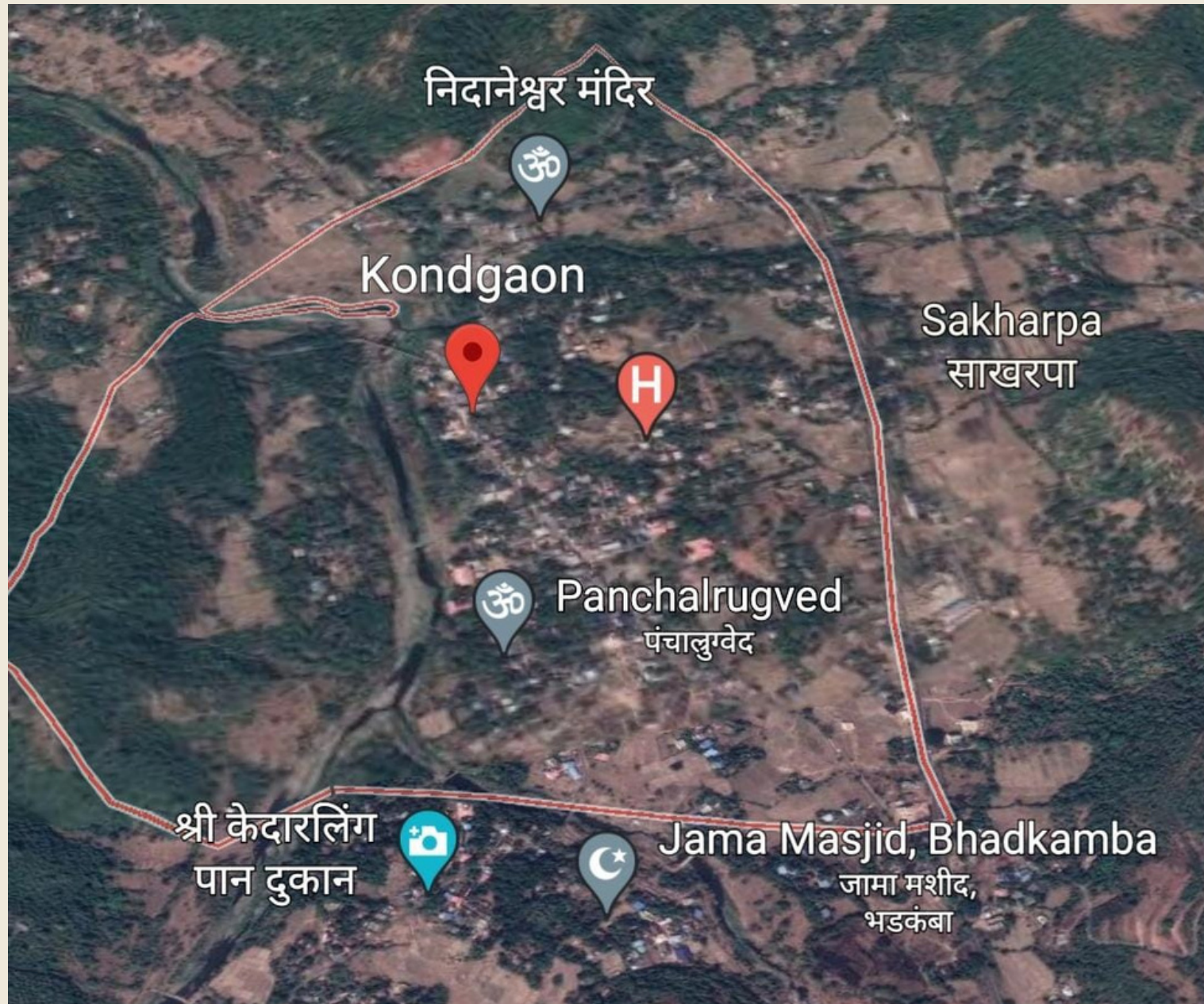


AYUSHI SHUKLA



PRINCE SHUBHAM

PLAN OF ACTION



<https://maps.app.goo.gl/2JZrFnJzU7dHGhhv7>



1. HEALTH AND HYGIENE

A. Switching to Biodegradable

Sanitary Napkins and Mensurational Cups :-

6 things to keep in mind while using Sustainable Menstruation Products



INSERTING MENSTRUAL CUPS

A menstrual cup is an internally worn product which forms a seal in the reproductive tract thereby making it leakproof. Squeeze the walls of the cup together, and fold into a C shape. Cups are easy to use but it takes 2-3 cycles to get used to the insertion and removal of the cup.



USING CLOTH PADS

Each pad has multiple layers of cloth and a leak-proof layer which makes it absorbent enough to last 6 hours. It's recommended to change even disposable pads every 6 hours to avoid bacterial growth which lead to bad odour and infections.



USING BIODEGRADABLE PADS

They have a leak-proof layer with glue which has to be removed before throwing away. If the layer is not removed then it will remain in landfills and won't degrade. If the layers are separated, then the remaining part can be composted.



USING MENSTRUAL CUPS

Menstrual Cups can collect the menstrual flow for upto 12 hours! They can also be reused for a lifetime. A pantyliner could be used as a backup but it is not needed once a person learns the skills.



CLEANING CLOTH PADS

Cloth pads need 20-30 minutes of soaking in regular water and then you can wash them with soap and dry them in the sunlight. They come with a travel pouch which is extremely useful to keep used pads.



CLEANING MENSTRUAL CUPS

The cup should be emptied every 8 hours and and cleaned with water. It should also be sterilised before and after every period.

This will avoid the problem of pads disposal. As well as help in controlling the spread of infections and diseases as there is cleanliness problem in the Kondgaon Village.



B. Let's Eradicate Malnourishment :-

The lack of nutritious food for children and the lack of information and knowledge of government schemes by the villagers results in malnourishment in village children. There should be camps set up in the Kondgaon Village to provide the knowledge and guidance in taking up the government schemes and assistance.



Malnourishment Schemes by the Government that could help :-

1. Poshan Abhiyan : to improve nutritional indicators of children adolescent girls , pregnant women
(Malnutrition Free India 2022)
2. Antyodaya Anne yojana : Target PDS - 35 Kgs of rice and wheat.
3. Mid Day Meals





2. EDUCATION

Need to Educate :-

Let's Approach Practically, what we perceive about the condition of Kondgaon, is that the distribution of stationary kits is not the sole solution to promote education.

Here, NGOs that particularly look into the educational development of villages should come into action. As our institution has adopted Kondgaon, we as an institution can collaborate with different NGOs, this will develop the educational condition of the village as well as help our institution to save funds for other development areas of the village.

Educational NGOs that could help :-

1 .Turning Tide foundation

Founder : George Remedios

Contact no. 9820431690

2. Pratham education foundation (mumbai)

3. Akansha foundation (mumbai)





3. SKILL AND DEVELOPMENT

A. Winter Internship :-

As our college already provide with the one-day platform for Kondgaon named as Kondgaon Utsav to promote skills and products of the villagers like Warli Art, Handcrafts, Needle-work, Ceramics, Torans but hardly that one-day event would be enough for the villagers.

So here we can do one thing, we can provide two months of Winter Internship as a live project to our college students, here what they can do is in place of providing only our college campus as the market for Utsav, our college students can help in finding the potential market for the villager's as well.

The Finance Students can help in cost cutting and controlling, Marketing Students can do the market research and pitch the customers, HR Students can bring connection and many more

Our students can come up with new innovative ideas like sales of village handicrafts at Meesho etc. according to themselves.

This will help the villagers financially as well as it will improve the practical business skills of our college students.



B. Competition / D2C :-

If our plan A gets success in execution, then we can spread it on a larger platform and can involve different colleges in it. Here, what we can do is, we can provide competition on National Level Basis to promote market for Kondgaon Utsav and can register on D2C.

This will further improve the financial condition of the village as well as it will increase the goodwill of our college Nationwide in the sense that our college is directly involved in CSR. It would be a new innovation and creativity learning that could bring ethics in the mainframe. Even our college can lay bases for these types of activities that can be carried forwarded by different colleges for different village development.



Dare 2
Compete



4. ENVIRONMENT AND SANITATION

A. Providing few Portal Washrooms :-

We could place these in the places where there is gathering in the villages such as schools, kirana stores, etc. This will provide better sanitation facilities, safety and security of females during natural course and overall development of villagers in sense of hygiene.



B. Water Sanitation and Purification :-

We can install water purifiers at schools, square (chaurahas). As we have done research and found that it will hardly cost ₹2500 - ₹3500, and as our college is helping Kondgaon village, we can further push the efforts and can provide this permanent water safety solutions that could further improve the condition of the village and can eradicate water borne diseases.



C. Rain Water Harvesting :-

According to the case study the supply of clean water is not enough to fulfill the needs of the Kondgaon villagers so we can propose them with the idea and knowledge of rain water harvesting.

In this process we can provide them with tent (tripal), bamboo grass and other new innovative techniques so that the store the rain water and use it according to their needs.

This will be a good solution as there is no proper water supply system in the village as well as there are unconstructed roads that could not serve the purpose of water tankers to be provided in the village.





**LET'S MAKE
KONDGAON
INDEPENDENT**

FUNDRAISING

A. Project Bazaar :- (Let's make Kondgaon Financially Independent)

There are many steps to raise fund like Social Media Approach, Charity, Donations etc.

But here our main purpose is to make Kondgaon Financially Independent in the long run as raising of fund would be a temporary solution.

Instead, we can find a source for them to earn, flourish and develop their area, here, the source would be the solutions given by us.

As we know that they are experts in Warli Art, Needle Work, Making Torans and other Handicrafts, so here what we can do is by our solutions of Winter Internship and D2C Competition we can provide a permanent solution as the growing love in people for natural and hand made products can provide a permanent consumer base for the village market.

