

The Institute always makes focused efforts to foster health, confidence and leadership skills amongst the girl students.

**Objectives:**

1. Promoting Gender Equality
2. Enhancing Education Opportunities
3. Offering Employability Enhancement Training
4. Building Confidence and Leadership Skills
5. Ensuring Health and Well-being
- 6. Fostering Creativity and Innovation**

**Following initiatives are taken on regular basis for the girl students:**

1. Organizing Gender Sensitivity session
2. Organizing Menstruation health and hygiene session
3. Organizing Sessions annually like entrepreneurship development, self-defense, health & nutrition, woman empowerment etc under Nirbhay Kanya Abhiyan in collaboration with Savitribai Phule Pune University's Board of Student Development
4. Providing guidance to girl students for research paper writing and presentation
5. Guiding and motivating them for participating in various seminars/workshops/conferences and competitions
6. Organizing Employability Enhancement Training for girl students annually in collaboration with Mahindra Pride Classroom as MoU activity



Activities in  
academic Year  
2023-24  
Under  
Institutional  
distinctiveness



Gokhale Education Society's


J.D.C. Bytco Institute of Management Studies and Research, Nashik-5

Schedule for Induction Program 2023-24

**"उद्घम": 11<sup>th</sup>- 18<sup>th</sup> September, 2023**

Time	Topic	Resource Person	Faculty & Student Coordinators
<b>Thursday 31<sup>st</sup> August, 2023</b>			
12 noon-1.30 p.m.	Address by the Director: About the Gokhale Education Society, Institute, Value Framework & professional code of conduct for students Dr. Mrs. Sarita Aurangabadkar, Director, JDC Bytco IMSR		Dr. Mrs. Renu Thakur
<b>Monday 11<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	Excellence in Operations Management	Mr. Sunil Chaudhary, CEO, Jaivik Excellence Services, Nashik	Dr. Mrs. Smita Kachole Mr. Siddhant Marathe
12.00 noon - 1.30 p.m.	Session on Anti-Ragging	Dr. Charushila Khairnar, Associate Professor of Law, MVP Samaj's Law College, Nashik	Mr. Anup Mohadkar Mr. Shubham Panchal
2.00 p.m. - 3.30 p.m.	Digital Marketing ( <i>Online Session</i> ) <i>Activity under MOU</i>	Prof. Harvinder Singh, Head, School of Management, Maharaja Agrasen University, Barotiwala, Himachal Pradesh	Dr. Mrs. Renu Thakur Mr. Aniket Maule
<b>Tuesday 12<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	Career Opportunities in New-Age Technology Companies <i>Activity under MOU</i>	Mr. Rajiv Deshpande, Co- Founder B. A. Logistics, Nashik	Dr. Mrs. Sapana Patil Ms. Kajal Gujar
12.00 noon - 1.30 p.m.	Introduction to current Economic situation in India	Dr. V.M. Govilkar, CA, Ex-Principal, B.Y.K. College of Commerce, Nashik	Mrs. Sumedha Saundankar Ms. Swamini Kulkarni
<b>Wednesday 13<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	Diet for Active Life-Style	Dr. Vinita Deshpande, Functional Medicine Expert, Nashik	Dr. Mrs. Smita Kachole Ms. Pallavi Sangale
12.00 noon - 1.30 p.m.	Public Relations and Branding oneself	Mr. Yogesh Kamod, PRO, Nashik Municipal Corporation, Nashik (Alumnus)	Mr. Anup Mohadkar Ms. Khushi Lunkad
2.00 p.m. - 3.30 p.m.	Marketing of Services with Special reference to Hotel Industry ( <i>Online Session</i> )	Mr. Sameer Dharkar, Managing Director - South Asia & Middle East at Absolute Hotel Services, Mumbai (Alumnus)	Dr. Mrs. Renu Thakur Ms. Akansha Yelane

<b>Thursday 14<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	How to build a successful career?	Mr. Kaustubh Mehta, Director, Metaforge Engineering India Private Limited, Nashik	Dr. Mrs. Sapana Patil Ms. Sakshi Sharma
12.00 noon - 1.30 p.m.	Introduction to Universal Human Values ( <i>Online Session</i> )	Dr. Minu Mehta, Professor and Head Academics, IESMCRC, Mumbai	Dr. Mrs. Renu Thakur Ms. Swamini Kulkarni
<b>Friday 15<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	Group Dynamics	Ms. Vaishali Balajiwale, Editor, Deshdoot, Deshdoot Times and Psychologist, Nashik	Mrs. Kalyani Kshirsagar Ms. Kajol Gujar
12.00 noon to 1.30 p.m.	Financial Literacy for Youngsters	Dr. Rupali Deepak Kulkarni, IT Contents and Training Head, SWS Financial Solutions Pvt. Ltd., Nashik	Mrs. Sumedha Saundankar Mr. Ahire Mahesh
6.00 p.m. - 7.30 p.m.	Broader Developments in Marketing ( <i>Online Session</i> )	Prof. Hareesh Kapoor, Professor, Acadiau, Canada (Alumnus)	Dr. Mrs. Renu Thakur Mr. Raturaj Sinkar
<b>Saturday 16<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	Gender Equality	Dr. Medha Saikhedkar, Associate Professor, NBT Law College, Nashik	Dr. Mrs. Renu Thakur
12.00 noon - 1.30 p.m.	Career opportunities in Banking Industry	Mr. Sandeep Kulkarni, Vice President, Credit - HDFC Bank, Nashik (Alumnus)	Mr. Anup Mohadkar Mr. Suraj Dhapte
2.00 - 3.30 p.m.	An Introduction to the Insurance Sector in India	Mr. Avinash Salkade, Faculty at MDC, LIC, Nashik (Alumnus)	Dr. Mrs. Smita Kachole Ms. Vaishnavi Deore
<b>Monday 18<sup>th</sup> September 2023</b>			
10.30 a.m. - 12.00 noon	Health and fitness	Mr. Anirudha Athani, ActvNGR, Athletic Club, American College of Sports Medicine, Nashik (Marathon Coach and Alumnus)	Mrs. Sumedha Saundankar Mr. Omkar Thorat
12.00 noon - 1.30 pm	Importance of Quality in Manufacturing Operations	Mr. Pravin Pathak, General Manager, Quality Systems, Bosch Ltd., Nashik	Dr. Mrs. Renu Thakur, Mr. Omkar Thorat

  
Dr. Renu M. Thakur  
Coordinator



  
Dr. Sarita T. Aurangabadkar  
Director

sensitivity and adaptation are of paramount importance when marketing in different countries. Understanding and respecting cultural nuances can have a profound impact on marketing strategies and consumer behaviour. Here's why cultural sensitivity and adaptation are crucial:

1. Resonating with Local Audiences, 2. Avoiding Offense, 3. Building Trust and Credibility, 4. Overcoming Language Barriers

Lastly significance of market research was explained. Market research plays a pivotal role in international marketing, providing essential insights into foreign markets that informed decision-making, strategy development, and successful market entry. The significance of market research in international marketing can be summarized as follows:

1. Understanding Market Potential, 2. Consumer Behaviour Analysis, 3. Competitor Analysis, 4. Cultural and Regulatory Insights

In conclusion embarking on an overseas career in marketing is a dynamic and rewarding journey that offers professionals the opportunity to broaden their horizons, contribute to global business landscapes, and make a significant impact on diverse audiences. As we've explored throughout this discussion, the world of international marketing is constantly evolving, driven by technological advancements, changes in consumer behaviour, and cultural dynamics.

