TEQIP – III Sponsored
Training Program on "Interpersonal Effectiveness & Team Building"
An Industry Readiness Program for REC, Rewa Students
(16th to 18th Dec 2019)

Organized by

Bharatiya Vidya Bhavan's

Sardar Patel College of Engineering

Bhavan's Campus, Munshi Nagar, Andheri (W), Mumbai, 400058

Introduction

According to the ***International Labour Organization*** (ILO) estimates, by 2020, India will have 116 million workers in the age group of 20-24 years. To take advantage of this demographic dividend this massive workforce would need to be gainfully employed. Also, in-spite of India being one of the countries having highest number of technical education institutes across the globe, Indian industries are facing shortage of skilled and employable manpower. In order to create competent and employable workforce, it is extremely necessary that we impart skills like ***active learning and learning strategies, creativity, originality and initiative, leaderships and social influence, analytical thinking and innovation, etc.*** [Ref. 2022 Skills Outlook, World Economic Forum] to the engineering graduates. This program intends to introduce these important skills to engineering graduates to make them more employable and industry ready.

Program Objective

Leadership is the process of interpersonal influence over the activities of team members towards the achievement of organizational goals in a given situation. At early stages of the career, it is sufficient for engineers to have ***managerial skills***. However, to grow in the contemporary organizational life, it is imperative to have ***leadership skills***. They need to work effectively with peers, supervisors and subordinates. Understanding self and influencing others forms an integral part of this endeavour. The broad objective of this program is to help participants to ***understand self*** and develop their ***team building*** and leadership skills.

Program Contents

The program contents are focused in following specific modules dealing with the theme of interpersonal effectiveness and team building:

- ***Understanding self and Interpersonal Effectiveness***: This module will help participants to become aware of their own needs, perceptions and feelings and how the same affects or is affected by others' needs, perceptions, feelings and consequences of their interpersonal styles.
- ***Conflict Management***: Individual participants will become aware of their primary *conflict handling styles*, *negotiation style and team work styles*.
- ***Decision Making Styles:*** Participants will diagnose their leadership styles and why the same is or is not appropriate in different situations. They will also learn about when to use which leadership style in *decision making situation*.
- ***Team Building***: Leadership effectiveness is closely linked with team effectiveness. How a leader emerges in a work group will be the focus of this module.
- ***Communication***: This module will demonstrate, with the help of self-learning exercise, importance of communication and assertive communication in organizations.
- ***Change and Time Management***: This module would make participants aware about how to deal with changes and how to manage deadlines effectively.

Program Outcome

The participants would be offered an ***attitude survey questionnaire*** at the start of the program and at the end of the program. This questionnaire would serve as an instrument to measure the personality traits, conflict resolution styles, leadership and team building potential of each participant at the start and end of the program and measure the change brought by the program in their personality w.r.t. these skills.

Pedagogy

The content delivery would be through balanced mix of concept sessions, discussions and self-learning group exercises. The participants would undertake structured or unstructured group discussions, diagnostic instruments, role plays, and games to discover the outcomes of each topic. The program focusses on activity/, discovery/, discussion-based, and experiential learning methodology.

Program Faculty

Dr. Rahul T. Dahatonde has total experience of 16 years in academics and Training & Placement. Currently he is associated with BVB's Sardar Patel College of Engineering, Mumbai as Training & Placement Officer and has been conducting training programs on Inter-personal Skills, Leadership & Team Building, Campus to Corporate, etc. He has received formal training in these areas from IIM Indore and IIM Calcutta.

Mr. Anil J. Patil is retired from L & T Engineering as Head – Technical Training after 39 years of service and has been conducting training programs as freelancer on Communication, Interpersonal Skills & Personal Effectiveness, Customer Focus, Time Management, Six Thinking Hats, Creativity, Corporate Governance & Statutory Compliance, 5S, TQM & LEAN, Value Stream Mapping. He is an active social activist and has also authored 04 books and more than 100 short stories in Marathi

About SPCE, Mumbai

BVB's Sardar Patel College of Engineering, Mumbai is a Govt. aided autonomous engineering college established in 1962. SPCE offers B. Tech. programs in Electrical, Mechanical and Civil Engineering and M. Tech. programs in Structures, Construction Management, Machine Design, Thermal and Power Electronics & Power Systems. SPCE Mumbai has successfully completed second phase of prestigious World Bank Funded Project Technical Education Quality Improvement Program (TEQIP-II) and is currently participating in third phase of this program. As a part of this program, SPCE, Mumbai is mentoring REC, Rewa for overall development as per guidelines chalked out in Project Implementation Plan (PIP) of TEQIP-III.

About REC, Rewa

Rewa Engineering College, Rewa (MP) formerly known as Government Engineering College Rewa, was established by the Govt. of MP in 1964. It is presently associated with Rajiv Gandhi Technical University Bhopal, Madhya Pradesh and is approved by the AICTE. REC, Rewa offers B.E. degree courses in four disciplines namely - Civil, Mechanical, Electrical and Electronics Engineering. REC, Rewa is partnering with SPCE, Mumbai in prestigious World Bank Funded Project, TEQIP-III.

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