(Refer slide no. 10 & 11)



B. Project Pradarshan :- (Media Influence to showcase the condition of Kondgaon village and tribes.)

We can sponsor students to showcase their talent on short film and video making, this will promote the students skills as well as the keep the real picture of Kondgaon village in front of people through the help of media, specially who are into documentary making.

We can use the emotional approach by showing the way of living and daily challenges faced by them. It will help to raise funds from different Institutions, NGOs and even individuals.

When we will keep the real picture of their lives in front of people then the government would take more interest in helping the people to develop. Here our main moto is to bring Kondgaon in lime light so that we can gather help from all possible sources.



C. Project Sahyog :- (Adoption with Collaboration)

Our college to its fullest can only help Kondgaon on a temporary solution bases and if we really look into the matter the village expenses (if they spent ₹10 per day on a person and we know that the population is 4,000+ then the total day's cost of the village is arround ₹40,000, it sounds too much for our college to bear the sole expenses of the Kondgaon.

So here, the best solution would be Adoption with Collaboration. Our college can collaborate with different NGOs who are specialised in their particular areas. Eg. NGO for sanitation would look into sanitation and hygiene problems and similar others NGOs as well.



Educational NGOs that could help :-

1 .Turning Tide foundation

Founder : George Remedios

Contact no. 9820431690

2. Pratham education foundation (mumbai)

3. Akansha foundation (mumbai)



**HOW
TO EXECUTE
OUR
PLAN
OF
ACTION**

OUR ROADMAP

3.
GOVERNMENT
SCHEMES

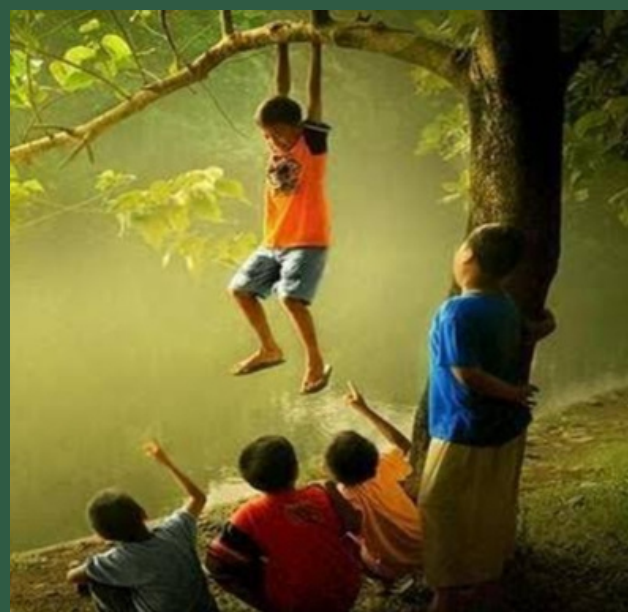
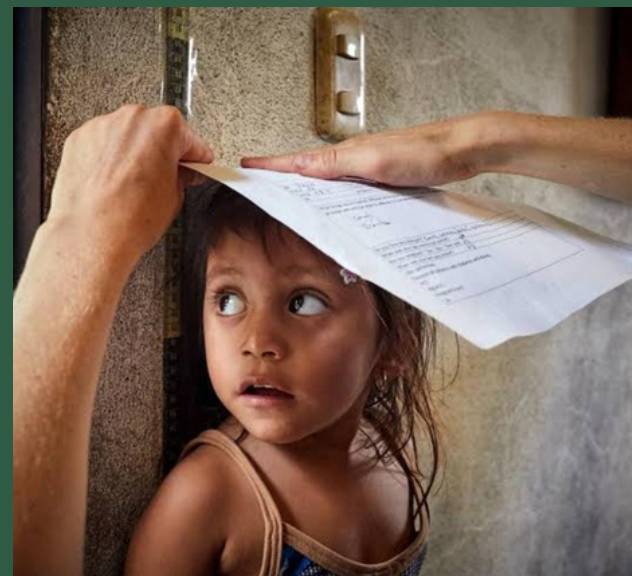
2.
PROJECT
PRADARSHAN

4.
PROJECT
SAHYOG

1.
PROJECT
BAZAAR



5.
SPECIAL
FUND FOR
MALNOURISHED
KIDS



ANNEXTURE

GOVERNMENT SCHEMES

1. Poshan Abhiyan : to improve nutritional indicators of children adolescent girls , pregnant women.

(Malnutrition Free India 2022)

2. Antyodaya Anne yojana : Target PDS - 35 Kgs of rice and wheat.

3. Mid Day Meals

NGOS

1. Turning Tide foundation

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Contact no. 9820431690

2. Pratham education foundation (mumbai)

3. Akansha foundation (mumbai)

***THANK
YOU***

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unnati

CASE FOR A CAUSE

"KONDGAON VILLAGE:
PROBLEMS & PROSPECTS"

PRESENTED BY:

SONCHIRIYA

DIVYA PATEL – PF2123C275

RITU AGRAWAL- PF2123C230

SOLUTIONS

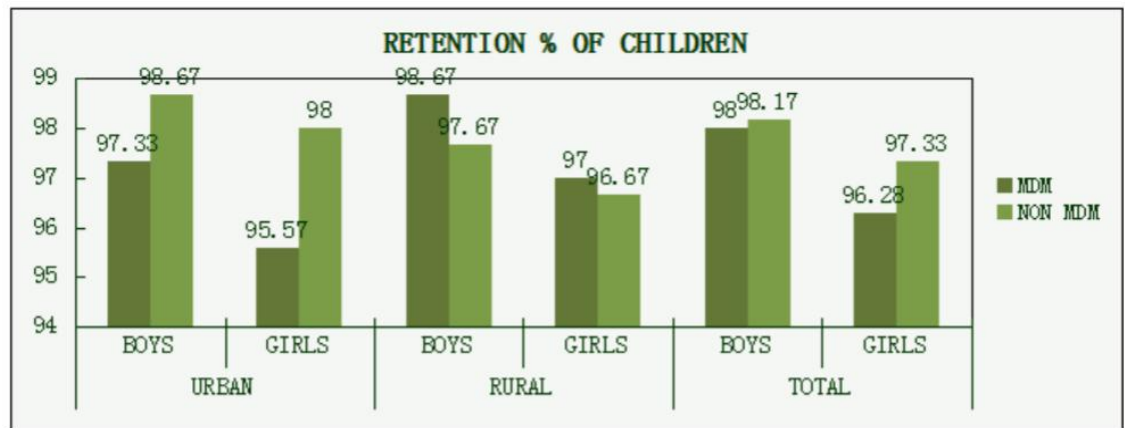
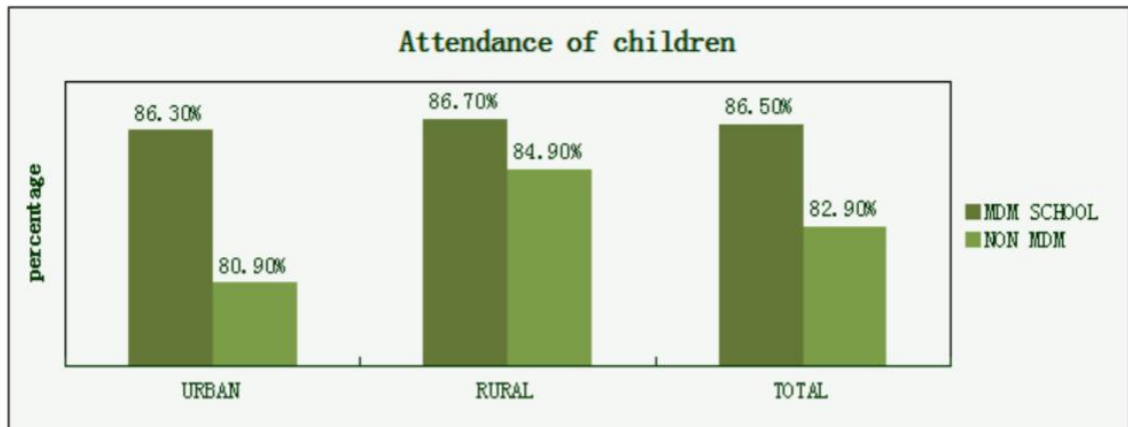
HEALTH AND HYGIENE

1. *Creating awareness about hygiene methods.*
2. *Teaching them the ways to avoid certain diseases like dengue, malaria, etc.*
3. *Planting of trees that repel mosquitoes such as **Citronella grass (or lemon grass)***
4. *Teaching them how to make **BIO ENZYMES** - natural cleansers or disinfectants at home using, Citrus peels (lemon, orange, sweet lime, Jaggery, and Water in the ratio of 3:1:10, which are easily available in fields. This can be used to wipe the floors of the house, washrooms, etc. It leads to zero water pollution and has no expiry.*



EDUCATION

1. *Keeping Mid-day meals to attract students which will keep regular attendance*
2. *Train teachers and create importance of education amongst the minds of the villagers.*
3. *Concession on school fees for girls.*



SKILL DEVELOPMENT

1. *Promote their art and skills through social media and confront artists and startups that would want to tie up. (Instagram, Facebook)*
2. *Patent of their block prints of their Warli Art*
3. *Connect them with retailers who would sell their products.*

ENVIRONMENT AND SANITATION

1. *Teaching the villagers ways to have a village dump yard and manage disposal of kitchen waste, agricultural waste, toilet waste etc. and recycling the waste to further use it as agricultural organic fertilizer (manure, compost) which will boost agricultural growth.*
2. *Training them about waste management which will help reduce sewage blockage.*

FUND RAISING STRATEGIES for Sustainable Growth and Development of Kondgaon Village

- ❖ *Confronting Temple Trusts that donate for education and well-being of society.*
- ❖ *Raising funds through social media which will boost the generation of funds.*
- ❖ *Organizing an event in college 'Event for a Cause- Kondgaon' charity event to put a spotlight on the fund.*
- ❖ *Approaching people to give their helping hand for voluntary donation.*



N. L. Dalmia[®]
Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

UNNATI : CASE FOR A CAUSE

Presented by :

Team Aimers

Members :

Mohd Waris Warsi

Kajal Jain

A) Plan of action on all the four verticals which will improve the situation of villagers in

Kondgaon :

1) Health & Hygiene :

- Hygiene is the most basic thing, for this we can distribute toothbrushes, toothpaste, and soaps to the villagers to use on a daily basis.
- We can teach children basic habits such as brushing their teeth every day, having a bath on a regular basis, washing their hands before and after meals, and dressing well. We can go to the village and demonstrate the behaviours in front of them so that they can learn them as well and begin to inculcate these habits.
- As we know the washrooms are in poor condition, we can get them repaired and hire a maid to keep them clean time to time so that girls can use them whenever they need to.
- Due to a shortage of medical facilities, we can appoint a doctor who will be available to the villagers 365 days and will be able to supervise them on a regular basis.
- Due to the villagers' terrible living conditions, we can encourage all college students to contribute any clothes that they no longer need and donate it to the villagers.