**Day VI- Saturday, 16 September 2023**

**Session I Gender Sensitivity**

**Speaker: Dr. Medha Saykhedkar, Associate Professor, NBT Law College, Nashik**

Dr Mrs Renu Thakur Welcomed Dr Medha Saykhedkar. Her topic was gender sensitivity.

Initially she introduced concepts like gender sensitivity which is also known as gender awareness or gender consciousness refers to the awareness, understanding, and consideration of the roles, expectations, and experiences of individuals in society based on their gender. It is a critical aspect of promoting equality, justice, and respect for all people, regardless of their gender identity or expression. Gender sensitive recognizes that society has historically assigned specific roles, responsibilities, and privileges to individuals based on their perceived gender, which has resulted in inequality and discrimination.

Firstly, the journey gender inequality was discussed, the journey of gender inequality is a complex and multifaceted one that spans centuries and continues to evolve. Gender inequality refers to the unequal treatment, opportunities, and rights that individuals of different genders may experience in various aspects of life, including social, economic, political, and cultural domains. Here, an overview of the historical and contemporary aspects of the journey of gender inequality is given:

1. **Historical Context:** Gender roles have been deeply ingrained in human held positons of

power and authority, while women were often relegated to domestic roles.



**Dr. Renu Thakur felicitating Dr. Medha Saykhedkar**

In 19th and Early 20th Century: The women's suffrage movement in the late 19th and early 20th centuries marked a significant turning point. Women in many countries fought for and won the right to vote, a crucial step towards gender equality. The 1960s and 1970s saw the emergence of second wave feminism, which addressed issues like workplace discrimination, reproductive rights, and gender-based violence.

**2. Legal Audiences:** Over time, various countries have implemented legal changes to promote gender equality. These include laws against workplace discrimination, measures to address domestic violence, and legislation aimed at ensuring equal pay for equal work.

**3. Economic Inequality:** Despite progress, gender wage gaps persist in many industries. Women often earn less than men for the same work and are underrepresented in high paying positions and leadership roles.

**4. Political Representation:** Women continue to be underrepresented in political leadership roles globally. Efforts have been made to increase the number of women in government through quotas and affirmative action policies.

The journey of gender inequality is an ongoing struggle for equal rights, opportunities, and recognition for all genders. It involves efforts at the individual, societal, and institutional levels to challenge and dismantle the structures and attitudes that perpetuate inequality. Progress continues to be made, but there is still much work to be done to achieve full gender equality worldwide.

Secondly gender sensitivity was also mentioned Here are some key details about gender sensitivity:

**1. Awareness of Gender Diversity:** Gender sensitivity acknowledges that gender is not binary (male/female) but exists on a spectrum. It recognizes and respects the diversity of gender identities, including transgender, non-binary, and genderqueer individuals.

**2. Understanding Gender Stereotypes:** It involves recognizing and challenging traditional gender stereotypes and norms that can limit people's choices and opportunities based on their perceived gender.

**3. Equal Rights and Opportunities:** Gender-sensitive individuals and organizations work towards ensuring that all individuals have equal access to rights, opportunities, and resources, regardless of their gender.

**4. Intersectionality:** Gender sensitivity takes into account the intersecting identities and experiences of individuals. It recognizes that a person's gender intersects with other aspects of their identity, such as race, ethnicity, class, sexual orientation, and disability, which can compound or exacerbate inequalities.

Thirdly gender budgeting is a government policy and planning approach that aims to promote gender equality by analyzing and adjusting budgetary allocation and expenditures to address the different needs and experiences of women, men, and gender-diverse individuals. Here are some key details

Here are key details about mainstreaming equality:

**1. Definition:** Mainstreaming equality is the process of systematically incorporating a focus on equality into all aspects of an organization or government's work, rather than treating it as a separate or isolated issue.

**2. Origins:** The concept of gender mainstreaming gained prominence in the 1990s, primarily through its inclusion in the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995. Since then, it has evolved to include various dimensions of equality beyond gender.

**3. Key Principles: Systemic Approach:** Mainstreaming aims to address inequalities at their root by challenging and changing the structures, policies, and practices that perpetuate discrimination. **Inclusivity:** It recognizes that inequality can affect individuals based on multiple characteristics, such as gender, race, disability, and more. Therefore, it seeks to be inclusive of various dimensions of diversity. **Mainstreaming Across All Levels:** Equality considerations should be integrated into the decision-making processes at all levels of an organization or government, from policy formulation to implementation and evaluation.

**4. Implementation Steps:** Gender Mainstreaming: In the context of gender equality, the steps for implementation often include:

1) Conducting gender analysis to understand how policies and practices impact different genders, 2) Developing gender-responsive policies and programs, 3) Allocating resources to address gender disparities, 4) Training staff in gender-sensitive approaches. 5) Monitoring and evaluating the impact of policies on gender equality, 6) Intersectional Mainstreaming: When

addressing multiple dimensions of inequality, an intersectional approach is necessary, taking into account the interplay of various identities and experiences.

In conclusion gender sensitivity is an essential concept that plays a pivotal role in building a fair, inclusive, and equitable society. It serves as a critical tool in dismantling age-old stereotypes, biases, and discrimination that have marginalized individuals based on their gender identity or expression.

Gender inequality is a deeply ingrained and pervasive issue that has persisted throughout history, affecting individuals, societies, and economies worldwide. It manifests in various forms, including unequal access to education, employment, political representation, and healthcare, as well as gender-based violence and discrimination. While significant progress has been made in recent decades to address gender inequality, much work remains to be done.

Efforts to combat gender inequality have involved legal reforms, policy initiatives, grassroots movements, and cultural shifts. These endeavours have resulted in positive changes, such as increased access to education for

women, greater representation of women in leadership roles, and heightened awareness of gender-based violence and harassment. However, challenges persist, particularly in areas such as the gender pay gap,





Gokhale Education Society's  
**J.D.C. Bytco Institute of Management Studies & Research**

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**Title:** Report on the Session "My Menstruation, My Pride" by Ms.Nitya Chaudhari

**Date:** 21<sup>st</sup> September 2023

**Venue:** J.D.C. Bytco Institute of Management Studies & Research, Nashik (Online on MS Teams)

**Faculty coordinators:** Dr. Mrs. Renu M. Thakur, Mr. Anup D. Mohadkar

**Objective:** The session "My Menstruation, My Pride" conducted by Ms.Nitya Chaudhari aimed to equip students with a comprehensive understanding of menstruation. The objectives included:

- 1. Understanding Menstruation:** To provide students with a clear definition and knowledge of what menstruation is, including its biological and physiological aspects.
- 2. Biological Understanding:** To educate students about the biological processes of menstruation, including the menstrual cycle, hormonal changes, and the female reproductive system.
- 3. Addressing Social Taboos:** To discuss and raise awareness about the various social taboos and stigmas associated with menstruation in society and empower students to challenge and debunk these misconceptions.
- 4. Hygiene Practices:** To inform students about the importance of maintaining proper hygiene during menstruation and providing guidance on best practices for menstrual hygiene.

**Session Highlights:**

The session was structured in a manner that facilitated effective learning and engagement among the students. Here are the key highlights:

**1. Introduction to Menstruation:** Ms.Nitya Chaudhari began the session by providing a clear and concise definition of menstruation. She explained that menstruation is a natural biological process that occurs in females and is a sign of a healthy reproductive system.

