



RESILIENCE BUZZ

REINVENTING THE ART OF SUCCESS IS RESILIENCE....

E Magazine

INDIAN SOCIETY OF
TRAINING AND DEVELOPMENT
NASHIK CHAPTER

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Message from the desk of Chairman

Mr. Ashok Deshpande.

Chairman, ISTD, Nashik



Dear Members of Nashik Chapter,

I am delighted to welcome you to visit and read our first **web site “www.istdnashik.org”** and first e-magazine issue titled as **“Resilience Buzz- reinventing the art of success is resilience”**. We are inaugurating the both today for the benefit of members networking and helping people to grow through these e initiatives. Hope it will go long way for making everyone’s tomorrow better and better.

It is very proud movement for me as a chairman, that I could rebuilt Nashik dormant chapter in two years with many webinars, programs, events and even starting of diploma T & N is initiation with good numbers of students for last two batches, would sign few MOU with some institutions for working together for the benefit of members, society, to name the few Positive Mantra, Ashoka Management Institutions, CPBF students empowerment and engagement- Walchand Nagar group of industries and Bajaj Finserv. This would have been impossible without your prompt support, guidance, & contribution of all members of various committee, especially our editing board and Chief Editor Prof, Dr. Sarita Dhawale for her untiring efforts for first issue. At the time I must appreciate our Website committee Mr. Milind Khedekar, Prasad Joshi and Devidas Metkar for their sincere untiring efforts and time bound program to create out of box website of Nashik chapter.

I am feeling proud that Nashik is recognized by NHQ leaders as one the few upcoming leading chapter which crossed 100 Plus Active Life Member’s with blessings and prompt support & guidance of NHQ leadership team – National president – Dr. Natraj Ray, Vice president Mr. Kurien Daniel and RVP Mr. Dilip Kumar Desai sir for their presence and inaugural advice.

This was possible only because of our vibrant, loving professional members & Team work of EC members’, core office bearer support of Secretary Dr. D.K. Chopade, Treasurer Manohar Bhagwat. I also appreciate quick support of many other well-wishers whose names are not mentioned here.

Friends, all our members are good & professional leaders in their respective field. As you know, to be an excellent leader, it is necessary that the person is not only equipped with knowledge, but one should be empowered with a strong character, motivation to face the odds and above all the ability to find and pursue a vision for one's life, taking his or her team together to create Win-Win situation.

I must say that ISTD Nashik aimed to create different to many and committed to make conducive an environment of learning where the members, amateur young professionals, students, can develop themselves as ' Good Corporate Citizen to sustain in themselves in VUCA world & the changing time, in the right direction under the able support, guidance of all with current information, mental and spiritual strength together with contemporary skills to meet the next 10 years requirement of their respective professions. Let us also empower one and all with good Personality, Vision, and Mission of individual and organization in employable market to avoid their individual redundancy in the post Covid VUCA world.

I am very sure that this website and six-monthly e-magazines will serve the purpose of path finding, updating and doing the self-audit, skilling, reskilling and up skilling as the need may be for survival as fittest in the days to come at T & D and L & D professional & prove that Knowledge is Powerful tool of transformation.

My sincere gratitude to all those you made this initiative grand success directly and indirectly for creating a benchmark of website in the history of Nashik chapter. Please do suggest better and cheaper ways of doing by sending mail with titles Readers Eye & Views on chairman.istdnashik2020@gmail.com

Good Luck and happy reading, sharing knowledge, skills to each other's. I appeal all sincerely to share your creative and innovative suggestions to make this initiative from Good to better in helping people to grow.

Message from the desk of Secretary

Mr. Dnyandeo Chopade

Secretary, ISTD, Nashik Chapter

Director, Genetic Health & Research Centre, Nashik

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Every human being has a tremendous potential for contributing to the world. Each of us is doing work of some nature and already making a difference in life where we are placed - may it be our own home, society, work place or profession. Our world is moving fast, with new inventions, technology, theories, applications and communication, and we find ourselves inadequate to cope up with this pace of change in all its aspects. Moreover, it is so volatile and unpredictable, that we humans as a race on this planet find ourselves incapable of dealing with it powerfully. We all have experienced this uncertainty in the last two years caused by an invisible enemy - Coronavirus. We all have gone through various traumatic experiences - loss of our near and dear ones, loss of jobs, financial challenges, health issues, hospitalizations and a lot of anxiety.

Developing ourselves to a higher level, capable of dealing with any situation is the need of the hour. That is exactly the purpose of the Indian Society of Training and Development - transforming people to live life happily and making the world around every one of us worth living at all places in all situations.

Our Nashik chapter, under the guidance of our dynamic leader Shri Ashok Deshpande, is doing a wonderful job in this regard by arranging and executing various developmental activities. This e-magazine is a next step in creating a powerful space of transformation. I am sure that this magazine will provide us a platform to express ourselves, listen to others, exchange our ideas, send our message to the community, create the opportunity for our members and newcomers, and provide an authentic place for learning, training, development and contribution.

I extend my greetings and heartfelt gratitude to the editorial board of this e-magazine. I am aware that the editorial board, especially Mrs. Sarita Dhawale, has put in a lot of effort to bring this idea of e-magazine into reality. I wish everyone a great reading and a wonderful experience of being an integral part of ISTD. Thank you.

Message from the Desk of Chief Editor:

Dr. Sarita Abhay Dhawale

Coordinator- ISTD PG Diploma Course

Director I/c & Associate Professor, IQAC Coordinator

Ashoka Business School, Nashik

saritadhawale@gmail.com , istdnskcoordinator@gmail.com



Dear Readers,

It gives me great opportunity to present our First issue in house Magazine as **“Resilience Buzz- reinventing the art of success is resilience”**, the measure of our progress. The past year was full of various innovative activities by the ISTD Nashik Chapter. We are glad to bring out the **Resilience**, which also happens to be our first E-Magazine publication for the year 2022-23. Carrying forward our agenda of information clubbed with inborn creativity, art, entertainment, and nostalgic moments of our members of Nashik Chapter of ISTD.

The cold winds did not dampen our spirits so we have come to enliven your spirits with a variety of topics in this issue of the **Resilience**. We also take the opportunity to wish our valuable readers a happy reading year ahead.

The modernization of training techniques by addressing the issues is key strategies of our Organization. **“Resilience”** will give us the chance to see the reflection of our progress and achievements.

The editorial board extends special thanks to honorable Chairman Sir, Secretary sir for giving us this Magazine platform to transfer our creativity in Resilience. Team Resilience is thankful to all the members and other chapter members and academicians who contributed for this first Issue of E-Magazine.

All the thinkers, writers, Poets, Educators can connect with us at istdnskcoordinator@gmail.com

We are equally open to comments, criticism and suggestions.

We also take the opportunity to wish our valuable readers a Happy Reading through “Resilience Buzz- reinventing the art of success is resilience”!!!!

ISTD Nashik Chapter



Mr. Ashok Deshpande
Chairman



Dr. Dnyandeo Chopade
Secretary



Mr. Manohar Bhagwat
Treasurer

Editorial Committee:

Name	Designation
Dr. Sarita Dhawale	Chief Editor
Dr. Sandhya Khedekar	Editor
Dr. Saroj Upasani	Section Editor
Mr. Milind Khedekar	Technical Section
Mr. Ashok Deshpande	Reviewer
Dr. K.R. Shimpi	Reviewer
Dr. Dnyandeo Chopade	Reviewer
Mr. Manohar Bhagwat	Reviewer



From the Desk of National President

Ms. Anita Chauhan
National President

Greetings!!

Dear friends,

At the onset of 2023, I wish you all a very happy & prosperous new year and special congratulations to the Managing Committee and Leadership of ISTD Nashik Chapter for launching this coveted Magazine, which would be a stepping stone into a new era for ISTD as a whole.

ISTD Nashik Chapter, with this encouraging step would be leading the bandwagon of all chapters under dynamic leadership of Mr. Ashok Deshpande and all other chapters would be excited to emulate and come up with similar steps.

Wishing you all the best & all support for your future endeavors.

Jai Hind!! Jain ISTD!!

Regards

Anita Chauhan
National President
ISTD

From the Desk of National Vice President -ISTD

Prof. N Sambhasiva Rao.

Greetings!!!!



My heartfelt Congratulations to Dr Ashok Deshpande and team for Designing and a hosting a Website for ISTD Nashik Chapter.

This website will encourage all the members of the Chapter with a feeling of involvement and togetherness. Also it will help to reveal the hidden talents of our members.

Independent Blog may be permitted for Students, HR fraternity, Environmentalists, Health and Wellness etc.

List of Trainers with a brief profile will help other Chapters also to invite them for Virtual / Physical programs of their expertise.

As we all know, a ship never sinks by the water surrounding it, but with the water gets in. Similarly, the world around us is with full of negative thoughts / energy, we only fail if we allow these negative thoughts / energy get into our minds.

I wish, this website of Nashik Chapter provides its members and ISTD as a whole with positive energy and mindboggling programs.

Wishing the very best to the new endeavor

Regards

Prof. Sambhasiva Rao.

(NVP) ISTD

Message from Regional Vice President

West

Mr. Atul Shah

Greetings!!!!

Dear Members

ISTD Nashik Chapter



It is heartening to note that Nashik Chapter of Indian Society for Training and Development is coming out with maiden issue of its six-monthly journal titled “RESILIENCE BUZZ “

Nashik one of the most vibrant and fastest growing chapter, now also a part of fastest growing zone (Western) of ISTD is coming out with a maiden issue of e-journal and a web site on its own. I as a Regional Vice President (Western Region) take privilege to congratulate the dynamic group of members and editorial Board on this occasion

The name of journal itself is an innovative which means reinventing the art of success. Dr. Ashok Deshpande, a visionary, has proven its thought leadership and teamwork with zeal and enthusiasm.

I wish that the journey of Resilience Buzz goes uninterrupted for years to come, unlike some journals which dies premature. Sustainability is a key word which needs to be focused. I would also like to appeal to technical team of Nashik chapter to continuously upgrading the site and to remain updated which will give very good visibility and improved image of chapter in particular and ISTD in general

I convey my best wishes and looking forward for many more accolades from the chapter

Regards and congratulation to the team Nashik for adding the value to the chapter, western Zone and ISTD as a whole

Mr. Atul Shah

From the Desk of Former National President

Dr. Nataraj Ray

National President



Greetings!!

It is a great pleasure to write the opening note for e-Newsletter of ISTD Nashik Chapter.

I would like to thank the dynamic team lead by Mr. Ashok G. Deshpande for driving the Nashik Chapter to a greater height. I would also like to thank all the NC members, Past Presidents and all others who have extended their support and co-operation for publishing the e-Newsletter of the chapter.

Today many organizations are facing major challenges in this post-corona era regarding cost, delivery,

leadership, structure, strategy, systems and human resources which are also regarded as levers of change in an organization. In spite of all these hardship, the opening of ISTD Nashik Chapter is really a great achievement for all of us.

I, on behalf of the National team would like to assure to extend full support and co-operation for this new chapter and e-Newsletter for its growth and development in all spheres.

My best wishes to all the members of ISTD Nashik chapter, MC & NC members.

From the Desk of Former National VP-ISTD

Kurien Daniel

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Wishing the very best to the new endeavor

Regards

Kurien Daniel

(NVP) ISTD

From the Desk of Regional Vice President West

Mr. Dilipkumar S Desai RVP West



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Dilipkumar Desai

RVP- West

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Mentor ISTD Nashik Chapter



Sir Dr. M.S. Gosavi

A Life dedicated to Education and
Blessed by Creativity, Synergy and Spirituality

Hearty Congratulations!!! Respected Sir Dr. M. S. Gosavi, Secretary and Director General of Gokhale Education Society has been bestowed with "जीवन साधना पुरस्कार 2022" (Life Time Award) by SPPU on the occasion of foundation day of Savitribai Phule Pune University i.e., on 10th February 2022 for his excellent and eminent contribution in the field of Education.



PRINCIPAL DR. MRS. DEEPTI P. DESHPANDE

M. Com., BGL, M. Com (Communication Management) M.B.A., Ph. D.

Heartiest Congratulations to Hon'ble Prin. Dr. Mrs. Deepti Deshpande, H R. Director, G. E. Society has appointed as a Member of Apex Committee, S.N. D.T Women's University Mumbai for scrutinizing data to provide continuation affiliation to the colleges for the academic year 2020-Congratulations!!