2) Education :

- We may provide free meals to students on school grounds so that they will want to come to school every day, which will also encourage them to learn.
- Many parents are unaware of the increasing value of education, we can schedule counselling sessions for all of them to help them understand the importance of education so that they can send their children to school every day.
- Install smart boards in classrooms to help students enhance their attention, learning, and comprehension, resulting in an increase in student engagement.
- Rent a small van/mini bus and start a monthly mobile school from our end, such as using our own laptops to teach them computer basics.

3) Skill Development :

For kids :

- Create a small training unit to teach skills such as singing, dance, and painting, among other things. We can divide it among the committee members and travel to the village to teach the children so that they will know what they enjoy the best.
- Organizing sport events for children so that they can learn how to work as a team, how to lead, and how to be disciplined. We can give them the opportunity to volunteer to be a captain for any sport and lead the entire team, which will help them improve their inner skills as well.
- A field trip to a museum or zoo, which will interest the children and allow them to discover new things.

For parents :

- We can train how to use mobile phones effectively, for example, online money transfer and cell recharge, which will aid their learning and benefit them in a long run.
- Villagers are accustomed to speaking in their local language, it can be difficult for them to communicate with outsiders who speak other languages. For this, we can teach them Hindi and English, which would enable them to communicate anytime they need to.
- Many people who live in villages are unaware of the value of having a bank account, we can conduct a seminar to teach them the basics of banking and encourage them to open accounts.

4) Environment & Sanitation :

- As from the case we can infer that people dump and burn waste in their backyards, an appropriate garbage disposal system, such as landfills, might be done to collect and dispose all of the community's garbage at a location far from the village.
- Since many harmful diseases spread through open sewages, all of the sewages in the village can be properly covered by following a proper procedure.

B) Fund raising strategies for sustainable growth and development of Kondgaon village :

- Women of kondgaon are experts in Warli Art, Ceramics, and other crafts, we can showcase them online, build an Instagram page, and sell their wares to everyone in Mumbai. This is referred to as thrifting. We can assist them generate money by selling their items at reasonable costs.
- A group of women may gather and give laundry services to other villages, such as ironing clothes, for a fee of 5 rupees per cloth, which could be a source of revenue for them.
- Men can earn money by doing dairy farming and providing milk to the entire village at lower cost.
- Due to a lack of infrastructure and efficient water treatment plants, freshwater from tube wells or hand pumps can be stored in huge cans and delivered to all villagers by a group of men, allowing them to earn money.

THANK YOU.

PROJECT VIKAAS

MY SOCIAL RESPONSIBILITY

PRESENTS



CASE FOR A CAUSE

**“KONDGAON VILLAGE:
PROBLEMS & PROSPECTS”**

Team Defenders

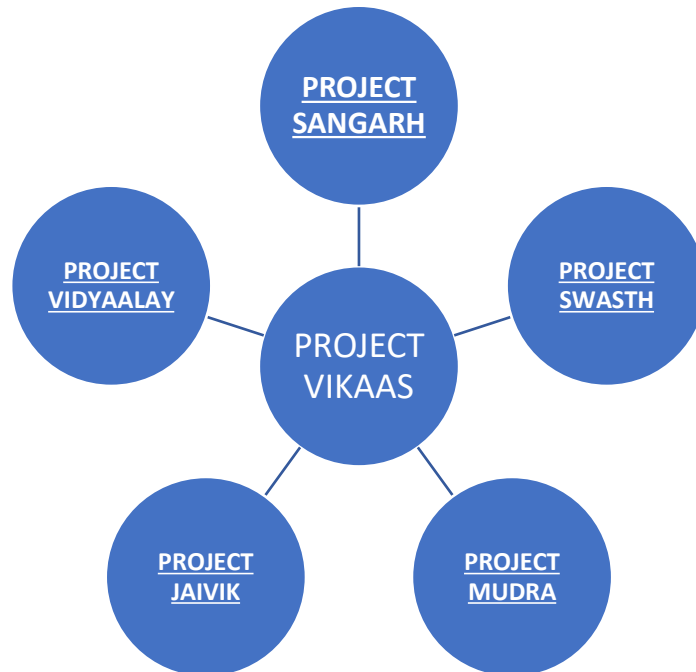
Jay Jain PF2123-C110 &

Akshit S. Dalmia PM2123-C279

PROJECT VIKAAS

PROJECT VIKAAS

Problems
Less number of Toilets
Lack of Proper Medical Facilities
Malnourishment
Teacher Absenteeism
Single Source of Income for Men and Women
Growth of Vegetation
Lack of Sewage Treatment
Lack of Garbage Collection
Insufficient Infrastructure



PROJECT VIKAAS

PROJECT SANGARH

The following are the major difficulties that the Kondgaon is dealing with:

1. There aren't **enough sanitary toilets and washrooms** for everyone, the bulk of people rely on badly maintained public facilities. As a result, diseases like as malaria, dengue fever, and other infectious diseases continue to afflict the population. As a result, we have devised a cost-effective plan to ensure that everyone has access to clean and safe restrooms.
2. A **lot of vegetation (weed plants) grows**, especially when it rains.
3. Environmental sanitation, on the other hand, is a major public health concern in Kondgaon. A lack of proper **sewage treatment** causes water obstruction. There is no appropriate garbage disposal system in place.

We have given these projects the name “**PROJECT SANGRAH**”

- As part of this initiative, we will educate the villagers on how to dispose of various types of waste in various ways.



- We would provide several colored dustbins and instruct them on which kind of waste should be placed in which color trashcan.
- Like Green for Wet and Biodegradable Waste, Blue is for Plastic wrappers and non-Biodegradable waste, Yellow is for papers and glass bottles and the Red is for medical waste and equipment.
- After that, we'd go over the benefits of these procedures.
- We would carry out drive through small NGO as well as through areas of our locality and ask them to donate plastic bottle which would help us to collect plastic for construction of restroom.
- We might also collaborate with the government's **Swachh Bharat project**, which would assist us in raising finances for our building.

PROJECT VIKAAS

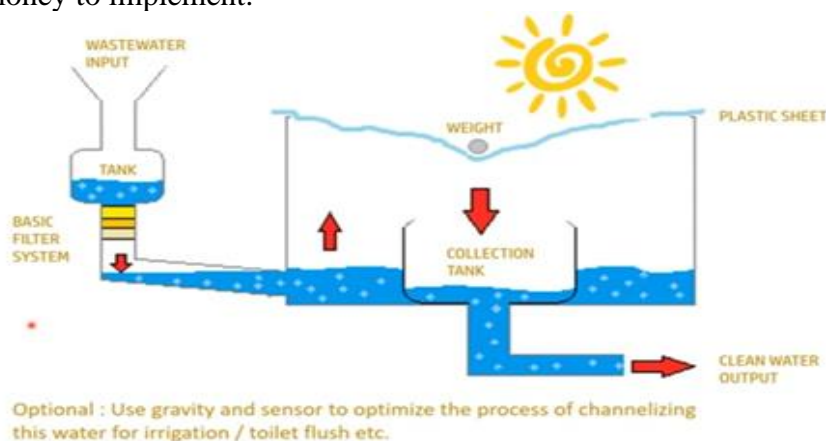


We would educate the villagers on the need of preserving plastics and then inform them that we will assist them in constructing washrooms using plastic. These washrooms are easy to maintain and use, and they will cost them very little in terms of both construction and maintenance. Not only adults, but also youngsters, will find it simple to use.

Since plastic takes a long time to degrade, if it enters any sewage system, it can cause clogs. Using this strategy, as we have done with “Project Sangrah”, they will be able to avoid such situations in the future while also help to keep their environment clean.



1. Because there is a serious lack of clean water in the hamlet, we looked into a few ways that take little money to implement.

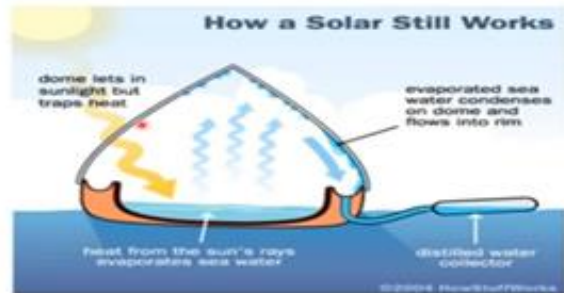


Contaminated water would be collected in one location, and a small filter system would be installed, after which it would be collected underground and covered with a plastic sheet with stone in the middle, so that as the temperature rises, water would evaporate and be collected in the empty pit dug in the middle.

These waters could be used for farming or other small-scale activities.

PROJECT VIKAAS

1. Use **easy to build SOLAR STILL**.
2. Generate **Cheap supplement** (and possible alternative) to irrigation water.
3. Uses sunlight to evaporate wastewater, then condense it against a plastic film. The water droplets drip down into a collection container. India has lots of sunlight across year.
4. Water collected is **distilled water of acceptable quality**.