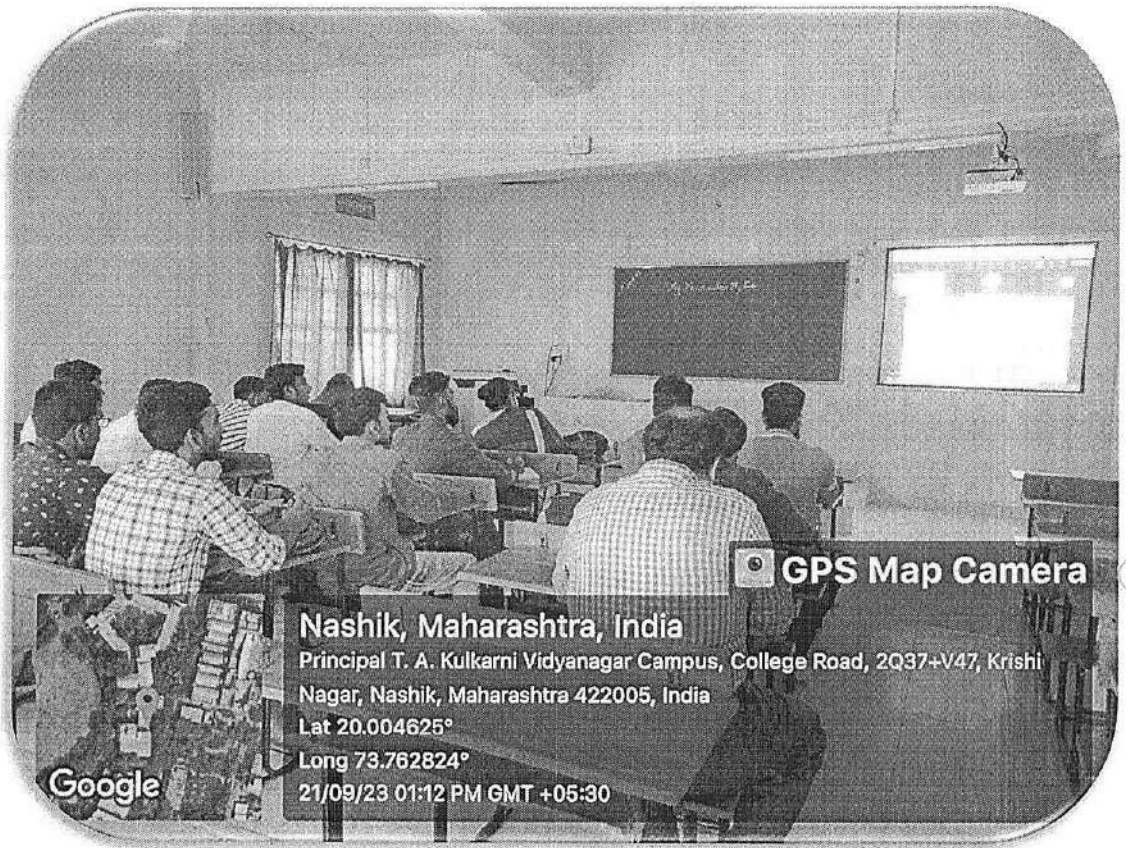
**2. Biological Understanding:** The speaker delved into the biological aspects of menstruation, explaining the menstrual cycle, its phases, and the hormonal changes that take place. Visual aids and diagrams were used to simplify complex concepts, making it easier for students to comprehend.

**3. Addressing Social Taboos:** Ms.Nitya Chaudhari initiated an open discussion on the various social taboos and myths surrounding menstruation. Students were encouraged to share their experiences and perceptions. The speaker debunked these misconceptions with facts and scientific information, promoting a positive and informed outlook on menstruation.

#### 4. Menstrual Hygiene:

Emphasizing the importance of menstrual hygiene, the session included practical tips on how to maintain cleanliness and comfort during menstruation.

Ms. Nitya Chaudhari highlighted the significance of using proper sanitary products, changing them regularly, and maintaining cleanliness to prevent infections.



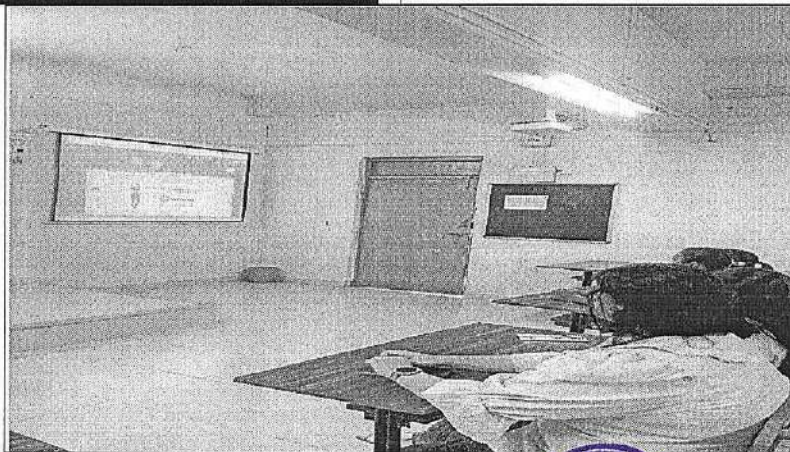
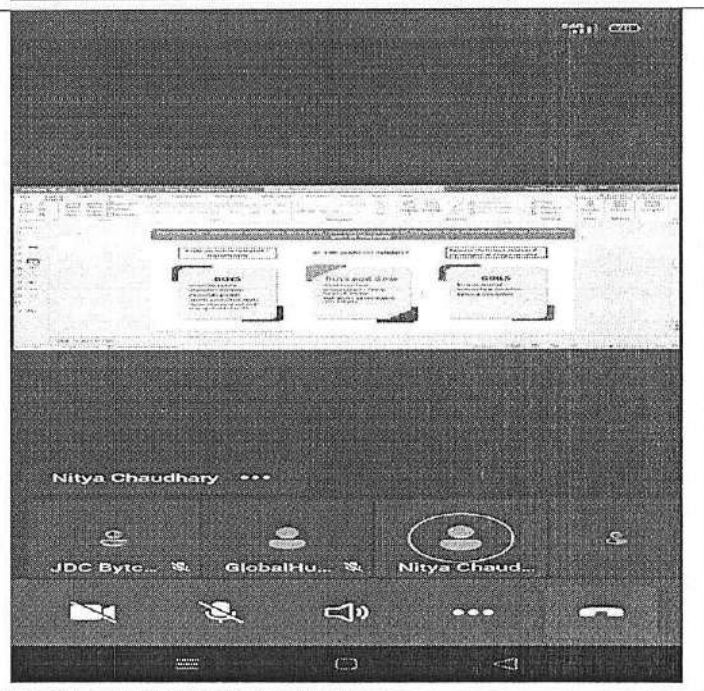
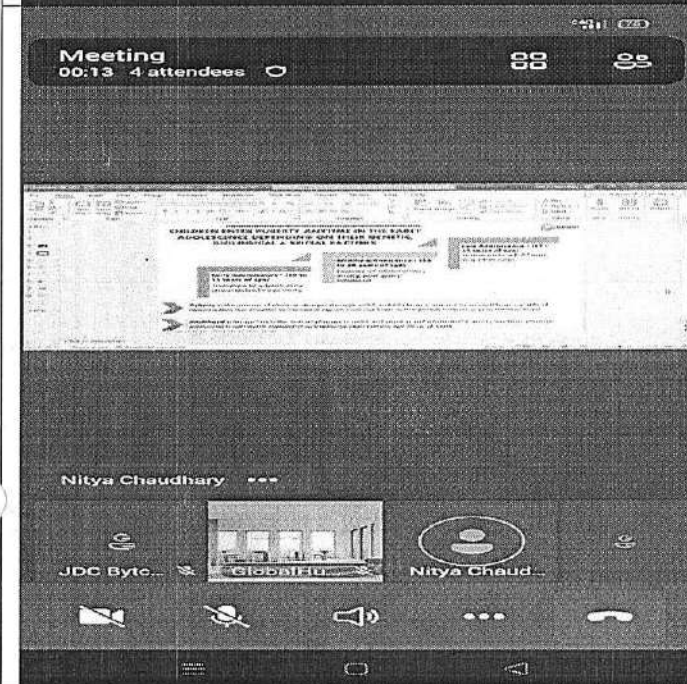
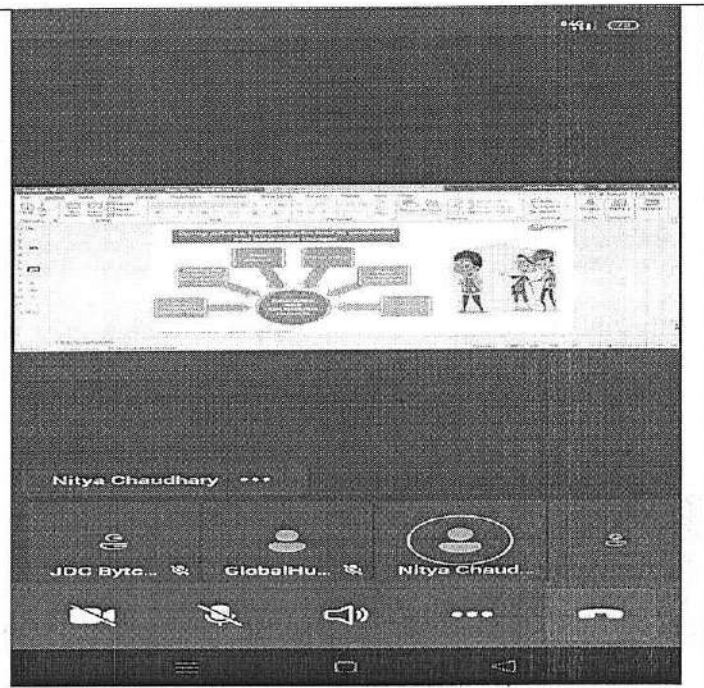
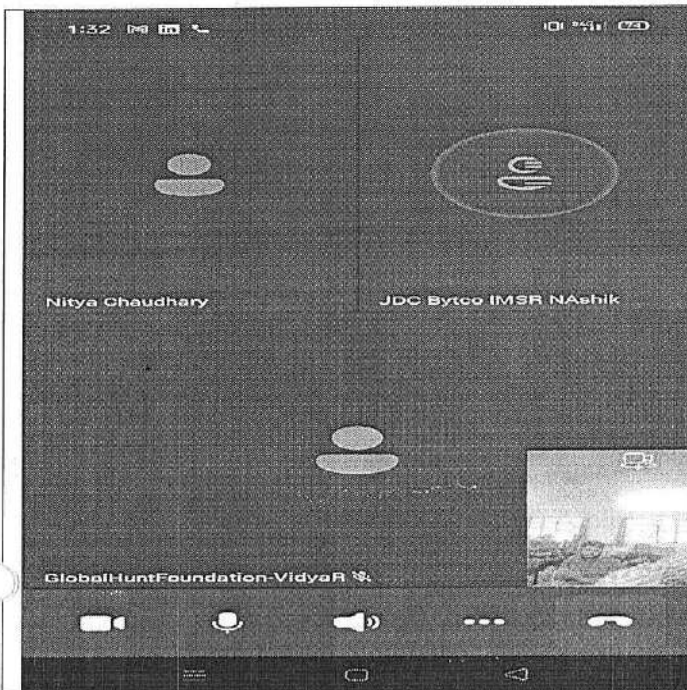
**5. Q & A and Interactive Activities:** The session concluded with a Q & A session, allowing students to ask questions and seek clarification on any doubts they had. Interactive activities and role-plays were also included to ensure active participation and engagement.