Living Happily is Living “Here and Now”

Dr Dnyandeo Chopade

MBBS, MS, PhD (Medical Genetics)
Secretary, ISTD, Nashik Chapter
Director, Genetic Health and Research Centre, Nashik
Director, Museum Kohum
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The COVID-19 pandemic has led to a dramatic loss of human life worldwide and presents an unprecedented challenge to public health, food systems and the world of work. The economic and social disruption caused by the pandemic is devastating, when discussing about the Covid, its impact and the consequences has become literally stale. We have talked and listened about it so much that we don't want to take it for conversation any more. However, we are still experiencing the damage caused by the pandemic and will continue to do so for a longer time to come. Some of us are directly affected by the trauma caused by the pandemic or witnessed the suffering of our loved ones, colleagues, friends. Anyway, everyone is somehow impacted by the natural calamity of Covid-19.

I believe, no-one has ever experienced a catastrophe like this in our lifetime earlier, to such a great extent in time and space. The various aspects of this human torture include loss of lives, uncertainty of life, scarcity of resources, failure of systems, health and financial breakdowns, deadly silence, confinement in homes or hospitals or countries, restrictions and many others.

It has been discussed, debated and brainstormed about, at all the possible levels of human systems due to its worldwide presence. Scientific minds, health care experts, innovators, spiritualists, leaders and politicians all got involved in dealing with this global situation. We were working on the circumstances of global havoc in the circumstances of uncertainty. There were doubts, blames, and even claims about certain things adding to the chaos. In short, the experience of all of us all over the world was very stressful.

New norms of living emerged in different areas of life to face the situation and keep going on. Employees started working from home, schools happened online, we started spending less money to cover up the financial loss etc.

Now that this happened unexpectedly, a similar kind of threat can happen again with some other microbe or other natural calamity. It can happen anywhere, anytime by anything as a catastrophe. What is the way to adapt and deal with such stressful situations?

I want to make a point here about dealing powerfully with any situation in life. The first and foremost point is getting clear that there is nothing right or wrong anywhere in the world. We keep interpreting the world and situations from our perspectives and label things, events, circumstances, people and even ourselves as right or wrong. We always look at the world from good or bad, should be or should not be, desirable or undesirable and that's the source of our suffering. Once we get that everything in the world is perfect the way it is and the way it is not, we get power to deal with any situation powerfully. That doesn't mean that we should not be taking actions in any situation. That simply means that in any situation, we get power to deal with whatever is there and create the world worth living. This gives us new actions for fulfilling our intentions in life.

Complete acceptance of the world as it is, brings freedom and creates a possibility of making a difference in life. Complete acceptance includes forgiving people for doing whatever they did or did not do, forgiving ourselves for doing or not doing something in the past and asking for forgiveness to those who are hurt by our actions in the past. This act of forgiveness and humility brings in the freedom from resentments, regrets and guilt.

Another aspect of dealing with any situation powerfully is to be and express gratitude for everything and anything that we have in our life. It includes **being grateful to the nature** for having the healthy body, mind, intellect and abilities to express and experience; for having adequate food and water and shelter; for keeping ourselves in existence. It also includes **being grateful to all the people** who contributed and continuously contribute to our existence, our parents, teachers, siblings, relatives, friends, colleagues, business people, politicians, employees, bosses, subordinates, scientists, innovators and so on. And the last thing it includes is **being grateful to yourself** for contributing to the world around and making life worth living for everyone by your presence and actions.

Holistic Health Care -Health Promotion through “Self-Care”

Dr Saroj Vasudeo Upasani (R N R M)

PhD Nursing (Community Health Nursing)

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Health is essence of productive life:

At the end of 20th century, stress & strain of day to –day life has reached its highest peak. Human beings have built in, biological response to perceived danger of diseases. Where as human beings are given the greatest gift of healing themselves by nature.

Hence we believe that, Self-care is recent trained &to put people’s health in people’s hand because People’s health ought to be concern of the people themselves.

- ❑ Health is defined by W H O “Health is a complete physical, mental & social well-being and not merely an absence of disease or infirmity (ill health)
- ❑ Right to Health: Part of human rights (1948) WHO –Preamble Article no 25 “Health is a fundamental right of every individual along with his family”
- ❑ Richard Hetzel, the President of “Whole Health Institute of Australia” defines health as, “Health includes positive, Peaceful, caring attitudes expressed towards ourselves, towards the people and the circumstances around us.
- ❑ Meaning of ‘health’ derived from English word ‘hal’ = hale or healed.
- ❑ Self-Care: It relates to health generating activities that are undertaken by the persons themselves without any professional assistance.
- ❑ Holistic health = whole/complete. The word Holistic was described by John C Smart. After only few decades the ‘seed of Holistic Health’ movement was sown in California &USA, the Holistic Health movement continues to spread & blossom throughout the world today. Different associations are established in several countries including India.

- Arabian Proverb = “Where there is health, there is hope, where there is a hope there is everything
- ❖ Human beings is total of three things, that is (1) Prakriti (Body) (2) Purusha (Soul) (3) Expression (spirit). Bodily health is always looked after by every one of us. Total wellbeing includes Physical, Social & Spiritual health. Body is material basis; human behavior involves both body & mind which may result in either in health or disease. To overcome with this; the health promotion is important through self-care of an individuals.
 - ❖ Author being a part of health science fraternity & direct exposure to the human health aspects thinks that, “Health Promotion through “Self-Care” as a part of preventive medicine.
 - ❖ We understand as per the today’s scenario of corona 19 pandemic throughout the world, to obtain positive health to maintain perfect functioning of the body and mind where the ‘holistic care’ can be the key through the self-care of every human being.
 - ❖ We also aim to popularize recent trained/concept of self-care to promote positive health and wellbeing & the same time to control occurrence of disease as well prevent it through holistic care and modified life styles following corona protocols with the mind set of that “I can/ I will”
 1. Be familiar with the recent concept of self-care to promote positive health and wellbeing
 2. Be aware about control and preventive measures of occurrence of the diseases like Corona, Swine flu, Dengue & Socio-pathologic diseases like HIV-AIDS, etc.
 3. To prepare mind set to follow three tier system such as self-care, holistic health care & I can/ I will.
 - ❖ Every individual aspires for healthy life; health brings energy and a greater spirit to live effectively. True health is when it creates zest in life, living effectively in relationship at work, in society & area of self-determined area, then it is called holistically healthy.
 - ❖ In truth it is the ‘pleasure’ that we enjoy & makes us happy. For a while pleasure always remains young and vital, that’s how we keep growing old and get consumed in the fire of pleasure. So, to say, **“Better never trouble trouble, until trouble, troubles you**

for you are sure to make your trouble If not self-cared

And your trouble is like a bubble, May be nothing but a cipher”

21 Tips for Holistic Health in 21st century

1. Symptomatology – Listen to health complaints & take appropriate action to control further damage to physical health.
2. Relaxation Technique.
3. Make locus of control internally as you are in charge of your mind
4. Look at the brighter side of the life /over the advantages
5. Develop positive attitude
6. Think, “You are a unique person in this world”
7. Take life one day at a time, since present is only in our hand
8. Practice mental filing system, one task at a time
9. Forgive your enemies in order to forget them.
10. You always benefit from criticism/as if magnifying lenses
11. Spend some time in helping others
12. Use laughter as an antidote to stress
13. Time is the best healer/stop recalling stressful events
14. You are an actor in huge world drama & director is God
15. You are a guest in this world /get whatever is offered in life
16. Do not feel jealous but do contemplation (be considerate)
17. Substitute the thoughts of revenge by, self-transformation’
18. Put efforts of giving up subtle ego/ (won thought process)
19. Observe thought pattern for few minutes’ daily
20. When you face the problems think that the debt of your past action is settled
21. Practice Meditation for some time daily

The last word

- Perfect functioning of the body and mind.
- Relates to broader sense in quality of life to achieve through self & Holistic care.



Leading Change in the Education in New Normal with Innovation and Creativity

Dr. Sandhya Milind Khedekar

Principal, Gokhale Education Society's College of Education,

Sangamner, Maharashtra

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INTRODUCTION:

Education 4.0 is a purposeful approach to learning that matches the fourth industrial revolution and about transforming the future of education using advanced technology, Artificial Intelligence, Augmented Reality and automation. Creativity is the foundation of Education 4.0. It emphasizes the need to prepare students to take on challenges, In order to prepare future graduates for work; teachers must align their teaching and processes with technological advancements.

In the new millennium, technology began to infiltrate the education process, and both students and teachers started to utilize technology in basic ways (otherwise known as Education 2.0). As this technology advanced, including the mass infiltration of a more user-generated internet, Education 3.0 was formed. Students now had their own access to information, the option to learn virtually, and platforms to easily connect with faculty and other students.

Education was no longer cantered upon a back and forth between students and teachers, but instead took on a more networked approach, with students having their own direct connection to a variety of different information sources. This encouraged the development of a more personalized way of learning where the student's independence and unique approach to study was celebrated. However, we're now on the cusp of a new phase; Education 4.0.

The education industry has enormously changed ever since the first industrial revolution took place. With the great findings of Artificial Intelligence (AI), robotics, big data and the internet, the impacts on jobs and industry have increased. During the 1780s, education was not given much

importance to no expectations. People learnt on trading and survived. Whereas, during the second revolution, skilled workers were needed in the workforce.

The existence of education played an important role during this period. Students attended school with no prior knowledge and subject was being taught. During this transition of time, teachers played a significant role in transmitting the knowledge to students and evaluated them on the subjects being taught. This fostered a rigid framework of study disciplines, education standards and eventually standardized testing.

Over the years, advancement of technologies has been changing significantly especially in education industry. Teaching methods have slowly now transformed into a more technology-based teaching. To keep up with the pace, both teachers and students are aimed highly to improve the digital technologies competences across all levels to enhance the use of technology in teaching and active learning.

More changes will be taking place in the future and some have been implied by most of the institutions such as posting results online, uploading and marking assessments online, storing data's online, online platforms widely used to communicate with students for announcements or materials posting purposes and many more.

Haseeb (2018) suggested new educational programmes will have to be developed to meet changing demands in a long run to sustain its competitive advantage since it is constantly a challenge to precisely forecast what lies ahead. Like the industrial revolutions in the past, IR 4.0 will create new jobs, and will also eliminate some of the existing jobs. New educational programmes will have to be developed to meet changing demands. In a global viewpoint, lack of digital culture, training and knowledge will be the challenges faced while implementing industry 4.0 which is in line with the education 4.0.

OPPRUNITIES AND CHALLENGES FOR TEACHERS:

Strengths of Education 4.0 Creates an Opportunity for Educators to Engage in New Technology Tools to make them relevant in the industry. Educators are needed here to play a crucial role in connecting the students and real work life. This requires designing tasks or activities that engages learners to become involved in the thinking and learning process. From the teacher's perspective, with the advancement of technology, the teaching process can be expanded and develop a student's learning through collaborative learning as mentioned by Hussin (2018) earlier. The

technology has always been a supportive part in the teaching and learning environment. However, Johnson et al., (2016) argues that choosing the best technological tools can be the utmost challenge for an educator. Education 4.0 have created an opportunity and a huge platform for all educators to engage in new teaching styles. Teachers all around the globe uses, create, manipulate and share information on computer devices and over computer networks for many years.

In a recent forum, the Education Minister Dr Mazlee Malik (2018) has emphasize his thoughts that an educator should be dynamic and able to become accustomed to various changes to diversifies the teaching and learning methods. Keeping in mind, developing students' knowledge and skills related to technology in the education provides an important grounding for later in life, therefore every educator needs to have a proper knowledge on the application of the tools to educate the learners. Bennett, Maton & Kervin (2008) stated that although we have born into a technologically rich world, some of us may still not be users of technology that may be a reason to resist. However, offering access to technology is never acceptable. Meaningful development of technology-based knowledge is important for all learners in order to maximize their learning (OECD, 2010). Hence, to keep up with the current demands of learners, a need to change in mindsets is essential towards adopting the new usage of technologies in the classroom. Every educator needs to obtain and utilize the necessary information and communication technologies of today.

It is proven that, an educator with the positive mind-set are most likely the ones that produces a conducive learning environment. Abraham & Reginald (2016) further added that if the technology is to be appropriately used to support student collaboration, inquiry, and interactive learning, teachers' beliefs about teaching and learning must also change Digitally Connected, Socially Disconnected Our society is rapidly evolving in technology with no doubts.