2. There is another method in which used and contaminated water would be transferred and collected in small tanks with a filter system already installed and this water could be used for plants. We could even set up a small park nearby the tanks to help grow good quality plants in the surrounding and even stop vegetation as of today these types of water are thrown due to which unknown phlegm is growing. which attract insect which further leads to various kind of diseases like Dengue, Malaria etc.



PROJECT VIKAAS

PROJECT SWASTH

The following are the major difficulties that the Kondgaon is dealing with:

1. The hamlet lacks adequate and timely medical services. Serious cases are transported 40 km to Palghar's "Dhawale hospital." Because medical resources are few, most locals rely on home remedies.

We have given these projects the name "PROJECT SWASTH"

- As a part of this initiative for medical services and facilities we came across numerous schemes and NGOs in the villages that would give services, therefore we'd like to draw your attention to some of the most fruitful and helpful services that would help the villages become self-sufficient in terms of medical services and facilities, and they are as follows:
 - 1) Village Health Guide Scheme
 - 2) Training of Local Dais
 - 3) ICDS scheme
 - 4) Asha Scheme

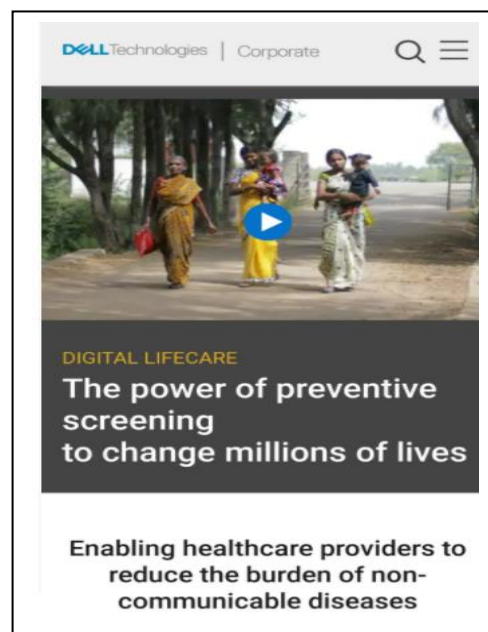
Villagers will not only become self-sufficient in terms of medical services and facilities under this system, but it will also provide them with a source of revenue.

Eg. Local Dai

Under the Rural Health Scheme (1977), a comprehensive program has been implemented to train people from all walks of life in the fundamentals of mother and child health, sterilization, and obstetric skills. During this training period of 1 month they would be earning a stipend of Rs 300.



We'd like to attract your attention to the non-governmental organizations (NGOs) that will be offering medical exams and camps in the communities on a weekly/monthly basis. If we form a partnership with them, the people will benefit greatly since they will be kept informed about their health.



PROJECT VIKAAS

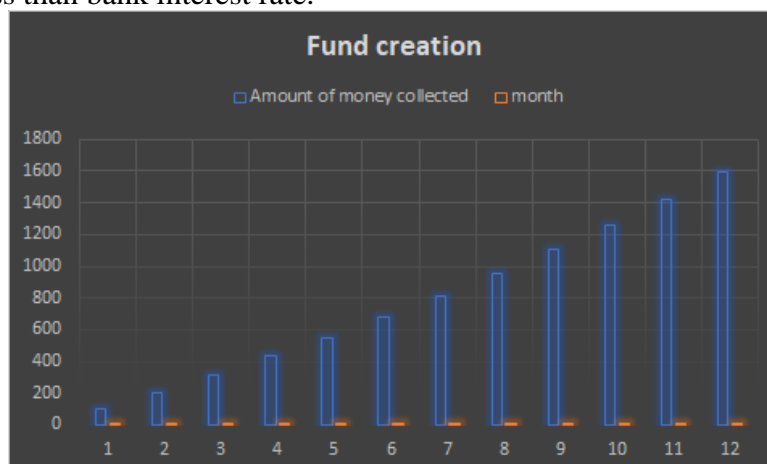
PROJECT MUDRA

The following are the major difficulties that the Kondgaon is dealing with:

1. The majority of Kondgaon's population is occupied in various agricultural activities, and they are uninformed of other sources of income. Will help them develop the skillsets that can land a job for eg tailor, making pots, labor intensive work in industry.
2. Kondgaon's women are eager to work and skilled in Warli painting, ceramics, torans, embroidery, and other crafts, but they lack the means and chances to market their wares.

We have given these projects the name “**PROJECT MUDRA**”

- As a part of this, initiative we will help the villagers to learn and develop the skill set require so that one can land a job other than being in an agricultural for eg Maitri Charitable Trust in Bihar.
- Women’s only have two options over there is to work in agriculture or work at house. We can develop their skills. By promoting Mahila Shakti Kendra is a scheme that aims to empower them with skills development, employment, digital literacy, health and nutrition. Or tying with startups like The Art Exotica.
- Surbhi Agarwal, The Art Exotica
Surbhi Agarwal left behind her family business of running a specialty hospital in Jodhpur and followed her passion towards art and hopes to help underprivileged women of India. As a solution to both, her startup, The Art Exotica works with artisans in rural areas of Rajasthan to manufacture home décor products, showcasing unique Indian handicrafts and textiles and exports them internationally. The entrepreneur had learnt about the struggles that traditional weavers and artisans - mostly women - face while organising rural medical camps in the villages. Surbhi then took up the responsibility to impart financial education and helped them produce sustainable, eco-friendly products, recycled, organic, and ethical products. Currently working with weavers in western Rajasthan and Bhuj in Gujarat, she hopes to help weavers in North-Eastern states as well.
- Money Circulation – Every family in the village come together and deposit a fix amount of money every month like Rs 100. If there’s 100 family the monthly deposit will be of Rs 10,000 and the yearly collection will be of Rs 120,000 the money can be lend to someone as a loan or can be used for the development of a village like the construction of water tank, roads etc And they could also lend the money and get a minimum rate of interest which would be less than bank interest rate.



- We will also be getting investment schemes like Rural development schemes from Government and NGOs as will also try to raise the fund from our end

PROJECT VIKAAS

PROJECT JAIVIK

The following are the major difficulties that the Kondgaon is dealing with:

- The majority of Kondgaon's population is occupied in various labour and agricultural activities, and they are uninformed of other sources of income. Farmers, for example, follow traditional farming methods.

We have given these projects the name “**PROJECT JAIVIK**”

- After knowing about the methods that the villages are still using for their farming we came across that they were still using the traditional approach of farming and they haven't updated themselves with the current market Trend so for that we have a started a project name Mudra in which we would be helping the villagers to know about the benefit of organic farming and how it would help in increasing their revenue as in the current market there is a quite good trend and quite good demand for Organic food. example village Ontimamidipally in Tamil Nadu has a started with the one hector of land for organic farming and today in 2021 it has about hundred hectares of land for organic farming in which they grow crops like cotton, tomatoes, corn and many other fruit and vegetable...Organic farming basically means to use organic and homemade fertilizer and pesticide. They have also given the method of preparing both and they are as follows:

1. Organic fertilizer:
2. Ghan Jeeva Amrutham Preparation requires
3. 2 bags of cow shed waste
4. 1 kg unsprayed soil
5. 1 kg pulse flour
6. 3 to 4 kg neem paste
7. 1 kg jaggery and 5 litres of animal urine

This type of fertilizer is simple to make, has no detrimental impact on soil quality, and produces fresh and high-quality fruits and vegetables.



PROJECT VIKAAS

PROJECT VIDYAALAY

The following are the major difficulties that the Kondgaon is dealing with:

- The problem of teacher availability and many students neglected by official schools have only one Secondary and six elementary schools.
- Inadequate resources such as computers, stationary and books on regular basis.
- Lack of adequate opportunities for higher education.

We have given these projects the name “PROJECT VIDYAALAY”

- After knowing the absenteeism of teachers, teachers are either paid less or travelling every day to the school is a tough task for them. It can be either solved by paying teacher an adequate amount money or making arrangements for him/her staying in a village.
- Tying up with NGO’s or taking an old junk PC or laptop that can run it will not only help in improving the digital skills but can also increase an amount of resources (Online Study Materials) one can surf. One or Two computers with the basic net can help them reach the global studying materials.
- Teachers should be trained so that she can encourage the kids to opt for Higher Education and the ways to achieve it.
- NGOs like Magic Bus, Maitri Charitable Trust are empowering the younger talents and giving them a chance to shine.



PROJECT VIKAAS

PROJECT VIKAAS

Project Vikaas, which addresses all current and future problems that may happen in Kondgaon, should be executed in order to improve and make Kondgaon's sustainability. Project Vikaas is made up of five main projects: Project Sangarh, Project Swasth, Project Mudra, Project Jaivik, and Project Vidyaalay, which address a wide range of issues from water purification to educational crisis.

By properly executing this project, we will not only cure current difficulties, but also the problem of malnutrition and a number of other minor issues that we are unaware of.

MY SOCIAL RESPONSIBILITY PRESENTS



KONDGAON VILLAGE:
“PROBLEMS AND PROSPECTS.”

PRESENTED BY:

TEAM INFERNO

ANISHA JAMBHALE PF2123-C023

TAPASYA GUPTE PF2123-C003

INTRODUCTION-

Kondgaon is a village located in Maharashtra. It is situated in the Palghar district, in the taluka of Vikramgad. With an overall population of 4,108 people, (2,108 Female; 2,000 male) Kondgaon has around 388 houses.

MSR has adopted Kondgaon for several years now and aim to contribute towards the betterment of the village across 4 verticals:

- a. Health and Hygiene
- b. Education
- c. Skill Development
- d. Environment and Sanitation

When discussing about the challenges faced by the village, we decided to find solutions where the farmers won't have to be too dependent on MSR. Our main aim was to help them develop certain skills through MSR which would make them self-sufficient in the long term.