#### Conclusion:

The session "My Menstruation, My Pride" by Ms.Nitya Chaudhari proved to be highly informative and engaging. It successfully achieved its objectives of providing students with a comprehensive understanding of menstruation, addressing social taboos, and emphasizing the importance of menstrual hygiene. The students left the session with a more positive and informed perspective on menstruation, prepared to challenge misconceptions and practice good menstrual hygiene.

Such sessions are instrumental in breaking down societal barriers and empowering young individuals with essential knowledge about their own bodies. Ms.Nitya Chaudhari's expertise and approachability made this session not only educational but also enjoyable for the students. It is recommended that similar informative sessions be conducted regularly to ensure that menstruation is viewed with pride and dignity by all.

Report Submitted by : Mr. Shubham Panchal



*M. Mangaladba*  
**Director**  
 J.D.C. Byteco IMSR  
 Nashik-05

Indian Institute of Cost and Management Studies & Research's  
**IndSearch Institute of Management  
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Prof. Pramod Parkhi Centre for Banking,  
Finance & Insurance  
Announces

10<sup>th</sup> Inter - Collegiate Research Paper Competition on  
**Futuristic Finance: Technology and Human  
Intervention**

on Saturday 25<sup>th</sup> November, 2023

**Registration Form**

Name	Age
1. Ms. Payal Praful Bora	21
2. Ms. Divyani Sanjay Bhanvirkar	25
3. _____	_____

Faculty Guide Asst. Prof. Mr. Anup Mohadkar.

College: J.D.C. Bytco Institute of Management  
Studies and Research, Nashik.

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Mob.: 9623430574 / 8446347127

E-mail: payalbora@gmail.com / divyanibhanvirkarbyk@  
gmail.com.

Date: 16/10/2023



Authorised Signatory &  
Seal of the College

Murugakar

Director  
J.D.C. Bytco Institute of  
Nashik-05.

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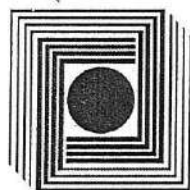
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Prof. Pramod Parkhi Centre for Banking, Insurance & Finance

## *Certificate of Participation*

Mr./Ms. Payal Bora

Of IDC Bytco Institute

*has successfully participated in 'Futuristic Finance: Technology*

*and Human Intervention' organized by IndSearch at Bavdhan*

*Campus, Pune on 25<sup>th</sup> November 2023.*

Prof. Devaki Jain  
Chairman  
Parkhi Seminar Committee

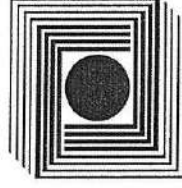
Dr. Aparna Tembulkar  
Director

Dr. Ashok Joshi  
Director General

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## *Certificate of Participation*

Mr./Ms. Divyani Bharvirkar

Of JDC Bytco Institute

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*and Human Intervention' organized by IndSearch at Bavdhan*

*Campus, Pune on 25<sup>th</sup> November 2023.*

Prof. Devaki Jain  
Chairman  
Parkhi Seminar Committee

Dr. Aparna Tembulkar  
Director

Dr. Ashok Joshi  
Director General

### **IndSearch Institute of Management Studies & Research**

(An Autonomous Institute affiliated to Savitribai Phule Pune University formerly University of Pune.  
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Savitribai Phule Pune University  
Board of Students' Development  
In Association With  
Gokhale Education Society's



J.D.C. Bytco Institute of Management Studies and Research, Nashik -5  
Organises

Nirbhay Kanya Abhiyan

Tuesday, 13<sup>th</sup> February 2024

10am to 2.00 pm

### *REPORT*

A Seminar on Nirbhay Kanya was organized at G. E. Society's JDC Bytco IMSR, Nashik on 13<sup>th</sup> Feb 2024. The Seminar was conducted under the scheme of Board of Students' Development, Savitribai Phule Pune University. This is a scheme introduced by the University to develop the confidence and personality of a lady students. The main objective of this scheme is to develop a critical mind, self-confidence, and a commitment to society.