Literally every information is available at our convenient at any time anywhere. With the amazing advancements of technology, we all get connected all across the globe in a second. In reality, technology is in many situations essentially removing us more and more from each other. Educators are so busy delivering the education to their students using the online educational tools that is accessible 24/7. This has limited the face to face communication between the teachers and students whereby the students hardly share their problems openly to their teachers.

In a way, technology advancements have limited the engagement or involvement of an educator towards its learner. As educators we strive for students to engage with our subject beyond a superficial level. We want them to be active learners, learners who have a thirst for discovery and

knowledge. Current digital technologies cannot enable this type of social and collaborative learning as well as a teacher can, since such learning environments are highly dependent on the inter-personal relationship between the teacher and their class. Adding on, some of the assessment designed has some technology involvement but still do not use technology to its full potential to measure a broader range of desired educational outcomes, especially non-cognitive competencies that involves social and emotional learning that requires the educator's involvement purely.

The study found that technology makes learners get disconnected from real world. This study is in line with research conducted by Kushlef, Proulx & Dunn (2017) which stated that individual nowadays is depend too much on technology instead on other people for any sorts of information and McCrindle and Wolfinger (2010) found that they also take technology for granted at the same time. Sutton (2013) claimed that technologies further disconnect people from practical world and push an individual towards a cybernetic world. This further affect the interpersonal relationship amongst the people around them as it is never the same as before. However, the author commented it is not to say technology is irrelevant in a socially collaborative learning environment but technology can be most effective when used frequently enough to raise the level of understanding from both teacher and student perspectives.

Main Characteristics of Education 4.0:

- Demand-driven rather than supply-driven
- Knowledge-based rather than competency-based
- By integrating disruptive technology, skill-based learning can be achieved.
- Emotional Intelligence and the attribute of lifelong learning

The major trends of Education 4.0:

1. A more personalized learning

Education 4.0 appreciates the individuality of every single student and their own pace of learning. Having a personalized way of teaching will have a greater impact on students to achieve their outcomes easily. With Artificial Intelligence and Cloud Computing, there are numerous tools available that tweak the whole teaching process as per the individual learner's needs learning pace.

Faculty, on the other hand, will be able to easily identify the strengths and weaknesses of the students and provide instant feedback.

2. More remote learning opportunities

The Active Blended Learning (ABL) concept is picking up, where students get to be actively involved in learning beyond classrooms. This way, they end up mastering both practical and experiential learning.

3. The plethora of education tools

Education 4.0 offers a clear route to students by making tools and techniques handy in their learning environment. This means that the students will be able to choose the tools and techniques through which they want to acquire knowledge. Collaborative and engagement tools flipped learning, and blended learning are a few to mention.

4. Project-based learning

The project-driven approach that Education 4.0 supports helps students learn in a fun and interesting way!

It shuns theoretical knowledge and prompts students to learn time management skills, organizational skills, collaborative skills, time management skills, much needed for their employment for the road ahead.

5. Easy and accurate assessment

A more practical way of assessment comes into place with Education 4.0. There are both online and offline assessments and students get assessed on projects, assignments, and fieldwork.

6. Data at the fingertips

There are greater insights into the students learning journey with data analytics and reporting in Education 4.0. The statistical analysis allows teaching staff to learn where students exactly stand and guide them appropriately.

How industry 4.0 affect the education industry?

The effect of Industry Revolution 4.0 has had on Education can never be ignored. With education 4.0, there's a cultivating peer-to-peer learning atmosphere with students being able to learn collaboratively and from each other.

The role of teachers is that of facilitators. The curriculum and learning outcomes focus on complex 21st-century skills including problem-solving, critical thinking, creativity, people management, teamwork and collaboration, emotional intelligence, judgment and decision-making, service orientation, negotiation, and cognitive flexibility.

Is 4.0 helping the education industry? Why do education institutions need curriculum 4.0?

Education 4.0 is nothing but the curriculum of the future. It is about evolving with the times, and for higher education institutions, this means understanding what is required of their future graduates.

World leaders have laid numerous predictions about the kind of jobs the future would bring up with technology and automation. Updating the content and delivery of the education system should be an urgency.

A majority of hiring managers believe that AI will impact the types of skills their companies need. Remodeling of Curriculum with special stress on futuristic subjects. With digitization and automation, a skill-based curriculum is an order of the day. Employers are running short of skilled workforce and bank on universities and educational institutions to upskill the present workforce.

Building digital skills. Institutions should have modern workplace skills and focus on training their faculty to build digital skills to develop fully able students for their workplace. Soft skills should be made indispensable with a mix of problem-solving, social skills, and process skills.

Digital skills education 4.0 demands

1. Opt for digital tools for virtual learning (face to face) environments (VLEs). This is picking up across the world where students and faculty gain remote access for teaching through LMS. Learning and teaching, accessing course content, online chat facilities, discussions, collaborations, peer teaching, blended learning, all happen in flexible hours.
2. Tweaking of course delivery. There should be a synchronization between the Faculty and the curriculum taught. Faculty should be open to using technological applications to improve students' cognitive learning abilities.
3. They should adapt to personalized adaptive learning techniques for a smarter learning approach to make the whole process fun and interesting.

4. A robust professional framework with career planning inter disciplines should be included. This aspect will futures Indian education for building a workforce for enterprise 4.0.
5. Technology built classrooms to be initiated across universities, colleges, and higher education institutions to deliver successful graduates for the cyber-physical systems prevalent across all industries.
6. This means building a technology-rich curriculum, transforming the learning approach, to better the student experience.

Artificial intelligence (AI) is intelligence demonstrated by machines, as opposed to the natural intelligence displayed by humans or animals. Leading AI textbooks define the field as the study of "intelligent agents": any system that perceives its environment and takes actions that maximize its chance of achieving its goals. Some popular accounts use the term "artificial intelligence" to describe machines that mimic "cognitive" functions that humans associate with the human mind, such as "learning" and "problem solving".

AI applications include advanced web search engines, recommendation systems (used by YouTube, Amazon and Netflix), understanding human speech (such as Siri or Alexa), self-driving cars (e.g. Tesla), and competing at the highest level in strategic game systems (such as chess and Go), As machines become increasingly capable, tasks considered to require "intelligence" are often removed from the definition of AI, a phenomenon known as the AI effect. For instance, optical character recognition is frequently excluded from things considered to be AI, having become a routine technology.

Artificial intelligence was founded as an academic discipline in 1956, and in the years since has experienced several waves of optimism, followed by disappointment and the loss of funding (known as an "AI winter"), followed by new approaches, success and renewed funding. AI research has tried and discarded many different approaches during its lifetime, including simulating the brain, modeling human problem solving, formal logic, large databases of knowledge and imitating animal behavior. In the first decades of the 21st century, highly mathematical statistical machine learning has dominated the field, and this technique has proved highly successful, helping to solve many challenging problems throughout industry and academia.

The various sub-fields of AI research are centered on particular goals and the use of particular tools. The traditional goals of AI research include reasoning, knowledge representation, planning,

learning, natural language processing, perception and the ability to move and manipulate objects. General intelligence (the ability to solve an arbitrary problem) is among the field's long-term goals. To solve these problems, AI researchers use versions of search and mathematical optimization, formal logic, artificial neural networks, and methods based on statistics, probability and economics. AI also draws upon computer science, psychology, linguistics, philosophy, and many other fields.

The field was founded on the assumption that human intelligence "can be so precisely described that a machine can be made to simulate it". This raises philosophical arguments about the mind and the ethics of creating artificial beings endowed with human-like intelligence. These issues have been explored by myth, fiction and philosophy since antiquity. Some people also consider AI to be a danger to humanity if it progresses unabated. Others believe that AI, unlike previous technological revolutions, will create a risk of mass unemployment

CONCLUSION:

This education industrial revolution 4.0 focuses on modern and smart technology, AI, robotics, all of which influence our everyday lives. Hence universities and colleges should gear up to this massive transformation of bringing technology-driven design into the curricula with the assistance of educationists and other visionaries.

Giving today's workforce the right tools will help create a more multifaceted society where everyone plays their part well, adding to a self-sustainable model of education.

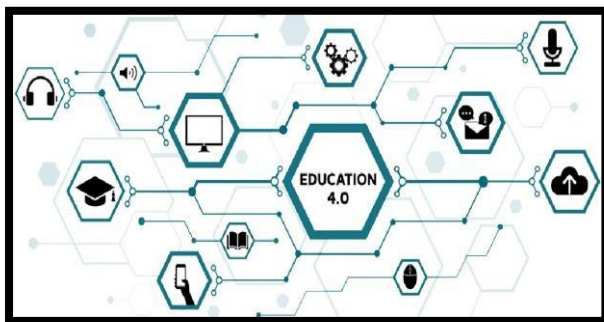
Technology in education has its own strength and weaknesses, but proper implementation might help keep the drawbacks to a minimum. Better planning is necessary. In line with the industry revolution 4.0, Education 4.0 helps a learner to further understand the learning contexts effectively compared practicing those traditional approach.

Therefore, every educator needs to change a step forward in making this positive since the students are more favor towards using technology. To practice able to assist private higher education universities in the use of technology-based teaching and learning more effectively and efficiently. Technology is necessary for now and future. Educators to be more involved in the use of technology based in teaching and learning this might limit the understanding on readers if different industries are being looked at. Besides, this research is emphasizing more on the

viewpoints of the educators from the private higher institution. For the population and sampling method, questions to be distributed should include a higher number of respondents that the author may want to look at the respondent's category that includes the students, lecturers and top managements who are preparing the strategies for education

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An Innovative Training Tool – Brainstorming

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Considering the diverse section of readership for the E-journal, I would rather call this a chat discussion than an article or a paper. The intention is easy understandability. We will be discussing the innovative and effective training tool for brainstorming.

For us to understand the implementation process of brainstorming, let us first try to distinguish between a teacher and a trainer. Both are doing a noble service of empowering humans. Teachers are knowledge givers who also make the pupil a responsible citizen with moral values and character. Thus teachers impart the foundational knowledge to make a worthy human being. A trainer largely deals with matured adults where he (she included), in addition to knowledge, impart skills (technical and soft) and also brings about an attitudinal correction to perform successfully. The attitudinal correction is more of a behavioral exercise so that an individual is able to enhance his interpersonal relations.

We, in life, constantly interact with individuals, be it family, friends, society, strangers and in work situations with peers, teams, leaders, clients etc. How so ever knowledgeable, skilled one be, he must possess interpersonal relations skills to be accepted as an effective team player/leader, to be a good performer. One of the effective skills one must have is listening skills to achieve all the above.

We often hear that people do not 'listen', more so when dealing with educated, more mature people. Why is it so? There could be very many explanations, some judge your credibility, trustworthiness. At times, the listener may not be so open-minded to receive fresh ideas and finds the trainer 'boring'. Very often we call these persons 'frozen mental blocks' (mindset) or 'hardened attitudinal blocks'. In their minds they struggle to find 'who are you to teach me?' they may not find value in the trainer. It's not just knowledgeable, but also be holding a set of fixed beliefs, ideas that refuse to budge from their viewpoint. In society, there are 'educated' and there are 'learned educates'. Indeed, a tough challenge for a trainer. How can he cope with this? Tries a motivational approach with some success.

Brainstorming is one of the powerful tools for people to open up and come across without hesitation. This tool comes in handy with a high success rate. It is a much-needed approach to developing creativity, innovations, out of box thinking for solutions. Brainstorming, unfortunately, is a grossly misunderstood verb because it is loosely used for just generating ideas. However, there is an activity preceding the idea generation. It has a much deeper sense and yet a deeper process to de-freeze or soften those 'blocks'. Let's try to decode it.

Brainstorming is primarily a group activity. It has gained much importance in view of the constantly evolving world where today's ideas become absolute tomorrow. The fast-changing pace of life, the VUCA world, technological explosions, all-cause turmoil in the minds of people who failed to cope with if not updated from time to time. It is said that like old habits, old attitudes die hard. If such issues are not addressed properly, participants might find that the training was not effective. In brainstorming, the preceding activity is to create 'space' in the minds. It is by diluting, 'defrizzing' the apprehensions, breaking down the resistance and preoccupied biases. So, in simple words brainstorming is a two-stage process, one is creating space in the mind followed by generating fresh ideas, thoughts. There is a thin line between the two.

