

**FACULTY DEVELOPMENT PROGRAM
ENHANCING PERSONALITY AND SOFT SKILLS(Better By The Day)
ON 27th & 28th MARCH 2013**



Mr. Vivek Patki, Freelance trainer
enthraling the audience



Dr. Gowri Joshi, Associate Prof. School of Business
Management, Mumbai & Corporate Trainer imparting
insights to the faculty



The spell bound faculty members who participated in the innovative staff orientation workshop

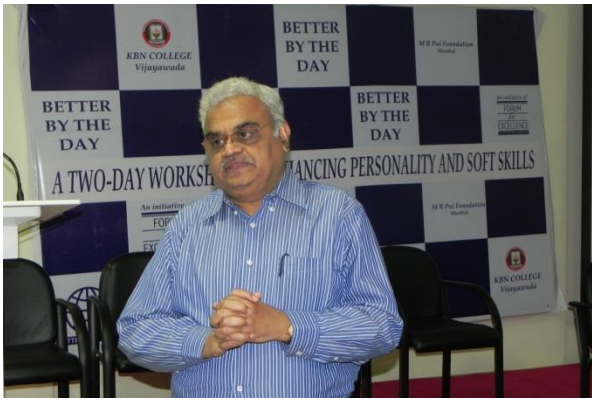


Mr. Vivek Patki, Dr. Gowri Joshi, imparting their knowledge to the staff



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Mr. Vivek Patki, imparting knowledge to the staff



Dr. Gowri Joshi, imparting knowledge to the staff



Interaction with staff



Staff noting down the important points

28th March 2013



Staff serious participation in the program



Staff serious participation in the program



Staff engaged in a game



College Management felicitating Mr. Vivek Patki, Dr. Gowri Joshi



T. Seshaiyah, Secretary & Correspondent addressing the staff



Sri. Majeti Surendranath, Convenor, PG courses addressing the staff



Feedback by Smt. V. Subhashini, HOD Zoology & E. Vara Prasad, HOD English



Staff in the program



Feedback by PG Staff Members Smt. Krishna Kumari & Sambasiva Rao



Certificates distribution to the staff



Staff with resource persons

**FACULTY DEVELOPMENT PROGRAM
ENHANCING PERSONALITY AND SOFT SKILLS
ON 27th & 28th MARCH 2013**

A Faculty Development Program on “**Enhancing Personality And Soft Skills**” (**Better By The Day**) is organised by IQAC for two days i.e., on 27th & 28th March 2013. The Resource persons for this program are Mr. Vivek Patki, Freelance trainer and Dr. Gowri Joshi, Associate Prof. School of Business Management; Mumbai & Corporate Trainer. They enthralled the audience for two days with their vast knowledge and inspiring them.

They mainly focussed on enhancement of Personality and soft skills. They gave an introduction on how Professional and Soft Skills are important in the academics of a lecturer. They told that Technical and Job-related skills are a must, but they are NOT sufficient when it comes to progressing up the ladder. With the traditional paternalistic style of leadership becoming passé, professional managers expect their teams to be proactive and communicate openly.

At workplaces and in academic institutions, soft skills should complement hard skills related IQ, content mastery, cognitive or higher order thinking skills, etc., which are the occupational requirements of a job and many other activities. In educational institutions, soft skills both by teachers and learners are seen as a pre-condition to learning and personality development.

To live to the challenge of globalization which is in line with the era of information economy, the strength of a nation is strongly dependent on the ability of its citizen to be highly intellectual and skilful. Institutions of teacher education play a very important role to produce a human capital that is highly knowledgeable and skilful to meet the demand and expectations of many people. The teaching and learning processes in institutions of teacher education should be capable to provide such knowledge and skills to perspective teachers.

Soft skills are personal attributes that enhance an individual's interactions, job performance and career prospects and hard skills which tend to be specific to a certain type of task or activity. We could say that soft skills refer to personality traits, social gracefulness, and fluency in language, personal habits, friendliness and optimism that mark to varying degrees. Soft skills complement hard skills which are the technical requirements of a profession. . It can also be an important part of the organization especially if the organization is dealing with people face to face. The reorientation of education which is one trust of education for sustainability also relates the importance of these so-called soft skills.

Soft skills for every hard-nosed professional: The resource persons told that there are several soft skills are required for the faculty. Some of them include:

- i. Interpersonal skills
- ii. Team spirit
- iii. Social grace
- iv. Negotiation skills
- v. Behavioural traits such as attitude, motivation and time management

Will formal training enhance your soft skills?

There is a lot of argument in the teaching community to whether it is possible to enhance soft skills in a few hours of training, especially when one considers the fact that a person has lived with those traits all his life. To this, the answer is harsh but real -- a professional who wants to do well in his/ her career does not really have a choice.

Training on soft skills becomes all the more relevant in a country like India where the education system does not delve into personality development. "Soft skills training is essential because we do not have it in our academic curricula

They told that one should be one's own trainer

While organisations are definitely investing in augmenting their staff's people skills, here are some inputs for professionals and students who would like to initiate the process themselves:

i. Be a part of team activities

Observe your own behaviour in the group and how you relate to others.

ii. Ask family members or close friends to write down your best and worst traits.

Evaluate the common traits all of them have mentioned. Thus, you can be aware of your strengths and work improving your weaknesses.

iii. How well do you manage your time?

Think. If you can you do more in life? Or is your day too crammed with activities? Effective time management is very essential in the corporate world.

iv. Introspect on how you react to feedback.

After completion of the Faculty Development Program for two days the resource persons were felicitated and certificates were given to the participants.