The program began with a welcome by MOC, followed by Saraswati Vandana and University Song. Dr. Mrs. S. T. Aurangabadkar, Director of the Institute presented a welcome note and felicitated the expert speaker.

Overall Three sessions covered in the seminar were Women Empowerment by Dr. Rupali Khaire, Dean, School of Commerce & Management, Sandip University, Nashik. Second Session was on Balance Yourself Naturally by Ms. Rashmi Somani Clinical Nutritionist, Nashik, and the third session was on Self Defence by Dr. Sachin Pawar, Martial Arts & Fitness Expert, Nashik

Dr. Rupali Khaire spoke on various aspects of women empowerment, its importance and measures that can be taken to empower girls and women. She started her talk accentuating on Women empowerment is aimed for the creation of an environment where women can live

fearlessly, independently and have equal opportunities. She spoke on various Challenges involved in attaining Women's Empowerment and highlighted the shocking facts about the status of women in current times. Empowering women is the fundamental right of women. They can have equal rights to participate in education, society, economics, and politics. They are allowed to have higher education and treated in the way like men. She covered topics on about financial independence, fighting for own rights and many more examples of women empowerment.

The Second session was conducted by dietician and nutritionist by Ms Rashmi Somani her motive was to explain everyone about how to balance their diet and consume proper food which is full on nutrition. Not only she mentioned the importance of diet but also mention the importance of exercise. Throughout her session she touched so many important things about health, how to maintain and follow a regular curriculum. She stated the importance of daily water consumption which is a minimum half of one age and also how important breakfast is as the utmost meal of the day. "Proteins" and how proteins are important in everyday meals and how they provide the energy were mentioned. The speaker spoke on the need for healthy diet habits. She discussed in detail the diet that contributes to rich vitamins, minerals, and carbohydrates essential for the individual's healthy growth. The speaker also stressed the need to avoid foods that have bad cholesterol and high fat content. The session was interactive and was followed by queries from students and staff. Overall, the session acknowledged all the girls about maintaining the proper diet and lifestyle.

The last third session was conducted by Dr. Sachin Pawar who was a martial artist and fitness expert. Who taught all the girls about self-defense and various techniques regarding it. All the techniques were shown and performed by him and these were practiced by all the girls. He explained karate and other martial arts in detail about how they can be used in various scenarios. Also, how it can be used by girls for their safety. He made sure all the girls turned out confident at the end of this session. He gave tips on how girls can protect themselves



without taking any help. The tips were like: Get Loud and Push Back, Remember the Most Effective Body Parts to Hit, Leverage your weight., Use everyday objects as a weapon, Wrist Hold, Stop an outside strike, Escape a bear hug, use hand edges to counter strike an attacker.

Mr. Anup Mohadkar proposed a vote of thanks. Each session was followed by questions and answers. At the end of the seminar feedback was given by the students.

About sixty seven students were present for the seminar which included students of our Institute and from various colleges namely MGV's SPH College of Management and Technology Nashik & Sir Dr M S Goasavi College of Commerce. Comparing was done by Ms. Aditi Lite & Ms. Diya Tambat of MBA -I. Mr. Anup Mohadkar, SDO, coordinated the overall seminar with the support of Dr Mrs S P Kachole, Dr. Mrs Renu Thakur, Dr Sapna Patil, Mrs Sumedha Saundankar, Dr Mugdha Joshi and other staff and students. The seminar concluded with National Anthem.

13/02/2024  
Nashik

*A. D. Mohadkar*

Mr. A. D. Mohadkar

**Students Development Officer**  
**Student Development Officer**  
J.D.C. Bytco I.M.S.R. Nashik-5



*S. T. Arangabdkar*

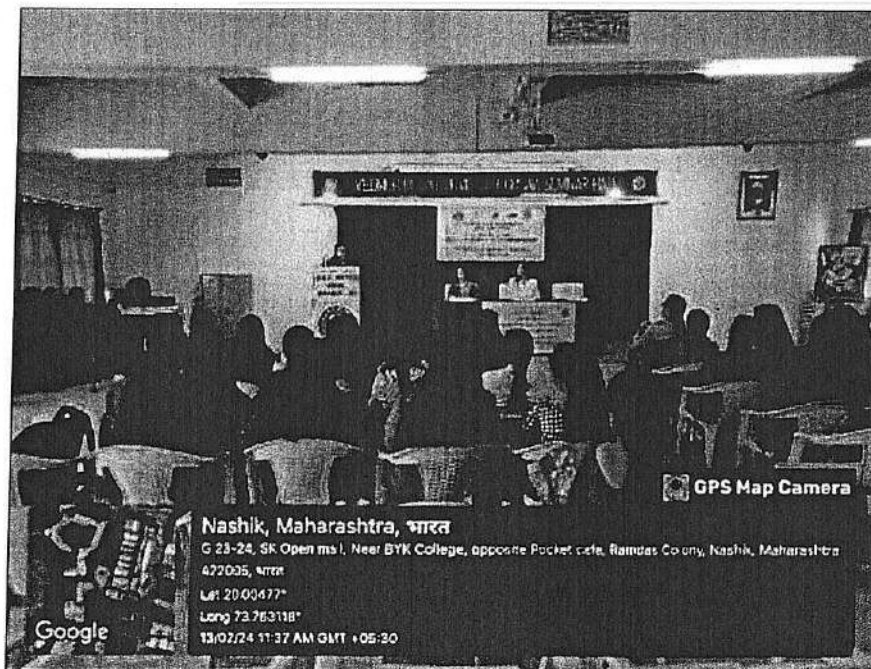
Dr. Mrs. S. T. Arangabdkar

**Director**  
**Director**  
J.D.C. Bytco IMSR  
Nashik-05

Photographs of Nirbhay Kanya Abhiyan 2023-24



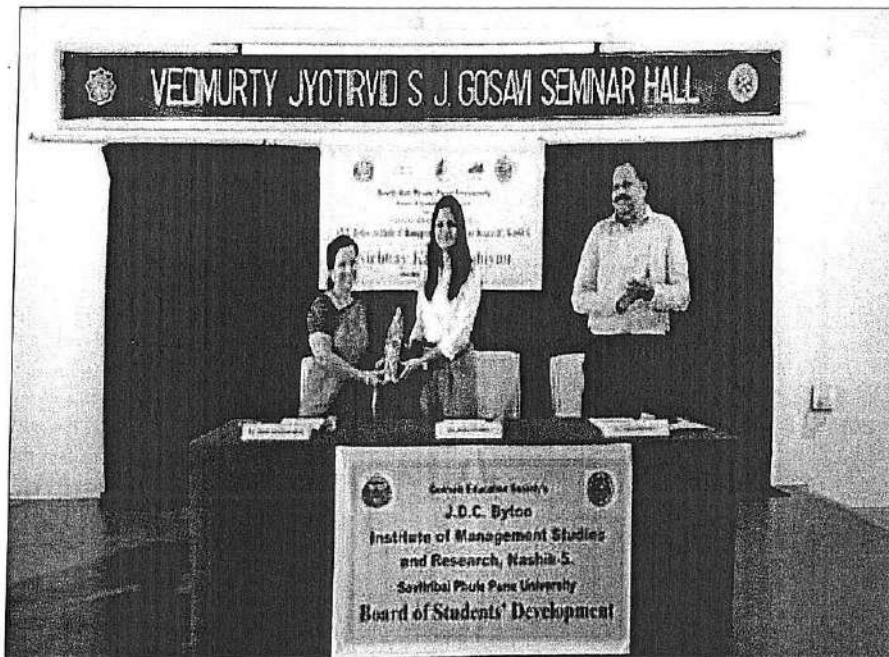
Director Dr. Mrs .S.T.Aurangabadkar Felicitating Dr.Rupali Khaire