Process of brainstorming:

The process is rather delicate and needs careful handling. Let's say we are talking about a simple topic of 'training need and effectiveness'. The participants may be holding diverse opinions like training is an effective way to update, refresh, acquire performance enhancement tools; while others may feel it is not of use, it is a paid picnic, train our bosses first, they need to understand and change their attitude towards employees. With heightened emotions and a surcharged atmosphere, before the facilitator throws the topic for discussion, He has to first win the confidence of the participants, ensure that they become receptive, feel that they are being 'listened to' and their opinion is 'valued'. To achieve this, create a healthy atmosphere assuring

The ground rule for the facilitator is that he should not be judgmental, nor make any contradiction, assentation, or criticism even through body language. He should be encouraging free rein of ideas and ensuring that even the 'shy'

that the proceedings are not recorded and you will not be quoted outside the hall. Maybe some ice breaker will help the participant to become frank in expression. The ground rule for the facilitator is that he should not be judgmental, nor make any contradiction, assertion, or criticism even through body language. He should not opine, contradict, evaluate. He should not communicate

HOW



CHANGES LIVES:



Dr. Sarita Abhay Dhawale,

Associate Professor, Ashoka Business School, Nashik

One of my closest friends in my hometown had a love marriage, which many considered to be a rebellious act against our small society. She looked happy for a few years after marriage, but I quietly sensed that she was hiding something behind her façade. One day she came over to visit me, and we eventually reached the topic of relationships and marriage. I never force people to

share with me, but that day, when my friend started to cry, I gently comforted her and simply asked if she wanted to share.



Eventually, she opened up to our private silence. Her marriage was very rocky, and because it was a love marriage, she could not depend on the support of her family to help her. In many places in India, even today, there are families who blame their

children if their love marriages fail. My friend’s parents had clearly told her, “If you have problems later, don’t come to us. This marriage is your choice.” I stayed quiet as my friend poured her heart out.

There was no sense of urgency from me; I would have stayed up all night if needed. I recognized that painful secrets worth several years could take time to be expressed. My friend was broken, and I eventually picked up on her stream of thinking. That day, it was not my job to tell her right from wrong. It was not my place to criticize her way of thinking, although I sensed it was biased in one direction. And it was not my motive to “fix” her situation. My only job was to listen – to help her feel lighter – after all, maybe unburdening her pain would give her clarity on her situation. After she finished speaking, my friend realized some of her own mistakes that had brought bitterness in her marriage.

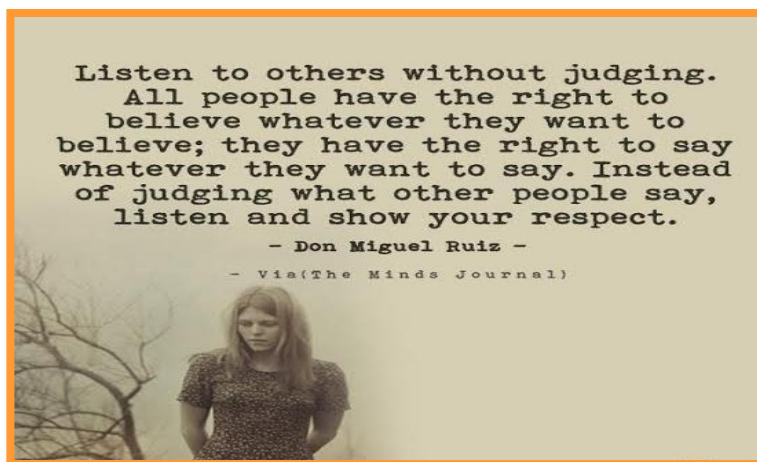
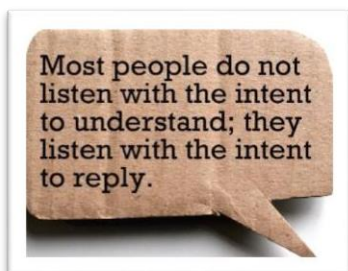
I asked her if I could make suggestions, and when she agreed I suggested small behavioral changes, and a more compassionate approach towards failure. She was ready to try these things because she felt she could depend on me to support her, listen to her, and talk things through with her.

Throughout the next few months, I stayed in regular contact with her. She was on the verge of depression, and constant emotional and mental support was necessary. Slowly, the more she was able to open up, the more she was able to discover her own ways of fixing her problems.

I do not take credit for my friend's recovering marriage. After all, she found her own solutions, carried out her ideas, and kept courage. All I did was listen. I believe there is great potential in listening compassionately. When people talk to a listener, they can hear themselves and become more in tune with the voice of their heart.

Listening with no judgment gives people space to unburden – to release the clutter – so that it gives room for the heart to speak.

“I believe there is great potential in listening compassionately. When people talk to a listener, they can hear themselves and become more in tune with the voice of their heart. Listening with no judgment gives people space to unburden – to release the clutter – so that it gives room for the heart to speak.”



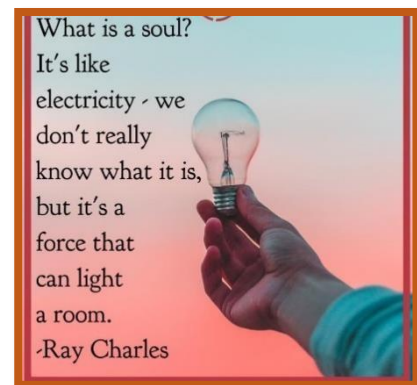
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Every difficult time is an opportunity for us to evolve further. Each difficulty when taken as a challenge we learn to find a solution around it and succeed with flying colours. Pandemic was one such challenge the whole world faced. It made everyone pause for a while and gave us the time to introspect on how we are living our lives. Some found they are doing a great job, while others felt their lives were miserable and had great scope to enhance the experience of living and some realised that they are trapped in the circle of life. The last ones are the ones who looked beyond the materialistic life and measurements of life.

The most important question we should ask ourselves constantly is WHY. Every action has a reason and when we find the reason we are liberated from the burden of the action. We may still do it by force but the pain or resentment of doing that action is detached as it goes and attaches itself to the purpose. At the same time when we are not able to accept the reality of the purpose, we cling to the liabilities, leading to stress & dissatisfaction.

If you want to deal with stress the best method is to accept that your life is of your own making. Your actions are giving you results that you are living every day. Eg. Someone suffering from heart attack majority is due to imbalanced cholesterol levels, who feed the body with unhealthy thoughts & food to create that imbalance? If you always fed well did you exercise to get rid of fat? If you are health conscious, did you get yourself regularly checked mentally and physically as a precaution? Definitely, exceptions are there, in the recent past I came across two such exceptions where kids were as young as 17 years and 12 years suffered a heart attack. But, can we take the

shelter of exceptions or become more aware and live a better life of acceptance that life is unpredictable and I am blessed to breathe every moment, let me enjoy it.

Mental health issues are surging even faster than the global warming numbers. The answer to the why is our lifestyle, our perceptions of life, our definitions of measurements of life. None of the religious books or any intellectual lifestyle books written by the authentic talk about the accumulation aspect of life. They all say we came without even clothes and we go back to mother earth in the same way. Then why do we run the race of wealth, accumulation, resources etc? We need to understand that we made money important and we can make it equally unimportant. We made the perception of a successful person to someone who is rich, and we can only change it to someone who is most happy to be the richest. Can you assure me that every rich person is happy? But I can assure you every happy person is rich as for them contentment is happiness.

When we talk about contentment, many perceive it to be a synonym for complacency. It again depends on the glass you are seeing through. If you see the glass is half full or half empty. When someone is content that person accepts life as it is instead of resenting what is not there. They focus on cherishing what they have in an effort to maintain and spread their happiness and all their actions are to make others happy more than to increase their happiness. They are firm believers in givers' gain.

Spiritual enlightenment is not something to look outside, it is to be found within. Even in Bhagwad Gita 2.14 verse says that one has to do their karma even if that karma is war, but attaching the outcomes to self makes you a wrongdoer. When your actions are for the betterment of the larger picture, it is a wonderful deed. But we are so busy in the race of life, where we know the destination is death, but we still want to lead it and find the end sooner by deteriorating our health, living experience, making others' life miserable, etc. and yet we blame that evolving time has made us live this way. A famous saying says, that a cactus plant can't give you mangoes. If your actions are towards making your life materialistic by making sure everything has a measure, you are going to drown in the ocean of needs and greed.

Our very bases of life have become materialistic. We look at everything in the profit and loss statement. If a parent gives their kid good education, that is to make sure he earns well when he/she grows old and takes care of their old age times. If a husband is giving his wife expensive gifts and a lavish life, then he is the best husband in the world otherwise he doesn't deserve to be loved. In the same way, if the employee is not helping make you profits, he is not human and he

becomes a donkey. Definitely, wrongdoers or non-doers should be penalised, but the penalty has to be humanitarian. The investment has to be equal to the expectations. And again, I am not referring to the materialistic investment, I am referring to quality i.e., time investment in developing the individual. Personal relationship building and treating everyone like human beings with weaknesses and personal life crises.



All living beings on this planet only want acceptance. Once you accept them, they will climb mountains for you and swim oceans to make you achieve your dream. But the connection of life has to be established. We all come from the same energy source of the cosmos and we will go and merge back into it. We during our living experience have to make sure that we contribute maximum towards nature to nurture it, as many more generations are to come and we should leave back a good planet to survive.

There is no greater purpose than the sole purpose we all have come herewith, which is to connect with each soul in a way that we get attracted back into the supreme soul. To connect we need to accept, which gives us the power to deal with stress, look at everyone as equal, give them the opportunity to blossom in the body they are and experience bliss (the happiness) one experiences when touched by another soul. Hence, to conclude meditation is the source to connect with your soul, which then gives you the power to connect with other souls making this planet a better place. Living your life mindfully, healthy and connected to spirituality the supreme consciousness is a way to liberate yourself.

Yoga is the best tool to enrich your life

Mr. Ashok Deshpande

Qualified Yoga Teacher and Naturopath.



As you know in the recent past and now “Good health and Well-being “is one of the prime and sustainable development goal of many individuals. We all aspires to ensure to health and wellbeing by using the cheaper, faster & best tool which can give quick results of well-being. However, Covid -19-21 as pandemic has brought about plethora of unprecedented challenges and disruption in all the spares of life which swept across the globe. During this disruption, the worst affected sphere has been Good Health of individuals. This impacted the total fabric of life soaked with Stress, Anxiety, Fear, Frustration, Non-confidence, Low moral due to various health challenges among all age groups and the health of Youth is not exemption, though it is very important.

“The effects of coronavirus disease 2019 (COVID-19) on the people’s mental health and well-being of the people are likely to be profound and long lasting” (Holmes et. al. 2020; and Hotop et. al. 2020). With its devastating effect observed in all walks of life. Resilience, Positive Health, holistic health topics are in higher demand in T N D and L N D which talk about various tools of maintenance of Health. Among many tools and techniques available in the world Naturopath, science of Ayurveda, Yoga-Ancient Heritage Science, Exercise, Workouts, breathing techniques, Zumba, tools Meditation, Immunity booster etc. were in boom.

Many are using these tools as Fashion, Fad, and some have adapted as life style to face the UVCA –Uncertain, Volatile, Complex, Ambiguous world successfully too as proactive health awareness. Therefore, it become need of hour to ponder on it, understand it, learn it, to up skill and reskill ourselves to create win-win situation in new normal life for better Health continence endurance.

Let us examine and explore how our ancient heritage science of Yoga can be boon to body, blessing to mind to individual and society in this difficult time for starting new normal life, especially when the increasing challenges within and outside us are more than ever before. At the same time Yoga can be an asset to all achieve the purpose of life, accomplishments of our dreams

for better tomorrow with consistence practice of Heritage science of Hat Yoga – Ashtang Yoga, if properly practiced as way of life.

Science of Yoga:

It is rightly said that with charity money is purified, by service our actions are purified, with music our emotions are purified and with knowledge our intellect is purified and by Yoga our body, mind, soul -spirit and intellect - intuition is purified. Yoga talks about 8 steps of Yoga – Yam, Niyam, Prananyam, Pratyhar, Dhyna, Dharna and Samadhi.

In today's fast life, even if one follows Yogasana, Basic breathing Techniques, Omkar chanting, Relaxation Technique called Shawasan, few selected Yogasanas as per individual requirements, under proper guidance, one can get surprising results of maintaining 'Swastha' in this turbulent period. Yoga is holistic well-being best tool which goes beyond enhancing 5 P's Personality, Performance, Productivity, and Prosperity & Peace i.e., "Yoga Karmeshu Kausalyam"

Let us understand Science of Yoga with some key points, which may motivate every practitioner to adopt Yoga as way of life:

Why Yoga Only:

YOGA IS BOON TO THE BODY AND BLESSINGS TO THE MIND TOO!