With this said, we have provided a solution for each vertical.

Breakdown of the total budget is as follows:

Particulars	Amount
Total earning	₹ 3,00,000
Games Fest	₹ -25,000
Net earning	₹ 2,85,000
Project Aarogya	₹ -60,000
Project Shiksha	₹ -40,000
Project Swawalambi Kondgaon	₹ -30,000
Soak pits (40 per year)	₹ -1,20,000
Reserve	₹ 35,000

HEALTH AND HYGIENE:



Project Aarogya:

Budget estimate: 60,000 Rs.

1. Spread awareness about the importance of public restrooms and washrooms:
Until and unless the people of the village are not aware about the importance of public sanitation, they will not use it. For this Documentary films depicting awareness can be shown to the people there.
2. Also, given that the public restrooms are not clean, the local authorities i.e. The Gram panchayat and the Sarpanch should be contacted and the panchayat workers who are given the job of cleaning the restrooms should be contacted. It should be properly explained to them the importance of their job and how it has drastic effect on the society.
3. Also, incentives can be provided to the sanitation workers who keep the public washroom the cleanest. So, the incentives will motivate the workers to do their job properly.
4. The Swachh Bharat Mission (Gramin) provide monetary benefits to build toilets and latrines in households as well as in public. These schemes can be utilized so that more facilities would be available for the people.
5. Awareness regarding the menstrual hygiene should be given. For this young girl and other women in the village should be made aware about the usage of sanitary napkins. They should also be made aware about PCOD and PCOs. PCOD and PCOS is a problem which almost 1 in every 4 women face, so awareness about it is necessary. Shaming is done when a woman has such problems. So, to uproot this, awareness program and regular check-ups should be organized. As these are life style problems no serious medication is required and can be completely reversed, diagnosis is important for this once 6 month a check-up camp can be set up.
6. As good medical facilities are not available, reputed hospital can be contacted and they can organize a medical camp in the village once a month. Many NGOs also organize such medical camps they can also be contacted for the same.

EDUCATION:



Project Shiksha:

Budget estimate: 40,000 Rs.

1. Education is a basic necessity of today, and this message needs to be imbibed in the young mind of Kondgaon. For this awareness programs can be conducted, where in animations, games, song can be used to teach them the importance of education. Once they know the importance of education, then they will have a desire to learn.
2. Also in the schools, fun learning activities should be conducted, wherein learning would be interesting for the children. For this induction programs for the teachers in the schools should be organized so that they get acquainted with innovative teaching methods and engaging learning activities.
3. Also, team MSR can correspond with the teachers in the schools on teaching methods, use of new and innovative teaching methods could help. Also, if the teachers are too strict with the students there is good chance that they might drop out of entire schooling. So disciplining student whilst not being very strict is the key.
4. The mid-day meal scheme of the government of India is implemented in almost all schools. However, checking if students are actually receiving the meals is important. If this scheme is implemented properly, then the economically backward students would be motivated to come to school for the meal. It would lure students and the parents would also send their children to schools.
5. Team MSR can award the students with good grades, subject toppers, with certificates and a cash prize of some amount. Since cash prize is awarded, parents would encourage their children to study well. Such incentives will attract the children to schools. These techniques will motivate them to study as well as to attend the school.
6. Teachers in a particular class that have high attendance and best grades can also be felicitated, this will encourage them to teach well and attract more students to learn more and more.
7. A proper counselling of the parents is also necessary, as they are the ones who send the children to school. The importance of schools and education should be firstly imbibed in their minds. They should understand how important education is for their children, and they should not force the children to work, or quit studies as this happens in most of the in rural India cases.

SKILL DEVELOPMENT:



Project Swawalambi Kondgaon

Budget estimate: 30,000 Rs.

In order to make Kondagaon self-sufficient, we came up with the idea of helping the villagers to sell their artwork and produce like Warli art, ceramics, torans, needlework, and other crafts etc online through platforms like Instagram and Facebook. Instead of being dependent just on Kondgaon Utsav, we can help make the village self-sufficient by helping them develop skills in order to market their own produce all year round.

Majority of crops grown in Kondgaon are of Rice, MSR can help the farmers develop by-products of rice and market them as organic produces by conducting talks with various buyers online e.g., <https://www.krishi-market.com/> or offline.

MSR can also help farmers to register themselves on government websites such as e-NAM which is an online trading platform for agricultural commodities in India. e-NAM helps farmers to discover better prices and smooth marketing for their produce.

Activities:

1. Teaching effective farming skills for the farmers.
2. Providing seeds and manure to the farmers.
3. Help to develop the by-products of rice and other major crops.
4. Selling artworks and by-products.
5. Forming a committee to oversee the online transactions.
6. Providing technical skills and amenities to the farmers e.g., Tab which they can use to click photos and list them on online platforms.

ENVIRONMENT AND SANITATION:



Waste Water Management: Soak Pits (Leach Pits)

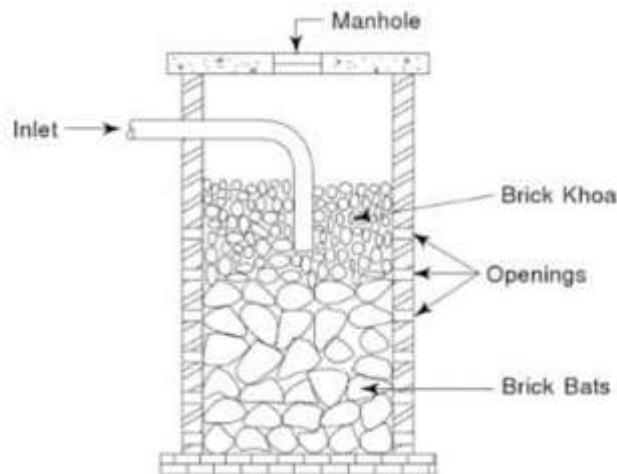
Budget estimate: 1,20,000 Rs.

In Kondgaon, the untreated wastewater when discharged directly into the local surroundings leads to the contamination of surface and sub-surface water. This results into negative effects on the environment and public health. We need to introduce effective wastewater management systems to mitigate this problem.

By taking into consideration, the lack of proper infrastructure in order to improve the environmental sanitation and solve the issue of water blockage caused by the lack of appropriate sewage treatment, we have come up with the idea of setting up **Soak pits** outside the houses of the villagers.

It is a commonly used technique of discharging wastewater and also helps in the recharge of groundwater. This would result in a continued and clean supply of safe drinking water to the masses and lead to improved hygiene and sanitation.

Specifications of the project-



Source: <https://dreamcivil.com/soak-pit/>

The soak pit is 5 feet deep with a diameter of 4 feet, however the size may vary according to the amount of wastewater generated and soil quality. It is connected to a slit chamber which is one by one foot. This slit chamber helps to block and sort the solid waste so that only water goes into the pit. It also controls the water force. Moreover, these pits do not cost much and are maintenance free. A soak pit can last for 3-5 years. If constructed properly it can last up to 10 years.

FUNDRAISING:

Games Fest

A game fest fundraiser gives equal opportunity of fun and social good. It is an event which we receive a good applause from the students and will help to gather funds for the cause of Kondgaon. A games fest can be arranged by MSR once in every year where anyone is welcome to play games and the proceeds for the same will be distributed towards the development of the verticals. An entry fee can be charged, and also for playing a particular game some amount can be charged. All of these would help generate funds for the noble cause. Also, Games Fest is an interesting and engaging concept which would receive huge participation and thus help in fundraising.

Also, we could have stalls in the event which would also help in fund raising. As a lot of students would be engaged in the fun gaming activities we could have food stalls, book stalls, stalls for decorative articles etc.

Another important fund raiser is advertisement hoardings. Advertisement hoarding are an excellent source of fund raising during such events.

Specifications:

1. It is important to decide on what kind of games can be played, there are many types:
 - a. **Carnival games**
e.g., Can knock down, Water pong, Ring toss, Hit the bull's eye etc.
 - b. **Competitive events**
e.g., Singing, Dancing, Drawing, Sketching, Chess, etc.
 - c. **Team events**
e.g., Cricket, Football, Badminton, Carrom, Treasure hunt etc.
2. The above-mentioned examples of carnival games are low budget and fun to play which can also be incentivized.
3. Entry fees can be charged for team and competitive games and the winners can receive certain token of appreciation.

Also, during this one stall for selling various articles made by people from Kondgaon can be kept. So, all those participating the competition can witness the skills and talent which the people in Kondgaon possess, this is will also be an opportunity for them to showcase their

creativity. Also, during this event pamphlets can be distributed stating the cause of fund raising so that if people are willing to contribute beyond the game night, then can do it as well.

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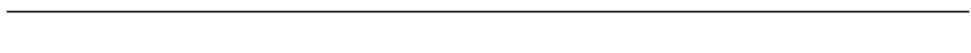


CASE FOR A CAUSE

**‘KONDGAON VILLAGE:
PROBLEMS & PROSPECTS’**

**Presented by:-
‘TEAM OUTLINER’**

**Team Members:
Megha Patel
Divyanshi Jain**



To tackle the problem of health and hygiene. We need to take proper steps towards the betterment of the people. To improve health and hygiene we can take these steps:

- We can use the help of authority i.e. panchayat ; to educate them about the importance of hygiene, how everyone's contribution in keeping their surrounding clean can help in their own betterment.
- We can inform the people the scheme of the government of India launched Swachh Bharat Abhigyan which states “that assistance available for construction of an individual toilet is Rs 4000/- from the Central Government and an amount of Rs 1333/- at least from the State Government.” The people should be aware about the schemes which work for their welfare. This would be an initiative for the betterment of their health and hygiene.
- We can spread the preventive methods on how to prevent malaria and dengue fever for example throwing away still water and keeping the surrounding clean as still water is a breeding ground for mosquitoes which spread malaria.
- As there are medical camps that are set up for the people of the village we should spread the word that its for their betterment and it for their benefit that these camps are set. “Prevention is better than cure” as the proverb states we can also educate them on how to prevent diseases and to consult a doctor before the case becomes serious.
- The government of India has provided mid day meals for the underprivileged children which can be useful in helping those malnourished children and they should be taken for medical check up so as to know what can be done for their health. As it is a tribe, we can inculcate the sense that they have to take care of each other and look after these children as well, as it is everyone's responsibility to take care of these children.
- Education is one of the important things whose growth shouldn't be hampered. The parents of the children should be educated that sending their girls to school will help them in future and if maximum number of children are going to school the authorities will take notice and they might improve the quality of infrastructure.