Student giving feedback on session of Women Empowerment



*S.T. Aurangabadkar*  
Director  
J.D.C. Byted IMSR  
Nashik-05



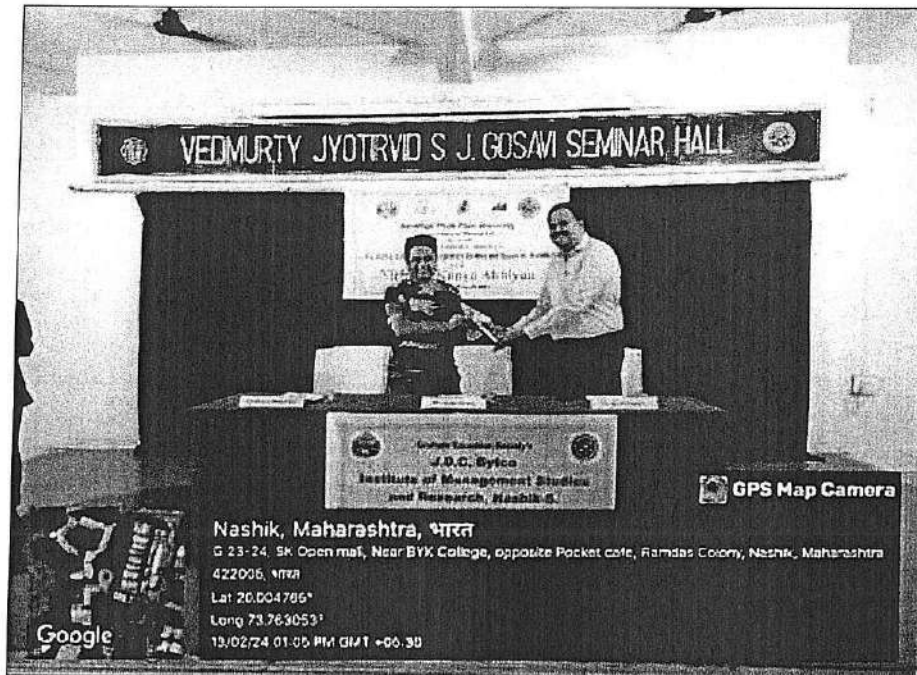
*Director Dr. Mrs .S.T.Aurangabadkar Felicitating Ms.Rashmi Somani*



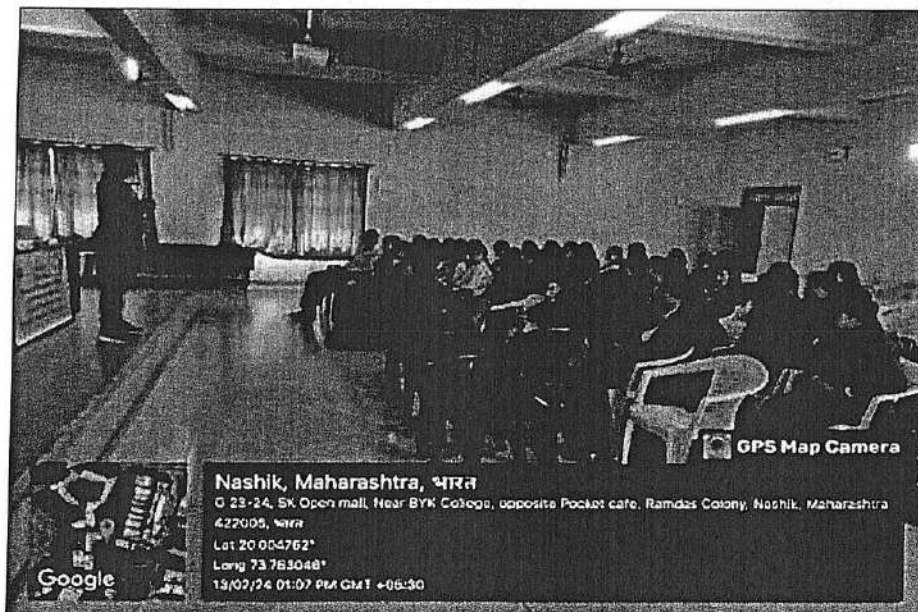
*Ms.Rashmi Somani explaining about diet and nutrition*



*S.T. Aurangabadkar*  
**Director**  
 J.D.C. Bytoo IMSR  
 Nashik-05



*Mr. Anup Mohadkar Felicitating Dr. Sachin Pawar*

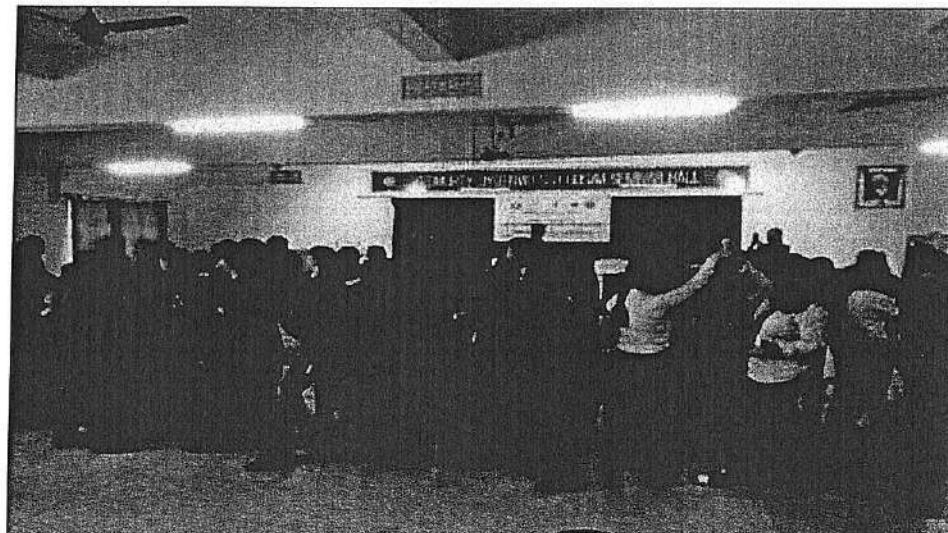
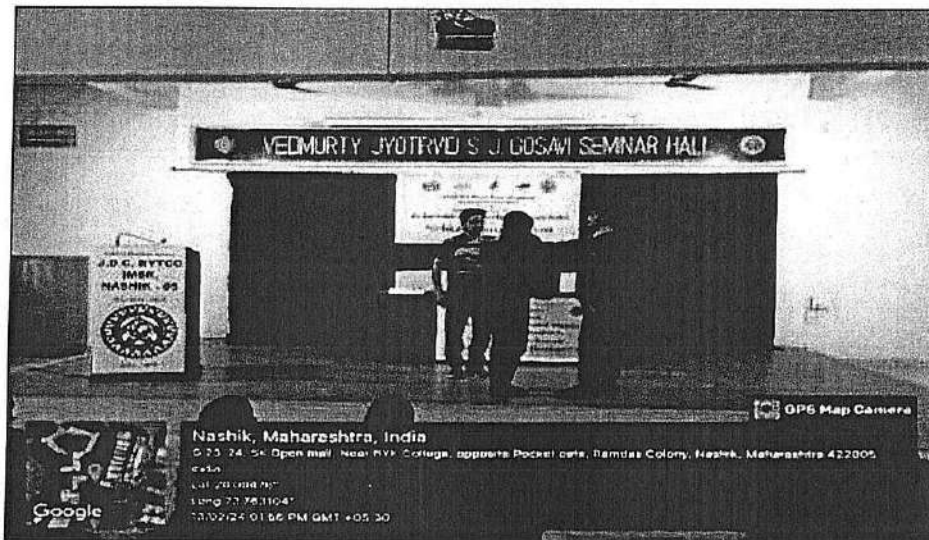
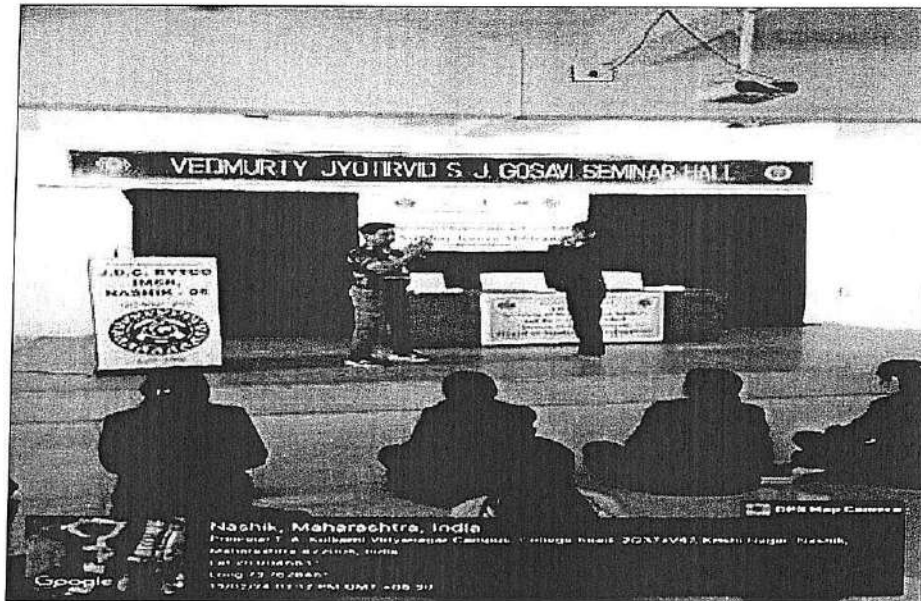