1. Yogic practices are harmless, when properly carried out under proper qualified Yoga teacher.
2. Need no strict medical observation.
3. Need no equipment's like we need in exercise.
4. Can be practiced in any weather condition, as it can be practiced in one's own bed room.
5. Can be practiced in the morning or in the evening. In certain conditions, Some Yoga postures one can practiced at any time but with a light stomach.
6. The Old age is no bar, Young, old or very old even weaklings and diseased can start and continue Yogic Practices. When properly and regularly done gives good results.
7. Need minimum energy expenditure, due to the practice of "differential Relaxation "which is much different and advantageous than physical exercise.
8. Most suitable for daily routine, only one has to decide to do regularly.

9. Refresh & energize instantly the participant for his daily activities, if properly done.
10. Sex is no bar Males as well as females can take advantage of Yogic Practices.
11. Built lung capacity and improve vital index.
12. Increase extra lung capacity and improve vital index as there is stretch and strain in doing Yogasana, Blood circulation improves in the body, which leads to good oxygen consumption & ultimately results in feeling good i.e. energy, happiness, confidence level goes up.
13. Reduce extra weight, increase weight in case of underweight and brings balance in the ratio of weight, height and age.
14. Improve euro-muscular co-ordination which is the basic of all human skills.
15. Maintain and improve the suppleness of the body and mind.
16. Required no special or rich food but a balanced diet.
17. Any normal individual can perform Yoga and yield benefits there from. There is no bar of race, religion, caste or creed etc. The individuals with medical problems must do Yoga under expert guidance with proper planning of Yogasana, Pranayama kriya for restoring health.
18. Can be used as remedy in psychosomatic and minor health issues.
19. Good remedial practices for defective postures.
20. Lead to steadiness, positive health and suppleness of the body and mind i.e. Well-being or Health.
21. Yoga is science and Art of harmonizing body and mind together.
22. “Yoga has a complete message for humanity. It has a message for the human body. It has message for human mind. And it has also a message for the human soul.”

Let us make a resolution to make Yoga as a way of life for our better tomorrow. The science of Yoga will help us to do more, live longer and enjoy this beautiful world / life to accomplish our all dreams, cheaper, better and faster compare to any other present tool available for being healthy and for wellbeing. Let us experience power of heritage science by practicing it regularly.

Promoting Well-being and Happiness at the Workplace: The Role of HR

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'Good health and well-being' is one of the sustainable development goals which aspires to ensure health and well-being for all. However, Covid-19 as a pandemic has brought about plethora of unprecedented challenges and disruptions in all the spheres of life as it swept across the globe. The worst affected sphere has been health, "The effects of coronavirus disease 2019 (COVID-19) on the population's mental health and well-being are likely to be profound and long lasting" (Holmes et. al. 2020; and Hotopf et. al.2020). For the past few months, the fabric of life is soaked with stress, anxiety, fear and various health concerns among all the age groups. Stress is becoming a universal malady with its debilitating effect observed in all walks of life.

The industrial/business organizations have been caught between concern for health of their employees vs. organizational productivity, loss of market & business opportunities and technological advancements. Consequently, the organizations have been going through major metamorphosis not only for ensuring safe workplace with Covid protocols but also for tweaking strategy, structure, systems and processes for enhancing quality, efficiency and productivity in the new normal.

The changes in the organizational context and role related factors have put the coping skills of the employees to test. Researches reveal that when stress crosses the tolerance limit of an individual, it becomes distress. Distress, the negative stress, impacts not only physical, emotional and behavioral aspects of an employee but also influences his/her social and economic life. It has far-reaching consequences not only on an individual employee in the form of burnout, physical and psychiatric ailments but also on the organization in terms of low motivation and productivity, increase in health cost and employee turnover.

Research by Radha Sharma supported by WHO and Ministry of Health (2005, 2007, Sharma & Cooper, 2017) revealed that *Executive Burnout* is a typical stress syndrome which develops

gradually due to personal and organizational factors in response to prolonged stress and physical, mental and emotional strain. Unable to cope with the increasing pressures and excessive demands, the employees get pushed towards a state of physical, emotional and mental exhaustion resulting in breakdown or burnout. Sharma's research has revealed that executive burnout is higher in auto manufacturing, banking and IT industry and the incidence of burnout is common among both public and private sector organizations though the causes may be different.

Consequences of Stress and Executive Burnout

Stress has been found to have debilitating consequences on both the psyche and the soma and burnout is often seen as a failure of an executive's ability to effectively adjust to the environment. This reduced efficacy leads to lower self-esteem, which starts a vicious cycle of further deterioration of one's job performance. The pressure of working under stress affects the relationships at work both due to reduced availability of time to interact and heightened interpersonal conflicts in the rush to perform. A related consequence is withdrawal from work or indifference, which at first would be a psychological withdrawal, later manifesting itself in the form of absenteeism and turnover intentions.

As stress persists over time and the person is unable to cope with it, there is deterioration of cognitive capacities along with susceptibility to psychiatric disorders and physical afflictions mentioned above. While executive burnout can manifest in a wide-ranging cognitive, emotional and behavioral symptom besides physical symptoms; the person takes treatment for alleviation of physical symptoms but this does not root out the problem and it persists.

Personal Consequences

While there are numerous studies on stress, studies on burnout are relatively very few. Studies (Sharma, 2005, 2007) have investigated the relationship between stress at the workplace and physical and psychological disorders and have found the relationship with the following disorders such as diabetes, peptic ulcers, hypertension, sleep disorder, post-traumatic stress disorder, depression, alcoholism, substance abuse and coronary heart disease, to name a few.

Professional and Organizational Consequences

There are several negative professional consequences of occupational stress and executive burnout that ultimately impact the performance of the organization. High levels of stress affect their job performance drastically. This reduces self-efficacy and deterioration in job performance.

The stress affects work relationships and causes interpersonal conflicts and burnout. Apathy and psychological withdrawal, results in absenteeism, turnover intentions and finally turnover behavior.

The organizational consequences have been classified below:

- Reduced job performance
- Accident proneness
- Interpersonal conflicts
- Reduced creativity
- Lowered motivation
- Reduced organizational commitment
- Absenteeism and turnover

Thus, there is close relationship between stress and physical and mental health. Stress can lead to lowered willingness to take on new and creative endeavors. Employee stress has been found to be a major cause for lowered corporate productivity and competitiveness.

What can an organization/ HR Professionals do to promote Well-being and Happiness?

A number of initiatives mentioned below can be taken by HR managers to mitigate the negative consequences of stress:

- i. Burnout audit and preventive measures
- ii. Employee assistance programme
- iii. Review of personnel policies, systems and processes
- iv. Enhance happiness quotient at the workplace
- v. Paradigm shift in the work culture

HR manager can create conditions for promoting mental well-being, described as a positive and sustainable condition which enables individuals/groups to thrive even in adversity. Happiness quotient can be enhanced. Sonja Lyubomirsky posits that while it is difficult to control 60% of the happiness contributing factors which are determined by heredity or situational factors; the

remaining 40 % factors are in an individual's hand through intentional activities to enhance one's happiness. These are i) nurturing relationship through practice of compassion, ii) positive self-talk, iii) staying connected and iv) doing what one loves and enjoys.

In the aftermath of the pandemic, employees need a healing touch hence a HR manager needs to display empathy and compassion while dealing with employees to promote well-being at the workplace.

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Mental Health and Wellness – Dealing with Stress, Meditation, Mindfulness, Holistic Health & Spirituality, Mental Health and Safety at Work

Miss Usha Gopalkrishnan Menon

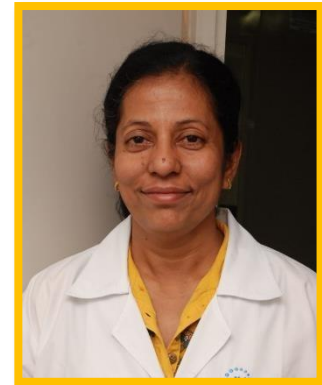
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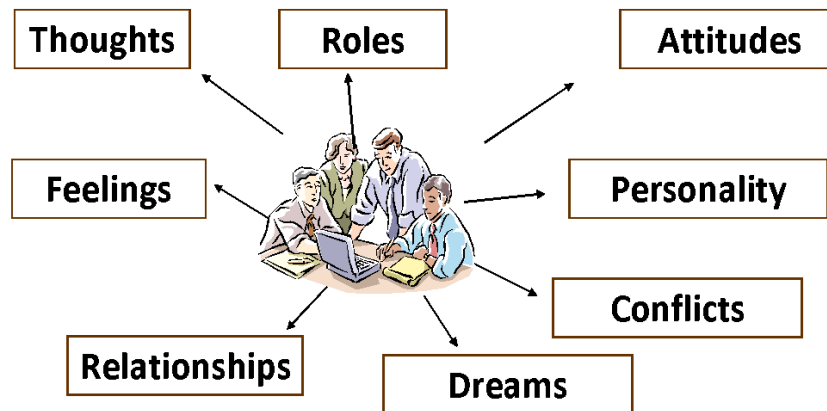
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Mindfulness includes being aware of self and the surroundings while performing any kind of activities. It helps to enhance the level of concentration and attention in our performance. It relieves unnecessary stress and discomfort. Mindfulness helps us to relax and enjoy our activities to the optimum level.

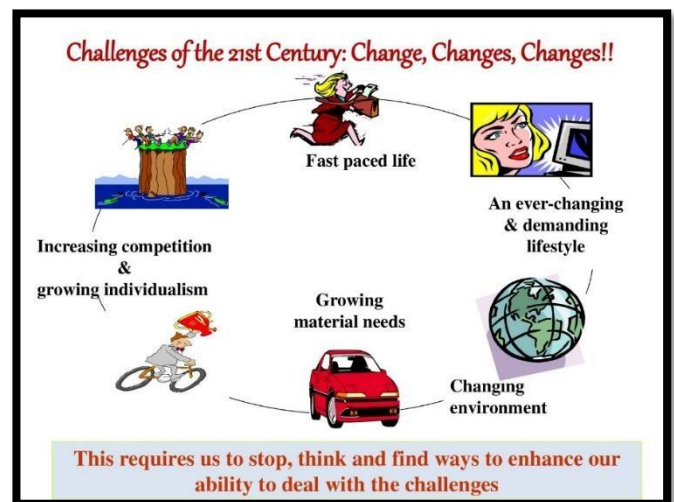
Spirituality helps for an easy connection with self and the Supreme Soul and thus helping us to realize the true and ultimate meaning of self and the surroundings. In a true sense, being spiritual means, to be in a position and in understanding of self as a pure energy and being full of qualities of virtues and capabilities.

The “SELF” COMPRISES OF OUR:



As a pediatric nurse, the best way to be stress-free in day-to-day activities can be dealt through the following ways:

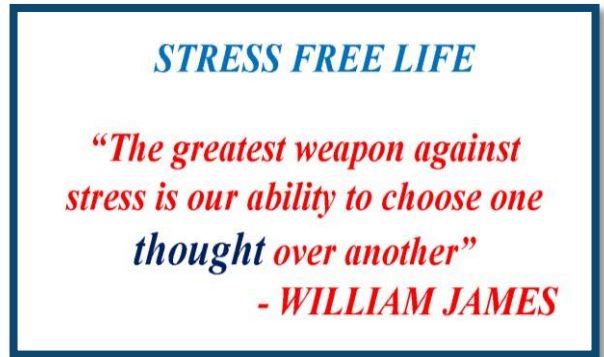
1. Being Non-judgmental towards self and others.
2. Accept client / patient and their significant others as they are.
3. Maintain Professionalism and Therapeutic relationship in the work field.
4. Effective Listening which includes being silent in mind and thoughts while listening.
5. Being Empathetic and patient towards the surrounding.
6. Maintain Confidentiality in the dealings.
7. Appropriate Body Language while interacting with others.
8. Genuineness and Consistency throughout the communication and dealings.
9. Appropriate and relevant explanation for the service that is being provided.



10. Enhancing the communication skills between the Health Care Personnel and becoming a liaison with the society.

Stress is the body's automatic response to any physical or mental demand placed on it. We can minimize the level of stress by the following:

1. Self-Awareness is the first step.
2. Self-Awareness is the ability to stand apart from your own thoughts / feelings, examine them and change them if necessary.