To improve education in the primary and secondary schools we can take consider these steps:

- Each one teach one, When someone learns how to read or write, it became their responsibility to teach someone else. The idea is to “spread knowledge for the betterment of your community.” Spreading this idea around will help the children in being able to get the basics of education.
- If the children are going in maximum number the school authority will be compelled to take action and give better education to the children.
- If we take initiative and contact with some publication houses and ask them to help the children in Kondgaon village, some of them might extend a helping hand and provide basic necessities like books, stationaries and supplies.
- There are many government scholarships and schemes that can help higher secondary students such as Rashtriya Madhyamik, Shiksha Abhiyan, National Scheme of Incentives to Girls for Secondary Education, Inclusive Education for Disabled at Secondary Stage, Scheme of Vocational Education, National Merit-cum-Means Scholarship Scheme, Scholarship schemes for Minority students, National Scholarships, etc; we can inform the students about various Scholarships and more so they can get themselves enrolled and take the benefits of some of these schemes.
- The parents of these children should be informed about the befits of education and how it can lead to their own betterment if they get their child educated and send them to school, how working smart not hard will get them in a better place in future. Giving them an idea of how so many successful people got where they are through education.

For the development of skills of the community we can help them in various ways:

- As there’s already an event that’s conducted for the villagers of Kondgaon we can invite local merchants and shopkeepers and show them the craftsmanship of the villagers. This will help them in promoting their products and help them financially as well.
- As social media is a big thing we can we it to our advantage and spread the word with the help of students of our college about the craftsmanship of the villagers and help them in being noticed.
- We can also establish a fundraiser for providing resources to the villagers to make products and sell them in the market.
- We can make them aware regarding the government schemes which help them to sell their work in a larger market place.

Environment and sanitation is one the major things that should be looked after, these steps can help the villagers:

- They should be properly informed about the waste management system, and how they can take advantage of it. We can take initiatives and take the help of local authoritative bodies like panchayat to inform them about plastic waste and biodegradable waste.
- For pit composting, in which trenches are dug to bury your waste. After that, you sit back and forget about it, while the organic materials gradually break down over a period of six months to a year. Composting pit which converts biodegradable waste into organic fertiliser. This could help them in properly managing their waste.
- Plastic waste which could be recycled can be kept separately and sold, so it could be recycled.
- Villagers can construct soak pits that could be built with locally available materials and little assistance.
- We should educate the people to make them aware why there is a need for trash disposal and each month people should come together to clean and to gather trash. The trash is then separated into 'Organic' trash, which is composted and then used as natural fertilizer, and the 'Reusable' waste which is recycled.
- We can educate them the importance of wastewater treatment, with that we can also give an example of a new wastewater treatment method that has been devised by one of the leading environmentalists, Sant Balbir Singh hewal, to treat, recycle and reuse wastewater. As this project success empowered and evolved community sustained processes for water management.

Way in how funds could be raised:

- In this modern world where everything works digitally, seeking fund for the villagers could be easily spread through social media like Facebook, Instagram etc. hosting fund raising events has been made easy by spreading the news through posts, stories etc.
- The students could help spread the word by sharing on their own social media pages, in this way the word can spread faster and people may come forward to help them.
- Local NGOs could be contacted and they can help in raising funds for the villagers as well.

- We can ask for donations of used clothes, toys, books etc from students in different institutions by talking to the authorities. The clothes and toys could be used by the children residing in the village
- We can make a page for the villagers and post about their development and their skills on social media, so people can communicate and help them whenever they want to, also it is effective way to get noticed by government bodies which might help them further.

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UNNATI 2021 – Case for a Cause

Presented by:

Team- Untold

Team Members: Aagam Tongya

Debosmita Ganguly

A. Detailed, feasible and viable plan of action which will improve the situation of villagers in Kondgaon.

1. Heath & Hygiene:

The main problem is the people are not educated about hygiene. So we need to educate them about maintaining proper hygiene by providing clean water, mobile toilets. Schools should have clean washrooms as well and for that it needs a proper maintenance (like flushing every time after usage) which goes same for the mobile toilets as well. We also need to provide them handwash.

We need to teach the people of Kondgaon village, 2 children policy i.e, each parent should have 2 children and not more than that. As a result each child will have proper nutrition and care.

2. Education:

We need to arrange good teachers for the students and some video counselling sessions by a projector. We should also encourage women empowerment by sharing the stories of some top women in business sectors who can share their stories for an inspiration to the women of Kondgaon village so that they can excel in their field just with the willpower or with the push. Even if we provide stationery kits to the youngsters, they do not know the usage of it, instead we should encourage that they should be coming to school by arranging good teachers, sports, free lunch, some fun learning activities. If we create a base for the kids of age 5-10, a play school initiative where learning will be with fun, they will want to attend school. Also for the ones who give their first priority as farming, they can attend school in the morning and then can engage themselves the entire day in farming.

3. Skill Development:

Farmers can take loan over land. We can teach them how to take loan and other facilities. As a result they can have money in hand. We should prepare a research report on what or they should grow on their fields and accordingly they can grow. If they become successful they will earn and will be able to repay the loan and economy of Kondgaon village will be improved. As a result, they will be motivated and will know the efficient use of resources. Women of Kondgaon are willing to work and are excellent in Warli art, ceramics, torans, needlework, and other crafts but what they lack is, a platform to showcase the talent. For that we need to develop a customer base for them on social media platforms by creating Instagram page and Youtube channels as well as exhibitions. Also we can take help of the students of N. L. Dalmia by making them share their artwork in their social media handles so that it reaches to a greater number of people.

4. Environment & Sanitation:

The key point is that the village lacks infrastructure, they do not have proper roads, proper water, proper trashbins. We should educate them about using 2 dustbins at home- 1 for biodegradable wastes which we can collect and make compost and another for non-biodegradable waste. We should also tell them not to throw wastes outside. We should educate them about rain water harvesting technique and we should help them develop proper infrastructures to install the same to maintain underground water level which will serve them in various purposes.

B. Fund raising strategies for sustainable growth and development of Kondgaon village.

1. Collaborate with various agencies and NGOs that work for uplifting of rural areas. The NGOs can share some strategies to raise funds and solutions to implement in the village as they have much more experience.
2. We can do some fundraising campaigns in social media and ask people to donate whatever they can as every single penny counts.
3. Pitch social workers by submitting a detailed report of Kundgaon village as in showing reasons as in why they should donate for the village.
4. We can teach the villagers how to take bank loan and they can repay by earning from growing crops and artwork done by women.
5. We can create a charity or fundraising exhibition or show and invite different personalities to join us where the artwork of women will be for sale and we will narrate the story of the village and show reasons why they should donate.
6. We can create Youtube channels and Instagram page for the artwork done by the women by the women. Once they get monetized they can have a source of earning.

**“KONDGAON VILLAGE:
PROBLEMS & PROSPECTS”**

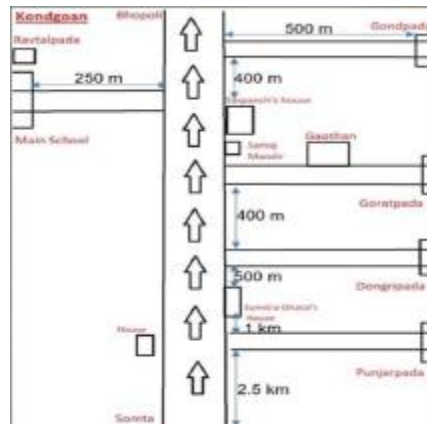
**PRESENTED BY
THE MASTERMIND**

**TEAM MEMBERS:
PRIYANSH TIWARI
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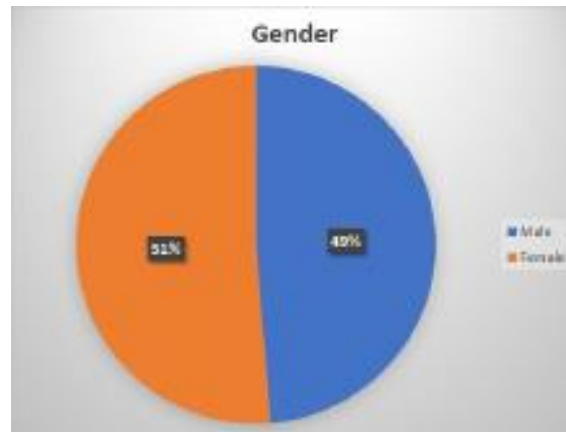
INTRODUCTION

KONDGAON VILLAGE: Problems & Prospects

Kondgaon is a village in Maharashtra, India, located in the Palghar district, in the taluka of Vikramgad. The village's entire geographical area is 857 hectares.