*Dr. Sachin Pawar telling techniques of martial arts*



*Anup Mohadkar*  
**Director**  
 J.D.C. Bytco IMSR  
 Nashik-05

*Girls Students Performing the Demo of Self defense*



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## **REPORT ON EMPLOYABILITY SKILLS TRAINING PROGRAM SUPPORTED BY MAHINDRA PRIDE AND IMPLEMENTED BY NAANDI FOUNDATION**

Mahindra Pride Class had organized a Employment skill based training program as a part of their CSR activity at JDC Bytco Institute of Management Studies and Research, Nashik for girl students from 16<sup>th</sup> Oct, 2023 to 28<sup>th</sup> October, 2023

The Session began with the Introduction of Mahindra by the trainer Mrs. Ruby Paadhi where she discussed the importance of life skills and soft skills in once life,

Then each student introduced themselves followed by introducing the concept "I Am Unique" where the trainer asked each student to draw Johari Window which helped the students to analyze themselves.

A small activity was also conducted where the students were asked to ask their teachers about their qualities and weaknesses which was then analyzed by the trainer as well as the student to analyze their drawbacks, next session conducted was of Body language and professional grooming where a short video was also displayed for better understanding.

### **Day 2: 17<sup>th</sup> October**

On the day 2 Mahindra Pride Classroom on, we got to learn about the importance of good and positive body language, how to maintain good hygiene in order to present ourselves correctly. We also got to learn grooming tips.

After that communication in English was practiced by extempore which was followed by appropriate interview and behavioral skills which helped in gaining knowledge about interview essentials.

### **Day 3: 18<sup>th</sup> October**

Today's session was on job opportunities, communication skills, interview skills.

The session began with a brief recap of the last two sessions by Ruby ma'am. She started the interactive session with a refreshing fun activity, which is a game and the one who loses has to perform a skit or dialogue from any movie. She emphasized on the various job opportunities available in the industry and how an individual can do her self-analysis for the same so that one can get to know about her career path. She also explained what is job? And

what are the benefits of job such as financial independence, improves knowledge, satisfaction, decision maker, self-respect, lifestyle upgrade, etc. She also explained girl students about industry revolution.

Further, she emphasizes on up skilling and the skills which are needed by the companies while hiring the candidate after that she began with the activity called **SMART GOALS** in which she asked students to do by keeping short as well as long term goals in mind. She concluded the session with another activity that is **STICKMAN ACTIVITY** in which each students has to draw a stickman with ratings from 1 to 10 which will give them an idea of their intellect, spirituality, health, family and friends relations, finance, career, social responsibility and how a student can improve the same.



#### **Day 4: 19<sup>th</sup> October**

Today's session by the Mahindra Pride training program proved to be an enlightening and beneficial experience for all the participants. One of the key highlights of the session where the significance of time management. She effectively conveyed the importance of this life skill by showcasing a short video clip that left a lasting impact on all of us.

Ruby Ma'am also introduced us to the concept of the priority matrix, a simple yet powerful tool for organizing tasks and responsibilities. She guided us on how to implement this matrix in our daily lives, helping us understand how to distinguish between urgent and important tasks. This practical approach is bound to improve our efficiency in managing our time effectively. A noteworthy activity based on the priority matrix was a part of the session. This activity served as a hands-on experience, enabling us to grasp the essence of prioritizing tasks, making us realize the crucial role it plays in effective time management.

Furthermore, Ruby Ma'am emphasized the importance of being able to think on our feet during extempore speaking. She provided valuable insights on managing stress levels during extempore situations, teaching us how to handle unexpected situations and express our

thoughts coherently, step by step. This skill is not only relevant for public speaking but also for handling unforeseen challenges in our personal and professional lives.



In addition to these valuable lessons, the training program underscored the importance and need for having a sharp presence of mind. This quality is indispensable in today's fast-paced world, and Ruby Ma'am's guidance encouraged us to cultivate this trait.

In conclusion, the Mahindra Pride training program on October 19, 2023, left all the participants better equipped to manage their time efficiently, handle unexpected situations with confidence, and maintain a sharp presence of mind. Rubi Ma'am's simple and effective teaching methods ensured that the lessons were easily understood and applicable in our daily lives. This program was indeed a valuable learning experience for all of us.

### **Day 5: 20<sup>th</sup> October**

On the 5<sup>th</sup> day of the training program, we delved into an extensive soft skills session. Ruby Ma'am provided us with a comprehensive understanding of the nuances of being ready for interviews, along with a detailed exploration of the do's and don'ts to consider before stepping into an interview. This segment of the program was invaluable, equipping us with essential skills that are critical in the professional world.



### **'What Do You Do with the Problem' Audiobook:**

A notable feature of this training program was the inclusion of the audio book, 'What Do You Do with the Problem.' This audiobook was not just a mere addition but a source of profound wisdom. We learned essential life lessons, particularly the importance of not avoiding problems but instead confronting them head-on. The key takeaways from this audiobook were: never run away from challenges, seek solutions proactively, and always embrace the opportunity to solve problems. This lesson will undoubtedly serve as a guiding principle in our personal and professional lives.

### **Problem-Based Activity:**

To put into practice the valuable insights gained from the audiobook, we engaged in a hands-on problem-based activity. This activity allowed us to apply the problem-solving skills we had just learned, reinforcing the importance of addressing challenges methodically and effectively.