Other Helpful tips:

1. Changing perceptions and expectations
2. Break jobs/tasks into manageable parts
3. Set reasonable/realistic goals
4. Avoid procrastination
5. Set boundaries
6. Don't compromise your values / beliefs
7. Schedule “me” time

Benefits of Stress Management:

- Physical health gets better more energy and stamina
- Emotions stabilized positive attitude hopeful/happier
- Ability to focus improved able to learn and achieve.

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Training: a value based career

**Dr. Rashmi Hebalkar (ISTD NC Member, Pune Chapter
Director, Prabodhan Management Consultancy and Research)**



The most important element in training function is the trainer. The trainer is an element which gives justice to the training design and training system. Many times a poor design is handled by a trainer in such a skilful manner that the deficiencies in design are not noticed in the process and the effectiveness of training is not affected. On the other hand, a good design in the hands of a poor or mediocre trainer goes waste. A trainer has the potential to unleash the potential of participants and bring transformation through the development of knowledge, skills and attitude. When one takes training as a life time profession, one should be able to handle his career like a professional. A profession expects that the trainer consistently upgrades his knowledge, skills, attributes and the values. The economic side of a profession cannot be ignored. But along with many other things, this economic side and the sustainability of a trainer will highly depend on the values he/she follows.

A trainer's personality needs to be multifaceted. His actions, communication, behaviour, attitude, skills, temperament etc. contribute to his personality.

key dimensions to the personality of a trainer are:

- Values
- Roles
- Knowledge
- Skills
- Qualities.

This article explores 'values' as an essential dimension of trainer's personality.

Every human being has the capability to contribute to the transformation with the help of knowledge, skill and attitude. There is a difference between task and transformation. Being just a trainer, i.e. completing a training schedule means doing a task. It is like a functionary who is involved in delivering lecture, taking case studies, some games and completing the schedule. A trainer is a person who is looked upon as a 'guru', a teacher. A teacher is respected for his knowledge and skills, but is more respected for his values. Through training, a trainer is transferring these values indirectly.

Let us take two terms for discussion:

‘Seeing is believing’

‘Believing is seeing’

Which statement do you select as more appropriate in relation to a trainer and a teacher? If you have selected ‘seeing is believing’, as a philosophy of a trainer, that trainer would be just a functionary. i.e. he will deliver training as just an activity. It is like going to the class and completing syllabus.

If you have selected ‘believing is seeing’, this is the right choice. It is the responsibility of a trainer to give vision to the participants. The participants should be able to believe in themselves as the trainer makes them believe. They should leave the programme with hope and action plan. Otherwise throughout the program, the participants will either challenge the trainer or will be aloof and just will attend for the compliance. This trainer is to be a true leader and should create a life - long impact. Along with the knowledge of trainer, the major contribution in this ‘believing is seeing’ is of moral capabilities and thereby of values.

- **Faith, Conviction and Credibility**

A professional trainer looks towards training as a tool for growth and development. This faith in training makes him a complete trainer. Your goal and objectives reflect your activities in and out of the training hall. Your conviction that everybody should be a more developed person reflects through your words and actions. Your credibility re-establishes when through training you reinforce the wellbeing of individuals by developing their thought process. Even if you have become a trainer by default, once you take this profession you must inculcate the required values. Some trainers conduct a lot of activities and games to keep the trainees engaged and happy and try to gain the popularity. The activities should be content based and should lead to up-gradation of the participants.

- **Trust and respect**

When you stand as a trainer, generally you are more knowledgeable and skilful in your area as compared to the trainees. If it is facilitation, your upper hand is in the facilitation process and techniques. But it does not mean that you have all the rights to show that you are superior in all respects. The trainees are more or less experts in their own areas (irrespective of whatever level they are working). They are human beings. They come for learning. The following principles of andragogy (adult learning) must not be forgotten:

Adults are practical, goal oriented, self-paced, Relevancy oriented, need to be shown respect & need motivation for learning.

They may or may not be having good position and a social status. But as human beings and as learners they must be respected by the trainer. As ‘trust begets trust’, some way ‘respect begets respect’.

- **Integrity and commitment towards the program**

A trainer’s commitment is easily sensed by the participants through his words and actions. He needs to follow the objectives of the programme and the design (process and flow) and is to meet the expectations of the participants. When necessary, he should be able to make modification in the contents, methodology, delivery style etc. He should always be ready for any challenge posed by the participants or by the training system. By keeping the esteem level of participants high, instilling enjoyment in learning, helping them to introspect and apply the learning to work life and individual life; a trainer’s commitment is established.

- **Integrity and commitment towards profession**

The following will help the trainer in this regard:

- Desire to perform well
- No gossips about other trainers
- Making optimum use of capabilities and skills
- Faith in the abilities of colleagues (if you are working in a team)
- Regular self-appraisal
- Regular self-development

Faith in individual potential

It would be established through the:

- Belief in ‘learning by sharing’
- Belief in ‘learning by doing’
- Belief that ‘every trainee has a reservoir of untapped potential and ability’
- Belief that a trainer is ‘not to be a spoon feeder but a catalyst for trainees’

Conclusion:

Doing a course of ‘Train The Trainers (TTT/ TOT)’ is one thing and being a professional trainer is another. Being a value based trainer is a challenge. It is the difference between ‘Knowing and Doing’. Consistent ‘self-introspection’, ‘self-exploration’ and ‘self-assessment’ will keep the trainer on the right track.

Post Covid Challenges Employer and Employee Focus

Arvind D. Kulkarni

Sr. General Manager - HR



The COVID-19 pandemic has drastically changed the way we work, with many organizations shifting to remote or hybrid models. As a result, the role of Human Resources (HR) has become more important than ever in navigating this new world of work evolved with newer challenges. In the days to come, HR is likely be expected to play very important role to mitigate these challenges and those which would keep adding to the list time to time.

1. **Develop and implement policies for remote and hybrid work:** HR will have to ensure that policies are in place for employees working remotely or in a hybrid environment. These policies should cover areas such as communication, time tracking, data security, engagement and many more. Just having policies in place will not help and additionally, HR will need to ensure that employees are aware of these policies and understand how to comply with them. As such cascading the information and making it understood in its real sense will be the challenge.
2. **Address employee well-being:** Remote work can lead to feelings of isolation and burnout among employees. HR will need to be proactive in addressing these issues and promoting employee well-being. This may include offering mental health support, providing resources for employees to maintain work-life balance, and encouraging regular communication and socialization among employees. This could be further added by peace of mind and yoga sessions to cope up with the health and mind.
3. **Support managers and teams:** The shift to remote work and hybrid models can be challenging for managers, who may need support in leading and communicating with remote teams. HR will need to provide guidance and resources to managers to help them navigate this new environment. This has been a new era for managers too and hence this support will help them manage and perform. They cannot be left unattended.
4. **Ensure compliance:** The shift to remote and hybrid work models may require adjustments to compliance with laws and regulations. HR will need to be aware of these changes and ensure that the company remains in compliance. So far there is no escape on the compliances and on

the other handful additions are and will be there time and again.

5. **Manage change:** The shift to remote and hybrid work has forced many organizations to rethink and rework on their processes and structures. HR will need to play a key role in helping the organization manage this change and ensuring that the workforce is equipped with the knowledge, skills and tools necessary to succeed. The tools could be systems, connectivity, security, time monitors, continuous electricity support and much more beyond.
6. **Address Equity, Diversity and Inclusion:** Remote work and Hybrid models may have different impacts on different employees and demographic groups, HR department should closely monitor this and create programs that address and reduce disparities as well as fostering equity, diversity and inclusion across the workforce.

Overall, the role of HR in the coming days will be to support and guide employees, managers and the organization as they navigate the changing landscape of work brought on by the COVID-19 pandemic. By being proactive and responsive to the needs of employees and the organization, HR can help ensure that the transition to remote and hybrid work models is as smooth and successful and the best as much as possible to the benefit of employers and employees all means. The same parameters can be looked through a specific window as below.

1. **Salaries:** Younger employees may have different salary expectations than older employees. They may be more focused on earning a fair and competitive salary and less concerned with the traditional benefits and perks that older employees have been aiming at. HR will need to be aware of these expectations and work with the organization's leadership to ensure that salaries are competitive. This generation is more focused on getting maximum take home rather than saving for the future now.
2. **Employee engagement:** Youngsters are often more focused on finding meaning and purpose in their work and may place a greater emphasis on work-life balance. They may also be more likely to seek out opportunities for career growth and development. To engage and retain younger employees, organizations will need to provide opportunities for growth and learning, flexible work arrangements, and a positive and inclusive company culture.
3. **Soft skill trainings:** Newer set of employees often place a greater emphasis on developing their soft skills, such as communication, interpersonal relations, team importance, collaboration, cross utilization of skills etc. Organizations will need to provide training and development opportunities that focus on these skills in order to attract and retain young talent, which in the long run will be of help.

4. **Hiring:** Younger employees are more likely to research an organization's reputation and values before applying for a job and may be more likely to seek out companies that align with their personal aspirations, values and beliefs. Organizations will need to be aware of this when recruiting and will need to clearly communicate their values and mission to attract young talent. The setting of expectations and fulfilling will have to be above all for organization.
 5. **Participation:** Younger employees often want to be more involved in decision-making and want more opportunities for giving feedback and participating in company decisions. Organizations will need to create more opportunities for employee participation and listening to their employees.
 6. **Diversity, Equity and Inclusion:** Young generation employees are more inclined to work in a diverse, equitable and inclusive work environment. Employers should be pro-active in creating a diverse and inclusive culture and ensuring that there is no discrimination in the hiring process, promotions, and any other employee relations. One has to be very diligent in complying this factor with the lots of sensitivity involved in the process and people managing the same.
To overcome these challenges, organizations will need to be flexible and responsive to the changing needs and expectations of younger employees. This may involve making changes to compensation and benefits packages, providing more opportunities for learning and development, and fostering a positive and inclusive company culture. Additionally, HR will need to communicate effectively and actively listen to employees to understand their needs and concerns, and to work with leadership to ensure that these needs are being met.
1. **Flexible work arrangements:** To accommodate the work-life balance needs of Gen Z employees, organizations may consider offering flexible work arrangements such as part-time or job-sharing opportunities, remote work options, and flexible scheduling. This will allow employees to balance their personal and professional commitments more easily.
 2. **Professional development:** Gen Z employees often place a high value on learning and career growth opportunities. This has the highest priority for the talent and their objectives are very clear. If that does not get fulfilled the game is over for them and good reason to change the jobs. Organizations may want to invest in professional development programs that help Gen Z employees acquire new skills and advance in their careers. This can be in the form of mentorship programs, training sessions, or tuition reimbursement programs.
 3. **Innovation and creativity:** Organizations can adopt policies that encourage Gen Z employees to think creatively and come up with new ideas. This can include creating dedicated teams or

initiatives focused on innovation, offering incentives for employees who come up with new and creative ideas, or encouraging employees to take time for personal projects that align with their professional goals.

4. **All gender inclusive policies:** Organizations should adopt policies that are inclusive of people from all genders and sexual orientations. This includes inclusive recruitment process, inclusive language and providing appropriate facilities, accommodations and benefits for employees from all genders. This includes prevention of sexual harassment is available for all genders and not only for feminine gender.
5. **Diversity and Inclusion:** Organizations should have policies that promote diversity and inclusion. They should actively work towards creating an inclusive work environment where everyone feels welcome, respected and valued. This includes providing training to employees on unconscious bias and macroaggressions, implementing an anonymous feedback mechanism for employees to report any discrimination or bias and having a zero-tolerance policy for discrimination.

It's important to note that these policies should be designed after considering the organization's culture and the legal compliance requirements. Additionally, organizations should also make sure they consult with employees and employee representatives to understand the specific needs of the workforce. This is how the inclusive work environment can be created although the era of hybrid or remote working and the challenges can be managed in the days to come. The organizations, the policies and makers of policies will have to be vigilant and agile to accommodate every new change which is knocking with additional challenges.

"Managing Self": Challenge & Solution

Dr. Mohan V. Uchgaonkar

NC Member, Pune Chapter.

It's a big challenge before us to make competent and capable citizens in terms of physical fitness, in the era of information and technology, in order to take on the challenges of 21st Century.