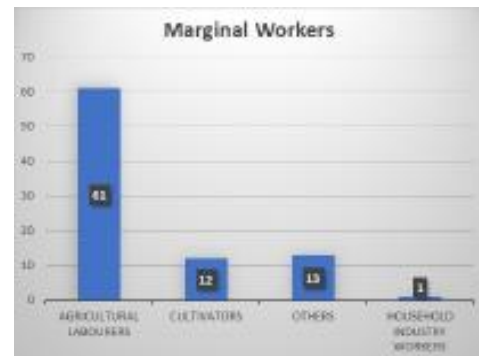
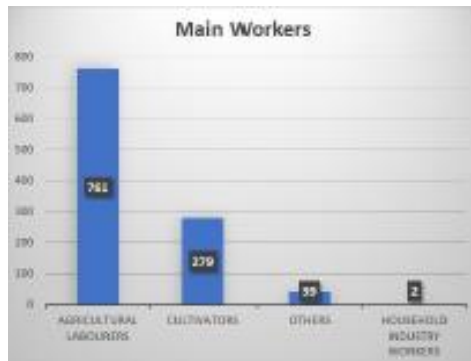


Kondgaon has a population of 4,108 people (2000 males and 2108 females) with around 388 homes. Palghar, about 40 kilometres from Kondgaon, is the closest town.



People of Kondgaon are indigenous village residents who are resistant to modern ideas and culture. They still use a conventional approach and practices for their daily activities. Women in Kondgaon, for example, still use cloth for their menstrual cycles, which is unhygienic and fatal. Family is a primary social institution and this is reflected in Kondgaon where each family member's roles and obligations are clearly defined and delineated. Women are occupied with tasks, such as getting firewood and water, keeping the house clean, cooking,

and gathering certain roots and tubers. Men plow the field, chop bamboo and lumber, and perform manual work in the fields, among other things.



The welfare activities performed in kondgaon along with their challenges are divided into 4 verticals mentioned below:

1. Health & Hygiene:

Challenges-

There aren't enough hygienic toilets and washrooms for everyone. The majority of them utilize poorly maintained public restrooms. Malaria, dengue fever, and other infectious illnesses continue to plague the population. The village also lacks proper and timely medical facilities. Serious cases are sent to Palghar's "Dhawale hospital," which is 40 kilometres far. Due to such unavailability of medical resources, most residents rely on home cures. There are about 16-18 malnourished children. The washrooms at six primary schools in Kondgaon are in such bad shape that parents are afraid to send their girls to school.

2. Education:

Challenges-

Due to a variety of factors, including inadequate communication, small habitation sizes, and teacher absenteeism, many students in Kondgaon are reported to be unserved or neglected by official schools. Only one secondary school and six elementary schools, together known as "Aanganwaadis" exist. Despite providing essential educational kits, these schools lack necessary resources such as computers, stationary, and books on a regular basis. Lack of adequate opportunities for higher education also prevails for higher secondary students. Majorities of school-aged children in such settings do not continue formal education and are

thus exposed only to conventional sources of earning i.e., agriculture. The youngsters, especially those aged between 6-11 years, were found either at home or on a field. Girl child at home is normally engaged in taking care of younger siblings and performing household activities, whereas boys are engaged in assisting their parents in wetland cultivation involving activities like cleaning lands, fetching water, harvesting, etc.

3. Skill Development:

Challenges-

Because the bulk of Kondgaon's population is employed in different labor and agricultural activities, they are unaware of alternative income-generating options. Farmers, for example, use conventional farming practices. Women of Kondgaon are willing to work and are excellent in Warli art, ceramics, torans, needlework, and other crafts, but they lack the resources and opportunities to market their products.

4. Environment & Sanitation:

Challenges-

Kondgaon, as a tribal community, has a lot of vegetation, especially during the rainy season. However, in Kondgaon, environmental sanitation is a serious public health concern. Water blockage is caused by a lack of appropriate sewage treatment. There is no suitable trash disposal system in place. As a result, individuals toss rubbish on the backside of their houses and dispose of the waste by burning it, exposing them to the multiplicity of illnesses. Their homes do not have the infrastructure for wastewater or rainwater drainage. The village lacks concrete roads and alleys are naturally muddy in the rainy season and filthy, otherwise.

SOLUTIONS

Health & Hygiene:

1. Magic show & Nukkad Natak:



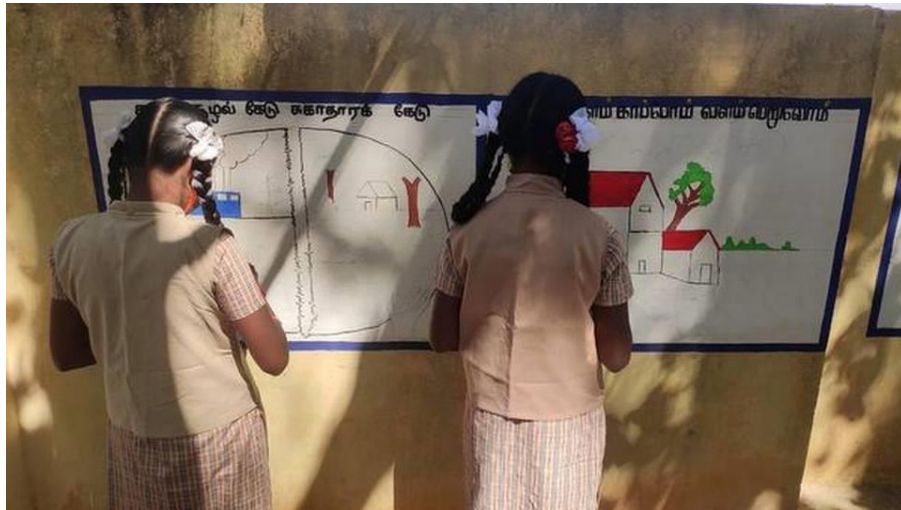
Nowadays Magic shows & Nukkad Natak organized in rural & urban areas are vanished due to a lack of interest but still, people are crazy about experiencing it. We can organize a magic show by collaborating with Magicians to engage the audience in kondgaon. Between the show, we can give awareness speech and also we can request magician to customize magic in a way to create awareness about diseases like malaria, typhoid, dengue, etc.



Nukkad Natak has always been popular when it comes to creating awareness in rural areas. We can create a small **Nukkad Natak team in college** to perform in kondgaon to create awareness on the prevention of diseases caused due to unhygienic toilets, drinking contaminated water, water & waste pollution, etc.

2. Wall painting/Paper painting competitions:

We can organize the competition for students of Anganwadi on the Theme of creating awareness about the diseases and their prevention.



Another idea is we can organize a paper painting competition with some cash prize money and the best painting will be painted on the wall houses or shops.

3. Flim shows:



As kondgaon is 40km away from the nearest town people are not much connected to films & movies other than TV but probably will be more interested in watching them. It can be a regional Maharashtra film or Bollywood.

We can organize a one-day film event to engage the audience of the village. In these film events we can provide them entertainment as well we can show them documentaries of other tribal areas and their transformation, this can go a long way in changing their mindset towards modern health, hygiene and medical practices especially the younger generations.

The cost of organizing this event is less as we can use a projector of college and film we can download online in good quality. Anchor will be from our campus.

4. NGO collaboration:

We can collaborate with various NGOs as they have more funding and their reach is more to spread awareness and provide resources like sanitary pads, medical resources, and food to malnourished children.

They can also help with the promotion of their talents like selecting some paintings from the above-mentioned competitions and showcasing it to their resource to garner more attention of them towards kondgaon

NGOs can also help to set up medical camps at regular intervals thus providing medical care regularly to them also it can encourage them further to be more open towards their health and hygiene especially in the case of women. This can also help in reducing their hesitant behaviour towards modern medicine and medical practices and allow them to shift from traditional to the more modern methods of treatments which are safer Compared to traditional.

Education:

1. Book & Stationery Donation drive:



With the help of the MSR team, we can organize a book & Stationery donation drive in Mumbai where people can donate course-related books through which we can donate education books and stationery items to kids in kondgaon free of cost and also through various online movements we can encourage people to donate any amount to for donation purpose.

2. Scholarship Program:

We can organize this scholarship program in two ways:

1. Program for Middle school students:

N. L Dalmia group has its own school. So, we can organize an exam for middle school Anganwadi students with criteria and as a prize, we can offer them to study in Dalmia school on scholarship. That will boost their confidence to score well in the exam.

2. Program for High school student:

N. L Dalmia College of Arts & Commerce offers courses of UG. In this program, we can offer scholarships to those top-3 students who scored more

than 80-90% in board exams. This scholarship will motivate them to score well to get a chance to study in the prestigious college of Dalmia Group.

3. Projector study:

We can raise funds or we can donate a Digital classroom projector with a course to enhance their study and make it more interactive and entertaining.

A digital classroom will help them understand the concepts more clearly and deeply.

4. Education Awareness Program:

We should always try to inculcate the importance of education through various means such as movies, documentaries, success stories of individuals who were in their situations and have achieved a lot with the help of education, etc. This will make them realize the importance of education. Also, this will present a window from where they can see various opportunities where they can utilize their potential. Attention should be given that while creating awareness about education we should not narrow it down to only the academic part of education but we should include all the other fields like sports, business, etc.

Another important bottleneck is education awareness in females. There are various reasons for the lacking or poor condition of female education, amongst them one of the prominent ones is the hesitant attitude in interacting with outsiders especially to males. Efforts should be made to arrange a team of female volunteers to cater to this problem as females of the village will be more participative, open, and comfortable with people of the same gender, also the female volunteer team will provide a more effective response to their queries and doubts.

5. Educating the modern techniques to the Farmers with the help of Agriculture college:

We can organize training sessions for the farmers and youths who are involved in agriculture practices to adapt to modern methods and subsequently increase their output with the help of agriculture university scientists & professors regarding new techniques employed in farming and how to secure fertilizers, etc, it could be a weekend session where solutions to various problems faced by the farmers can be addressed.

Skill Development:

1. Fish Farming:

Fish farming is currently one of the best sources of income when doing it properly.

We can request the Central of Fisheries education's professors and professionals to take sessions on educating them regarding Fish Farming which will include all the details to use available resources, modern methods, etc.

Fish farming requires less amount of investment and has great demand.