### **The Elephant Story:**

One of the highlights of the program was the sharing of the Elephant Story. This captivating narrative conveyed a profound message – that there is no absolute black or white, only shades of grey. Ruby Ma'am's storytelling encouraged us to consider different viewpoints, be open to diverse perspectives, and make informed decisions by considering various opinions. It was a reminder that embracing ambiguity and complexity is often necessary for comprehensive decision-making.

**"There is no shade of black and white; there are always shades of grey."**

This beautiful and thought-provoking statement became a guiding principle for our thought processes and decision-making. It encourages us to acknowledge the complexity of situations and consider multiple perspectives. This mantra reinforces the idea that critical thinking involves exploring different shades of an issue before making a decision.

### **Six Thinking Hats Strategy:**

The training program also introduced us to the Six Thinking Hats strategy, developed by Edward de Bono. This structured approach to problem solving and decision making was enlightening. It taught us how to think systematically, considering various aspects of a problem or situation. The key takeaway here is that by using this strategy, we can train our minds to approach challenges with a structured and organized mindset, ensuring a comprehensive and well-thought-out decision-making process.

### **Day 6: 25<sup>th</sup> October**

On this day Ruby, Ma'am taught us some interview skills and soft skills

Firstly she spoke about how the art of speaking is a valuable skill that can greatly impact one's personal and professional life, whether you're presenting to a small group or a large

audience. In Interview it requires you to actively listen, focus, think on your feet, and react appropriately to what the other person says. So to improve these interview skills,. Ruby Ma'am gave us extempore activity. It helped us to improve communication skill, thinking ability and confidence.

Problem-solving is a complex skill. It involves critical thinking, decision-making and creativity. So Ruby Ma'am also took activity on this topic . She divided us into 4 groups and gave us 4 different situations where we had to identify the problem, brainstorm and analyze answers and also had to implement the best solutions on those critical situations. She also taught us about to how to think in such situations. So in these activities, we used a systematic approach that allowed us to break down difficult problems into smaller, more manageable parts.



Then ma'am spoke about the priority matrix. A priority matrix is a 4 quadrant tool used to sort tasks or projects based on a defined set of variables like Urgent, Not Urgent, and important , Not Important. Prioritization is based on variety of Factors. Ruby Ma'am also explained us that how highly important this Priority Matrix is and gave us a little activity in which we had to make our own priority matrix where we have to analyze our tasks and projects on the basis of Importance, necessity and time sensitivity.

### **Day 7: 26<sup>th</sup> October**

Today's session was about Learning how to effectively handle social media and harness it to enhance your knowledge and personal growth is an important life skill. Here are some key points we learn on how you can use social media to expand your knowledge and handle it effectively:

**Engage in Meaningful Discussions:** Use social media platforms to engage in discussions, share your insights, and learn from others. Engaging in constructive debates and conversations can help you gain a deeper understanding of various topics.

**Follow Experts and Thought Leaders:** Identify experts and thought leaders in your field of interest and follow them on social media. They often share valuable insights, research findings, and articles, which can contribute to your knowledge.

**Utilize Educational Platforms:** Many social media platforms have features or pages dedicated to educational content. For example, YouTube has educational channels, Twitter has accounts that share research findings, and Instagram has educational infographics. Make use of these resources.

**Network and Connect:** Use social media to connect with professionals and individuals in your field. LinkedIn is a powerful platform for networking and staying updated on industry trends and news.



**Stay Informed:** Social media is a great source for staying updated on current events and news. Follow reputable news sources and use social media to broaden your awareness of global issues.

**Time Management:** It's crucial to manage your time on social media effectively. Set boundaries and allocate specific time for social media use, so it doesn't become a time-wasting habit. Avoid falling into the trap of mindless scrolling.

**Critical Thinking:** Develop critical thinking skills to evaluate the credibility of information on social media. Not everything shared is accurate, so it's important to be discerning and verify information from multiple sources.

**Privacy and Security:** Learn to protect your privacy and security on social media. Be mindful of what you share, use strong and unique passwords, and be cautious about sharing personal information

On the same day we also had introduction to group discussion where we learned numerous things about GD like, A group discussion, often abbreviated as GD, is a method of communication and interaction in which a group of individuals gather to exchange ideas, opinions, and perspectives on a particular topic or issue. It is a structured conversation that encourages participants to express their thoughts, listen to others, and collectively arrive at a conclusion or solution.

Group discussions are commonly used in various settings, including academic institutions, corporate organizations, recruitment processes, and decision-making forums. They serve several purposes, such as assessing a person's communication skills, critical thinking abilities, leadership qualities, and their ability to work collaboratively in a group setting. In a typical group discussion, a topic is introduced, and participants are expected to discuss it within a specific time frame. The goal is not only to express individual viewpoints but also to engage in active, constructive dialogue with fellow participants. Group discussions often have a moderator or facilitator who ensures that the discussion remains focused, follows a set structure, and maintains decorum.

Some Key elements we learnt about a group discussion include:

1. **Topic Selection:** The choice of the topic is crucial, as it sets the tone for the discussion. Topics can be related to current events, social issues, business scenarios, or any subject of interest.
2. **Participant Contribution:** Each participant is expected to express their thoughts on the topic. The ability to articulate ideas clearly and concisely is a fundamental skill in group discussions.
3. **Active Listening:** Participants must actively listen to the contributions of others. This includes not only hearing what others say but also responding thoughtfully to their points.
4. **Constructive Dialogue:** Group discussions are not debates; they aim to promote constructive dialogue. Participants should avoid confrontational or argumentative approaches and instead work toward a shared understanding or consensus.
5. **Time Management:** GDs are typically time-bound, so participants need to manage their time effectively to cover all aspects of the topic.
6. **Facilitation:** A moderator or facilitator may guide the discussion, ensure that it remains on track, and intervene if necessary to maintain order.

## **Day 8: 26<sup>th</sup> October**

Soft skill Training

‘Shhh! We have a Plan’ Audiobook

Ma'am shown us the audiobook of 'Shhh! We Have a Plan' earlier.

Shh! We Have a Plan by Chris Haughton is a children's picture book about a group of four individuals who have a plan that goes wrong, which involves searching and catching a bird during the night. Haughton uses the juxtaposition of the three older characters against the youngest character.

Ma'am also discussed about Critical thinking is the ability to analyze, evaluate, and interpret information and arguments logically and systematically. It involves questioning assumptions, considering different perspectives, and making well-informed judgments based on evidence and reasoning.

We also performed Situation-Based Group Activity, where Ma'am divided us into four groups and gave us four different situations. We discussed and brainstormed ideas based on those situations. Lastly, ma'am instructed us to have a group discussion. In this activity, two groups were formed: one group engaged in the group discussion, and the other group observed the discussion. And the topic for the group discussion is the benefits and drawbacks of E-learning and working from home.

## **Day 9: 27<sup>th</sup> October**

Today's session was all about the activities where the students performed skits where we were told to portray the 6 pillars of character namely: Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship.



After that there was a power point presentation activity, where ma'am divided the girls into 4 groups, and were told to choose any one sector and prepare a power point presentation about the sector, the skills required to be in that sector, the growth in that sector, the top companies in that sector, the current news and vacancies available in those companies and how can candidates apply for the same. The activity was very much interesting as well as it was very knowledgeable and helpful for all the students.

Lastly, Ruby ma'am distributed us the certificates and we had a group photo with our trainer, director of our institute and the teachers.



**Report by: Ms. Ketaki Jitendra Chikerur**