Nowadays, we always see everyone is attached to some kind of screen. It's indeed a matter of deep concern that today's lifestyle is unfortunately nowhere nearer to physical exercises and fresh air. Due to which, the mental stress has increased manifold resulting into more physical and mental disorders.

As we need to update our knowledge and keep up with the latest developments in our respective fields, we also need to keep up our physical and mental wellness. It is, therefore, very essential for everyone to keep physically fit and healthy, by way of having exercises regularly. There is always the necessity of appropriate physical movements in any field, enabling the improvement in efficiency and productivity. For improving the quality of living, essentially there is a need of physical movements and the important is, actually how you lived your life than how many years you lived it.

In order to have physical fitness and mental health, as well, there is certainly a need of physical education and some sports activity.

The views pertaining to 'Managing Self, through Sports Activity', are being expressed herewith. This dimension is hereby touched for being the very essential and beneficial for one's personal and professional career, in a long run.

Sports Activity is very much vital and effective in overall development for individuals, such as

1) Keeping Fit and Healthy :

Playing any sport leads to the growth of strong bones, bigger muscles and better tissue connection. It helps you to reach your fitness goals and maintain healthy weight. Sports help you to keep you away from obesity, diabetes, high blood pressure, osteoporosis or breast cancer, later in life. It certainly helps you in making your personality more attractive.

2) Keeping Mentally Healthy :

Sports can help you in bringing the phenomenal change in your mental health by maintaining the equilibrium. Due to teamwork and sportsman spirit, developed by way of sports, you are always away from stress, tensions and pressures, enabling you to keep mentally healthy.

3) Sportsmen do better in academics :

Sports require memorization, repetition and learning skill sets, which are also directly relevant to class work or academics. The determination and goal setting skills required in sports are very much beneficial in making your academic career more glorious.

4) Sports boost self-esteem :

Your hard work for achieving goals always pay off in developing self-confidence which in turn, encourages you to achieve your other set goals. This is certainly a rewarding and exciting learning process, leading to boost your self-esteem.

5) Lasting Social Relations :

In all likelihood, the cohesive bond created during Sports, will last even after ending of your youthful sporting days. Sports offer people of all age groups, a chance for interacting socially.

6) Job Opportunities :

Meritorious Sportsmen always get preference in employment at Banks, Govt. Offices, Public Sector Undertakings. These sportsmen also get huge respect, recognition and honour in Society.

'Benefits of Sports in Management'

7) Improving Managerial Skills :

Sportsmen do better in their business and services. The personality of the sportsmen gets developed fast as compared to others, because of their positive attitude, constructive approach and understanding created through sportsman spirit.

- Sportsmen are liked by everyone at their workplace because of their way of mixing up or getting gel with the others and the friendly nature.
- Sportsmen could also be instrumental in establishing very healthy and harmonious relationship with one and all with their special and commendable sportive nature and behaviour.
- Their networking and public relationship are also very much appreciative.
- On gaining self-confidence, they are capable of taking decisions, solving problems, communicating and having dialogues.
- On acquiring these very important qualities, Sportsmen could become expert in Leadership Skills thereby motivating others and leading the team, ultimately becoming successful in enhancing Managerial Skills.

It is, therefore, strongly felt that Sports certainly helps in Managing Self, from the personal & professional career point of view.

Dr. Mohan V. Uchgaonkar, NC Member, Pune Chapter.

Webinars Conducted during the Year

ISTD Nashik Chapter

Sr. No	Title of Webinar/Program/Activity	Date of Conduction	Resource Person
1	Introduction to IKAIGAI, Indian Society for Training & development, Nashik Chapter	20 March 2022	Mrs Ruta Pandit
2	“Budget 2022 and Crypto currency” Gokhale Education Society, Nashik in collaboration with Indian Society for Training & development, Nashik Chapter	05 March 2022	Dr V M Govilkar
3	“Sustainable way of Life to mitigate climate change”	05 March 2022	Chandrshekhar Kothawade
4	Campus to Corporate – Panal Discussion	19 Feb 2022	G.P.Rao Shashi Rajan Anneta Modhak
5	ISTD Meeting	27 Feb 2022	All ISTD Members KLI APC hall at Mumbai Naka.
6	Webinar: Achieving peace of mind through Spirituality	11 Dec 2021	Hari Bhakta Parayan Shri Shashikant Utpat Guruji
7	What happens between life and death- Webinar	17 Oct 2021	Dr Amit Kulkarni, USA
8	IQAC Award function, Vadodara, Awardees of Nashik Chapter went to Vadodara for two days	15 August 2021	Awardees: Dr Saroj Upasani, Mrs Anita Vyas, Dr Sandhya Khedekar, Dr Pravin Supe, Shri Ashok Deshpande, Dr Leena Bhat, Dr Dnyandeo Chopade, Pri. Ram Kulkarni, Prin V M Suryavanshi, Rajesh Khandekar,
9	Need of positive health care in post-pandemic period- Resource person	10 April 2021	Mr Ashok Deshpande
10	Happiness as a factor of Organizational Sustainability	2 April 2021	ISTD Nashik Chapter

MAJOR ACHIEVEMENTS OF MEMBERS



ISTD NASHIK CHAPTER

Sr. No	Name of Achiever	Achievement Details	Remark
1	Mr. Ganeshdatta B. Phatangare Dy.EE MSETCL 220KV GCR substation Eklahare Nashik	2021-2022	STAR LEARNER MEMBER OF ISTD NASHIK During the year including Govt, Semi Govt Org and domain related value added certifications completed.
2	Mr Ashok Deshpande Dr Anand Patil Attended the National Council Meeting hosted by the Mumbai Chapter of ISTD.	12 th March 2022.	National Council Meeting hosted by the Mumbai Chapter of ISTD
3	Dr Sarita Dhawale Savitri Bai Phule – Puraskar in Education on occasion of “Womens Day” awarded by Lioness Club Nashik & Swayam Sidhha Mandal,Nashik	9 th March 2022	Women’s Day Award for continual contribution to quality Education in Higher Education and innovation in teaching learning techniques in Management Education.
4	Dr Saroj Upasani Recipient of IQAC Quality Excellence award	15 th August 2021	IQAC Quality Excellence award of individual category “Teaching - Training Quality Excellence Award with collaboration of ISTD Vadodara Chapter
5	Dr Sandhya Khedekar Sharu Rangnekar Memorial L&D Award	13 th November 2021	Award by ISTD Delhi for Training and Development comprising of 1 lakh rupees cash prize



STAR MEMBER OF ISTD NASHIK

PHATANGARE GANESHDATTA BHIKAJI

Working as Dy.Executive Engineer in Maharashtra State Electricity Transmission Company Ltd 220kV GCR Substation Eklahare Nashik from completed B.E (Elect), PGDBM (HRM), MBS(HRM),MBS (FM), DLL & LW, MA (Economics), MA (Industrial Psychology), PGDCM, ME (ECS) from Pune University also ACPDM from IGNOU New Delhi and ICCOHSEM & ISE-SM (Work place safety) from Institution of safety Engineers(India).

He is life member of various professional institution such as Institution of Engineers (India), Indian society for Technical Education (ISTE), Solar Energy society of India (SESI), Indian society for Training & Development (ISTD), Renewable Energy society of India (RESI), Institution of Safety Engineer (India), Quality Circle forum of India (QCFI), International Association of Engineers (IAEng), Society for Environment & Sustainable Development and many more.

He is also Chartered Engineer (India) of Institution of Engineers (India) also Chartered solar Engineer of Solar Energy Society of India and completed many online seminar FDP of NPTEL/Swayam, CPD of Institution of Engineer, STTP of ATAL AICTE, Short term program of UG HRD.

He has keen interest in field of Non Renewable Energy, Human Resource Management, Training & Development, Quality Control, Six Sigma, Lean Management etc.





भारत सरकार, श्रम एवं रोजगार मंत्रालय
 Government of India, Ministry of Labour & Employment
 कारखाना सलाह सेवा एवं श्रम संस्थान महानिदेशालय, सायन, मुंबई - 22
 DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES, SION, MUMBAI - 22

प्रमाणपत्र CERTIFICATE

प्रमाणित किया जाता है कि श्री फटंगरे गणेशदत्त भीकाजी संस्था एमएसईटीसीएल, नासिक ने "कार्यस्थल में विद्युत सुरक्षा" विषय पर अर्धदिवसीय ऑनलाइन प्रशिक्षण कार्यक्रम में भाग लिया है।

This is to certify that Shri PHATANGARE GANESHDATTA BHIKAJI from MSETCL, NASHIK has attended the half day online training programme on "ELECTRICAL SAFETY IN THE WORKPLACE".

दिनांक: 23 फ़रवरी, 2022
 Date: 23rd February, 2022

डॉ आर. के. इलनगोवन Dr. R. K. Elangovan
 महानिदेशक, डीजीफासली Director General, DGFASLI

Certificate No: DGFASLI/CLI/21-22/6130

to validate: <https://dgfasli.gov.in/>

Institution of Safety Engineers (India)
 (Run by ZJEW Trust, Registered under Public Trust Act, Govt. Reg. No. 5240)
 "Aim To prevent Accident, Protect Environment & Minimise Losses during Disaster"

Certificate of Participation

This is certify that

PHATANGARE GANESHDATTA BHIKAJI

Attended the Webinar
 on **10th March 2022**

HAZOP STUDY & RISK MANAGEMENT IN INDUSTRIES

ISE (India)

Dy. Director (General, Training & Admin.)

Date: 14/03/2022

Registration No.: 22WHRM030066

www.iseindia.in

GLIMPSES OF ACTIVITY DURING THE YEAR ISTD NASHIK CHAPTER



" जीवन साधना पुरस्कार 2022" (Life Time Award) by SPPU, Pune for his excellence and eminent contribution in the field of Education.



For " जीवन साधना पुरस्कार 2022" (Life Time Award) by ISTD Nashik Chapter , Chairman Mr Ashok Deshpande to Dr. Gosavi Sir for his excellence and eminent contribution in the field of Education.



Felicitation of by ISTD Nashik Chapter to Dr V M Govilkar for his excellent contribution in the field of finance Education.





Prog. No : ISTD/NSK/04/2022

Join our Workshop on

Introduction to Ikigai
A Japanese Concept - 'reason for being'

Hosted by :
ISTD Nashik Chapter

Speaker
Ruta Pandit
Facilitator, POSH Act Trainer
& Writer...



Date : 30th Apr 2022
Day : Saturday
Time : 5.30 PM

Chief Guest
Sir Dr. M.S. Gosavi
Mentor, Nashik Chapter

Note : Please be present on
your seat 10 min. before

Venue :
Prin. T.A. Kulkarni Hall
GE Society, Nashik

Ashok Deshpande, Chairman (9822535624)
Dr. Dnyandeo Chopade, Secretary (9822885558)



Prominent Awardees of ISTD NASHIK CHAPTER



Sir Dr. M.S. Gosavi, A Life dedicated to Education and Blessed by Creativity, Synergy and Spirituality Born in Phaltan (Maharashtra) in a cultured and spiritually oriented family on 15 September 1935.

Sir Dr. M. S. Gosavi stands for self-discipline, dedication for profession and devotion towards social cause. With the illustrious lineage of Saint Eknath and celestial patronage of his parents, Vedmurty Jyotirvid Sadashivbuwa Janardanbua Gosavi and Punyashlok Matoshri Parvatibai Gosavi, Dr. Gosavi exhibited the traits of exceptional intellectual and aesthetic sensibilities in his early age.

Sir has mesmerizing Educational Graph with Trendsetting Work in the field of Higher Education. He performed in s Multidisciplinary Research Studies and Exemplary work for Social upliftment with hundreds of awards and honors.

An International Educator and Secretary and Director General of Gokhale Education Society for more than 60 years



Dr. Mrs. Deepti Deshpande, A harbinger of transformational leadership in higher education arena through innovative initiatives and holistic administrative approach, Principal of SMRK-BK-AK Mahila Mahavidyalaya, Nashik and Director (HR) of Gokhale Education Society, Nashik.

She is associated with Gokhale Education Society for more than 37 years in various capacities, many honors and recognitions are on her name. She is now selected as Dean at SNTD Womens Univesity, Mumbai.

PROMINENT AWARDEES OF ISTD NASHIK CHAPTER



Dr. Sandhya Milind Khedekar, Principal at Gokhale Education Society's College of Education, Sangamner, Maharashtra.