2. Training to make a designer mask, Sui Dhaaga art:

We will conduct a training session with the interested teacher or trainer to teach people of kondgaon to make designer masks or various techniques of sui dhaaga art like on bedsheet covers, curtains, table cloths etc and help people of kondgaon to generate an alternate source of income by selling their products in Mumbai or other regions near kondgaon. Students of our college can also help them in selling their products in college itself or outside college also.

We will ask trainers to do volunteer work but if they demand and also, if possible, we can give them incentives and awards related to volunteering to maintain their continual participation in such activities we also need to make sure that they feel it's worth their time to do such things and it will really help people there.

3. Women committee in Kondgaon and Live project opportunity for Marketing student of NLDIMSR:

Here we will help women of Kondgaon to set up a committee or a self-help group where they will send us samples of artwork such as Bedsheets, Curtains, Needle art, cloth art, etc. and we will make a live project for our Marketing students to visit various vendors or shop owners in local Mumbai to convince them to buy and order more of such artworks and also students can engage in social media activities to promote their art and attract a customer in social media platform and also simultaneously training this committee to conduct their business online or through phone also.

Through such activities, after such time our aim is to make them self-reliant where they don't need our help to conduct their business in a profitable manner.

4. Training sessions for youths in Electrical & Electronics:

We can conduct seminar or training sessions with the help of a suitable instructor (ITI Professionals) , by giving them proper incentives be it in terms of some money or recognition awards to keep them motivated,, to teach the youth of kondgaon electrical and electronics repairing techniques so that they can go out in other regions and make a living there with those skills and in turn help their families in kondgaon with more money and better resources, it will give youth more opportunity to grow more in other regions and earn more, thus helping in the overall development of kondgaon and they will try to make living conditions of their family in kondgaon better.

5. Active part in local Mumbai event (Mela, Art exhibition, etc):

We can connect with various event organizers who organize Mela, art exhibitions or connect to museums in Mumbai where they will showcase the art and offerings of people kondgaon and hopefully creating buzz and promoting the kondgaon in due process and grabbing people's attention towards this village thus giving the people of kondgaon more chances in generating alternate sources of income other than traditional ones like farming and vegetable selling, as more people will be made aware towards this village and they will try to give them more chances at generation other income sources.

Environment & Sanitation:

1. Soak Pits:

We could work with rural communities The goal of the initiative is to sensitize communities to the advantages of hygiene and sanitation. Apart from creating awareness, sanitation drives are conducted to sensitize the community, build engagement, and motivate them to adopt healthy practices.

Wastewater disposal was an issue in the area due to a lack of proper drainage. This resulted in accumulation and water-logging, leading to a host of vector-borne diseases for villagers. We could help in building soak pits that could be built with locally available materials and little assistance.

The soak pit is five feet deep with a diameter of four feet. It is connected to a silt chamber that is one foot by one foot. The silt chamber helps to sort and block other solid waste so that only water goes into the pit. The silt chamber controls the water force so that water runs smoothly into the soak pit. The size of a pit varies according to the amount of wastewater generated and the soil quality. It employs a process of

filtration that segregates solid waste, treats the wastewater, and ultimately recharges the water table with groundwater that is free of contaminants. These pits do not cost much and are virtually maintenance-free.

Wastewater treatment is interconnected with the water chain, and thus affects the environment. Water used by rural homes gets converted to sewage or gets contaminated chemicals and other pollutants. It must be treated before it is released back to the environment. While nature is able to process and cope with a small amount of wastewater, imagine the huge volume produced every day before being released back to the environment.

2. DIY competition for engineering colleges:

We can organize a competition for Engineering students of other colleges on the low-cost model of Rainwater harvesting in rural areas.

We will give them criteria to use DIY method which can be easily installed in village areas using easily available resources with a prize pool and certificate for the winners. If this competition will be successfully organized, we can use that DIY model into kondgaon which will result in a better water level.

Fundraising strategies

CSR approach:

We can approach the CSR team of the companies to help us in building Kondgaon village environment, sanitation, etc.

Online Fundraising:

Students of our college can make online campaigns for fundraising through various social media platforms. They can encourage other people close to them to donate. There are websites like Ketto & Milaap etc where students can start fundraising.

NGO Collab:

MSR can collab with NGOs to raise funds with their connections and help kondgaon by giving some part of the funds for the development of the village and also conduct visitation for the donor to show how their small financial help has contributed to the development.

Alumni Connect:

Our college can connect to the alumni to donate or help in any other capacity which will contribute in the development of the village and occasionally MSR team will conduct a visitation for them to show how their contribution is helping kondgaon

College fundraising:

We can ask students in our college for donation and the money collected will go to kondgaon to fund them ventures or skilling them up. Students can also be encouraged to go and help people in their own capacity and contribute

UNNATI 2021: CASE FOR A CAUSE

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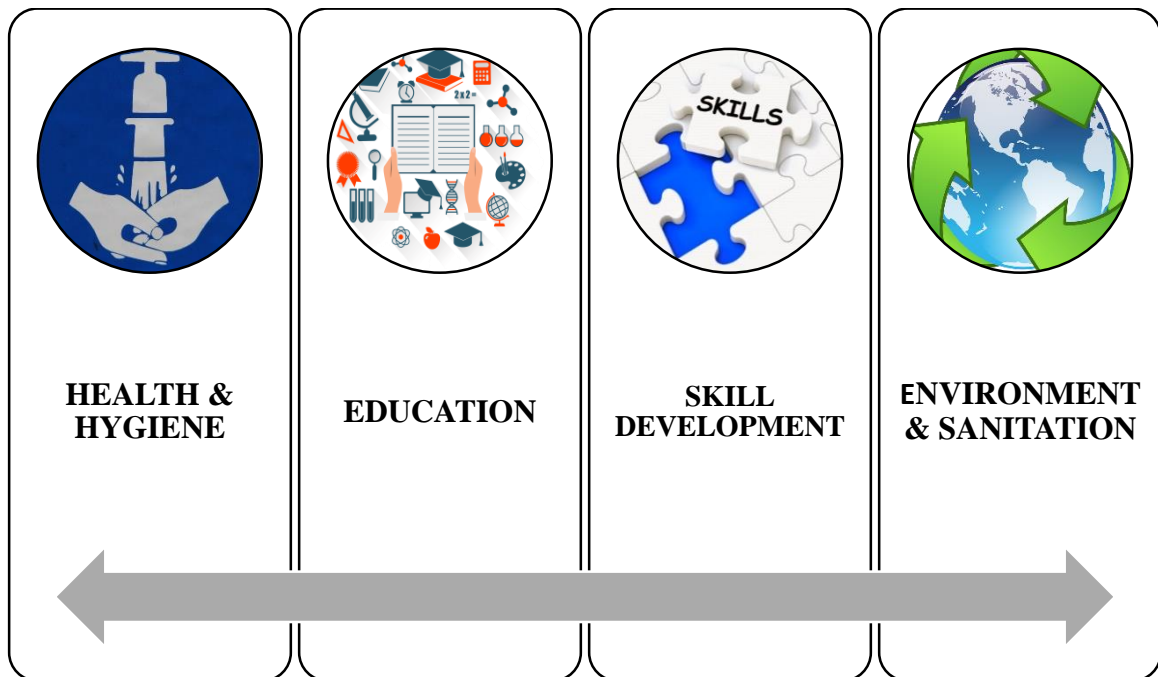
PRESENTED BY:

TEAM NAME: UNITED

TEAM MEMBERS:

- 1)KAJAL HINGER**
- 2)AISHWARYA BINDAL**

THE FOUR VERTICALS



SOLUTIONS

1) HEALTH & HYGIENE

Key Focus Area: Kondgaon village doesn't have enough hygienic and well-maintained public restrooms because of which there is an increased spread of malaria, dengue fever & other infectious illness.

Solution: Keeping in view the above problem, we can organize "**Cleanliness Drive**" in kondgaon village wherein we can focus on some of the following points:

- Importance of Individual responsibility of maintaining cleanliness in public restrooms.
- Having separate washrooms for boys and girls in school.
- Appointing cleaning personnel which will generate employment.

2) EDUCATION

Key Focus Area: Students lack necessary resources such as computers, stationary, and books on a regular basis and thus aren't able to get a basic education. Also, a Girl child at home is normally engaged in taking care of younger siblings and performing household activities, whereas boys are engaged in assisting their parents in wetland cultivation involving activities like cleaning lands, fetching water, harvesting, etc.

Solution: Keeping in view the above problem, we can organize "**BOOK DONATION DRIVE**" in which we can ask primary school students to return their books to school and they can pass it to the MSR committee which will further distribute to village children.

3) SKILL DEVELOPMENT

Key Focus Area: Women of Kondgaon are willing to work and are excellent in Warli art, ceramics, torans, needlework, and other crafts, but they lack the resources and opportunities to market their products.

Solution: Keeping in view the above problem, we can bring in opportunities to market their product and **tie up with local NGOs** who work for the development of the rural people and provide them with markets to get stable income.

4) ENVIRONMENT & SANITATION

Key Focus Area: There is no suitable trash disposal system in place. As a result, individuals toss rubbish on the backside of their houses and dispose the waste by burning it, exposing them to multiplicity of illnesses.

Solution: Keeping in view the above problem, we can **create awareness regarding the waste disposal system** that is how to segregate and dispose of the trash effectively.

- Dispose of dry and wet waste in separate dustbins.
- Reusing wet waste as a fertilizer in agricultural activity.

FUND RAISING STRATEGIES

1. **Exhibition/Fun fair**: Organize an event like Exhibition/Fun fair to raise awareness as well as to collect funds.
 - Organize a college funfair/Mela and ask the students to set up their own stalls by booking a slot through deposit amount (Ex: Rs 500).
 - Through this deposited amount the funds can be generated.



2. **Crowdfunding**: A Voluntary donations by students, faculties or other staff members of at least Rs 50/- each. A small contribution by each one of us would enable us to generate a sufficient amount. Also, asking student volunteers to help raise awareness and collect donations from family and friends.