She is Passionate about innovative ways of Teaching Learning with help of Technology, she has trained more than 12000 teachers of more than 24 countries in pandemic period for digital tools and ways of online teaching,

She has worked in All India Radio as RJ (Announcer) for 2 years, Recognized M.Phil. and Ph.D. guide of Savitribai Phule University, Pune, India, VT Member of National Council for Teacher Education, Delhi, Recipient of National, International awards.



Dr. Saroj Upasani, Vice Principal of Gokhale Education Society's Sir Dr. M. S. Gosavi Institute of Nursing Education, Training and Research, Nashik.

She was nominated as a Coordinator of 'Paricharya Dnyan Mandal 'to Maharashtra Rajya Marathi Vishwakosh Mandal by Maharashtra University of Health Sciences Nashik.

MOU was signed on 15th July 2019 with the co-opted nursing subject experts 80 articles in Marathi were submitted to Marathi Vishwakosh and out of 62 articles are published on website of the Vishwakosh. She is recipient of IQAC Quality Excellence award of individual category "Teaching -Training Quality Excellence Award with collaboration of ISTD.

NOSTALGIC MEMORIES DURING THE YEAR

ISTD NASHIK CHAPTER



POST GRADUATE DIPLOMA COURSE



POST GRADUATE DIPLOMA IN TRAINING & DEVELOPMENT

Through distance mode with
industry ready curriculum

Batch
88th

Commencing from
February 2023
Duration-18 months

18 Months Correspondence Programme
Recognized by Ministry of Education
Govt. of India

www.istd.in

INDIAN SOCIETY FOR TRAINING & DEVELOPMENT



MESSAGE FROM NATIONAL PRESIDENT, ISTD

Dear Distinguished Readers,

Welcome to the world of Training and Development!

ISTD is a premier institution in India since 1970 for leading transformation through training & development. The PG Diploma in Training & Development was launched in the year 1979 by a group of ISTD visionaries to meet the long-felt need of the corporate world for a professional course for human resource development of their employees and effective management of training function. Keeping in view its contents and relevance in building human capital, the programme has been recognised by the Ministry of Education (erstwhile Ministry of Human Resource Development) and the Department of Personnel & Training also endorsed this programme under its Faculty Development Scheme.

Over a period of time, the Diploma course has gained popularity in almost all the sectors like public, private, Government, defence, hospitality, IT, services, NGOs etc. for recruitment as well as for lateral movement of employees to senior positions. The instant Diploma is highly recommended not only for the HR and L&D professionals but all those who are willing to take their career to a new horizon and are interested in helping others to harness their potential.

The world is undergoing rapid changes in the knowledge landscape. In consonance with the vision of National Education Policy 2020 which aims to address many growing developmental imperatives of the country and also in the light of changing internal and external environment and challenges, the programme structure, design and pedagogy is revamped suitably by the ISTD Diploma Board consisting of eminent personalities from the corporate and academic world.

The learning and development industry is expected to reach \$402 billion by 2025 with a growth rate of 2-3 percent CAGR, says Beroe Inc. The need for skilling, re-skilling and up-skilling and plugging skill gaps is so fast and dynamic that the organisations are constrained to build capabilities through the massive adoption of digital tools and technologies. Over the past couple of years, we have seen rapid growth in the education-to-employment segment in particular focusing on adult learners. Many new start-ups have ventured into online education to fulfil the growing talent demand.

The learning contents of ISTD PG Diploma is full of video lessons, reading material, assignments, project work, case studies, quizzes, ice-breakers, role play, exercises, the latest in L&D world, L&D technologies etc. which will keep you engaged throughout the 18-month course. By pursuing the PG Diploma in Training & Development, you will develop a full set of HRD skills ranging from formulating organisational strategy for learning & development to assessing skill gaps within the organization, assessing the effectiveness of the programs and return on investment using data analytics.

At present, the classes are held in online mode on Sundays.

I invite all of you to take the membership of ISTD which is fully powered with the 3Rs – Resilience, Revolve and Responsiveness. ISTD is committed to ROA (Return on Association) where each one of us believes in the Art of Giving to Society.

I am hopeful that this Diploma will always keep you relevant not only for the organisation but also for the Society as a whole and simultaneously help you immensely in your career growth.

ANITA CHAUHAN



INTRODUCTION

The Indian Society for Training & Development (ISTD) is a premier institution in the field of Human Resource Development with a distinguished record of service spanning more than 52 years. To meet the long felt need for a basic qualification in training and development, a focused correspondence Diploma in Training & Development was introduced in April 1979. The objective of the course is to provide orientation skills of Training and Development as well as the specialization in functional areas of Training and Human Resource Development.

It is a distance learning Programme of 18 months duration in English language.

At present a large number of ISTD Diploma holders are occupying senior positions in the fields of Training & Development / Human Resources Development in various Central/State Government Departments, Public and Private organisations.



Our Vision

Leading Transformation through Training & Development.

Our Mission

- To facilitate individuals and organizations to excel in Training & Development Activities.
- To serve as a reservoir of universal knowledge of human interface through innovative practices and original exploratory research.

DIPLOMA BOARD MEMBERS

The ISTD Diploma programme is managed by a Board consisting of eminent HRD professionals and academicians.

Chairman

Dr. A. V. Sivarama Prasad
President (Strategy)
The KCP Limited, Chennai

Members

Dr. Nataraj Ray
National President,
ISTD Kolkata

Mr. Kurien Daniel
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ISTD Mumbai

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Associate Professor,
B K School of Business Management,
Gujrat University, Ahmedabad

Dr. L.R.K. Krishnan
Professor (OBHR, ER&LL)
VIT University, Business School
Bengaluru

Dr. Aquil Busral
CEO, Aquil Busral Consulting and
Former Executive Director HR, IBM

Dr. Raj Singh Antil
Joint Director
Shri Vishwakarma Skill University
Gurugram

Member Secretary

Mr. Sourav Basu
Officiating Director, ISTD New Delhi

Post Graduate Diploma in Training & Development

ELIGIBILITY

Graduate or it's equivalent Diploma from a recognized university.

Post Graduate or equivalent PG Diploma in any discipline (Experience not essential)

Professional Degree holder like B. E/ B.Tech., M B B S, C A I B, A C A, A I C W A, M. E d. e t c. (Experience not essential)

Students of final semester awaiting final results can also apply. They shall be given provisional admission.

For Armed Forces Personnel & their Spouses, Ex-Servicemen / Central/State / Police / Para Military Forces Personnel and Senior Citizen Candidates.



ADMISSION

Admission to the PG Diploma Programme is twice a year, in January and July. Admission form can be downloaded from the website www.istd.in along with application processing fee & course fee as by DD drawn in favour of "ISTD Diploma Programme" payable at New Delhi (or) through Razorpay. The request should be addressed to Mr. R Raghu Raman, Manager, Indian Society for Training & Development, B-23, Qutab Institutional Area, New Delhi-110016

EXAMINATION

Examinations are being conducted in proctored online mode.

Examination Fee of Rs 500/- + 18% GST per paper. Students are required to pay the examination fee before examination.

Student can opt to appear for examinations in subjects they have completed as and when the schedule for the same is announced. Students can choose to skip and appear for examination in the next batch as per rules.

PG Diploma Results and other information can be accessed at the Website : www.istd.in

On successful completion of the Programme, candidates are entitled to use the suffix ' PG Dip T&D'

FEES

Application Processing Fee (Non-Refundable)	Rs 1500/- + 18% GST (Rs 270/-)
Course Fee (for General Category)	Rs. 50,000/- + 18% GST (Rs 9,000/-) {Can be paid in three equal installments of 17,100/- + 18% GST (Rs 3,078/-)}
ISTD Life Members & their Spouse/dependent eligible Children	Rs. 45,000/- + 18% GST (Rs 8,100/-) {Can be paid in three equal installments of Rs 15,500/- + 18% GST (Rs. 2,790/-)}
Permanent Institutional Members	Rs. 45,000/- + 18% GST (Rs 8,100/-) in one Lumpsum
SC/ST Category & Divyang	Rs. 45,000/- + 18% GST (Rs 8,100/-) {Can be paid in three equal installments of Rs 15,500/- + 18% GST (Rs 2,790/-)}
For Armed Forces Personnel & their Spouse, Ex-Servicemen/ Central & State Police, Para-Military Forces Personnel, Senior Citizen Candidates.	Rs. 30,000/- + 18% GST (Rs 5,400/-) {Can be paid in two equal installments of Rs 15,500/- + 18% GST (Rs 2,790/-)}
Fee For Overseas Students	Students from SAARC Countries: 900 US \$ Other Countries: 1000 US \$

Installments Scheme

January Batch	July Batch
1st Installment at the time of admission	1st Installment at the time of admission
2nd Installment March 28	2nd Installment August 31
3rd Installment April 30	3rd Installment October 31

Students are required to deposit all the 3 installments by the stipulated dates before applying for semester examination

Payment can be paid through Razorpay or through QR Code : <https://rzp.io/l/EI88Z88JB4>

Last date of Submission for completed admission form for 86th batch is 31st January 2022.

*No refund of course fee will be made once the registration number is allotted.

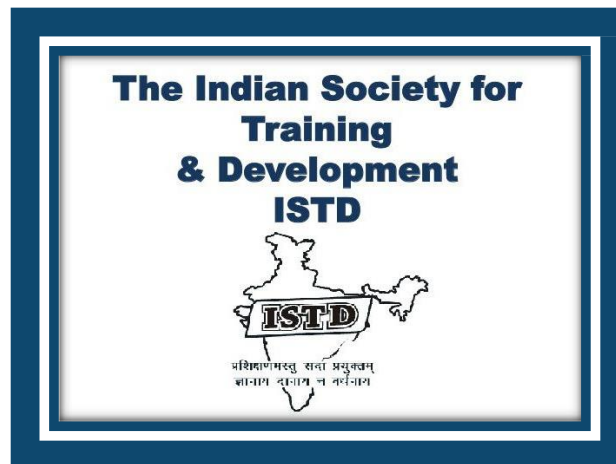
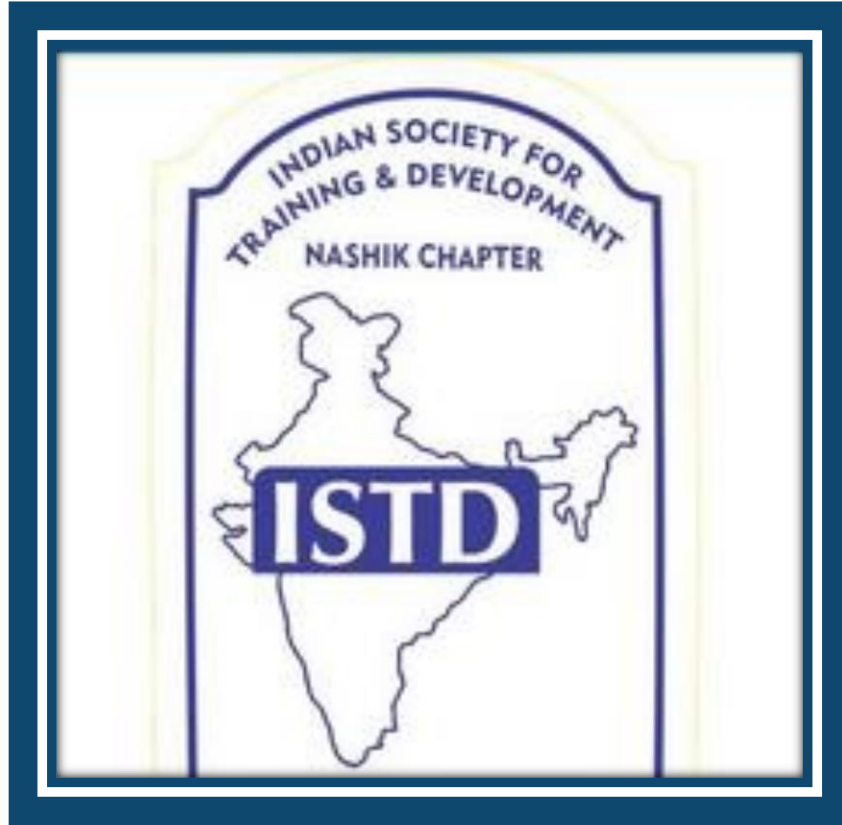
For admission related queries please contact

Ms. Pragya Mathur - 9971300594, Ms. Sarita Bisht - 9716277682



DIPLOMA PROGRAMME COORDINATORS

Nashik
Dr. Sarita Dhawle
M : 7774032686



THANK YOU TEAM!